



SOCIAL RESPONSIBILITY AND
SUSTAINABLE DEVELOPMENT REPORT 2021



65 YEARS ENERGIZING LIFE AND SOCIETY

XIGNUX: 65 YEARS ENERGIZING LIFE AND SOCIETY

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SUSTAINABLE DEVELOPMENT REPORT 2021



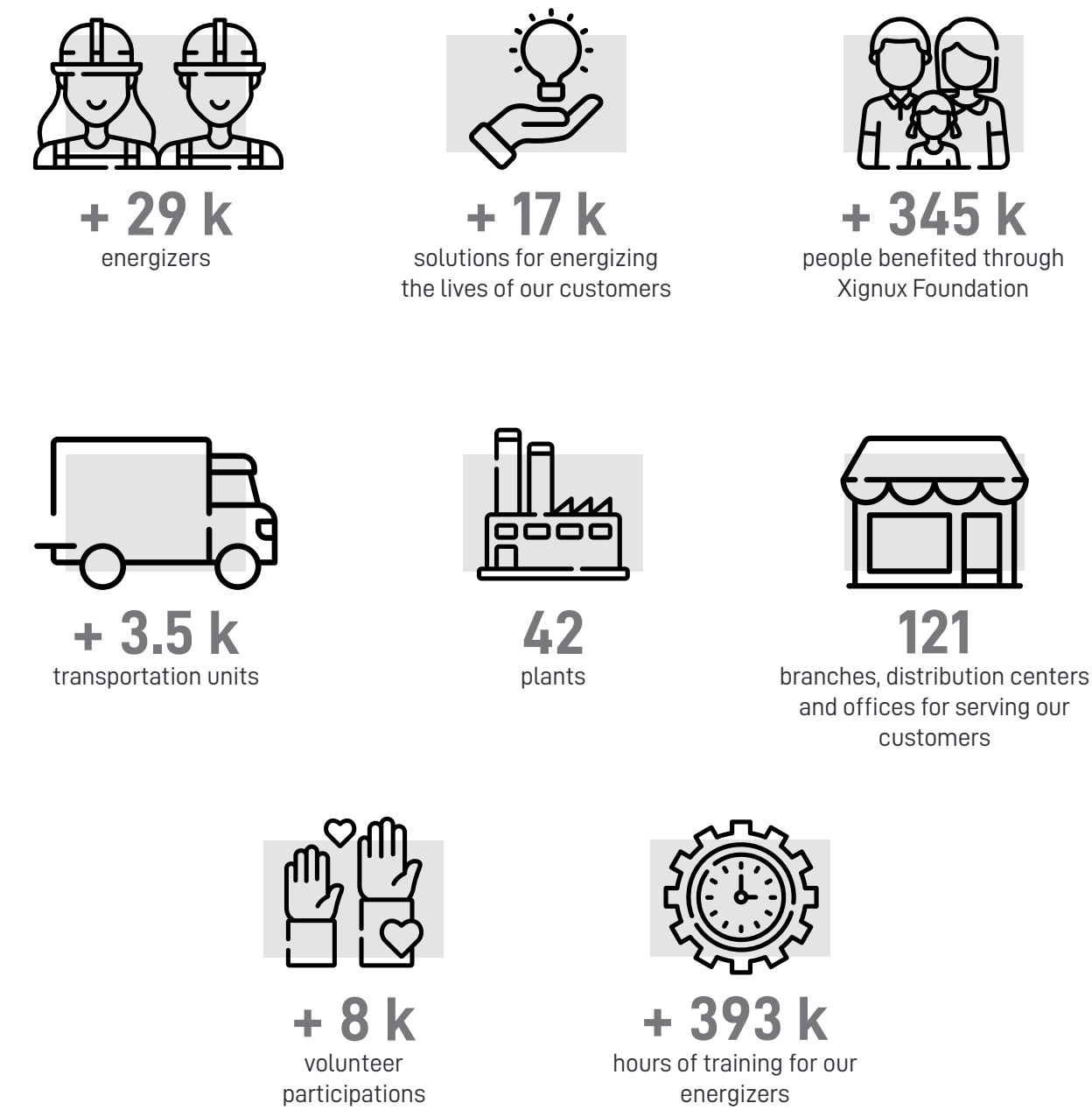
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Our place in history



Key facts and figures





Message from our Chief Executive Officer

As we pause for a moment to ponder on the social responsibility and sustainable development actions that Xignux companies took in each of our four spheres of action (Ethics and values, Our people, Community and Planet) during a year still marked by the effects of the pandemic, two important reflections come to mind.

The first is personal: a new understanding of the balance between physical and emotional health, on which our well-being depends. The second is collective, as we realize how the pandemic brought to the forefront a series of needs that continue to afflict our most vulnerable communities.

For those of us who work at Xignux companies, 2021 was a clear invitation to rethink, as objectively as possible, our 65-year legacy. To be clear about how far we have come in fulfilling our mission, and how far we must still go to reinforce and redouble our positive impact on the communities where we are present.

Through this exercise in introspection, we have confirmed that our work culture (consistent with our values) is an element that has always distinguished us and allowed us to create value for our stakeholders, whether in our capacity as good neighbors committed to our communities, citizens fulfilling our responsibilities to the country we inhabit, or competitive players and innovators in our industries.

Aware of the core role played by our energizers and the close relationship between our work culture and professional performance, we worked to consolidate our Xignux Value Proposition, migrating it toward a "Total experience" model. With this, every Xignux company is laying the groundwork for a long-term commitment to empowering its employees and energizing their personal, family and professional lives.

In every one of the stories, numbers and images from the initiatives we describe in this report, you can witness the spirit that energizes our employees who work in our energy companies—Viakable, Prolec and Voltrak—, our food companies—Qualtia and BYDSA—, in the nanomaterials industry with Nanoqem—, or electromobility, with Voltway. Their enthusiasm and readiness make them the driving force in our social and environmental impact actions.

Our energizers' deep commitment is clearly exemplified by their volunteer work. In 2021, despite the difficult conditions caused by the pandemic, 6% more employees and family members pitched in to help last year, with 13% more volunteer time and 12% more people benefiting from these actions.

This spirit is also evident in our efforts to reinforce our sustainability culture and join in supporting the targets set by the United Nations Program for Development in its 2030 Agenda. Initiatives like the Xignux Challenge, which has inspired increasing enthusiasm among young participants, or the many environmental conservation efforts by our energizers during Earth Week, are just two excellent examples.

As tangible proof of this commitment, I am pleased to share with you that this year Xignux signed the United Nations Global Compact. Through this alliance, we will strengthen our bonds of international cooperation and continue our work toward achieving the Sustainable Development Goals.

Additionally, we demonstrated our capacity to respond swiftly and in an organized manner to unexpected situations, such as the support we extended to firefighters, emergency brigades and people left homeless by the devastating fire at Sierra de Arteaga, Coahuila and Santiago, Nuevo León. In our work of fostering dialogue and building alliances with Civil Society Organizations (CSOs), Xignux Foundation once again played a preeminent role. Among the valuable activities coordinated by our Foundation throughout 2021, the "Energy for All" initiative merits particular mention, providing direct and immediate support to vulnerable families living without electricity in the mountains of Nuevo León. This assistance was given in concert with the Social Responsibility areas of our companies, Iluméxico and ConcentrArte.

This year also saw a landmark in Xignux's growth story. We completed our largest international acquisition ever by purchasing SPX Transformer Solutions, an event that requires us to accelerate the cultural integration process so that we can share our way of doing business with new stakeholders, and above all to learn from the experiences of our new energizers and enrich our portfolio of social and environmental practices.

Clearly, 2021 was a year of reflection, learning and action. Going over all of the progress we describe in this report, it is evident that our social and environmental performance is closely linked to the growth of our business, and this depends on our acting in accordance with our values, on pursuing excellence in everything we do, and never forgetting that there is always more to be done.

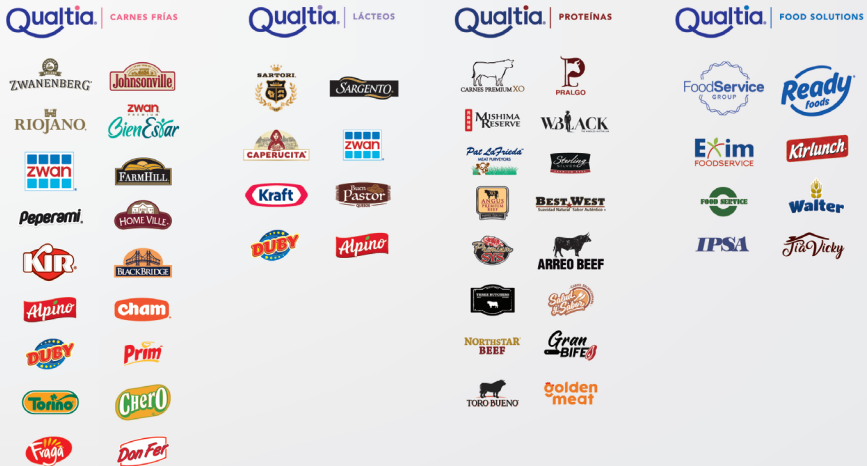
In other words, we know that as we energize life today, we are helping to build a better world for all.

Juan Ignacio Garza Herrera
Xignux Chief Executive Officer

Our mission at Xignux is to energize life and society to contribute to a better world

A 65-year track record of hard work and growth that began in 1956 with the founding of Conductores Monterrey has made us an essential player in the development of Mexican industry and allowed us to grow well beyond this country's borders.

We provide solutions in two major industries: energy and food. And we have ventured into new businesses so that we can continue contributing to sustainable development and economies in the communities where we operate.



OUR PLACE IN THE WORLD

Plants

-  **MEXICO**
25,991 energizers
-  **UNITED STATES**
1,555 energizers
-  **COLOMBIA**
865 energizers
-  **BRAZIL**
759 energizers
-  **VENEZUELA**
200 energizers

With 42 production plants in five countries, and with products and services present in more than 40 countries, we have built up a solid international presence.



Sales to

+ 40 countries

Our economic
value generation

	2019	2020	2021
Sales	61,452	66,187	84,789
Cost of goods sold	48,325	50,786	64,967
Operating expense	10,595	11,738	12,997
Taxes	778	736	2,112
Payments to providers of funds	1,159	1,751	1,408
Others	780	672	125
Economic value retained	1,374	504	3,180

* Amounts expressed in millions of Mexican pesos



Xignux Companies
sales in one day

609

metric tons
of cable

87 k

ready-to-eat food
items

530

metric tons of cold cuts,
meat and dairy products

1.35 million

snack
bags

12,845

insulations and
transformer
components

673

transformer units

Xignux consolidated net sales

Company	Percentage
Viakable	52%
Prolec	26%
Qualtia	20%
BYDSA	4%
Voltrak	1%
Others and intercompany eliminations	-3%

Xignux in energy

Our companies include **Viakable**, producing electrical conductors; **Prolec**, in energy transformation and delivery; and **Voltrak**, in electrical infrastructure (transmission and distribution).

Viakable

We are leading producers and sellers of electrical conductors that power the productive life of homes, businesses and communities. With more than 65 years of experience, we meet the most demanding industry requirements with the best talent, technology, quality products and innovation, all with a deep commitment to sustainable development. Our cable brands—for the electrical energy transmission and distribution industries—are sold throughout much of the Americas, where they are known for their quality, safety and dependability.



Prolec

We contribute to the progress and well-being of society through innovative, sustainable solutions for the transformation and delivery of electrical energy, with the aim of being recognized as the most reliable strategic partner in the Americas.

We continue to grow in the world, and last year completed the acquisition of SPX Transformer Solutions, which is now part of the Prolec-GE joint venture. This was the largest acquisition in Xignux's history. The combined business will continue to be a strong ally for its customers and to support the development of the electrical network in the United States and elsewhere in the Americas.

The acquisition of SPX Transformer Solutions by Prolec GE is an expansion that will enable us to become the most dependable strategic partner in the business.



Voltrak

We create solutions for energizing day-to-day life, offering services such as design, construction, supply, assembly and startup of electrical substations and transmission lines. Our solid experience allows us to participate in building major industrial and retail projects, as well as renewable energy projects in Mexico and elsewhere in the world.



Xignux in food

Qualtia

We are present every day in millions of Mexican homes and businesses.



We have conquered the preference and palate of consumers with delicious, fresh and nutritious products. We are the ideal choice in the categories of cold cuts, dairy products, cured foods and fresh and processed meat, and we also provide comprehensive solutions for your business.

With innovative, high-value options—and a service-centric approach—we continue to win our customers' preference day after day.

Over the years, we have built up a solid portfolio of brands and services that have become a benchmark for quality through our four business units: Qualtia Carnes Frías (cold cuts), Qualtia Lácteos (dairy products), Qualtia Food Solutions and Qualtia Proteínas (meats).



BYDSA

We energize and delight with excellent snacks accessible to all.

We are the leading maker of salted snacks in northern Mexico. Our Leo, Encanto and Snaky products are favorites for many consumers of all ages, because of their great flavor, selection and quality. We are highly efficient in our processes and in our service to customers.

BYDSA[®]

MSI
MEXICAN SNACKS

ENCANTO[®]

LEO[®]

snaky



New Businesses

Innovation and the search for new business opportunities are an integral part of our culture.

We want not only to create economic value but also to create social value in the communities where we operate, to continue energizing life and society.

Nanoqem

We use technology and disruptive innovation based on nanotechnology. We work according to the highest quality standards, effectively and profitably.



Voltway

We transform mobility in Mexico and the Americas with comprehensive electromobility solutions.



Solid, transparent corporate governance has enabled us to endure and thrive for 65 years

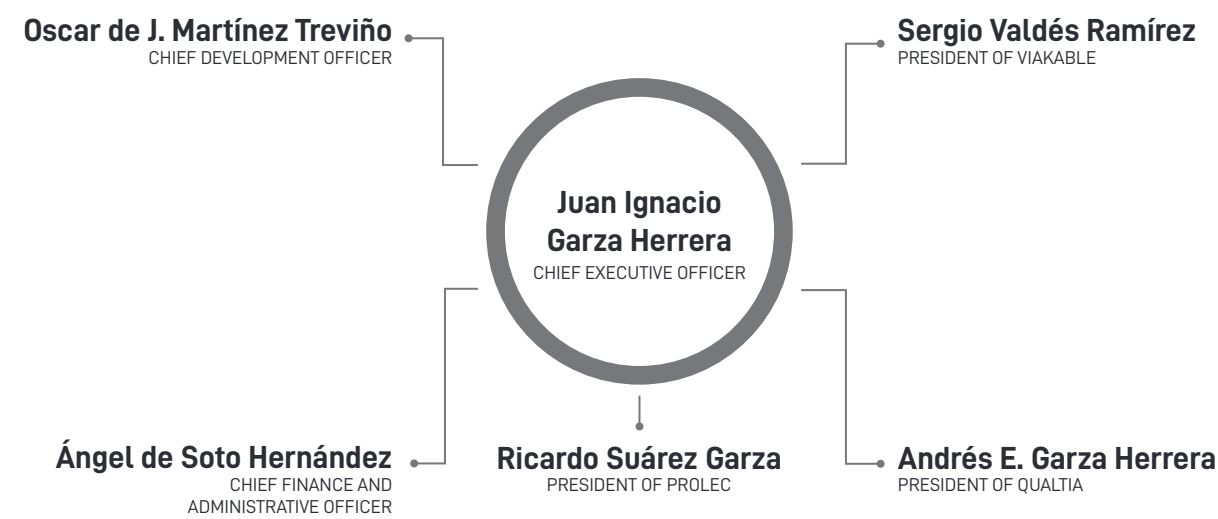
Grounded in legality and transparency with all our stakeholders, our corporate governance has enabled us to grow and create shared value.

We are committed to being a high-performing company with a high degree of integrity, complying with all laws and regulations and adopting high ethical standards and best practices in corporate governance.

Our Board of Directors is responsible for overseeing company operations.

Board of Directors	
CHAIRMAN	Eugenio Garza Herrera
SECRETARY	Oscar de J. Martínez Treviño
BOARD MEMBERS	Alejandro J. Garza Herrera
	Gabriel J. Garza Herrera
	Juan Ignacio Garza Herrera
	Andrés E. Garza Herrera
	Ana Cristina Garza Herrera
	Humberto J. Garza Domínguez
OUTSIDE BOARD MEMBERS	Francisco J. Garza Zambrano
	Federico Toussaint Elosúa
	Mario M. Laborín Gómez
	Jaime Zabłudovsky Kuper
	Eugenio Clariond Rangel
STATUTORY AUDITOR	Jorge Quintanilla Gómez

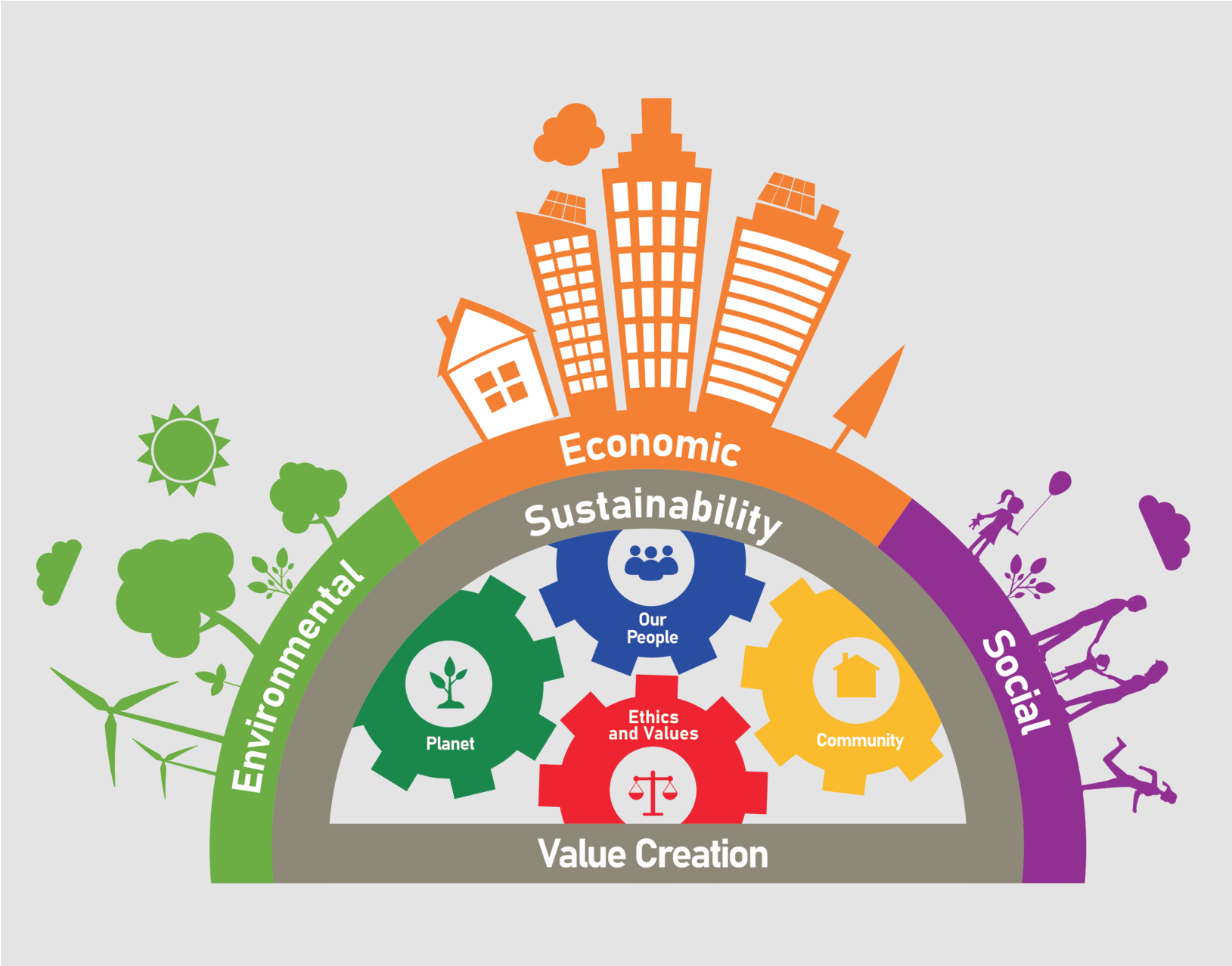
Furthermore, our management team has the qualities necessary for guaranteeing responsible, long-term operation of Xignux companies.



Xignux model of social responsibility and sustainable development

Our mission is to contribute, strategically and lastingly, to the sustainable development of our communities, through high-impact investment and social value.

We work in four spheres of action (Ethics and values, Our people, Community and Planet), to contribute to sustainable development and meet our stakeholders' expectations.



To correctly manage our social responsibility and sustainable development model, we define corporate goals that consider the impacts and possible risks in the short, medium and long term. In 2021, we worked to achieve these goals through various programs, alliances and projects.

Ethics and values	Detect, address and prevent risk in all of our operations.	
	Zero human rights impact from our operations.	
	Zero tolerance for Code of Ethics violations.	
	Value-based management approach.	
Our People	Provide our employees with opportunities for advancement.	 
	Guarantee a positive and safe organizational climate for employees.	
	Ensure equal working opportunities for all employees.	
	Offer systems that make it easier for employees to balance their personal and professional lives.	
Planet	Create projects for innovation, recovery and final disposal of packaging.	   
	Improve efficient use of energy sources for creating our products and services.	
	Guarantee compliance with waste disposal and confinement regulations.	
	Guarantee compliance with clean energy use regulations.	
Community	Ensure compliance with social and environmental responsibility criteria in our supply chain.	  

We know that constant communication with our stakeholders and transparent actions are the basis for a relationship of mutual trust. Only through engagement and dialogue can we effectively incorporate their expectations into our strategies. We have various channels of communication open to our stakeholders:

Regular Communication

	Shareholders	Financial institutions and investors	Community	Authorities
Channel	Annual and quarterly reports	Annual and quarterly reports	Whistleblower system, Xignux Foundation and discussion groups	Partnerships with public organizations

Constant communication

	Employees	Suppliers	Customers
Channel	Informational meetings, annual performance evaluations, Whistleblower system, Code of Ethics, e-mail, newsletters, bulletins, meetings with supervisors, screens in dining rooms, webpage and social media	Code of Ethics, Whistleblower system, surveys and e-mail	Whistleblower system, surveys and call centers

From dialogue to materiality

To make sure we are focusing our efforts on the issues most pertinent to our operations, we conduct a materiality analysis for each of our businesses. We know that by nature each of them has different impacts and expectations, which must be addressed through specific strategies.

The Xignux materiality matrix defines the following as material issues:

Internal

- Employee education and training
- Safety
- Health and wellness
- Dignified work
- Diversity and equal opportunity
- Work-life balance

External

- Circular economy
- Packaging innovation
- Energy efficiency
- Special handling waste
- Use of renewable energy sources
- Labeling
- Food quality and safety
- Healthy, nutritious foods

Internal and External

- Social and environmental responsibility criteria in sourcing
- Dignified work and prohibition of child labor

Energy

Viakable materiality



As we promised in 2020, this year we conducted a materiality analysis for Prolec.

Prolec materiality



Label	Issue
1	Employee health and safety
2	Ethics, anticorruption and values
3	Energy efficiency
4	Climate change
5	Reduced emissions
6	Product quality
7	Respect for and promotion of human rights
8	Water and wastewater management
9	Special handling waste
10	Community engagement
11	Use of renewable energy sources
12	Recovery of product at end of its useful life
13	Diversity
14	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
15	Recycling of materials in production
16	Management of environmental and social risks
17	Inclusion of social and environmental criteria in supplier evaluations
18	Employee education and training
19	Build environmental awareness among employees and consumers
20	Design products with eco-efficient components

Label	Issue
1	Employee health and safety
2	Management of environmental and social risks
3	Special handling waste
4	Reduced emissions
5	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
6	Respect for and promotion of human rights
7	Diversity
8	Water and wastewater management
9	Energy efficiency
10	Employee education and training
11	Ethics, anticorruption and values
12	Inclusion of social and environmental criteria in supplier evaluations
13	Recycling of materials in production
14	Climate change
15	Community engagement
16	Product quality
17	Build environmental awareness among employees and consumers
18	Use of renewable energy sources
19	Design products with eco-efficient components
20	Recovery of product at end of its useful life

Food

Gráfica de materialidad Qualtia

Label	Issue
1	Water and wastewater management
2	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
3	Energy efficiency
4	Reduced emissions
5	Product quality
6	Employee health and safety
7	Special handling waste (oil and other raw materials)
8	Nutritional product content
9	Inclusion of social and environmental criteria in supplier evaluations
10	Ethics, anticorruption and values
11	Consumer well-being
12	Change in food consumption trends
13	Community engagement
14	Fleet management (fuel consumption)
15	Sustainable farming (raw materials for snacks)
16	Respect for and promotion of human rights
17	Product labeling
18	Climate change
19	Diversity
20	Biodegradable packaging

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14	Fleet management (fuel consumption)
15	Sustainable farming (raw materials for snacks)
16	Respect for and promotion of human rights
17	Product labeling
18	Climate change
19	Diversity
20	Biodegradable packaging

Sustainable development is a team effort

We know that if we want our programs to benefit more people, we need solid alliances and a lot of teamwork. That's why we invest our energy in strengthen collaboration networks between companies, civil society and communities.

We also participate in a number of forums and associations in which we share best practices and support the efforts of other organizations.

Agriculture

Agrocluster

Asociación Nacional de Establecimientos TIF

Consejo Estatal Agropecuario de Nuevo León

Consejo Mexicano de la Carne

Consejo Nacional Agropecuario

Agro-food Cluster

Retailing and Trade

Asociación Venezolana de Exportadores, Venezuela

American Chamber of Commerce (AmCham)

Cámara de Comercio de Cali, Colombia

Consejo Empresarial Mexicano de Comercio Exterior, Inversión y Tecnología

Consejo Mexicano de Comercio Exterior

Construction

Cámara Mexicana de la Industria de la Construcción

Housing Cluster

Consumer Products

Consejo Mexicano de Productos de Consumo

Accounting

Instituto de Contadores Públicos de Nuevo León

Food

Institute of Food Technologists, United States

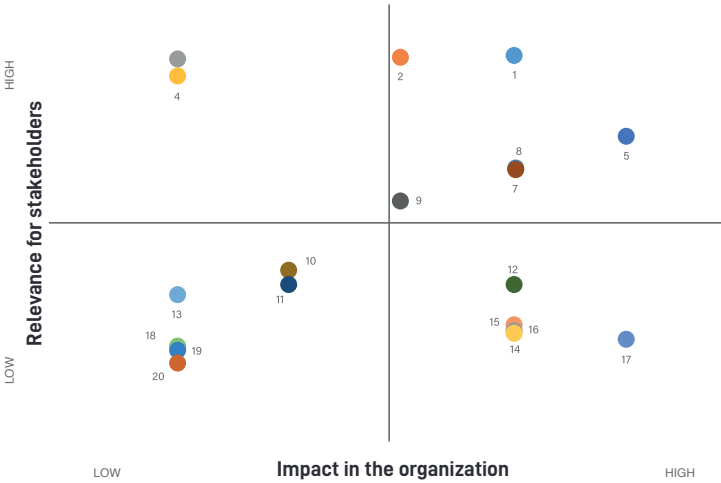
Snack Food Association, United States

Tortilla International Association, United States

Biotechnology

Biocluster

Qualtia materiality



Electrical

Asociación Bolivariana de Productores de Cables Eléctricos, Venezuela
Asociación Nacional de Normalización y Certificación del Sector Eléctrico
Cámara Nacional de Manufacturas Eléctricas
Centro de Investigación y Desarrollo Tecnológico Sector Eléctrico, Colombia
Consejo Internacional de Grandes Sistemas Eléctricos
International Cablemakers Federation, Austria
National Electric Energy Testing, Research & Applications Center, United States
Wire Association International, Estados Unidos

Finance

Instituto Mexicano de Ejecutivos de Finanzas
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Industrial

Tortilla International Association, United States
Cámara de Industriales del Estado Carabobo, Venezuela
Cámara de la Industria y Transformación de Nuevo León
Cámara Nacional de Manufacturas Eléctricas
Cámara Nacional de la Industria de la Transformación
Centro de Productividad de Nuevo León
Club Industrial
Confederación de Cámaras Industriales de los Estados Unidos Mexicanos
Consejo Coordinador Empresarial

Industrial

Consejo Mexicano de la Industria de Productos de Consumo
Consejo Mexicano de Comercio Exterior
Fundación para el Desarrollo Integral del Área e Influencia del Parque Industrial y Comercial del Cauca, Colombia
Industriales Potosinos
Instituto Colombiano de Normas Técnicas, Colombia
INDEX N. L.
Consejo Mexicano de Negocios
Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN)
Confederación Patronal de la República Mexicana (COPARMEX)

Dairy

Cámara Nacional de la Industria de la Leche
Organismo Regulador / Normalización de Productos Lácteos

Labor

Comisión Nacional de los Salarios Mínimos
Comisión Nacional Laboral COPARMEX

Legal

Asociación Nacional de Abogados de Empresa
La Barra Mexicana, Colegio de Abogados

Marketing

Consejo de Autorregulación y Ética Publicitaria

Oil

Cámara Petrolera de Venezuela, Venezuela
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Human Resources

Asociación de Gestión Humana, Colombia
Asociación Técnica de Compensaciones
Ejecutivos de Relaciones Industriales
Grupo Esco
ADERIAC
Movimiento Congruencia

Safety

Consejo Mexicano de Seguridad San Pedro

Social Security

Consejo Consultivo Delegacional IMSS N. L.
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IT

Asociación Mexicana de Profesionales en Informática

Social

Asociación de Líderes en Desarrollo Humano
Centro de Estudios Sociales del Noreste
Consejo Cívico de Instituciones de Nuevo León
Red SumaRSE Nuevo León
Unión Social de Dirigentes de Empresa
Hagámoslo Bien

Technology

Nuevo León Nanotechnology Cluster

Transportation

Asociación Nacional de Transporte Privado Defensa para el Transporte Terrestre de Carga, Colombia



ETHICS AND VALUES

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



A SYSTEM OF
ETHICAL
MANAGEMENT,
ENERGIZED
BY OUR
VALUES

**A system of ethical management,
energized by our values**



100 %

of ethical reports
addressed



100%

of new hires signed the
Code of ethics



90%

of cases received,
addressed and resolved in
less than 30 days



**Xignux values, the pillars of our
performance for the past 65 years,
define who we are, how we behave,
and what motivates us.**



**Being
trustworthy**



**Strive
for excellence
in everything
we do**



Code of ethics

Xignux is committed to ethically managing our operations, abiding without exception by every law, rule and regulation that applies to us, based on the highest ethical standards and guided by our respect for human rights.

Our Code of ethics sets forth the conduct we expect of our energizers in all their interactions with stakeholders. It describes guidelines for behavior, procedures and channels for filing reports and complaints as well as the protocol for addressing them.

Our Code is available to the public and all stakeholders at the following link:
<https://www.xignux.com/en/code-of-ethics/>



Visit our Code of ethics!

We live ethically

To guarantee that all of our employees are familiar with the contents of the Code and put it into practice every day, we launched a campaign with the slogan "I _____ ethically", inviting Xignux employees—regardless of their job position—to embody our Code of ethics in every action, decision and conversation they have, every day. This is how we seek to reflect ourselves and our actions as energizers.



A system based on trust and confidentiality

We know that for a system of ethics to be successful, it requires a high degree of trust on the part of our stakeholders. With this in mind, in addition to our constant trainings and communication campaigns, in 2021 we opened our whistleblower's hotline to the public. This helps us ensure that anyone making a report or complaint is given all due confidentiality and protection at all times, and that we can continue to foster a culture of reporting.

Every Xignux company has an ethics committee, in charge of following up on and managing reports received through the available channels and addressing issues relating to ethics in general. The members of each of these committees are exemplary moral leaders within Xignux and have built careers marked by outstanding integrity.

We have the following reporting channels available to our stakeholders:

-  Transparency boxes in every workplace
-  Xignux website: <https://concern.ethicsglobal.com/>
-  Intranet for energizers
-  Ethics committee in every company and at corporate headquarters
-  Transparency hotline: +52 800-04-38422 and 55-6266-7171
-  E-mail: reporte@ethicsglobal.com
-  Supervisor, head of Internal Audit or Human Resources of each company

In the year covered by this document, our ethics committees received a total of 512 reports. There were no reports of human rights violations, child labor, violation of the rights of indigenous communities or forced labor.

Complaints received			
Channel	2019	2020	2021
Transparency suggestion box	273	319	286
Transparency hotline	69	110	113
Others*	46	78	113
Total	388	507	512

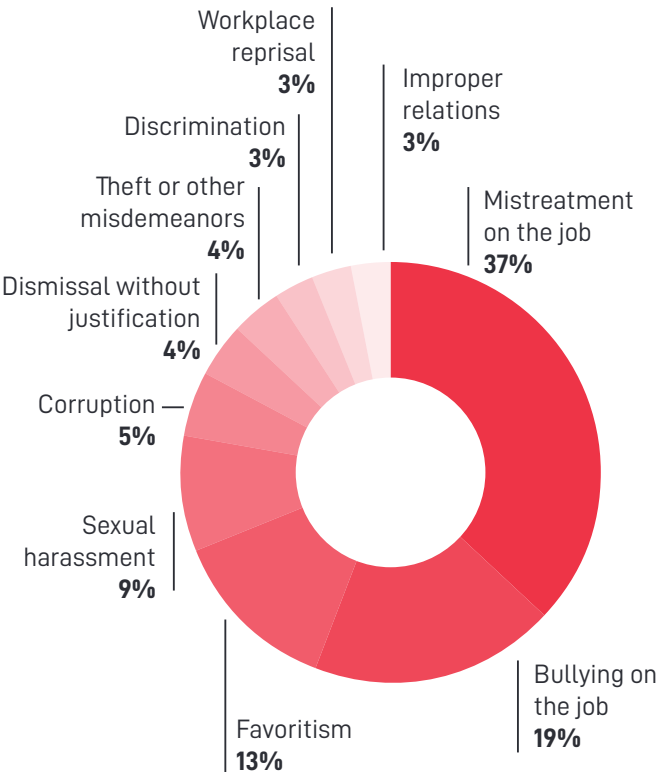
* Includes website, intranet, ethics committee, e-mail or immediate supervisor.

Our system of consequences ensures fair treatment, thorough investigation and prompt attention to each case. We act with legality at all times and with the necessary respect for human rights.

As a result of our investigations into the cases received, 82 employees were dismissed in connection with ethical complaints in 2021, and 39 were dismissed as a result of internal audit processes.



Reporting categories according to the Code of Ethics



Reporting categories regarding the person

Type of complaint	% of Complaints received
Regarding the person	74%
Customer and supplier relations	7%
Authorities and community relations	5%
Conflicts of interest	6%
Information handling	3%
Asset protection	2%
Occupational health and safety	3%
Total	100%



**Operations based on
respect for human
rights and legality**

We hold that human rights are inherent, inalienable, universal, indivisible and interdependent. We endeavor to identify and avoid any possible human rights risk associated with our operations.

We prohibit all forms of child labor and forced labor, as well as any form of discrimination or violation of labor rights.



To formalize this commitment, in 2021 we signed the United Nations Global Compact Mexico Chapter. As signing members and active participants, we reaffirm our support for the 10 Principles regarding Human Rights, Labor, the Environment and Anti-Corruption. Thus, we continue to contribute to the 2030 Agenda through our strategy of social responsibility and sustainable development.





ENERGY TO GROW AND PREPARE THE FUTURE

OUR PEOPLE

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



Energy to grow and prepare the future

Celebrating our 65th anniversary was an opportunity for us to recognize and thank our energizers for the role they have played and will continue to play in Xignux's evolution.

Our energizers once again proved their enthusiasm and responsibility, ensuring that even in times of uncertainty, Xignux companies are worthy of the expectations and trust that our customers, communities, shareholders and authorities have placed in us.

Our energizers are what defines Xignux. That is why every initiative and effort, every hour and resource invested in guaranteeing a safe and healthy working environment and promoting the overall advancement of our energizers and their families, keeps us on track to grow and prepare for the future.

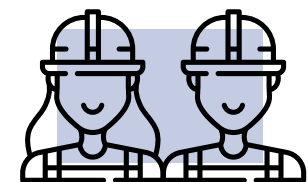


I feel very proud of being able to share in the celebration of Xignux's 65th anniversary, especially because I'm about to complete my 32nd year here, and to be able to celebrate the history of our organization, despite the difficulties of the past two years.

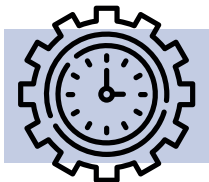
The friendly environment and organized work process are aspects that add value to my daily responsibilities and commitments, allowing me to move forward and advance myself personally.

It's wonderful to be an energizer at this stage of my life.

Nazario Escobedo, Voltrak energizer



29,383 energizers around the world



393,968 hours of training



Learn about the main initiatives for our people. Watch this video!

Who we are

We are a community of energizers from many countries and cultures, who have joined our talents and capacities together to operate in different industries. That is how we guarantee the growth of Xignux, its companies and the people who make up this organization.

Total employees by company

	Mexico	International	Total
Viakable	3,411	1,606	5,017
Prolec	5,817	1,784	7,601
Voltrak	614		614
Qualtia	12,151		12,151
BYDSA	3,534	35	3,569
Nanoqem	38		38
Voltway	2		2
Corporativo	182		182
Shareser	209		209
	25,958	3,425	29,383



I share the pride of working in this extraordinary organization. In my case, there is an undeniable sense of belonging: I've been with the company for more than 10 years and I've always felt comfortable, welcome and accepted. In other words: it's where I'm from.

I'm also very grateful for what they've given me in these years: sustenance for my family, a place to grow professionally, valuable lessons, and above all, many friends.

I invite the new generations of energizers to take advantage of the great opportunity they obtained in joining us.

Eduardo Garza, Viakable energizer

The growth and future of Xignux is built in the day-to-day work and in every one of the actions of the 29,383 energizers who work here.

This is why we are continually looking for formulas to ensure the training and development of our workforce and endow them with the skills they need for each of their jobs. To do so, we promote a culture of diversity and equal opportunity, and we make sure that our energizers' freedom of association is respected in every one of our companies.



Employees by gender 2021*

	Viakable	Prolec	Voltrak	Qualtia	BYDSA	Nanoqem	Voltway	Corporativo	Shareser
Percentage of total	13.1%	22.4%	2.4%	46.8%	13.6%	0.1%	0.0%	0.7%	0.8%
Men	2,955	4,558	545	5,018	3,016	26	2	100	130
Percentage	86.6%	78.4%	88.8%	41.3%	85.3%	68.4%	100%	54.9%	62.8%
Women	456	1,259	69	7,133	518	12	0	82	35
Percentage	13.4%	21.6%	11.2%	58.7%	14.7%	31.6%	0%	45.1%	16.9%

*Data on employees in Mexico

Employees by age in 2021*

	Viakable	Prolec	Voltrak	Qualtia	BYDSA	Nanoqem	Voltway	Corporativo	Shareser	Total
Age range	38.8	37.1	38.6	38.8	37.9	34.4	44.3	41.9	33.9	38.3
Less than 20	1.9%	1.3%	1.6%	2.3%	1.5%	0.0%	0.0%	0.0%	0.0%	1.8%
20-25 years	10.5%	15.2%	8.5%	10.3%	9.8%	15.8%	0.0%	2.7%	1.0%	11.2%
26-30 years	13.9%	15.9%	17.6%	12.4%	15.0%	13.2%	0.0%	11.0%	7.7%	13.8%
31-40 years	27.2%	26.1%	28.8%	28.1%	31.6%	47.4%	50.0%	32.4%	27.5%	28.1%
41-55 years	39.2%	35.8%	34.0%	40.3%	36.8%	21.1%	50.0%	42.9%	31.9%	38.4%
Over 55 years	7.3%	5.6%	9.4%	6.8%	5.3%	2.6%	0.0%	11.0%	11.6%	6.5%

*Data on employees in Mexico.

Employees by contract type and gender in 2021*

	Women		Men	
	Permanent contract	Temporary contract	Permanent Contract	Temporary Contract
Viakable	386	70	2,685	270
Prolec	1,216	43	4,431	127
Voltrak	69	0	545	0
Qualtia	6,851	282	4,682	336
BYDSA	497	21	2,870	146
Nanoqem	12	0	26	0
Voltway	0	0	2	0
Corporativo	82	0	100	0
Shareser	56	0	151	0

*Data on employees in Mexico



Employees by generation in 2021*

	Viakable	Prolec	Voltrak	Qualtia	BYDSA	Nanoqem	Voltway	Xignux Corporativo	Shareser	Total
BABY BOOMERS (1946 -1964)	4.4%	2.9%	4.9%	3.7%	2.9%	0.0%	0.0%	8.8%	8.2%	3.6%
GEN X (1965-1980)	39.8%	35.5%	36.0%	40.3%	35.9%	18.4%	50.0%	42.3%	31.4%	38.4%
MILLENNIALS (1981-2000)	52.4%	58.4%	57.0%	51.9%	58.3%	78.9%	50%	48.9%	40.1%	54.4%
GEN Z (2001)	3.4%	3.2%	2.1%	4.1%	2.9%	2.6%	0.0%	0.0%	0.0%	3.5%

*Data on employees in Mexico

New hires in 2021*

Age range	Men	Women	Total
Under 30 years	1,756	1,026	2,782
31 a 35 years	454	363	817
36 a 40 years	355	356	711
41 a 45 years	237	285	522
46 a 50 years	190	281	471
51 a 55 years	78	135	213
56 a 60 years	26	55	81
Total	3,096	2,501	5,597

*Data on employees in Mexico

Turnover rate in 2021*

(total employees leaving company/average headcount)					
		Employee	Sales	Plant worker	TOTAL
18 - 30	Men	29.8%	57.4%	31.6%	34.7%
	Women	19.6%	57.7%	36.5%	40.2%
					36.4%
31 - 50	Men	16.0%	31.5%	9.5%	16.0%
	Women	12.2%	35.2%	20.7%	26.9%
					20.3%
51 and over	Men	12.1%	19.5%	11.8%	13.1%
	Women	9.8%	22.3%	13.8%	19.6%
					15.7%
Total		17.8%	36.3%	20.0%	24.2%

*Data on employees in Mexico

Xignux Value Proposition:
My total experience

In recent years, the Xignux Value Proposition has gone through a process of consolidation to identify more precisely the relationship between the company's value offering and the contribution of each energizer's work.

This led to an overhaul of the Xignux Value Proposition approach, focusing on the energizers' experience by contributing to their purpose, development, motivation and work-life balance.

"My total experience" is now a long-term commitment for each of Xignux's companies to empower their employees and energize their personal, family and professional lives.



2021 Loyalty Homage

In the year covered by this report, Xignux once again recognized men and women who have contributed significantly to our achievements over these first 65 years of our life with exceptional loyalty and length of time spent with the company: 421 of our employees who have been with Xignux for more than 25 years.



255 employees



104 employees



30 employees



32 employees



Taking extra care of our energizers during the pandemic

In 2021, caring for our energizers continued to be one of our top priorities. We maintained and strengthened contagion prevention protocols at entrances and various points within our workplaces. We also assigned employees to work-from-home schemes whenever possible.

We also made a concerted effort to encourage our people to vaccinate themselves and their families, including the "I'm vaccinated" campaign and the cross-border vaccination program, in collaboration with the state government of Nuevo León.

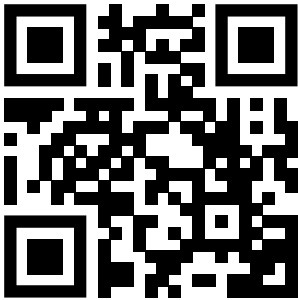
Thanks to these efforts, 96 percent of our employees are vaccinated against COVID-19.



In parallel to vaccination efforts and the application of health and hygiene protocols, these are some of the activities that Xignux companies carried out during the pandemic:

Viakable	• Self-care awareness building • Emotional health capsules • Talks on emotional health and mindfulness • Identification of vulnerable people • "I'm vaccinated" campaign with free anti-bacterial gel and facemasks • Identification of vaccinated people with free stickers • Talks on grief: "Living after loss" • Post-COVID talks
Prolec	• Free kits with sanitizing wipes, antibacterial gel and facemasks • Continual disinfection of facilities • Random testing and medical checkups • Air purifiers installed in cafeterias, bathrooms, offices and meeting rooms • COVID bonus on Qualtia store items for employees with perfect attendance • Preventive talks and emotional health care within the "Being Healthy" program • PCR and antigen tests for diagnosis • Delivery of kits with medications and disinfection for COVID treatment • On-site psychological counseling • Safe return to work strategy • Medical care in private hospitals
Voltrak	• Hygiene instructions posted in offices • Sanitizing lamps installed in ventilation ducts • Virtual physical fitness sessions • Free facemasks for incoming personnel • Sanitizing tunnels • Brochure with information and recommendations on preventing contagion
Qualtia	• Daily e-mails with the subject "Qualtia Preventive Measures", with tips on avoiding contagion, working efficiently in a home-office setting, and sustainability at home. • Responsible vaccination campaign: a video encouraging nationwide vaccination, cards at the workplace to raise awareness of the importance of getting vaccinated, and banners at strategic points with the phrase "I got vaccinated for..." • Easter week campaign urging people to stay home, reminding them that the virus was also on vacation at popular destinations. • Awareness-building audios • Webinar on Facebook: Emotional wellness in dealing with COVID-19. • Activities for employees who presented their vaccination certificates. • Free facemasks and face shields for staff at various times. • "New normal" signage
BYDSA	• Spaces marked off for safe distancing • Free kits with facemasks and antibacterial gel • Internal campaigns on prevention and symptom detection • Continuous disinfection of common work and leisure areas
Nanoqem	• Constant internal communication on preventing contagion • Access to antigen tests when COVID-19 was suspected • Free treatment kits for those who tested positive • Zanolast and antibacterial gel available at various points in plants and offices

Communication that saves lives



Watch some of the awareness-building videos we share with our people!

Transforming lives



This is an internal initiative that raises support through a crowdfunding system in support of employees facing medical emergencies when these cannot be covered by social security or medical insurance. In an alliance with INIXAR, and also through our “payroll with a cause” system, we collect donations from our employees.

In 2021 we supported José Daniel, the son of Prolec energizer José Isidro García Pérez, who needed specialized laser surgery. With this campaign, Xignux employees showed their generosity and completely covered the two procedures successfully performed on José Daniel.

We encourage family togetherness and energize our employees' family members

Our employees' families are what inspire us to continue moving forward and keep up our pace even in times of uncertainty. Xignux companies are very serious about their responsibility to facilitate and promote activities that encourage family togetherness and support our energizer's loved ones.

These are just some of the many activities we carried out in 2021:

Family togetherness



Viakable

- **15-year anniversary** celebration for the Casitas Recreational Center
- **Super Rally:** a superhero game show in which contestants proved their abilities through questions on general culture and activities that tested their physical skills.
- **I am the Voice:** a singing talent show with well-known performers
- **Kings of the home:** a celebration of energizing moms and dads
- **Third season of ViaClic:** a virtual project offering useful, educational and fun content for families and the entire community.



Prolec

- **Summer camp:** Live transmissions for our employees' kids, with activities for fun and learning.
- **2021 Virtual race:** We brought families together and raised awareness about the importance of exercise and burning calories in a fun way.
- **Burnathon and Healthy Master Class:** a family activity to promote exercise and have fun burning calories.
- **Lighting the Christmas tree and Christmas storytelling:** A virtual event for the whole family in which we welcomed the Christmas season.
- **Day of the Dead altar contest and creation of calaveras**



Qualtia

- **Qualtia Christmas:** more than 5,600 employees and their families linked in to our Christmas party, with music, laughs and surprises.
- **Energizing mom:** An unprecedented event for all Qualtia energizers and their families, joining in a national celebration in which all the businesses that make up this great family came together in one event for the first time ever.



Corporate Headquarters

- **Videogame tournament:** An activity in alliance with the ACE E-sports league. Our energizers competed in games like Mario Kart, Warzone, Super Smash Bros., and others.

Family support

Viakable	• Intensive study course for energizers' children to pass the admission exam for Nuevo León State University prep schools and colleges. • Outstanding Student (an academic merit award for employee children earning outstanding grades in primary school)
Prolec	• Academic Child Development Program • Outstanding Student (an academic merit award for employee children) • Preparatory school preparation course for energizers and their children.
Qualtia	• Drawing contest for kids • United Together
BYDSA	• Academic merit prize for employee children



In the tutoring I took to enter prep school, all the teachers were very well informed; they taught me a lot and I learned a lot more.

I did very well on my admission exam. It's an excellent option to study for this requirement.

Emiliano Leos Ramírez, son of Viakable energizer Rosa Isela Ramírez Herrera

Orienta PAE

The Employee Assistance Program continued to serve as an essential source of free and confidential advice and counseling for our energizers. In 2021, employees received assistance with emotional, medical, nutritional, legal, family economy, COVID-19 vaccine and return-to-school issues, in a total of 8,618 sessions, an increase of more than 2,500 over the previous year.

Orienta PAE also offers a range of courses on topics of current interest to energizers.

Some examples:

Health and personal hygiene

- Anxiety and depression
- Fatty liver, care and nutrition
- Healthy eating as a couple
- Nutrition for older adults

Workspace

- First aid at work
- High-yield work teams
- Making the most of your bonus
- Stress management

Personal relations

- Divorce
- Violence in romantic relationships
- What to do about sexual harassment

Animal welfare

- Animal abuse
- Pet care
- Strategies for caring for your pet at Christmas



We listen to improve

Personal Satisfaction Diagnostic (DSP)

We use the DSP survey to listen closely to our energizers for ways to continue improving their experience at Xignux. In 2021, we sent out more than 23,000 surveys, almost three times more than in 2020.

We also obtained excellent results, with a higher overall score in 2021.



Feedback Time

Through this program, we facilitate and support goal-based work and continuous interaction between employees and the supervisors who are with them throughout the process. In 2021 this program extended to 78 percent of our executives.

Active Retirement

Through this program, we support energizers who will be retiring shortly with specialized consultancy on a plan to help them transition to this new phase and enjoy a fuller life. Seventeen energizers participated in this program in 2021.



Education and development for our people

To guarantee Xignux's steady growth, we make sure our educators are constantly advancing, personally and professionally. Every year, all Xignux companies reiterate their commitment to enriching, developing and providing access to a range of up-to-date training and information according to the time and space our energizers have available.

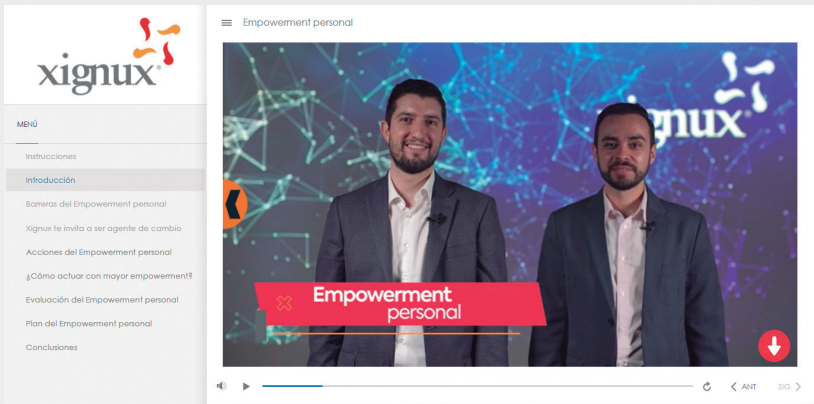


Employee training by company and gender

	Number of employees		Hours of training		Annual average (hours)	
	Women	Men	Women	Men	Women	Men
Viakable	615	5,204	8,168	58,537	481	1,341
Prolec	2,131	7,505	9,741	30,508	98	153
Voltrak	67	574	1,272	14,256	72	96
Qualtia	7,160	5,044	136,469	108,976	116	93
BYDSA	937	2,752	9,002	10,023	206	59
Corporativo (Xignux)	102	137	4,209	2,807	158	54

Xignux Work Culture Program

In 2021, around 430 coworkers from all of Xignux's companies participated. Ten of the 20 courses of this program were developed for e-learning, strengthening employees management skills and abilities through 6,912 hours of virtual training.



Mentoring

We connect the experience of our employees to promote our talent. With the third generation of our mentoring program, we have trained 29 employees, and today 48 percent of them have been moved to new positions or promoted.



Leadership for the future (PLX)

By working with strategic projects in various areas, companies and locations, the Xignux Leadership Program enriches the skills and abilities of its participants, focused on leadership and management. Each participant works on four different projects, with a leader, mentor and coach who assist them during the six months of the program.

Last year participants gave virtual presentations on their achievements and results to management and energizers from Monterrey, Querétaro, Mexico City, Durango, San Luis Potosí, Cali (Colombia) and Porto Alegre (Brazil). The projects were carried out in different companies, focused on administrative process improvement, new product development and implementation of new technology.



More than 40 projects were carried out in 2021, with benefits that included:

- At Viakable, an energy management system that generated savings of 55,000 dollars in electrical bills.
- At Prolec, a Shunt Reactor line was started up for producing medium-tension transformers at the Prolec GE plant in Brazil.
- At Qualtia, new products were developed in the Salsas and Dressings category, with an annual gain of 1.5 million pesos for the Qualtia Food Solutions unit.



Participating in PLX has helped me develop my leadership and networking skills and exposure, and also help grow the organization by creating high-impact projects.

Ricardo Castellanos,
Viakable employee



Thanks to the PLX program I've been able to improve and expand my skills as a professional, so I can do my job better and create positive results. I've also learned about the different products and services that Xignux offers to the community.

Aldo Almanza,
Prolec employee

Recognitions

Recognition of our learning model

Cornerstone, a leading talent software firm, awarded us the prize for Best Unified Learning and Development Model during the Cornerstone Converge Latin America 2021 event, which brought together more than 600 human resources executives from Latin America's largest and most successful companies.

Recognition for generating job opportunities

The Louisiana Economic Development Expansion & Retention Business group awarded Prolec GE USA an achievement award for 50 years creating job opportunities in the Shreveport community.

Best practice: knowledge for growth

Continuously sharing best practices both within and between Xignux companies has tangible benefits. It stimulates the creativity and talent of our energizers while bolstering the businesses' growth and strategy.

In the Work Culture Forum, attended by hundreds of Xignux employees from Mexico, Colombia, United States and Brazil, the following were the outstanding practices by initiative:

- 1. **TPS Initiative**
 - Operating Flexibility (Qualtia)
 - Maintenance as a growth strategy (Voltrak)
 - Condiment in Pellet Line 3 (BYDSA)
- 2. **Strategic Initiative**
 - Integration, Panther project case (Prolec)
 - Optimus Project: Practicality and convenience in cheeses (Qualtia)
- 3. **Innovation Initiative**
 - Development of strategic components for cables (Viakable)
- 4. **Human Capital initiative**
 - Implementation of change management internship at Xignux (Corporativo)



During the 36th Congress of Xignux Quality Control Circles, in which more than 400 employees linked in to the event, the following projects earned awards:

- 1. **Viakable** "Panthers:" Definition of countermeasures
- 2. **Prolec** "New Ideas:" Standardization
- 3. **Qualtia** "Special Union:" Cause analysis
- 4. **BYDSA** "Triachos:" Application of tools



Communication and transparency

In the year covered by this report, we held our first Xignux Day. This was an exclusive event for financial audiences in which management discussed the operating performance of Xignux companies and their plans for the future. The event is organized by the Corporate Department of Finance and Administration.

To share important information on the event with all our energizers, we prepared a summary video presenting the highlights of our organization's results, along with our outlook, strengths and strategies.



Xignux Comprehensive Training Institute (IFIX)

This institute was founded in the year 2017 as a center for development especially designed to support the growth of Xignux energizers and their families, through educational experiences that encourage their personal, family, social and professional advancement.



Through digital platforms, IFIX offers two types of training program:

Employee training

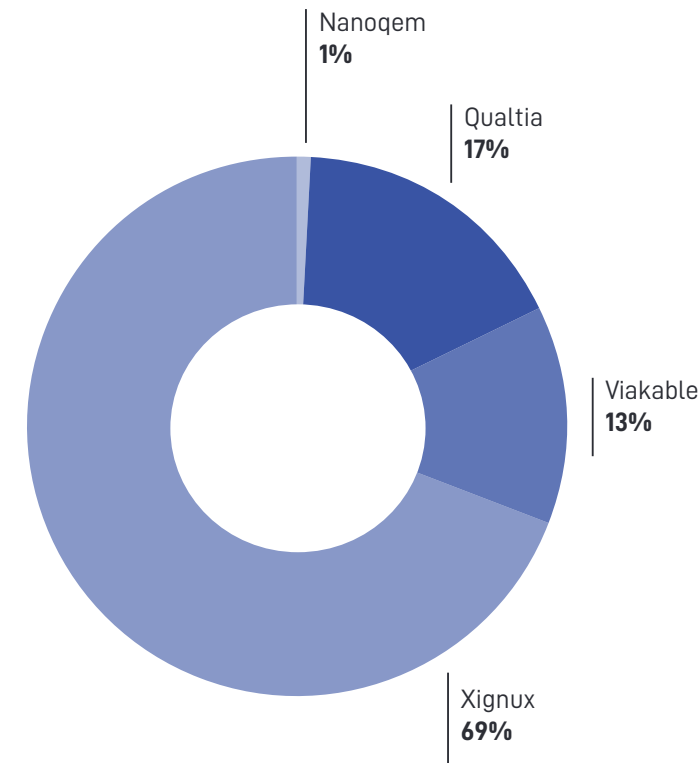
- Diplomas and courses for employees
- Xignux Work Culture Certification (CTX)
- Institutional programs
- Work sessions

Family training

- Xignux- ANSPAC program, for personal advancement and development
- ANSPAC Youth, aimed at teenagers
- Lectures on current family topics
- Workshops on human development
- Xignux catechism, for children, grandchildren, nieces and nephews of employees interested in spiritual development
- And more



Visitors by company 2021
(percentages)



IFIX Participants

Year	2018	2019	2020	2021
Visits	3,812	3,642	6,363	11,828

Alliance with ANSPAC

Our alliance with the National Association for Personal Advancement (ANSPAC, by its initials in Spanish) remains a key channel for personal and family development, reaching 2,104 families at home and abroad and preparing happier people with greater self-determination.

This alliance has served as an important complement for supporting personal advancement and promoting the well-being of energizers, their families and the community at large.

This past year we adapted to the digital environment with topics like human and moral development, skills and workshops, to continue our mission of energizing life and society to contribute to a better world.



Digital Transformation

Driving competitiveness is an ongoing task at Xignux, which is why our digital transformation initiative continues to grow and support the collaboration and advancement of our energizers.

As part of this task, we incorporated new elements to the team to help accelerate the transformation of the group's businesses, while encouraging them to explore new technologies that can further improve our processes, from manufacturing through customer transactions.

The involvement and the advancement of everyone at Xignux is one of the most important aspects of this initiative. To achieve this, we have incorporated courses using digital learning tools and have installed Internet of things, machine learning and augmented reality capacities in our TPS-4.0 training line.

One example of this was the organization of three internal digital transformation forums at Qualtia, each of which has been attended by around 250 employees, to promote the use of technology in their processes.

This encourages the development and know-how of our energizers, who bring all of our projects to life.



Performance evaluations

Each year, we apply this tool to identify training needs, strengths and areas of opportunity and thus to stimulate and guide the continuous improvement of each energizer's performance.

2021 Performance evaluations by company and gender

Company	NUMBER OF EMPLOYEES	
	Women	Men
Viakable	573	4,770
Prolec	2,133	7,519
Voltrak	144	31
Qualtia	176	341
BYDSA	591	409
Xignux Corporativo	40	82
Total	3,657	13,152

Performance evaluations by job category and gender

Company	Women	Men
Senior management	9	75
Executives	272	799
Administrative	502	2,007
Union members	2,874	10,271
Total	3,657	13,152

Health and Safety

Through our Health and Safety Administration System (HSAS) we comprehensively manage working conditions and any health and safety risks that may be present.

Also, all of our collective bargaining agreements stipulate the formation of Health and Safety committees.

The highlights of each of our companies' health and safety activities during the year were as follows:

Viakable

- Completed the certification process for our occupational Health and Safety Administration System in all business units, according to ISO 45001:2018 certification (replacing the previous standard OHSAS 18001).
- Vialutek, company that makes electrical-grade aluminum cable, completed 365 days without accidents on August 15.

Prolec

- Reaffirmed its commitment to the Customs Trade Partnership Against Terrorism (C-TPAT).
- Improved the work environment of more than 3,900 employees through workshops on "Physical Stress Factor."
- The assembly and post finishing areas of the residential transformers plant celebrated three years without accidents.

BYDSA

- An emergency drill was held at the Kalos Plant. This is part of our commitment to complying with official requirements (Civil Defense Department of Nuevo León, Mexico).
- A campaign for early detection of cervical-uterine cancer among our energizers offered Papanicolaou tests for 73 employees at the Monterrey Plant. Additionally, with the support of the department of preventive medicine at IMSS Family Medical Clinic no. 30, mammograms were offered to 20 women employees over the age of 40.



	2018	2019	2020	2021
Work-related accidents	48	59	47	63
Days lost	1,404	1,212	1,405	923
General illness	1,701	1,685	2,545	1,090

Diversity and inclusion

Our Diversity and Inclusion Committee is a fundamental component for ensuring that our diversity and inclusion policy is built into our daily activities.

In 2021 the first generation of our Women's Leadership program graduated, including more than 50 women energizers from different companies and locations. With this, we provided leadership training to 100% of our women employees in middle management over six months, encompassing the following topics:

- The role of women in companies
- Executive presence
- Self-knowledge
- Emotional intelligence
- Leadership styles
- Support networks and delegation of activities

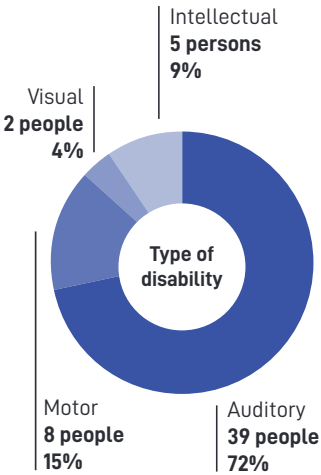


I've been witness to an age of tremendous change in the company, with great men and brave women who were able to change things.

Carla Suárez,
Qualtia Director of
Institutional Relations

The inclusion of energizers with disabilities in all of Xignux's companies is reflected in the following figures:

Company	Number of employees with disabilities
Viakable	28
Prolec	5
Voltrak	0
Qualtia	14
BYDSA	4
Xignux Corporativo	3
Total	54



The following were our main diversity and inclusion achievements during the year:

- Renovated the facilities of Hall 2 at the Xignux Comprehensive Training Institute (IFIX) to make them universally accessible.
- Renewed our Éntrale distinction, which recognizes good labor inclusion practices for persons with disabilities.
- Through our Integra program, we hired employees with auditory disabilities at Multipak Monterrey and Qualtia Lácteos.
- We participate actively in Movimiento Congruencia as instructors in its monthly webinars for people with disabilities seeking work.



**A SUM OF
EFFORTS TO
ENERGIZE THE
FUTURE**

COMMUNITY

2 ZERO HUNGER



6 CLEAN WATER AND SANITATION



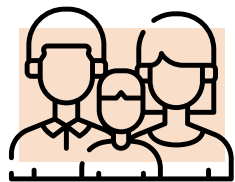
A sum of efforts to energize the future

During these 65 years of energizing our communities, we have learned that the joining of efforts is the best way to improve living conditions for the people and families around us.

We are aware that in being and making a community, we have been able to ally ourselves with those who need it most, both to face the challenges of daily life and to help lay the groundwork for a better future.

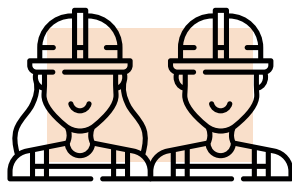
This has inspired us to joining the efforts of our company and our energizers into two major spheres of action:

- **Xignux Foundation: the backbone of our social engagement, investment and support actions.**
- **Social and environmental initiatives by Xignux companies, which enable us to multiply and transmit the benefits of our various programs and activities to all our stakeholders.**



345,374

people benefited through Xignux Foundation



8,061

volunteer participations in Xignux companies, translating into 13,878 hours of volunteer time

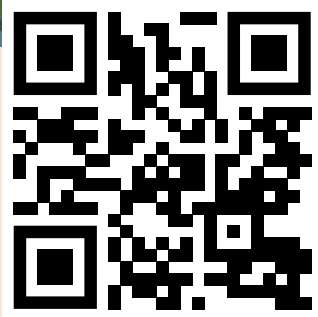
Xignux Foundation

11 years of unconditional alliance with communities.

Xignux Foundation is our main instrument for identifying and bringing together the efforts of civil society organizations and educational institutions to create high-impact initiatives for vulnerable communities.

Our mission at Xignux Foundation

To contribute strategically and in a lasting way to the sustainable development of our communities by forging alliances and investing resources in high-impact initiatives with social value.



Get to know the work of our Xignux Foundation! Look at this video.

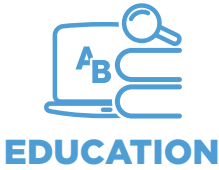


There when the going gets tough, adapting to new realities

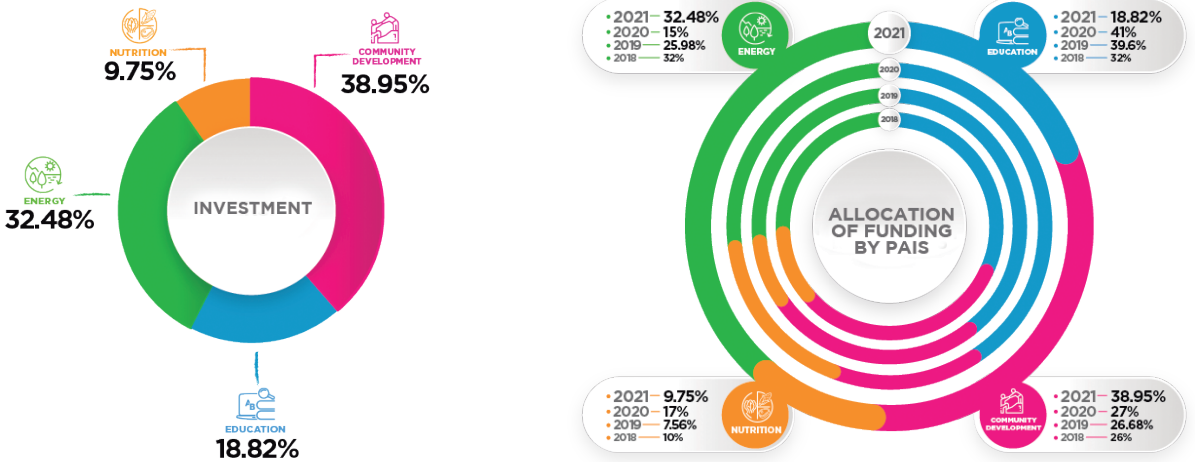
- We continued to support the development of proposals for solving environmental and sustainability problems.
- We supported primarily small nonprofits with access to vulnerable communities, both near our operations and in more remote areas.
- We continued adapting and innovating online forms of volunteer work to reach and benefit more families, while protecting the health of our volunteers.
- We responded to and supported communities in exceptional situations, like natural disasters.
- We encouraged constant dialogue with our communities to find more effective formulas for working together.



Our support areas are organized into four priority areas of social investment (PAIS):

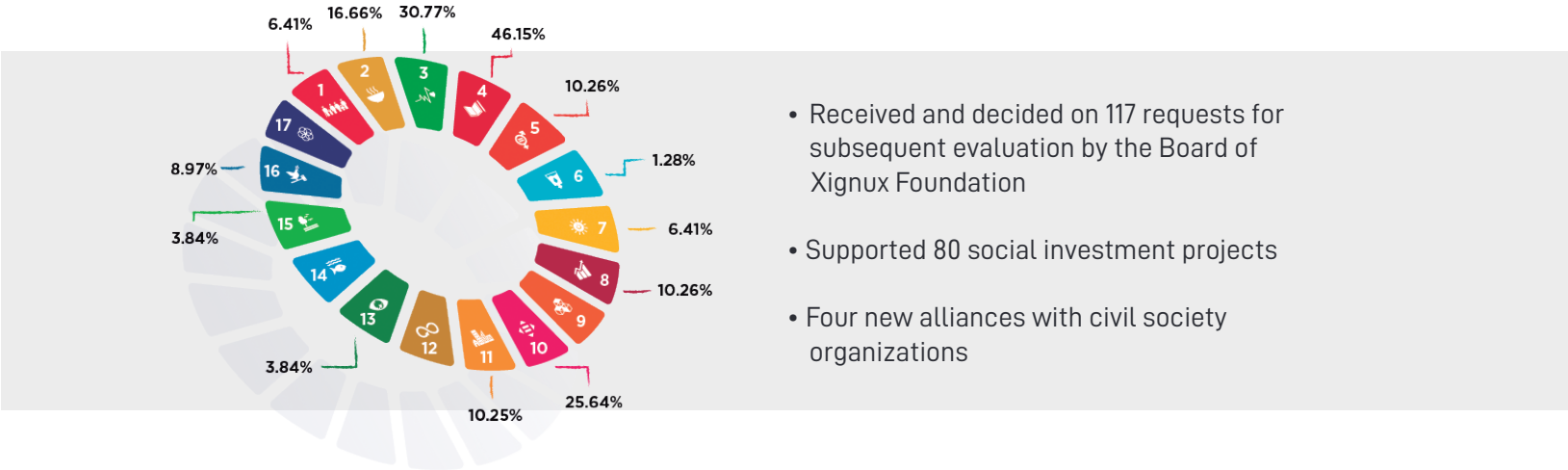
 EDUCATION	Educational quality	
	Research and development	
	Civic awareness	
 NUTRITION	Childhood malnutrition	
	Childhood obesity	
 ENERGY	Sustainable energy solutions	
	Equal access to clean, renewable energies	
 COMMUNITY DEVELOPMENT	Economic development at the base of the pyramid	
	Civic capacity	

In 2021, our investment was divided as follows:



2021 Impact

Xignux Foundation Impact by Sustainable Development Goal (SDG)



- Received and decided on 117 requests for subsequent evaluation by the Board of Xignux Foundation
- Supported 80 social investment projects
- Four new alliances with civil society organizations

Xignux Foundation Beneficiaries



Want to know more about the work of Xignux Foundation? We invite you to read its annual activity report!



Xignux Foundation has been an ally of Nuevo Amanecer for more than 15 years. By joining efforts, every year we've improved the quality of life for more than 500 boys and girls with cerebral palsy, including their families. Throughout the years, Xignux Foundation and Nuevo Amanecer have worked to guarantee the fundamental right of access to quality health care, with an emphasis on holistic wellness through our nutrition program.

Xignux Foundation supports our project to combat malnutrition in children with cerebral palsy, and most recently helped us build the High-Quality Center for People with Motor Disabilities, a project that will leave a lasting mark on the community by bringing them access to high-quality medical service and therapy.

Dr. Consuelo Ibarra Rodríguez, medical and therapeutical coordinator Instituto Nuevo Amanecer

Energy for all

Energy for all is a high-impact initiative to improve the quality of life in our communities. The work is carried in collaboration between Xignux's department of Social Responsibility, Xignux Foundation, Ilum México and ConcentrArte.

The sum of these efforts is aimed at changing the daily reality of families living in a situation of energy poverty.

In the first phase of the initiative, we brought electricity to 20 families in the mountains of Nuevo León, in the Alamar community of the municipality of Linares.

We installed solar panels and the necessary electrical connections so that today, the families who live in homes with wood or tin roofing can go from using candles and fires for light, to using solar energy.

Today in Nuevo León, 2,849 families still have no access to the electrical grid. Xignux is working to change this reality.



Join us in bringing energy for all



Xignux Challenge 2021

We held the fourth annual Xignux Challenge, in partnership with the Tecnológico de Monterrey, this time aiming to find solutions to the problem of air quality in Mexico's cities and metropolitan areas, one of the goals of the United Nations 2030 Agenda.

This year, 379 students responded to the Challenge with 117 proposals, from which 19 finalist teams were selected.

During the event, 67 participants from the various campuses of the Tec de Monterrey joined us. The challenge was open to all active undergraduate students in this institution.



Category	Winning Project	Description
Sustainable Mobility	WheelTec	A low-cost, high-efficiency system to turn standard bicycles into electric bicycles, just by changing the front wheel. The project responds to the growing need for secure individual transport during the pandemic.
	Turin Smart	Promotes the use of sensors, transducers and transmitters to monitor the amount of carbon dioxide present in the environment, wherever the user is located.
Citizen monitoring	Ecogram	Promotes "green" content in consumer products to support socially responsible consumption and social causes that work to preserve the environment.



Relieve the Xignux Challenge with us. Watch this video.



6 + 5 actions to change the world

This initiative was one of the ways we marked Xignux's 65th anniversary, contributing to the UN Sustainable Development Goals.

The 6+5 actions challenge encourages teamwork in the form of "dynamic duos." From a list of previously defined activities aligned with each of the SDGs, one member of the duo would select six activities to perform, and the other would select five. All in all, 140 volunteers participated.

These are some examples:

- Creating a campaign on water stewardship
- Planting a tree
- Donating to a charitable organization
- Purchasing locally from establishments that support fair trade
- Recycling electronics
- Other.



We help those who help

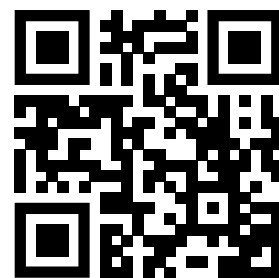
In March, a devastating wildfire destroyed around 30,000 hectares of vegetation from the Arteaga mountains of Coahuila to the Santiago mountains of Nuevo León.

Without hesitation, and firmly committed to supporting firefighters, emergency brigades and people whose homes were damaged or destroyed in the fire, we quickly organized a campaign in which energizers from all of Xignux's companies began collecting and distributing support.



Some highlights of these efforts:

- **Between all the companies**, in a Xignux Foundation initiative we supported **Amigos de la Sierra A.C.** in building dams to conserve the soil for future reforestation.
- **Viakable.** More than 150 volunteers donated personal hygiene supplies, non-perishable foods, isotonic beverages, energy drinks and bottled water. These were collected at Viakable's Monterrey plant. Also, energizers at Magnekon raised enough funds to donate one metric ton of disinfecting gel.
- **Qualtia.** Distributed 3,396 basic food packages to brigade members and residents of the Santiago mountains of Nuevo León.
- **BYDSA.** Collected food, clothing, household supplies and tools



Watch Xignux volunteers building dams in the mountains

Sponsor a School

We joined in this initiative to restore educational spaces in some public schools of Nuevo León that were suffering from disrepair to welcome students back after a year and a half of distance learning.

Viakable:

- Donated furniture and helped repair facilities at the Venustiano Carranza school.
- Repaired facilities, weeded and painted the Profesor Taurino F. González school.
- Donated hygiene kits to various institutions.
- Three Viakable suppliers pitched in to support the work, contributing services to benefit the schools: Punto Verde, Arriaga Comercializadora y Mantenimiento Industrial, and Gama Print.

Prolec:

- Cleanup brigade and organization of the facilities of the José Guadalupe Zuno Arce school.

Qualtia:

- Donated cleaning materials to the Martín Morales Sánchez primary school.
- Patched up imperfections at the Leona Vicario primary school.
- Delivered supplies to both schools:
 - One antibacterial gel and disinfecting kit per classroom
 - One thermometer per classroom
 - Cleanup kits (brooms, mops, dustpans, buckets, trashcans and cleaning supplies)
 - Fumigation
- Joining Qualtia in this project were Avantex, FSG and Operadora de Proyectos IXA

Xignux Corporativo:

- Repaired facilities and painted the Francisco I. Madero kindergarten.

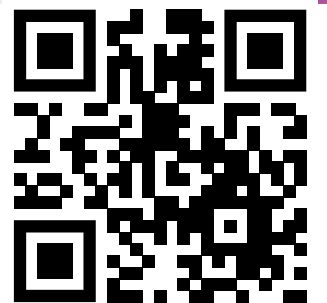


3,086

students and teachers benefited

Many thanks to Xignux and its volunteers for helping us to continue providing quality education.

Yasmín García Chávez,
principal of the Francisco I. Madero kindergarten



Our volunteers donated a Saturday morning to help ready a school for the return to in-person classes.



Battle against cancer

Joining forces to combat this terrible illness has been a constant commitment of Xignux and its energizers. Some of their efforts have focused on building awareness and supporting comprehensive care.

Every year in October, we participate in activities to raise awareness about the importance of early breast cancer detection to save lives.

These are some examples:

- **Xignux Foundation:** Together with Médicos e Investigadores en la Lucha contra el Cáncer de Mama (MILC), we participated in a program called "A look inside", promoting early breast cancer detection and effectively raising awareness. In 2021, there were 4,432 visits to our learning webinar, and we donated a full checkup for adult women and offered care to 40 women under the "Pink Alert" initiative. We also carried out a "Candy for a Cause" campaign in which we raised funds for MILC through a candy-dispensing machine.
- **Viakable:** A series of talks were given by women physicians from the company's medical service, and a special photo was taken at the Monterrey plant with 60 women employees; pink facemasks and brochures were distributed to men and women to build awareness for everyone.
- **Qualtia:** For nine years, every October our Zwan brand has worked in synergy with Cruz Rosa for the battle against breast cancer, donating a percentage of Zwan "Pink" product sales to this institution.

This year we not only switched packaging of our cold cuts and dairy products to pink labels, but had our employees wear a commemorative pink T-shirt every Friday. We also gave a voice to ten Mexican women writers who, inspired by their own battles and those of many women, created a unique literary work whose words were an homage to courage in the face of adversity.

- **BYDSA:** Energizers wore pink to participate in a photo shoot set up in the Monterrey Plant dining room.



Support for comprehensive care

Besides contributing to the environment, employees collected and donated PET beverage containers and plastic caps to help cover some of the costs of cancer treatment for people in need.

- **Prolec.** With the combined efforts of all our employees who participated continuously in the "Caps for Life" program, 120 kilos of plastic caps were donated to the Alianza Anticáncer Infantil, A.B.P. This donation will benefit 520 children, who will receive comprehensive care in the form of medications, nutritional counseling, psychological therapy, shelter and transport (local and between cities) during their treatment.
- **Voltrak.** 23 kilos of caps were donated to the Asociación Grupo Encendamos una Luz, to support treatment of children with cancer.

Earth Week

We spent the week surrounding Earth Day building awareness and working on environmental stewardship activities. Our energies participated in a series of environmental challenges, including:

- Learning about climate change and possible solutions for this crisis
- Water saving and waste reduction
- Donations to the Museum of the Desert of Saltillo, Coahuila, to help conserve endangered species by buying a commemorative thermos.

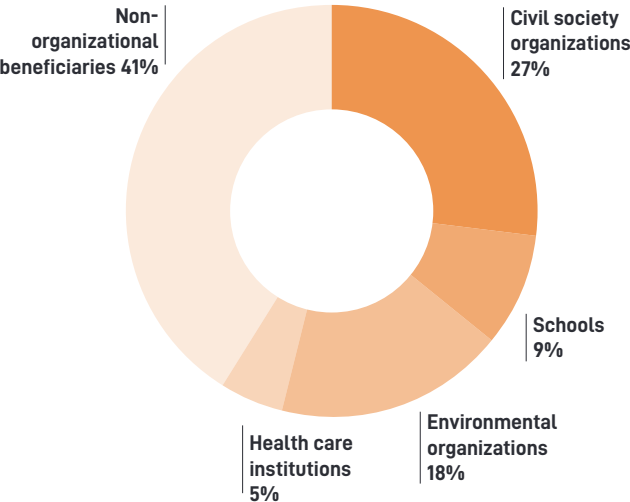


Xignux Volunteering

Through our persistent support for their volunteer work, we channel the commitment and efforts of energizers from all of Xignux companies into high-impact projects that benefit our communities and the environment.

Company	Beneficiaries	Volunteer participations	Hours of volunteer time
Viakable	7,347	3,849	6,532
Prolec	2,933	1,901	1,430
Voltrak	221	122	220
Qualtia	10,610	1,607	3,932
BYDSA	1,435	304	484
Nanoqem	7	3	18
Xignux Corp.	3,299	275	1,263
TOTAL	25,852	8,061	13,878

Beneficiaries



Contribution of our volunteer activities to the Sustainable Development Goals

	SDG 1: No poverty Number of initiatives: 4 Hours spent: 833 Beneficiaries: 1,065		SDG 11: Sustainable cities and communities Number of initiatives: 3 Hours spent: 391 Beneficiaries: 201
	SDG 2: Zero hunger Number of initiatives: 9 Hours spent: 162 Beneficiaries: 7,392		SDG 13: Climate action Number of initiatives: 11 Hours spent: 304 Beneficiaries: 932
	SDG 3: Good health and well-being Number of initiatives: 38 Hours spent: 4,674 Beneficiaries: 5,952		SDG 14: Life below water Number of initiatives: 2 Hours spent: 102 Beneficiaries: 2,200
	SDG 4: Quality education Number of initiatives: 18 Hours spent: 1,870 Beneficiaries: 4,102		SDG 15: Life on land Number of initiatives: 18 Hours spent: 2,448 Beneficiaries: 2,566
	SDG 5: Gender equality Number of initiatives: 2 Hours spent: 176 Beneficiaries: 200		SDG 16: Peace and justice strong institutions Number of initiatives: 2 Hours spent: 943 Beneficiaries: 769
	SDG 6: Clean water and sanitation Number of initiatives: 2 Hours spent: 184 Beneficiaries: 184		SDG 17: Partnerships to achieve the goal Number of initiatives: 15 Hours spent: 1,337 Beneficiaries: 188
	SDG 7: Affordable and clean energy Number of initiatives: 6 Hours spent: 348 Beneficiaries: 100		
	SDG 8: Decent work and economic growth Number of initiatives: 1 Hours spent: 107 Beneficiaries: 1		



Stimulating reflection and responsible growth

In 2021, we continued to fulfill our commitment to making our model of social responsibility and sustainable development a reality in the way we operate our various companies.

Jorge L. Garza Lectureship

The driving goal of the Jorge L. Garza lectureship is to build capacities to inspire through leadership and social responsibility. One year after this lectureship was created to honor our founder, Jorge L. Garza, together with the Universidad de Monterrey, we are promoting social entrepreneurship and innovation in university students of various disciplines. These figures attest to the progress made:

- 2,900 attendees
- 71 entrepreneurs
- 42 entrepreneurship projects
- 19 speakers
- 3 lectures
- 7 workshops
- Networking sessions

Rómulo Garza Prize

This distinction, created by Xignux and the Tecnológico de Monterrey in memory of don Rómulo Garza—a great supporter of scientific and academic research—was awarded this year for the forty-sixth time.

This year, 76 projects answered the call for entries for this prize, which recognizes teachers and students in professional and postgraduate degree programs at the Tecnológico de Monterrey who have made an outstanding contribution to the creation, expansion and dissemination of knowledge.



Learn more about Monterrey leader Jorge L. Garza and why he is an inspiration for youth



Premio	Galardonado/Proyecto
Insignia	Jorge Santos Welti Chanes, for his work as academic dean of the School of Engineering and Sciences and Level 3 member of the National System of Researchers.
Most widely cited articles published in high-impact journals	Paola Ricuarte Quijano, for her article "Data Epistemologies, the Coloniality of Power, and Resistance". The article was published in the journal Television & New Media (Scopus)
Books and e-books published	Emanuele Giorgi for his book The Co-Housing Phenomenon: Environmental Alliance in Times of Changes
Postgraduate level	Sergio Antonio Ayala Mar, for his project "A Multi-section Dielectrophoretic Microdevice for the Simultaneous Concentration and Separation of Exosomes".
Professional level	VantTec student group, for their project on driverless autonomous vehicles.
Preparatory level	Mariana Peña García, for her project "Design and construction of solar energy panels for installation in insulated systems".

The path to sustainability and the Xignux UDEM Prize

In collaboration with the Universidad de Monterrey, we took part in the twentieth Xignux UDEM Prize competition, with the aim of raising community awareness about various areas of sustainability. Each year two thousand students participate in lectures and workshops on sustainable development issues.

In the history of this prize, 94 teams (360 students and advisors) have participated, resulting in diagnoses and proposals on strategies for saving and minimizing environmental impact for 21 organizations. Among the participants in this activity are students from UDEM, Tecnológico de Monterrey, UANL, CEDIM, ESADI, TecMilenio, U-Erre, UVM, UNAM and UAT.

Cooperation with a cause

Through various actions to benefit communities and the environment, we reinforced the commitment of Xignux companies to support various civil society organizations. Some examples:

Company	Organizations supported	Actions
Viakable	Casa INDI, Casa Hogar Betesda, Casa Hogar DIF Estatal Durango, Casa de la Caridad Hogar del Migrante, Must ministries Elizabeth INN, Entidad Casa de la Sopa	Donation of winter clothing (Abrigando Corazones)
	Hogar de la niña (Durango), DIF Estatal Durango, DIF Capullos Nuevo León, DIF San Nicolás, Caritas San Luis Potosí	Cash and food donations through the "Donate your kilos" activity
	Ya puedo escucharte (México), Entidad APAE, Entidad Proyecto Nueva Vida, Entidad Vida Acción (Brasil)	Cash donations through the "One and One" activity
	Fundación Semilla y Enlazando Tradiciones	Donation of school supplies
Protec	DIF Apodaca, Nuevo León	Donation of disinfecting kits
Qualtia	Hospital de la Amistad Corea México, Casa Hogar Moisés, Educación Inicial de la Hacienda Toó, Comisaría de Mococho, Asociación Penetrando la Oscuridad, Fundación Aitana, Casa Hogar de Niños Ejército de Salvación, Aldea de los Niños DIF Veracruz; Ciudad de los Niños Oaxaca, PAIPID	Donation of toys through the "Toy Bank" activity
	Instituto Cayam, Hospicio Ortigosa, Centro Integral de apoyo para el pobre más pobre, A.C., Casa Hogar San Vicente de Paul, Casa Sacerdotal, Hogar de la Misericordia ABP, Misioneras Catequistas, Casa de Jesús, Voluntarias Legionarias de Cristo, Desarrollo de Educadoras ABP, Ministerios de Amor A.C., Alternativas Pacíficas A.C., Apostolado de la Cruz, Remas México A.C., Escuela Hogar Nuestros Pequeños Hermanos, A.C.	Monthly donation of Qualtia products
BYDSA	La Gran Familia	Cause-related products
	Casa Hogar Amigo Daniel ABP	Toy donations

Awards and recognitions

Socially Responsible Enterprise Distinction

In recognition of our strong practices in social responsibility management, business ethics, employee quality of life, community engagement and environmental preservation, the Mexican Center for Philanthropy (CEMEFI) granted Xignux Corporativo its Socially Responsible Enterprise (SRE) distinction for the first time.

This prestigious award was accepted during the 14th Latin American Meeting of Socially Responsible Companies, held in May 2021.

The distinction has inspired us to redouble our efforts to continuously improve and strengthen the social responsibility commitment of each of Xignux's companies.





SUSTAINABLE ENERGY FOR POWERING THE PLANET

PLANET

7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



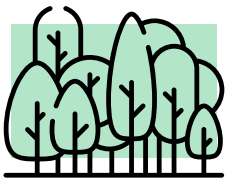
13 CLIMATE
ACTION



65V *viakable*
aniversario

Sustainable energy for powering the planet

As a society, the past decade has challenged the way we produce and consume, and it has forced us to pay closer attention to our impacts. We have realized that we need to constantly improve our processes to continue meeting the needs of the present, without compromising the survival and well-being of future generations. The global situation has also prompted us to act swiftly and to be prepared to face the environmental challenges we may encounter along the way.



We planted
+ 800 trees
with conservation groups

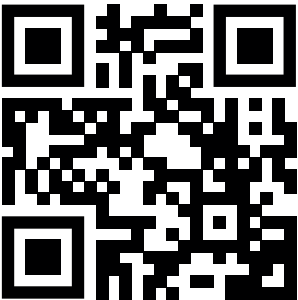


We reduced our water consumption by
+ 132,000 m³
compared to 2020



I've had the chance to participate in several volunteer projects organized by the company. One of them was the "Energizers for the planet" challenge, in which we cleaned up a park that was littered and neglected. As a team, we turned it back into place for the community, especially kids, to enjoy. I also volunteered to help reforest a natural reserve in Chipinque, a really memorable event for me. Thanks, Xignux, for making me feel proud of being an energizer, and helping me put my efforts to work directly for society.

Brenda Banda,
Employee, Xignux Corporativo



Our volunteers
Watch this video!

Water, a vital resource

2021 Water consumption by company, in m³

Company	2018	2019	2020	2021
Viakable	406,415	426,016	443,472	383,127
Prolec	126,608	144,506	148,663	137,723
Voltrak	2,975	2,217	1,787	1,878
Qualtia	1,039,650	1,118,508	1,087,792	1,027,634
BYDSA	28,626	30,678	28,280	27,261
Total	1,604,274	1,721,925	1,709,994	1,577,623

Total historic water consumption in m³

2016	1,648,299
2017	1,646,069
2018	1,604,274
2019	1,721,925
2020	1,709,994
2021	1,577,623

Water consumption by source in m³

Water consumption by source in m ³	2019	2020	2021
Ground water	1,432,283	1,377,797	1,339,822
Municipal supply	173,662	170,713	161,042
Wastewater	16,562	53,453	20,280
Rainwater	0	94	0
Others	125,406	107,919	56,480

2021 Water reused* by company in m³

Company	Reused	Recycled
Viakable	671	1,400
Prolec	15,725	
Qualtia	120,000	
Total	136,396	1,400

*Reused water goes primarily for facilities maintenance and watering of green areas, among other uses.



Energy and emissions

Every year, we try to make our processes more efficient so that they consume less energy and produce fewer emissions.

This past year we incorporated Voltway to Xignux. Through this company, we bring electromobility technology to people and industry.

Total electrical consumption by company 2021

Company	2018		2019		2020		2021	
	kWh	GJ	kWh	GJ	kWh	GJ	kWh	GJ
Viakable	244,654,885	880,758	237,884,931	856,385	258,892,895	932,014	256,866,957	924,721
Prolec	55,534,700	199,925	57,192,673	205,893	57,489,873	206,962	58,651,067	211,144
Voltrak	416,256	1,499	504,118	1,814	278,781	1007	365,126	1,314
Qualtia	58,881,089	211,972	68,388,211	246,197	72,349,618	260,517	74,580,681	268,490
BYDSA	6,097,883	21,952	5,174,056	18,626	5,504,160	19,815	7,512,475	268,490
TOTAL	365,584,813	1,316,106	369,143,989	1,328,915	394,515,327	1,420,315	397,976,306	1,405,669

Total historic energy consumption (in GJ)

2016	1,288,814
2017	1,346,386
2018	1,316,106
2019	1,328,915
2020	1,420,315
2021	1,405, 669

Non-renewable fuel consumption by company (GJ) 2021

	Natural gas	LP Gas	Gasoline	Diesel	Total
Viakable	540,362	6,874	366	309	547,911
Prolec	307,828	11,135	0	1,656	320,619
Voltrak	102	103	5,863	2,324	8,392
Qualtia	598,017	5,565	34,483	396,620	1,034,685
BYDSA	73,970	0	36	18,137	92,142
Total	979,917	16,803	40,382	418,737	2,003,749



Prolec and Voltrak continued their use of energy from renewable sources: 68,225 kWh of solar energy for Voltrak, and 53,806,573 kWh of wind energy for Prolec.

Voltrak also participated in the 2021 Solar Power Expo in Mexico City where it presented its service offering. This event is held to analyze and discuss proposals on renewable energy in Mexico.

GHG emissions by company (tCO2e)

	2019		2020		2021	
	Emissions generated from fuel consumption (scope 1)	Emissions generated from electricity consumption (scope 2)	Emissions generated from fuel consumption (scope 1)	Emissions generated from electricity consumption (scope 2)	Emissions generated from fuel consumption (scope 1)	Emissions generated from electricity consumption (scope 2)
Viakable	37,681	78,313	34,666	75,680	32,535	93,955
Prolec	16,091	29,874	20,279	27,116	20,071	29,019
Voltrak	859	229	657	147	690	192
Qualtia	62,872	44,066	62,567	39,747	61,673	44,351
BYDSA	13,988	2,173	13,939	2,171	11,359	3,430
TOTAL	131,490	154,655	132,598	144,861	106,257	167,325

*Emission factors used are those established by Iberdrola and CFE in 2019.
**Emission factors used are those established by Iberdrola and CFE in 2020.

Total GHG emissions (tons CO2e)

	2016	2017	2018	2019	2020	2021
Scope 1	99,767	127,481	122,724	131,490	132,598	106,257
Scope 2	127,004	133,775	142,873	154,655	144,861	167,325

Scope 1: Emissions generated from the consumption of fuel.
Scope 2: Emissions generated from the consumption of electricity.



Environmental compensation actions

In 2021, we took part in the first Voluntary Vehicle Emissions Check Program in Nuevo León, Mexico, supported by the Nuevo León Manufacturing Industry Chamber (CAINTRA). Through this program, we were able to inspect emissions by more than 135 vehicles at the Monterrey Plant and at FSG Landus; around 200 vehicles at Qaltia and 250 freight and utility vehicles at the Monterrey distribution center.

In 2019, Qaltia pioneered the use of compressed natural gas and liquefied natural gas in its cars. Now, with the Voluntary Vehicle Emissions Check Program, we make sure our vehicles maintain the smallest carbon footprint possible.

Furthermore, as part of our commitment to the use of renewable energy sources, Viakable was present at the ninth annual Mexico WindPower expo in 2020, organized by the Global Wind Energy Council together with the Mexican Wind Energy Association.



Materials, waste and recycling

We continue our efforts to promote circular economies in all our processes. For example, Qaltia reduced the amount of plastic used in packaging its Zwan brand products. Qaltia first began using “ZwanFriendly” packaging in 2014, following considerable effort and scientific research to minimize its environmental impact. By 2016, these packages had been made fully biodegradable, returning to nature in a period of approximately 18 months.

Renewable and non-renewable materials used by company in 2021 (tons)

	RENEWABLES	TOTAL WEIGHT	NON-RENEWABLES	TOTAL WEIGHT
Viakable*	Cardboard*		Copper	161,527
			Aluminum	55,537
	Wood, Centelsa and Venezuela	677 plus 806	High- and low-density polyethylene	11,992
	Wood in board feet at Durango Multipak Plant		PVC and XLPE	40,467
			Enamels	5,063
			Lubricants	192
Prolec	Wood		Copper	5,962
	Cardboard		Aluminum	10,564
			Plastics	15
			Steel	82,670
			Oil**	2,314,746,090
Voltrak	Cardboard		Oil	1.1
			Aluminum	1.9

Renewable and non-renewable materials used by company in 2021 (tons)

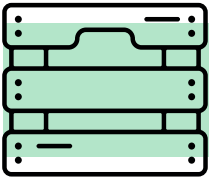
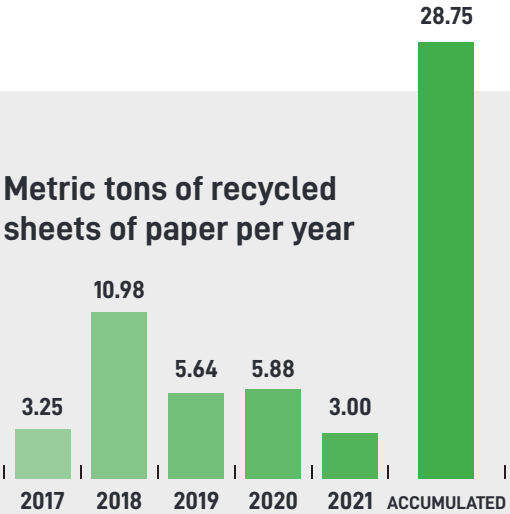
	RENEWABLES	TOTAL WEIGHT	NON-RENEWABLES	TOTAL WEIGHT
Qualtia	Wood	85	Lubricants	25
	Others	91	Pallets	2,729
	Pallets		Cardboard	2,168
			Plastic wrapping	191
			Oils	1,287
			Flours and condiments	8,437
			Plastics	1,907
			Pastas	155,670
			Bones	1,262
			Meat products	9,860
BYDSA			High- and low-density polyethylene	3,211
	Cardboard	6,138	Plastic wrapping	51.54
	Wood	3,105	Flours and condiments	13,155
			Oils	5,885
			Cardboard	3,806
			High- and low-density polyethylene	1,375

*In units

**In liters

From 2017 to the present, Qualtia has avoided the cutting of 258 trees through its campaign “don’t throw paper away—recycle it.” This campaign began by inviting energizers at the Tepotzotlán plant.

Biopapel, a company that makes recycled paper, supports the process of recycling collected paper.



74%

of wood used at BYDSA is recycled

Waste by disposal method (metric tons)

	Hazardous			Non-hazardous		
Method	2019	2020	2021	2019	2020	2021
Reuse	241	412	54	108,416	17,331	1,954
Composting	0	0	0	1,134	1,197	0
Recovery	25,126	194,952	119,736	3,109,940	10,626	12,092
Incineration	660	1,595	187	0	0	0
Injection in deep wells or confinement	0	41,279	12,512	0	0	0
Sanitary landfill	624	571	361	11,865	442,910	65,407
Total	26,651	238,809	132,896	3,231,355	472,064	80,056

A culture of environmental care driven by our energizers

This year we took a number of actions to care for the environment, always with the support and involvement of our energizers and their families.



- Working together with Reforestación Extrema, volunteers from BYDSA helped reforest the Evolución park in Guadalupe, Nuevo León, which adjoins our Kalos plant. They planted a total of 20 trees native to the region, including ebony, anacahuíta, mesquite, palo largo and huizache—to help restore three city’s green areas



- To create more volunteering options for our energizers in the area of environmental care, we carried out the #EnergizadoresxElPlaneta (Energizers for the Planet) challenge. Volunteers worked on picking up trash in various parts of the country, and to magnify the results of this activity, for every volunteer that joined in, Ecolecta, an organization engaged in environmental care, picked up three kilos of trash on Mexican beaches, cenotes and mangroves.



- At the Viakable plant in San Luis Potosí, an Environmental Fair was organized in partnership with the Department of Ecology and Public Sanitation; the Ministry of Ecology and Environmental Management; The CANACINTRA-IPAC Environmental Improvement Committee; the Mexican Red Cross, and other organizations who provide environmental services to the plant. With this activity, we donated 100 plants to the Industrial tree nursery at the San Luis Potosí Viakable plant; picked up 15 kilos of plastic caps and donated them to the Asociación Mexicana de Ayuda a Niños con Cáncer (AMANC); and gave awareness-building talks on climate change, worm composting, animal welfare, urban vegetable farming, and others.



- Volunteers from Xignux companies participated in the “Seeds of Hope” project with the Chipinque Ecological Park, planting 200 pine trees to reforest the area. This activity, which involved energizers from Viakable, Prolec, Voltrak, Qualtia, Voltway and corporate headquarters, contributes to conservation and restoration efforts by the Chipinque conservation team, removing invasive species that degrade the ecosystem and reintroducing species native to the region.

Prizes, recognitions and certifications 2021

Cables	ISO 14001	Clean Industry	ISO 45001
CMSA Monterrey	●		●
CMSA San Luis Potosí	●		●
CMSA El Carmen	●	●	●
Magnekon Planta 1	●		●
Magnekon Planta 2	●		●
Magnekon Planta 3	●		●
KEMEX	●		●
São Marco	●		●
Multipak San Luis Potosí		●	●
Miltipak Monterrey			●
Multipak Durango		●	●
Centelsa	●		●
Cobres de Colombia	●		●
Alcatek	●		●
Cabel (ICV)	●		●

Alimentos	ISO 14001	Clean Industry
Qualtia Querétaro		●

Infraestructura	ISO 14001	Clean Industry
Voltrak	●	

Transformadores	ISO 14001	Clean Industry	ISO 45001
Prolec GE	●	●	
Celeco	●	●	
Canoas Brasil	●		●

● APPLICABLE

- Our Ready Foods Plant, located in San Nicolás de los Garza, Nuevo León, received Federal Inspection Type certification from the Ministry of Agriculture and Rural Development, through the National Food Safety and Quality Service.
- Prolec GE USA earned the ISO 9001:2015 certification
- The Confederation of Industrial Chambers (Concamin) awarded Xignux the Sustainable Industry Merit Price for our contribution to the Sustainable Development Goals and dissemination of the 2030 Agenda, during the forum on “Sustainable and inclusive industrial development: Actions for Mexican industry toward 2030.”

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GRI 101: FOUNDATION

GRI 102: Standard content

	STANDARD	GENERAL CONTENT	PAGE OR RESPONSE	SDG (Sustainable Development Goals)
	Organizational profile			
GRI 102: Standard Content 2016	102-1	Full Name of the organization.	Xignux Corporativo, S.A.	
	102-2	Most important brands, products and services.	Page 8	
	102-3	Location of headquarters.	San Pedro Garza García, Nuevo León, México	
	102-4	Number of countries where the organization operates.	Page 11	
	102-5	Ownership and legal form.	Xignux Corporativo, S.A.	
	102-6	Markets served by the organization.	Page 11	
	102-7	Scale of the organization.	Page 8	
	102-8	Information on employees and other workers.	Page 42	
	102-9	Supply chain of the organization.	The supply chain of each our companies differs depending on their industry. Xignux maintains a close and responsible relationship with all its suppliers.	
	102-10	Significant changes to the organization and its supply chain.	There were no significant changes during the period reported.	

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Organization profile				
GRI 102: Standard Content 2016	102-12	List of letters, principles or other external economic, environmental or social initiatives that the company has signed or adopted.	Pages 21 and 64	
	102-13	List of associations (for example industry associations) and international or international advocacy organizations.	Pages 21 and 64	
	102-14	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Page 7	
	102-15	Description of key impacts, risks, and opportunities.	Page 7	
	102-16	Values and principles of the organization.	Page 32	Goal 16. Peace and Justice Strong Institutions
	102-17	Describe the internal and external mechanisms to ensure ethical and lawful conduct and for inquiring about matters pertaining to the organization's integrity, such as assistance or advice hotlines.	Page 32	Goal 16. Peace and Justice Strong Institutions
	102-18	Governance structure of the organization.	Page 20	
	102-26	Describe the role of highest governance body and senior management in setting purpose, values, mission statement, strategies, policies and goals regarding the organization's economic, environmental and social impacts.	Page 20	
	102-40	List of stakeholder groups.	Page 21	

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Organization profile				
GRI 102: Standard Content 2016	102-41	Percentage of total employees covered by collective bargaining agreements.	Page 42	Goal 8. Decent Work and Economic Growth
	102-42	Process for identifying and selecting stakeholders.	Page 21	
	102-43	Organization's approach to stakeholder engagement, the frequency and form of engagement.	Page 21	
	102-44	Key topics and concerns raised based on stakeholder engagement.	Page 21	
	102-45	Entities included in the consolidated financial statements.	Page 12	
	102-46	Defining report content and topic boundaries.	Page 21	
	102-47	List of material topics identified during the process of defining reporting boundaries.	Page 21	
	102-48	Describe consequences of restatements of information from previous reports and the reasons for doing so.	No restatements of information from previous periods.	
	102-49	Indicate any significant change in the scope and coverage of each aspect compared to prior reports.	There were no significant changes during the period reported.	
	102-50	Reporting period.	January 1-December 31, 2021.	
	102-51	Date of most recent report.	2020 Reporting cycle	
	102-52	Reporting cycle.	Our reporting cycle is annual, and for the past four years we have applied Global Reporting Initiative (GRI) standards, core option.	
	102-53	Contact point for questions regarding the report.	Back page.	
	102-54	Claims of reporting in accordance with the GRI Standards (core or comprehensive).	This year we opted to report using the core option. We have also included our contributions to the UN 2030 Agenda, the UN Sustainable Development Goals and our membership in the Global Compact Mexico Chapter.	
	102-55	GRI Content Index.	Page 90	
	102-56	External assurance practices.	We did not obtain external assurance this year.	

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Economic performance				
Economic performance				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed.	Page 12	Goal 2. Zero Hunger Goal 5. Gender Equality Goal 7. Affordable and Clean Energy Goal 8. Decent Work and Economic Growth Goal 9. Industry, Innovation and Infrastructure
Indirect economic impacts				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and types of services supported.	Page 64	Goal 2. Zero Hunger Goal 5. Gender Equality Goal 7. Affordable and Clean Energy Goal 9. Industry, Innovation and Infrastructure Goal 11. Sustainable Cities and Communities

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Economic performance				
Anticorruption				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 205: Anti-corruption 2016	205-2	Policies and procedures for communication and training about anti-corruption policies.	Page 32	Goal 16. Peace and Justice Strong Institutions
	205-3	Confirmed incidents of corruption and actions taken.	Page 32	Goal 16. Peace and Justice Strong Institutions
Environmental performance				
Materials				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 301: Materials 2016	301-1	Materials used by weight or volume.	Page 80	Goal 12. Responsible Consumption and Production
	301-2	Percentage of recycled input materials used.	Page 80	Goal 12. Responsible Consumption and Production
	301-3	Percentage of reclaimed products and their packaging materials.	Page 80	Goal 12. Responsible Consumption and Production

STANDARD		GENERAL CONTENT	PAGE OR RESPONSE	SDG
Environmental performance				
Energy				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 302: Energy 2016	302-1	Energy consumption within the organization.	Page 80	Goal 7. Affordable and Clean Energy Goal 8. Decent Work and Economic Growth Goal 12. Responsible Consumption and Production Goal 13. Climate Action
	302-2	Energy consumption outside of the organization.	Page 80	Goal 7. Affordable and Clean Energy Goal 8. Decent Work and Economic Growth Goal 12. Responsible Consumption and Production Goal 13. Climate Action

STANDARD		GENERAL CONTENT	PAGE OR RESPONSE	SDG
Environmental performance				
Water				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 303: Water 2016	303-1	Water withdrawal by source.	Page 80	Goal 6. Clean Water and Sanitation
	303-3	Water recycled and reused.	Page 80	Goal 6. Clean Water and Sanitation Goal 8. Decent Work and Economic Growth Goal 12. Responsible Consumption and Production
Emissions				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions.	Page 80	Goal 3. Good Health and Well-being Goal 12. Responsible Consumption and Production Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land
	305-2	Energy indirect (Scope 2) GHG emissions.	Page 80	Goal 3. Good Health and Well-being Goal 12. Responsible Consumption and Production Goal 13. Climate Action Goal 14. Life Below Water Goal 15. Life on Land

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Environmental performance				
Effluents and waste				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management’s materiality approach.	Page 21	
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination.	Page 80	Goal 3. Good Health and Well-being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production Goal 14. Life Below Water
	306-2	Total weight of waste by type and disposal method.	Page 80	Goal 3. Good Health and Well-being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production
	306-3	Number and volume of significant spills.	There were no significant spills during the period of this report.	Goal 3. Good Health and Well-being Goal 6. Clean Water and Sanitation Goal 12. Responsible Consumption and Production Goal 14. Life Below Water Goal 15. Life on Land
	306-4	Total weight of hazardous waste transported, imported, exported or treated	Página 80	Goal 3. Good Health and Well-being Goal 12. Responsible Consumption and Production

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Environmental performance				
Environmental compliance				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management’s materiality approach.	Page 21	
GRI 307: Environmental Compliance 2016	307-1	Monetary value of significant fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations.	There were no significant fines during the period of this report.	Goal 12. Responsible Consumption and Production Goal 16. Peace and Justice Strong Institutions
Social Performance				
Employment				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management’s materiality approach.	Page 21	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover, broken down by age group, gender and region.	Page 42	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees broken down by significant activity locations.	There is no distinction between the benefits provided to full-time and part-time workers.	Goal 8. Decent Work and Economic Growth

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance				
Labor-management relations				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 402: Labor/ma-nagement relations 2016	402-1	Minimum notice periods regarding operational changes and their possible inclusion in collective bargaining agreements.	At Prolec, three weeks; at Qualtia and Viakable, two weeks. Page 42	Goal 8. Decent Work and Economic Growth
Occupational health and safety				
GRI 103: Management approach 2018	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 403: Occupatio-nal Health and Safety 2018	403-1	Occupational health and safety management system.	Page 42	Goal 8. Decent Work and Economic Growth
	403-2	Description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks.	Page 42	Goal 3. Good Health and Well-being Goal 8. Decent Work and Economic Growth
	403-3	Description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks.	Page 42	Goal 3. Good Health and Well-being Goal 8. Decent Work and Economic Growth
	403-4	Worker participation, consultation and communication regarding occupational health and safety (this disclosure replaces 403-1)	Page 42	Goal 3. Good Health and Well-being
	405-5	Worker training on occupational health and safety	Page 42	Goal 3. Good Health and Well-being

STANDARD		GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance					
Training and education					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
	103-3	Evaluation of management's materiality approach.		Page 21	
"GRI 404: Capacitación y Educación 2016"	404-1	Average hours of training per year by employee, broken down by gender and employee category.		Page 42	Goal 4. Quality Education Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth
	404-2	Programs implemented and assistance provided to upgrade employee skills to facilitate continued employability and help them manage career endings.		Page 42	Goal 8. Decent Work and Economic Growth
	404-3	Percentage of total employees by gender and by employee category who received a regular performance and career development review.		Page 42	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth
Diversity and equal opportunity					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
GRI 405: Diversity and equal opportunity 2016	103-3	Evaluation of management's materiality approach.		Page 21	
	405-1	Composition of the governance bodies and breakdown of the work force by employee category and gender, age, minority group and other indicators of diversity.		Page 42	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth

STANDARD		GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance					
Nondiscrimination					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
	103-3	Evaluation of management's materiality approach.		Page 21	
GRI 406: Nondiscrimination 2016	406-1	Incidents of discrimination and corrective actions taken.		Page 32	Goal 5. Gender Equality Goal 8. Decent Work and Economic Growth Goal 16. Peace and Justice Strong Institutions

Freedom of association and collective bargaining					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
	103-3	Evaluation of management's materiality approach.		Page 21	
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk, and measures taken to defend these rights.		Page 32	Goal 8. Decent Work and Economic Growth

Child labor					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms)		Page 21	
	103-3	Evaluation of management's materiality approach.		Page 21	
GRI 408: Child Labor 2016	408-1	Operations and suppliers considered to have significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		Page 32	Goal 8. Decent Work and Economic Growth Goal 16. Peace and Justice Strong Institutions

STANDARD		GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance					
Forced labor or slave labor					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
	103-3	Evaluation of management’s materiality approach.		Page 21	
GRI 409: Forced labor or analogous to slave labor 2016	409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the effective abolition of forced or compulsory labor.		Page 32	Goal 8. Decent Work and Economic Growth

Human rights assessment					
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.		Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).		Page 21	
	103-3	Evaluation of management's materiality approach		Page 21	
GRI 412: 2016 human rights assessment	412-2	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including percentage of employees trained.		Page 32	
	412-2	Number of cases of discrimination and measures taken		Page 32	

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance				
Local communities				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 413: Local communities 2016	413-1	Percentage of operations with local community engagement, impact assessments, and development programs.	Page 64	

Salud y seguridad de los clientes				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 416: Customer health and safety 2016	416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	100%	
	416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by type of result or response to those incidents.	There were no instances of non-compliance with the regulations during the period of this report. We have specialized call centers for customers to call with questions about our food products.	Goal 16. Peace and Justice Strong Institutions

STANDARD	GENERAL CONTENT		PAGE OR RESPONSE	SDG
Social Performance				
Marketing and labeling				
GRI 103: Management approach 2016	103-1	Explanation of why material topics were identified as such.	Page 21	
	103-2	How the organization approaches these Material Topics (resources, policies, procedures, targets, responsibilities, grievance mechanisms).	Page 21	
	103-3	Evaluation of management's materiality approach.	Page 21	
GRI 417: Marketing and labeling	417-1	Type of information required by organizational procedures regarding product information and labeling, and percentage of significant product or service categories covered by such procedures.	Page 11	Goal 12. Responsible Consumption and Production Goal 16. Peace and Justice Strong Institutions

About this report

In keeping with the principles of accountability and transparency in everything we do, we present our Social Responsibility and Sustainable Development Report for the past year. In it, we inform our stakeholders and the general public of the actions Xignux has taken in the areas of economic, social and environmental performance.

The scope of this report encompasses all of the operations of the companies Viakable, Prolec, Voltrak, Qualtia, BYDSA, Nanoqem, Voltway and Xignux Corporativo (the parent company). It also discusses the achievements of the company and the challenges we faced from January 1 to December 31, 2021.

Our reporting cycle is annual, and in the last two years we have followed the standards of the Global Reporting Initiative (GRI), "core" option. Our measurement methods are also based on GRI recommendations. We have included our contributions to the UN 2030 Agenda and Sustainable Development Goals as well.

For the purposes of clarity, the Social Responsibility Report is divided into the following sections:

- About the company
- Responsible corporate governance
- Pillars
- Ethics and Values
- Our People
- Community
- Planet
- GRI Contents

In determining materiality and developing this report, this year we engaged an independent expert in the field; we did not obtain external assurance on the report.

Acknowledgements

This document is the result of the combined efforts of the employees and senior management of each of Xignux's companies. Without their experience and their hard work year in and year out, we would not be able to share this Xignux Social Responsibility and Sustainable Development Report.

In addition, as every year, we reaffirm our commitment to transparency and we will continue publishing this report in order to share it with our stakeholders and inform them of our actions and our impact on society, economy and the environment.

We are grateful for your preference and your trust in our products, which we will continue to offer with the highest quality.

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Social Responsibility and
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