

Sustainability Report
2024

energizing

sustainably





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Message from our Chief Executive Officer



Our commitment to our values, people, and the environment is a powerful source of energy. We remain convinced that sustainable development is the right path toward a resilient future.

Inspired by our mission to energize life and society to contribute to a better world, and guided by our Xignux Sustainable Development model, we designed new strategies while continuing our existing plans to improve quality of life for our people and communities, and to care for our common home: the planet.

As I welcome you to this report, I would like to share that for us, energizing means acting with conviction and contributing to people's well-being.

In 2024, our social actions directly benefited more than 124,000 people, and indirectly more than 250,000.

Through the Xignux Foundation, we channel projects and partnerships in priority areas of energy, nutrition, education, and community development. One of our programs is "Energy for All," a program to supply electricity to the homes of families living in energy poverty by installing solar panels. With this effort, we directly contribute to the UN's Sustainable Development Goal 7: "Affordable and clean energy."

There are more social needs than we could possibly hope to resolve, so there is a wide field in which to act. To magnify our own efforts, we partner with universities to lead forums and challenges that open dialogue and create solutions to problems we need to solve.

Our volunteer program reached more than 21,000 hours of donated time, given by thousands of people and their families in numerous social and environmental initiatives. One example is reforestation: in 2024 alone, we planted nearly 14,000 trees to improve air quality and water capture.

Equally important are our donations, our work on cleaning up public spaces, school collections, recreational activities with shelter residents, and the support our people extend during natural disasters.

We are energy that grows with you

Our Xignux work culture is nourished by the value our energizers bring. That is why we maintain and strengthen numerous programs that keep people at the center of our strategy.

Our Xignux Comprehensive Training Institute (IFIX) continues to offer high value for the development and well-being of people. In 2024, we welcomed more than 20,000 participants in workshops, talks, and recreational, reflective, and learning activities for employees of Viakable, Prolec, Qualtia, and BYDSA, as well as their families and neighbors in our community.



Learn more about
"Energy for All"
through this video.

Vision and action

Xignux has been recognized as a Socially Responsible Company, a distinction that inspires us to continue acting with consistency and a long-term vision.

We strengthened our partnership with Civil Society Organizations (CSOs), through which we work to have a lasting social and environmental impact. We participate in networks such as SumaRSE Nuevo León and each year restate our dedication to the United Nations Global Compact. These alliances allow us to continue advancing toward the Sustainable Development Goals, especially those related to climate action, ecosystem conservation, and creating more sustainable areas and cities.

As I look back on this year, I am filled with pride to see how every action we have taken is aligned with our commitment to remaining a good corporate citizen, consistent with ESG criteria.

To all the energizers, volunteers, allies, authorities, leaders of civil society organizations, members of the Xignux Foundation Board, our supporters at IFIX, and families who made these achievements possible, I extend my deepest gratitude.

Let's keep energizing together.

Juan Ignacio Garza Herrera

Chief Executive Officer, Xignux

About Xignux

From the energy that lights your home to the food you enjoy in it, we bring solutions that **energize life** and society to contribute to a better world.



Xignux in Mexico and the world



28,821 energizers



2,103 energizers

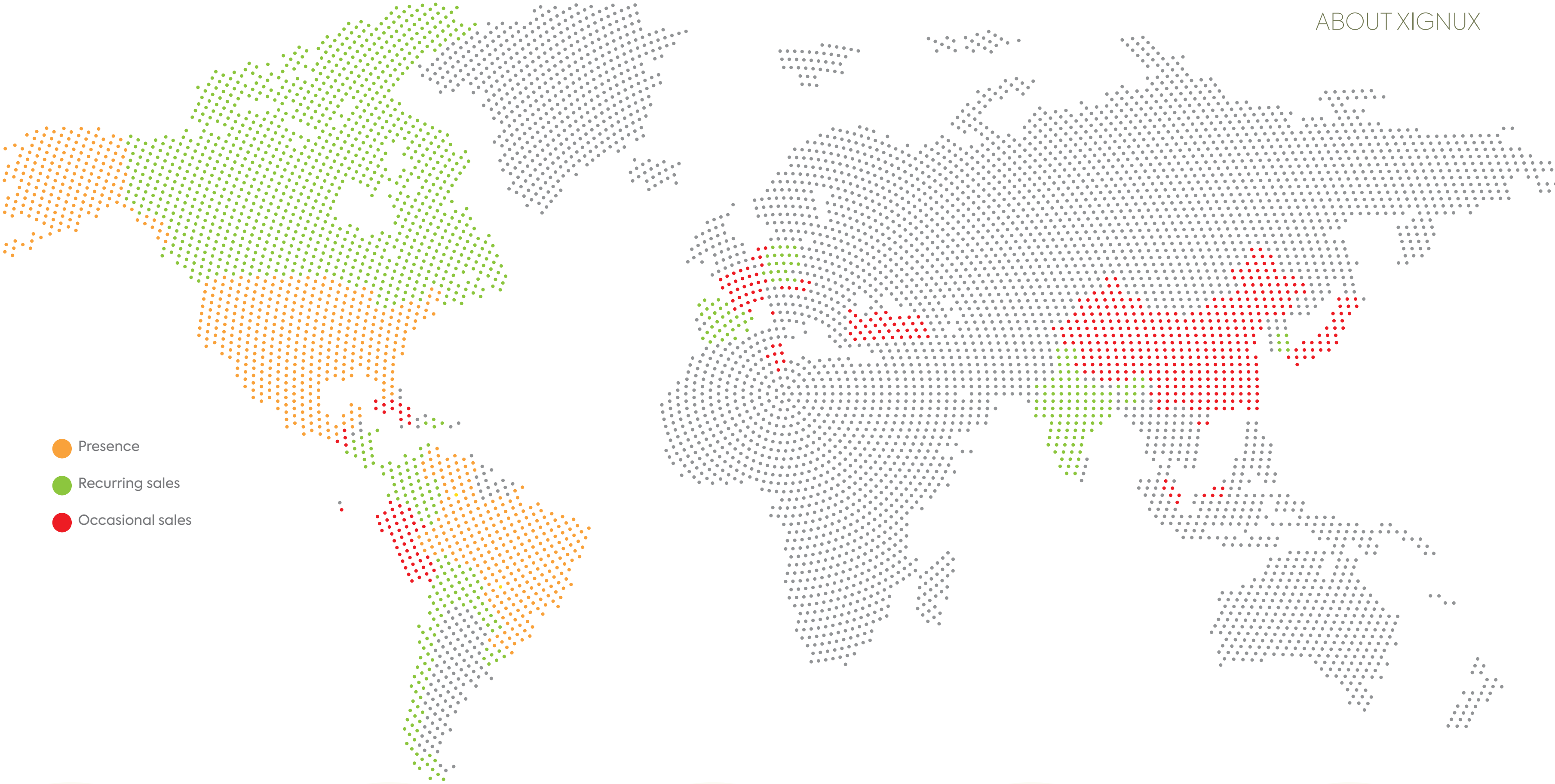


592 energizers



196 energizers

- Presence
- Recurring sales
- Occasional sales



+31,700 energizers

Operations in 4 countries

Commercial presence in +35 countries

41 production plants

+170 branches, distribution centers and offices

3 research and development centers: CETIV, Prolec Labs and CIDEQ

Xignux companies



We are leading producers and sellers of electrical conductors that are essential to life in communities and the productivity of businesses.



We contribute to progress and well-being through innovative, sustainable solutions in transformers for the generation, transformation and delivery of electrical energy.



We make and sell the highest-quality food and ingredients that bring flavor, wellness and innovation to our customers.



We energize and delight with excellent, affordable snacks.



We develop comprehensive electromobility solutions to facilitate the transition toward sustainable mobility.

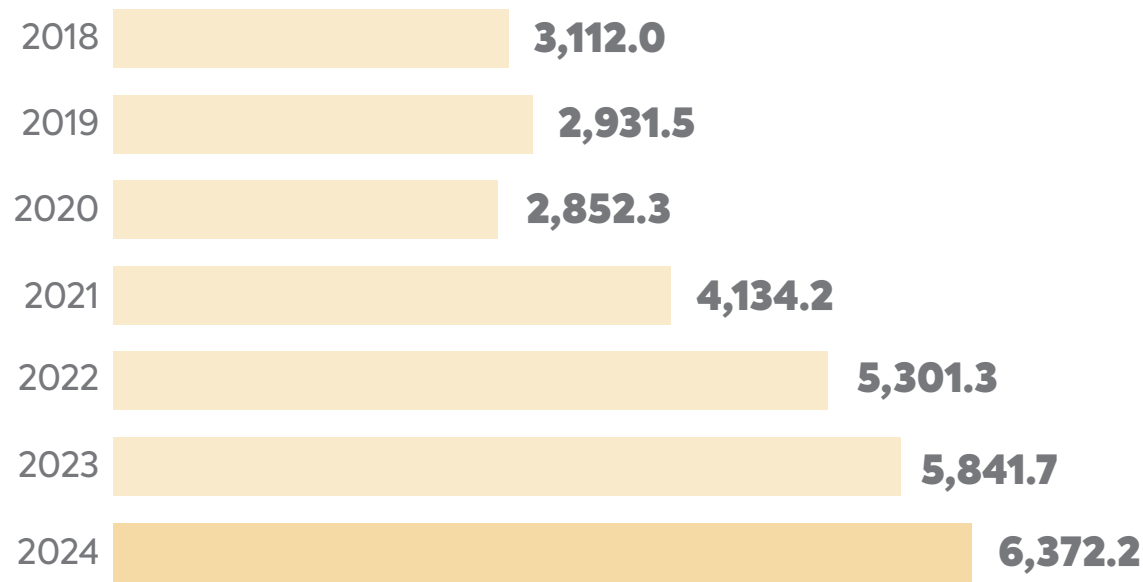


Xignux is a leader in the energy and food industries.

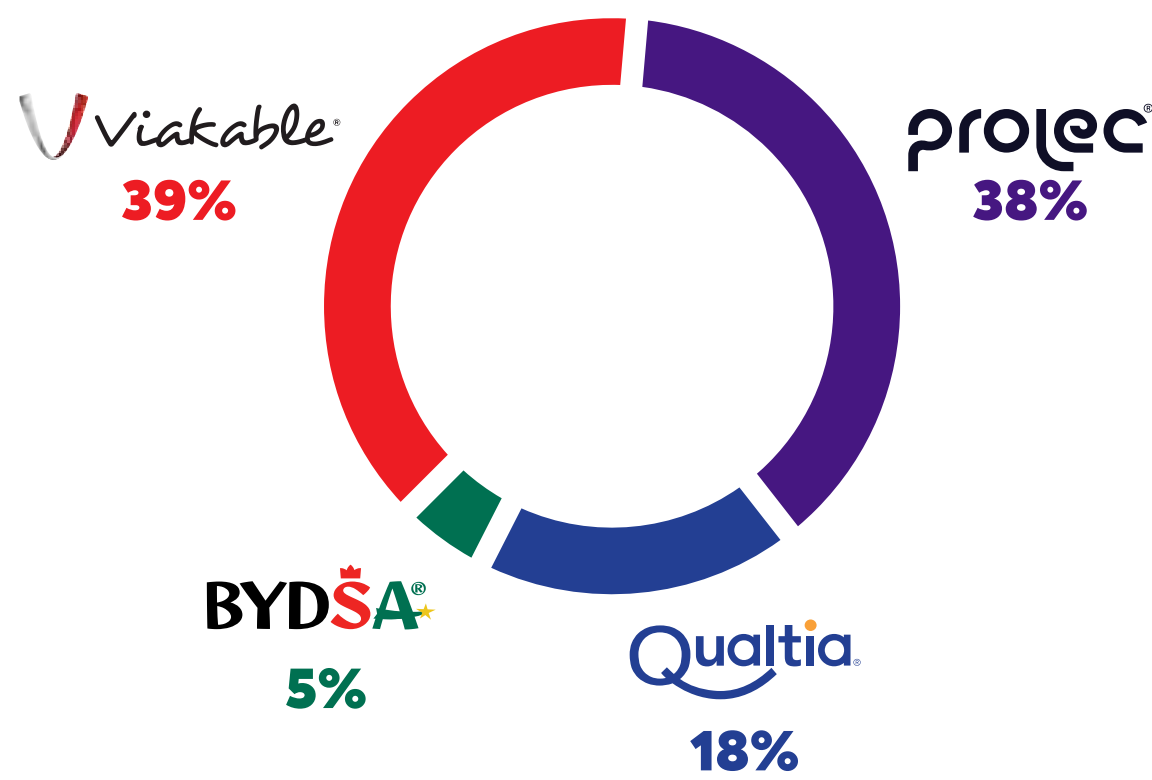
We energize economies:

our impact in numbers

Sales
(millions of Mexican pesos)



Sales by company
percentage



Daily sales by Xignux companies in 2024

556
metric tons
of cable



484
metric tons of luncheon
meats and dairy products



900
transformers



101,967
pieces of ready-to-eat food



15,710
transformer
components

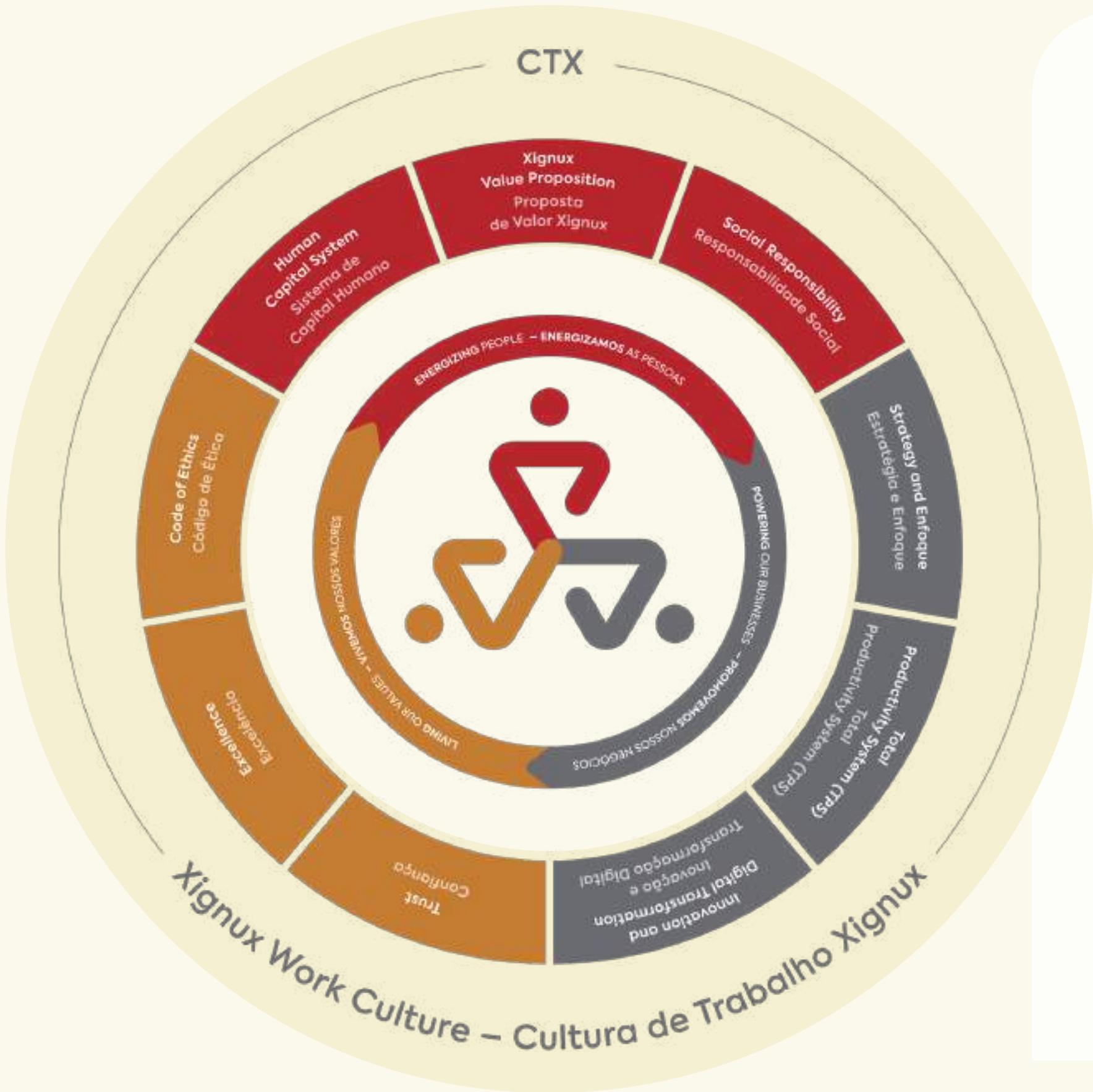


1.51
million bags
of snacks



	2021	2022	2023	2024
Sales	4,134.2	5,301.3	5,841.7	6,372.2
Cost of goods sold	3,166.4	3,963.5	4,294.9	4,667.3
Operating expenses	647.8	812.9	941.6	1,075.2
Taxes	96.0	122.8	172.6	152.3
Finance costs	83.5	87.5	86.3	214.6
Others	(9.1)	(14.0)	(4.1)	(24.0)
Net profit	149.6	328.6	350.4	286.8

Xignux culture



Xignux Work Culture Model

Our Xignux Work Culture Model (CTX) is the energy that drives our evolution and sets us apart in the way we work and relate to the world around us. It is sustained by three pillars that reflect who we are and how we energize:

- Living our values
- Energizing people
- Driving our businesses

The CTX model fosters a climate of innovation, evolution and adaptability, aspects that distinguish and strengthen us.

Xignux Work Culture Forum

The CTX Forum is an annual event that brings together leaders from Xignux companies to share experiences and recognize best practices related to each of the components and differentiators of our model.

In 2024, the event focused on “Energizing People.” Through topics such as development, sustainability, digital transformation, productivity, and innovation, we showed how we drive growth by putting employees at the center. In addition, we offered two high-level talks that stressed the importance of becoming the best version of ourselves, inspiring us to lead with purpose. We were joined by leaders from Xignux and guest speakers who brought new perspectives on learning and effective leadership.



Commitment to innovation

At Xignux, innovation is not just a department: it is a way of thinking and acting.

Through our research centers—CETIV, Prolec Labs, and CIDEQ—we propel high-value solutions for our customers, with a focus on competitiveness and cutting-edge technology.

Located in the Technology Research and Innovation Park (PIIT) and at our plant in Tepetzotlán, these centers collaborate with universities and strategic partners to develop new ideas with real impact.



Professional and personal development

The Xignux Comprehensive Training Institute (IFIX) was created to offer educational experiences that assist our employees and their families in their personal and professional growth. In 2024, the institute celebrated its seventh year with record levels of participation. Through workshops, talks, and activities, we promote holistic well-being: work, family, social, and emotional.



Productivity toward excellence

More than 20 years ago, we adopted TPS as the basis for driving productivity.

Today, we have taken that mindset beyond the production lines, incorporating it into all departments of Xignux and in all roles. TPS at Xignux stands for Total Productivity System, which inspires us to understand and solve problems with creativity, make constant improvements, and work with excellence in every task.



Digital evolution

Digital evolution at Xignux is key to our competitiveness.

In 2024, we reaffirmed this vision with the iTransform Congress and the Annual Meeting of Information Technology (IT) and Digital Transformation (DT) Leaders, where we explored digital transformation in business systems, supply chains, and artificial intelligence. We are now training the second generation of IT Profiles in change management. With a strategy aimed at sustainable growth, we continue to innovate to meet the challenges of the future.

Sustainable management at Xignux

Xignux sustainable development model

The Xignux sustainable development model guides our decisions in four key areas, with the goal of creating economic, social and environmental value for our stakeholders:

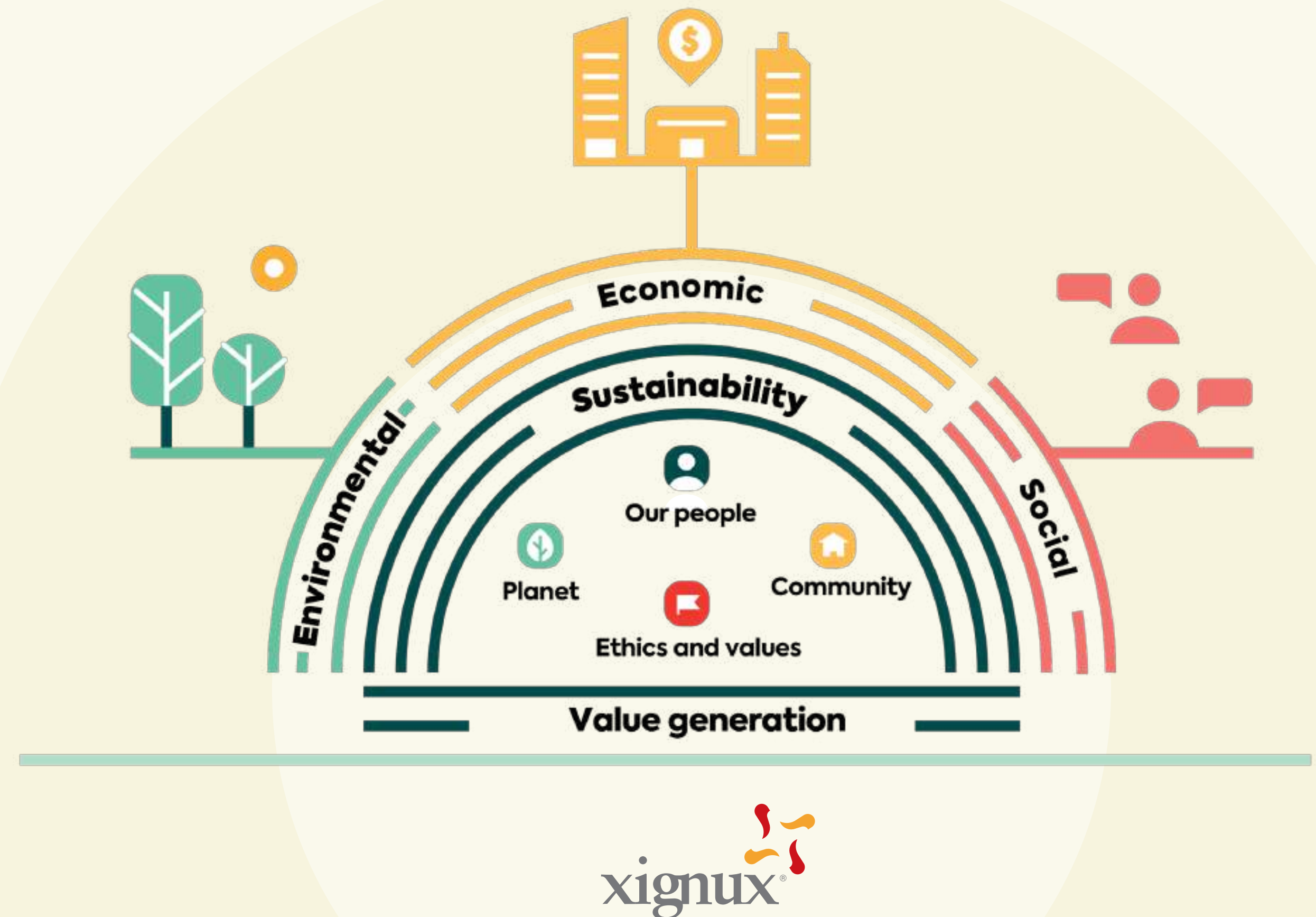
- Ethics and Values
- Our People
- Community
- Planet

The Social Responsibility department, together with the Environment, Health and Safety Teams, designs and propels initiatives that have a positive impact on each of these areas.

Our close, active relationship with all of our stakeholders helps us better understand their expectations and build shared value sustainably wherever we are present.

Through the Xignux Foundation, we partner with strategic allies in four priority areas of social investment

- Energy
- Nutrition
- Education
- Community development





Materiality analysis

Through materiality analyses, we identify the sustainability-related issues that are most relevant for Xignux and for our stakeholders. These topics focus our efforts and enable us to clearly communicate our actions and chart an effective path toward the future.¹

Internal	External	Internal and external
• Employee education and training • Safety • Health and wellness • Dignified work • Diversity and equal opportunity • Work-life balance	• Circular economy • Packaging innovation • Energy efficiency • Special handling waste • Use of renewable energy • Labeling • Food quality and safety • Healthy, nutritious foods	• Social and environmental criteria in the value chain • Responsible sourcing practices • Dignified work and prohibition of child labor

¹Every Xignux company has its own materiality process and matrix, so that it can address the expectations of its specific stakeholders. For information, see the “Performance details” section.

Communication with our stakeholders

Listening to those who make up our ecosystem is crucial to our ability to continuously improve. That is why we maintain open, accessible, active channels for dialogue with all of our stakeholders.

Stakeholder group	Communication channel
Shareholders	Annual and quarterly reports. Dedicated department.
Financial institutions and investors	Annual and quarterly reports. Dedicated department.
Community	Whistleblower system, Social Responsibility departments of Xignux Companies, Xignux Foundation contact.
Authorities	Partnerships with public organizations. Dedicated department.
Employees	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.
Suppliers	Code of Ethics, whistleblower system, surveys, e-mail.
Customers	Whistleblower system, surveys, call centers.

Sustainable development is a team effort:

our membership in forums and associations

At Xignux, we believe in the power of partnerships. That is why we actively participate in forums and associations that bring together companies, civil society, academia, and government to promote collective solutions to the social and environmental challenges in our environment.

These networks strengthen our impact, promote best practices, and expand opportunities to drive a more sustainable future across all the sectors in which we participate.



Electrical and Manufacturing

- Asociación Nacional de Normalización y Certificación del Sector Eléctrico (ANCE)
- Cámara Nacional de Manufacturas Eléctricas (CANAME)
- International Cablemakers Federation, Austria
- National Electric Energy Testing, Research & Applications Center, U.S.
- Wire Association International, U.S.
- National Electrical Manufacturers Association (NEMA), U.S.
- Asociación Bolivariana de Productores de Cables Eléctricos, Venezuela



Agriculture and food

- Consejo Mexicano de la Carne (COMECARNE)
- Cámara Nacional de la Industria de la Leche (CANILEC)
- Consejo Nacional Agropecuario (CNA)
- Asociación Nacional de Establecimientos TIF (ANETIF)
- Agro-food cluster
- Consejo Estatal Agropecuario de Nuevo León (CEANL)
- Consejo Mexicano de Productos de Consumo
- The National Turkey Federation (NTF)
- U.S. Dairy Export Council (USDEEC)
- USA Poultry and Egg Export Council (USAPEEC)



Industrial

- Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN)
- Confederación Patronal de la República Mexicana, national and Nuevo León (COPARMEX)
- Consejo Coordinador Empresarial (CCE)
- Consejo Mexicano de Negocios (CMN)
- Cámara de la Industria y Transformación de Nuevo León (CAINTRA)
- Centro de Productividad de Nuevo León
- Cámara de Industriales del Estado Carabobo, Venezuela
- Industriales Potosinos, A.C.
- Club Industrial, A.C.



Retailing and construction

- American Chamber of Commerce
- Consejo Empresarial Mexicano de Comercio Exterior, Inversión y Tecnología (COMCE)
- Asociación Venezolana de Exportadores, Venezuela
- Cámara Mexicana de la Industria de la Construcción
- Housing cluster



Human Resources

- Ejecutivos de Relaciones Industriales, A.C. (ERIAN)
- Consejo Consultivo Delegacional IMSS N.L.
- Comisión Nacional de los Salarios Mínimos
- Asociación Técnica de Compensaciones
- Grupo Esco
- G18



Social

- United Nations Global Compact
- Red SumaRSE Nuevo León
- Asociación de Líderes en Desarrollo Humano
- Centro de Estudios Sociales del Noreste
- Consejo Cívico de Instituciones de Nuevo León
- Hagámoslo Bien
- Movimiento Congruencia, A.C.
- Latimpacto



Finance and Legal

- Instituto Mexicano de Ejecutivos de Finanzas
- Instituto de Contadores Públicos de Nuevo León
- Asociación Nacional de Abogados de Empresa (ANAE)
- La Barra Mexicana, Colegio de Abogados, A.C.



Systems and Technology

- Asociación Mexicana de Profesionales en Informática
- Nuevo León nanotechnology cluster
- Electromobility cluster



Security

- Consejo Mexicano de Seguridad San Pedro

All of us at Xignux are proud of working to energize life.



Viakable: energy industry leader

Viakable was founded in 1956 as Conductores Monterrey, which marked the birth of Xignux. Since then, we have forged a history in electrical energy for the Americas. We are leading producers and sellers of electrical conductors, which make possible the productive life of homes, businesses and communities.

Viakable's talent is focused on innovating and making all types of cables for electrical power generation, transmission and distribution. Our products remain at the cutting edge of technology and are sold throughout the Americas, where they are known for their quality, safety and reliability.

VIKON®

CME®
wire and cable

Vialutek.

magnekon®

KEMEK®

Indiana®
Wire & Cable

MULTIPAK

CETIV®
Centro de Tecnología e Investigación Vialutek

Viakable's mission and vision are aligned with those of Xignux.

Misión: We transmit energy that activates your life.

2030 Vision: To be the preferred choice in the energy transmission market, doubling our value and offering the best experience for our clients.

*Base year: : 2021

Through:

- Having the best team of energizers with a human approach, congruent with our values.
- Being recognized for relevant innovations.
- Ensuring excellence in the value chain.
- Being a model in the development of sustainable initiatives that contribute to building a better future.

Leadership sustained by vision, quality, and innovation

Viakable Next: transformation for sustainable growth

In 2024, we launched Viakable Next, a strategic initiative that is key to our Vision 2030. This project drives digital transformation by modernizing the ERP management system in order to optimize processes and make our technological base more agile and efficient.

A fundamental component of Viakable Next is the alliance with our strategic partners SAP, Capgemini, and Neoris, and a new team of more than 35 energizers who will lead this initiative. We are in the midst of a cultural paradigm shift that will drive collaborative work, adaptability to change, and our commitment to a more sustainable future.

We drive the future of energy

We increased our presence in key forums in the electrical industry in Mexico and the United States, strengthening our position as a leader in electrical solutions, renewable energy, and electromobility.

In Mexico, we were present at the International Electrical Expo, the International Mobility of the Future Summit, the CIME Expo, the SET CANAME, the Northern Electrical Expo, and the International Congress of Electromechanical Installations, where we shared products and technical knowledge with specialists, customers, and prospects. We also bolstered our leadership at the IEEE meeting and hosted the WAI International Technical Conference.

In the United States, we brought our energy to the CES Show Connect, where we reaffirmed our relationship with key players in the construction industry.

Quality as an ongoing commitment

At Kemek, we obtained IATF 16949:2016 certification, the highest quality standard in the automotive industry. We also held the first Yokoten Quality Forum, a space designed to share learning, promote best practices and strengthen our culture of continuous improvement.

These initiatives reflect our commitment to excellence at every stage of the process, for the benefit of our customers.

4,381
Employees

1,968
Customers

18,335
SKUs

32
Branches, distribution centers, and offices

11
Plants

556
Metric tons of cable sold per day



Viakable: a socially responsible company

In 2024, the Viakable team received the Socially Responsible Enterprise (ESR) distinction from the Mexican Center for Philanthropy (Cemefi) for the third year in a row.

This distinction recognizes the concerted efforts of all the energizers that work at Viakable, and attests to 68 years of action to reduce environmental impact and encourage social well-being, helping to build a better world and a sustainable future.

Viakable’s new sustainability strategy

In 2024, we embarked on an initiative to more thoroughly incorporate Environmental, Social and Governance (ESG) principles into the management of our operations. This strategy responds to the expectations of our customers, markets and financial institutions, and is designed specifically to be applied in Viakable’s operating context.

We defined four strategic priorities in our operations:

- Decarbonization, with the goal of reducing scope 1 and 2 emissions.
- Product impact management, focused on monetizing and reusing waste and eliminating hazardous substances.
- Responsible sourcing, to bolster our supply chain with sustainable practices.
- Occupational health and safety, with standards that make us leaders in our industry.



“Earning the ESR distinction shows that we are a great team of energizers with a public commitment to social responsibility toward our investors, customers, authorities and society.”

Patricio Gerardo Murga González
Human Capital Director



+6,000
trees planted by
Viakable volunteers.

Planet

Environmental Management System

Viakable’s Environmental Management System (EMS) reflects a commitment to protecting the environment and boosting operating efficiency.

Under the EMS, our production plants maintain ISO 14001:2015 standard certification every year, recognizing their environmental performance, risk reduction and systematic fulfillment of our environmental responsibilities.

Environmental culture

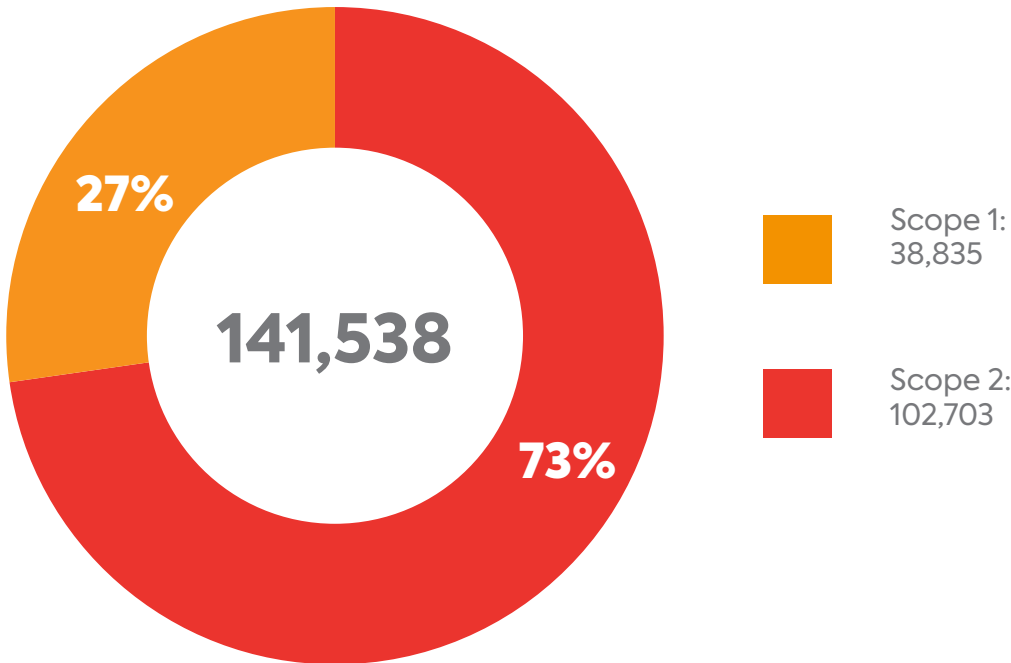
At Viakable, every year we hold internal forums in which all of our leaders and teams from our plants introduce their best safety, quality, and environmental practices. In 2024, we recorded 875 improvements (kaizen) that directly benefit the environment and improve production process efficiency, a fundamental step toward achieving our business and sustainability objectives.

Toward a greener planet

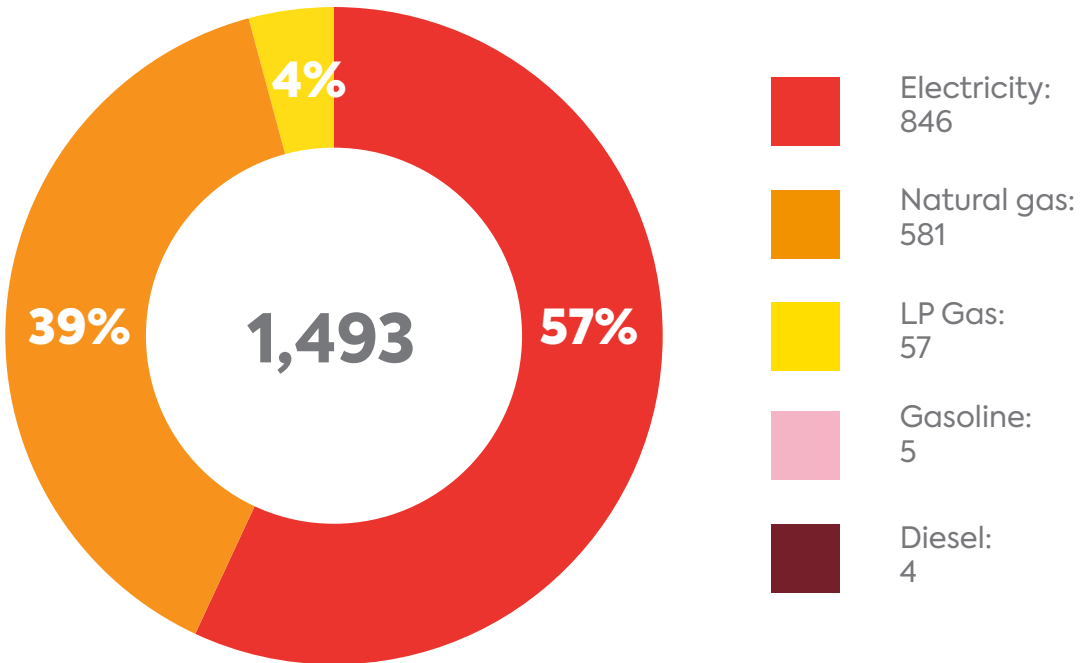
During the year, we led various initiatives to improve our environment and community action. One of these was a conservation project for the monarch butterfly, through the reforestation of its sanctuary in the state of Michoacán.

We also held an “Adopt a Tree” activity with the participation of energizers, neighbors and local schools, in which we planted and cleaned up trees in the communities near our operations, reaching a total of more than 6,000 trees and pollinator plants planted and cared for.

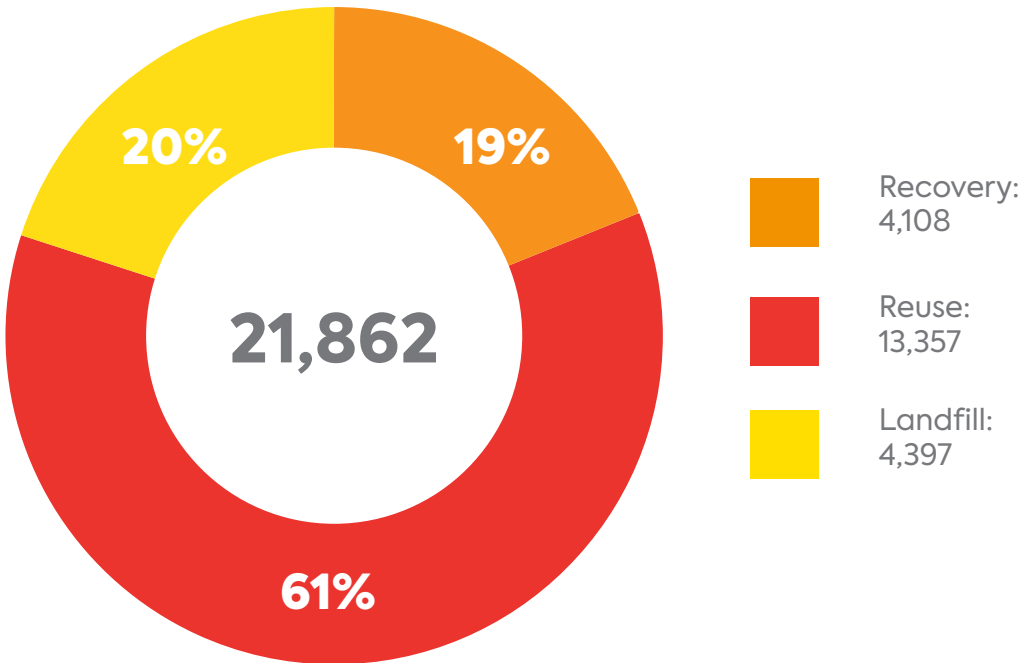
GHG emissions, Viakable
Metric tons of CO₂e



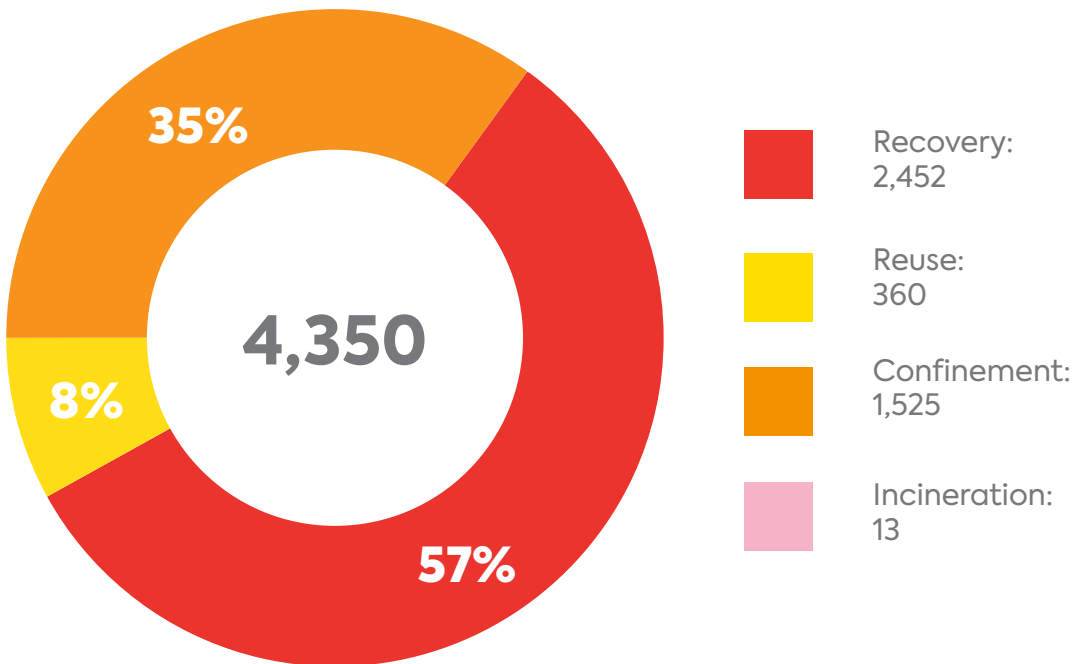
Energy consumption, Viakable
terajoules



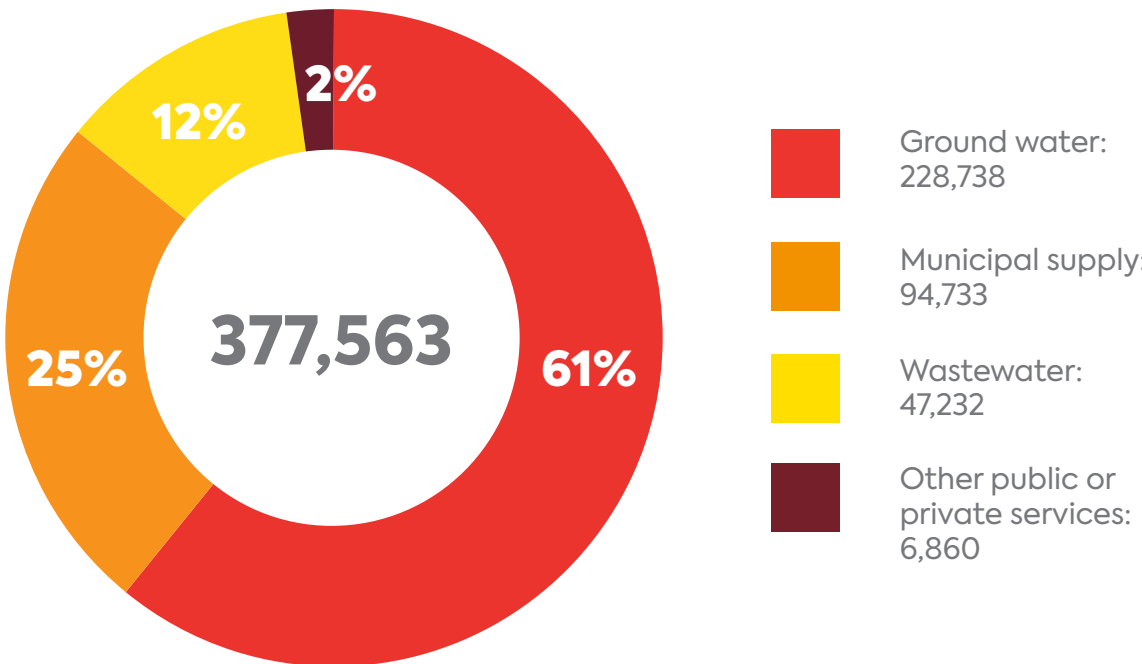
Destination of non-hazardous waste, Viakable
metric tons



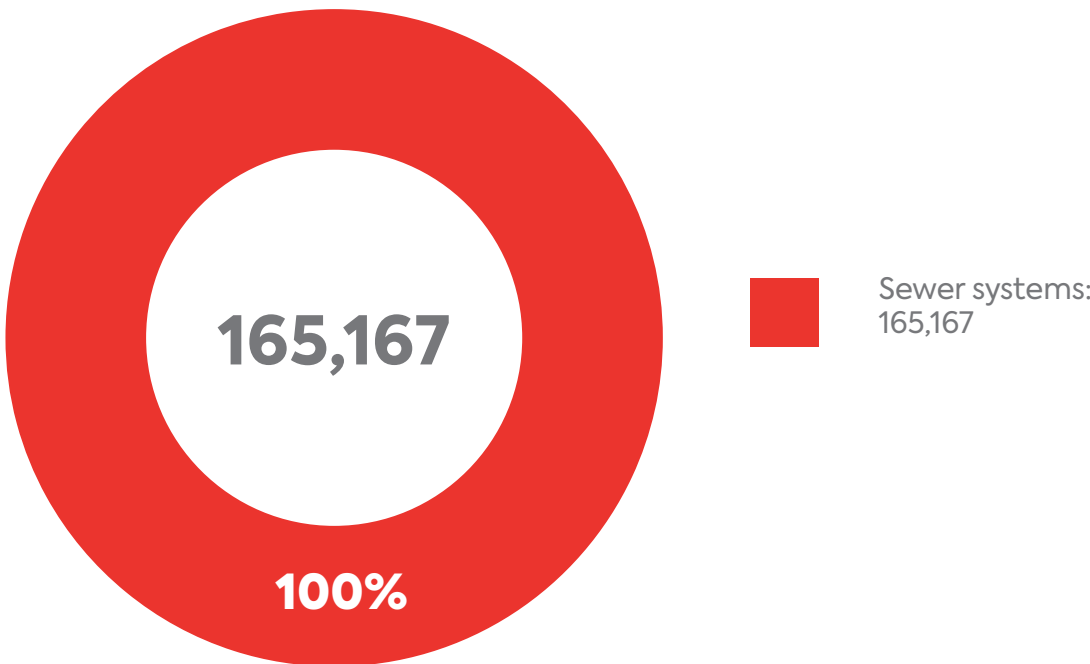
Destination of hazardous waste, Viakable
metric tons



Water withdrawal by source, Viakable
cubic meters



Water discharges by destination, Viakable
cubic meters



Materials used, Viakable (metric tons)

Material	Weight
Renewable	
Wood	35,641*
Non-renewable	
Copper	138,725
Aluminum	78,148
PVC and XLPE	34,088
High and low density polypropylene	12,335
Steel	3,776
Glazes	3,185

*Units: thousands of board feet

Our People

Health and safety first

Viakable’s Health and Safety Management System is aligned and certified under ISO 45001:2018, the most rigorous international standard for occupational health and safety management. This attests to our commitment to creating a safe and healthy work environment and the actions taken to improve occupational safety processes and safeguard the well-being of our people.

During Viakable Safety and Health at Work Day, we reinforced our culture of prevention through informational activities across all our business units. We organized daily virtual talks by specialists on key topics such as behavior-based safety and the identification of unsafe acts and conditions; and shared information on specific topics such as workplace ergonomics, hand safety rules, and fire prevention.

During the Yokoten Safety and Ergonomics Forum, teams from the various business units presented projects focused on risk prevention and elimination. We also recognized employees who had reduced incident rates and invited them to replicate applicable projects in their operations.



Well-being for energizers and their families

We recognized outstanding academic performance by 216 children of energizers who are in primary and secondary school.

We organized the “Viakable Around the World” summer camp, where more than 150 girls and boys came together for an experience full of learning, culture, and fun. Teenagers over the age of 15 also participated in this experience as camp counselors, which encouraged teamwork and age-appropriate responsibility.

We also held the first edition of “Viakable Fans” musical event, attended by more than 150 energizers and their families in a fun and enjoyable atmosphere.

Finally, we celebrated more than 350 energizers who are parents at the “Kings in their Homes” event, and in the “The Great Viakable Game”, 315 energizers and their families enjoyed a day of challenges and family togetherness.

Viakable is recognized as a Family-Responsible Company

This year we received our first international certification as a Family-Responsible Company from the Spanish nonprofit Fundación Más Familia.

This recognition attests to our actions in support of work-life balance, flexibility, professional development, family support and equal opportunity. It comes as the result of a collective effort to make Viakable a high-value, people-centric employer brand.

93,244
hours of training given to
Viakable employees.



We promote inclusion

At Viakable, inclusion is a core value that fosters more fair and collaborative work environments. Through the Integra program, we make an ongoing effort to offer job opportunities to people with disabilities. We also organize talks to build empathy and awareness among our energizers, which creates a respectful and accessible work environment. In addition, we create spaces such as the Inclusion Bazaar, where employees can purchase products made by people with disabilities.

We marked International Women’s Day 2024 with a series of activities that recognized the talent of our women energizers. As part of the celebration, we held a self-defense exhibition, reaffirming our commitment to inclusion, respect, and the comprehensive advancement of the women in our organization.



Community

For Viakable, maintaining a good relationship with the communities in which we operate is fundamental to the success and sustainability of our activities. We are committed to being a good neighbor through community development programs and volunteer activities, which encourage open dialogue and favor a better quality of life for individuals, their families and communities.

4,003

volunteer participations.

33,554

people benefited.

9,058

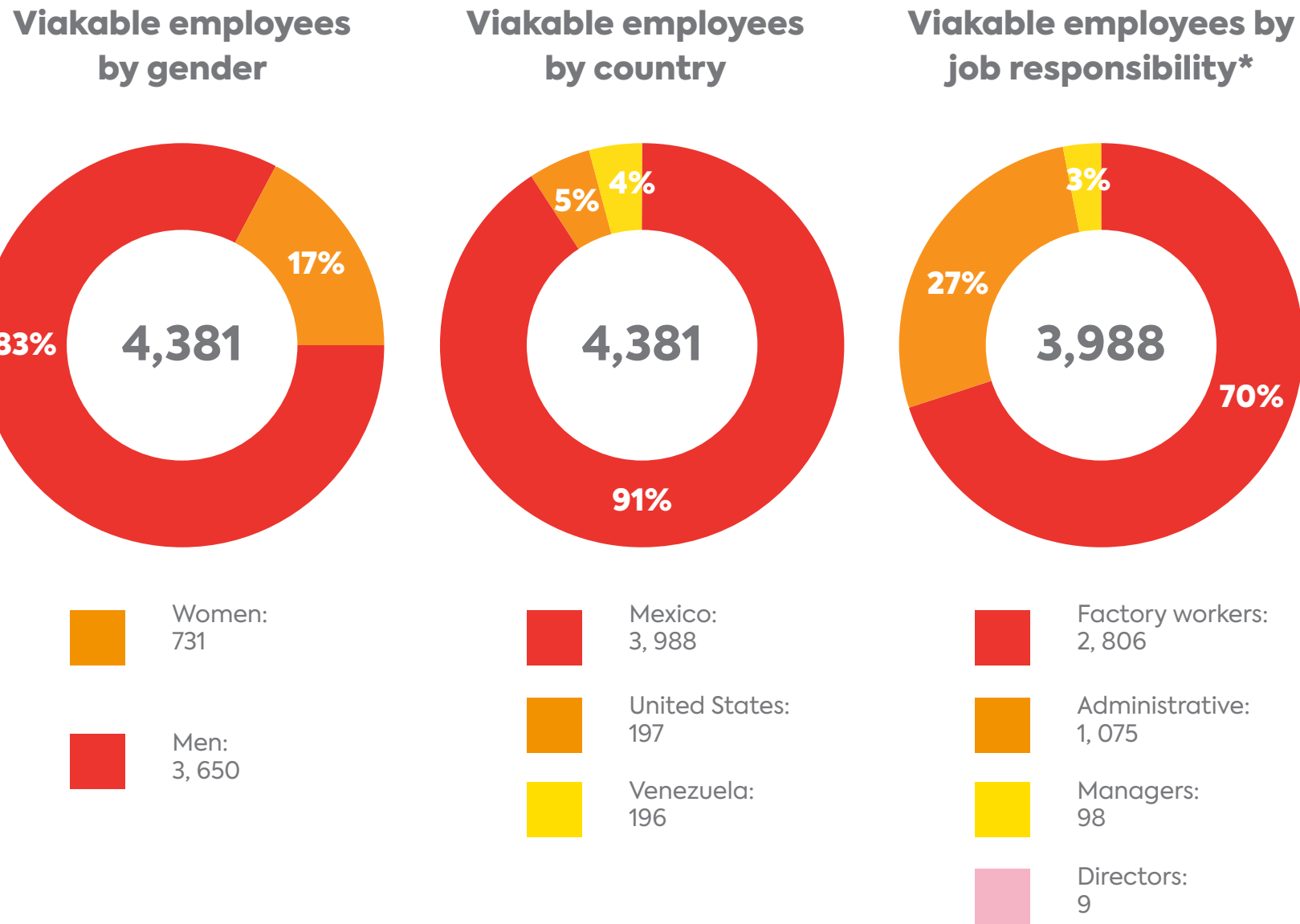
hours of volunteer time

39%

of Viakable energizers took part in volunteer activities.

Among the main volunteer actions in 2024 are:

Community	We made a donation to the firefighters of the municipality of San Nicolás through our participation in a charity bowling tournament.
	To reforest and restore green spaces, we adopted La Alianza Park in El Carmen, Nuevo León, and the park in the Constituyentes de Querétaro neighborhood in San Nicolás de los Garza.
	As part of our community commitment, we distributed blankets, food, groceries, and jackets to people in vulnerable situations in La Salle, Illinois; Suwanee, Georgia; Llano Grande, and other locations where we operate.
	We donated toys to children at Casa Hogar Padre Febres Cordero, Casa Hogar Fundación Semilla, and the DIF in Monterrey, as well as to the children at the Salvation Army Children’s Home (Casa Hogar Ejército de Salvación A.C.) in San Luis Potosí.
	We also provided a food donation to the San Antonio Senior Home in Venezuela.
Education	We organized a school supply drive to support the education of children in the Sierra Tarahumara.
	At CME, a Viakable company, we donated tablets and provided financial support to Collins Hill School, strengthening our connection with the educational community in Suwanee, GA.
	At CME, we donated screens to Dayspring School, located near our offices in Lawrenceville, GA.
	In partnership with IFIX, we energized the CEOX (Oxford Educational Consortium), San Nicolás Campus, supporting the social-emotional development of 164 middle school students through a values-based program.
	We welcomed students from Lighted Way School in La Salle, Illinois, to Viakable Manufacturing, where we shared our cable production process and gifted a Christmas tree made from recycled materials.
Environment	We also conducted a school supply drive to benefit the Early Education Center La Florida, in Venezuela.
	We carried out an awareness activity focused on water consumption and cleanup at La Boca reservoir in Nuevo León.
	We promoted tree adoption campaigns among energizers and members of neighboring communities in Monterrey, San Nicolás, and San Luis Potosí to encourage shared environmental care.
	In partnership with Proforestal, we held a reforestation day attended by employees, their families, and the local community, where we planted trees along the outer wall of the Viakable plant in Monterrey.
	We joined the CPKC México and Rotary Club project to protect the migratory route of the monarch butterfly through a financial contribution used to reforest the Sanctuary in Michoacán.
	We also held a special palm tree planting activity at ICV facilities in Venezuela.



* Data on Mexican operations.



Together we make up a great team

Prolec is a company with more than five decades of experience contributing to the progress and well-being of society by innovating in the transformation and delivery of electrical energy.

Our internationally recognized range of transformers is one of many high-quality solutions we offer that, through joint efforts of our business units and our strategic partners, demonstrate our sense of innovation, social responsibility and leadership.

The "One Prolec" philosophy reflects our vision of unity, focus and collective commitment to common goals in all the sites where we operate.



Prolec's Mission and Vision are aligned with those of Xignux.

Mission: We contribute to the progress and wellbeing of our society through innovation in the transformation and delivery of electrical energy.

Vision: To be recognized as the most reliable strategic ally for innovative and sustainable solutions in the delivery of electric energy in the American continent, creating value for our stakeholders.



Growing steadily



We drive the transition to renewable energy

In 2024, we expanded our plant in Shreveport, Louisiana, to meet the growing demand for transformers for renewable energy projects. With an investment of USD34 million, this new line adds capacity of more than 1,500 units per year.

Likewise, to meet the growing demand for single-phase pedestal transformers in Mexico and the United States, we invested USD85 million in building a new production plant in Apodaca, called Campus III, which will double our annual production capacity.

We also completed the acquisition of Menk USA LLC, a leading manufacturer of radiators for power transformers located in Sterling, Illinois. With this incorporation into the Components business unit, we strengthen the resilience of Prolec GE’s supply chain and expand the company’s strategic capabilities.

In a key effort to support state climate goals, we announced the installation of our generator step-up transformers (GSU) in two substations located in upstate New York. This is one way we help to drive the development of a more resilient electrical infrastructure and support the decarbonization of the electrical system.

A new milestone in high voltage

In Canoas, Brazil, we have successfully completed the manufacture and testing of a 100 MVar, 765 kV single-phase shunt reactor, one of the most advanced of its kind. This equipment allows for the control of overvoltage and stabilization of voltage in high voltage electrical systems, thereby improving the efficiency and reliability of the electrical grid. This system earned ISO 14644 Class 8 certification, guaranteeing flawless performance in production.

9,526
Employees

+443
Clients

10
Plants

917
Products on the market

900
Transformer units sold per day

15,710
Transformer components sold per day

Prolec GE US is certified in **ISO 9001** standard.

Prolec: A socially responsible company

In 2024, Prolec received the Socially Responsible Enterprise (ESR) distinction from the Mexican Center for Philanthropy (Cemefi) for a second year in a row. This award is given to companies with outstanding practices in favor of employee quality of life, business ethics, environmental preservation and community support.

Prolec's new sustainability strategy

Prolec has embarked upon a transformation process involving a sustainability strategy specifically designed for our operations. With it we hope to adapt to the evolving expectations of the market and our stakeholders, including clients and financial institutions.

As a result of this process, we defined three priority topics:

- Decarbonization, with the aim of reducing the carbon footprint of our operations, which includes scope 1 and 2 emissions.
- Environmental management, through initiatives to optimize the use of energy and water in operations and step up implementation of best practices in waste management.
- Human capital, with a firm commitment to attracting, retaining and developing the talent that drives our organization.



“Earning the Socially Responsible Company distinction is a recognition of the pledge we make to clients: to operate with integrity, responsibility and a sustainable, long-term approach.”

Juan Pablo de la Garza Evia
Human Capital Director

Planet



Environmental Management System

Prolec has held ISO 14001 certification for more than two decades, attesting to our commitment to sustainable development through an environmental management system that identifies, prevents and controls the environmental impact that our products may have, in compliance with the law and actively protecting the environment.

Environmental efficiency

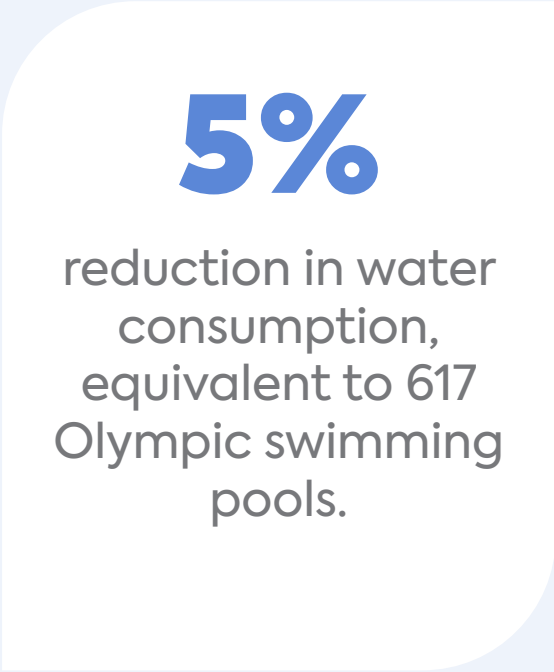
For all of us at Prolec, operational efficiency is essential to reducing our environmental footprint. By optimizing processes, we reduce emissions and resource consumption, contributing significantly to environmental stewardship and our sustainability goals.

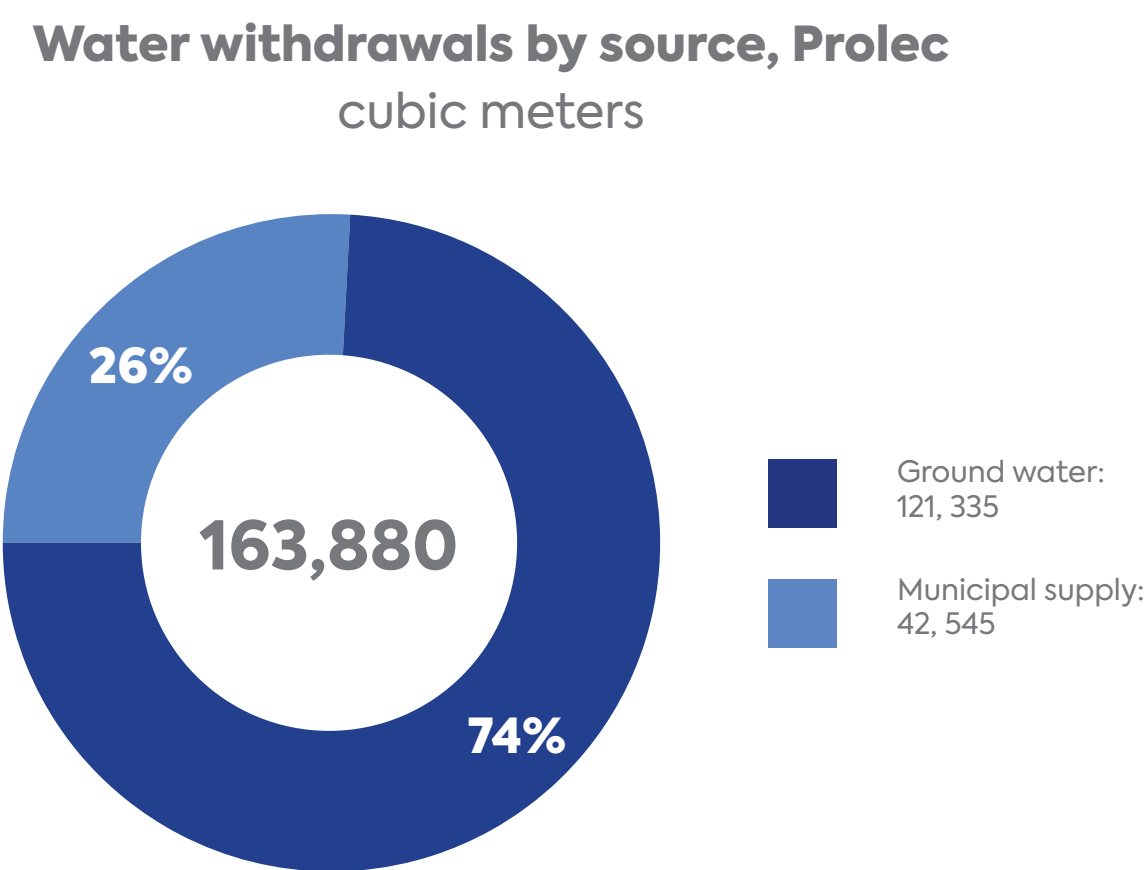
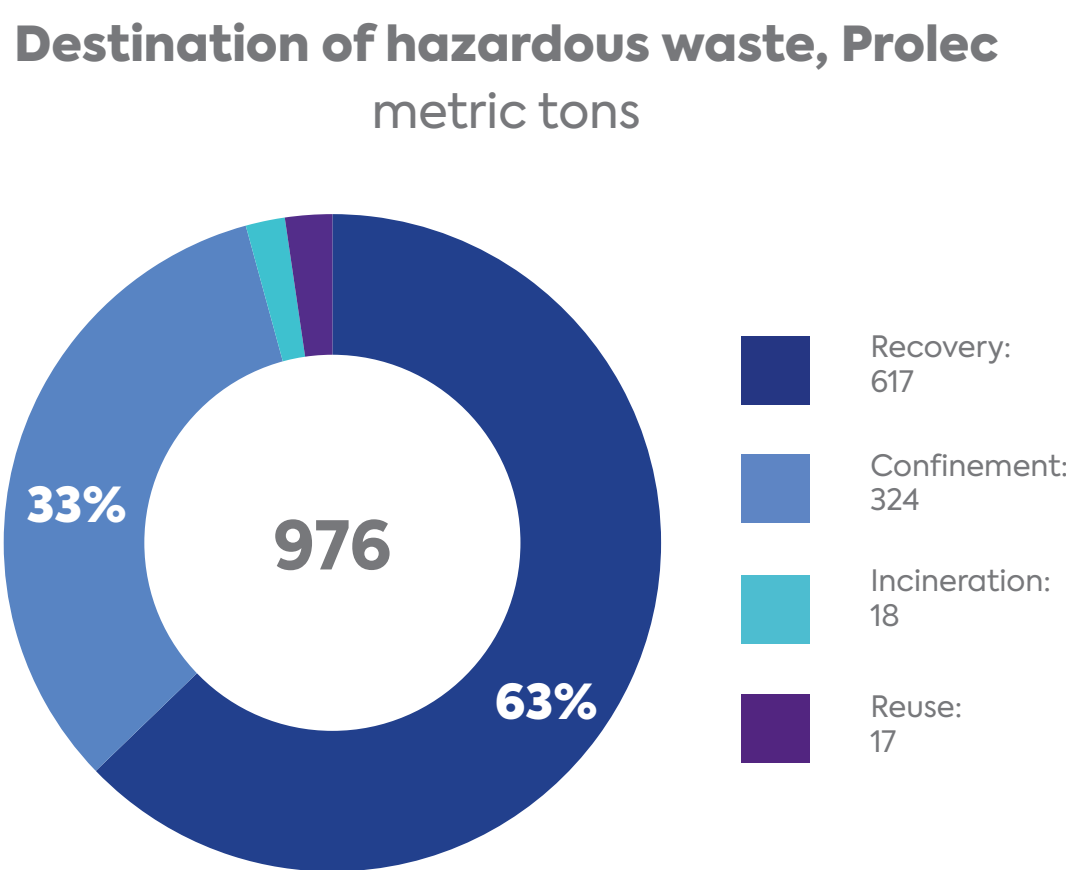
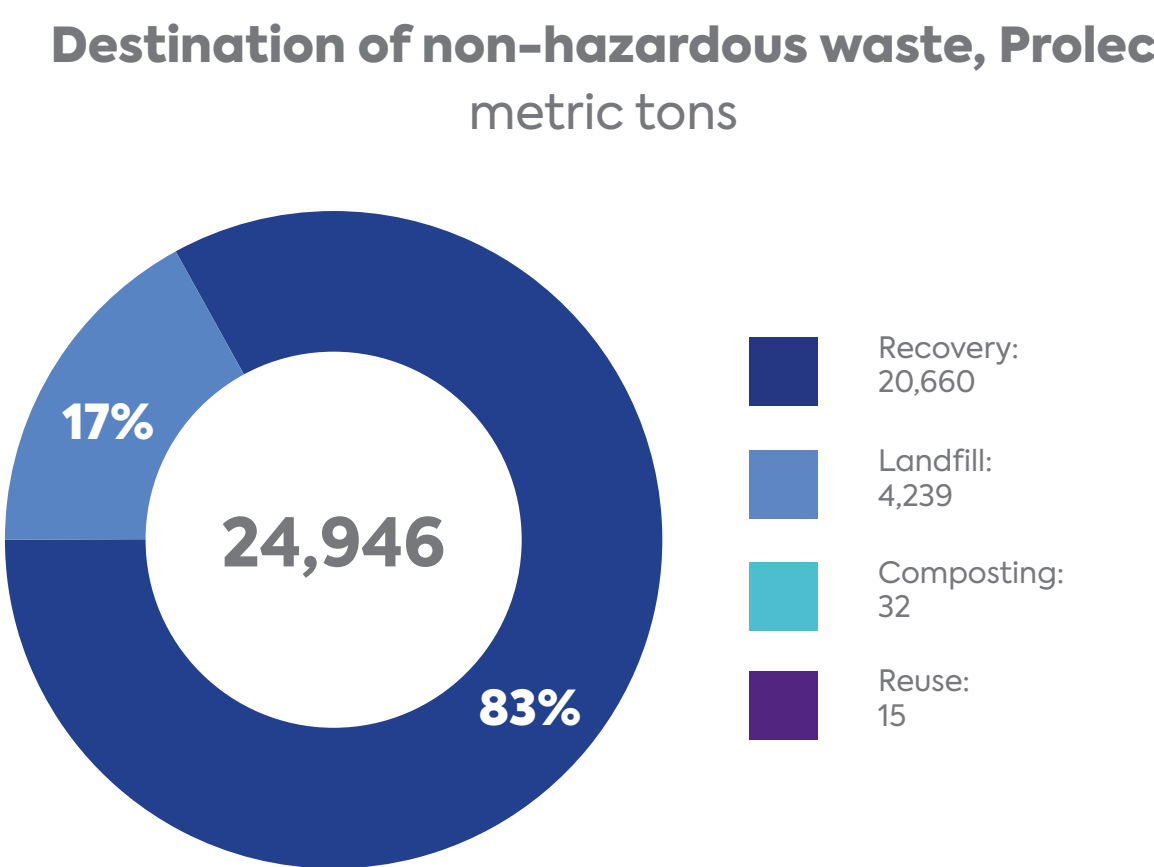
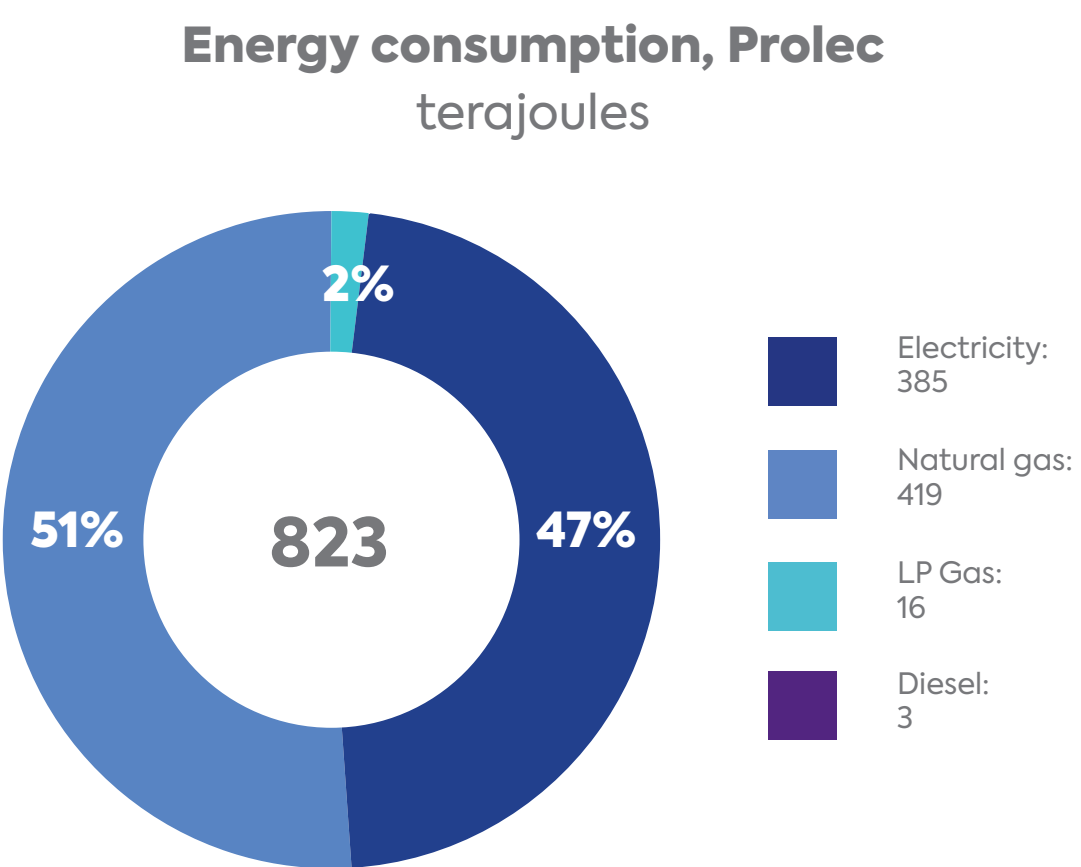
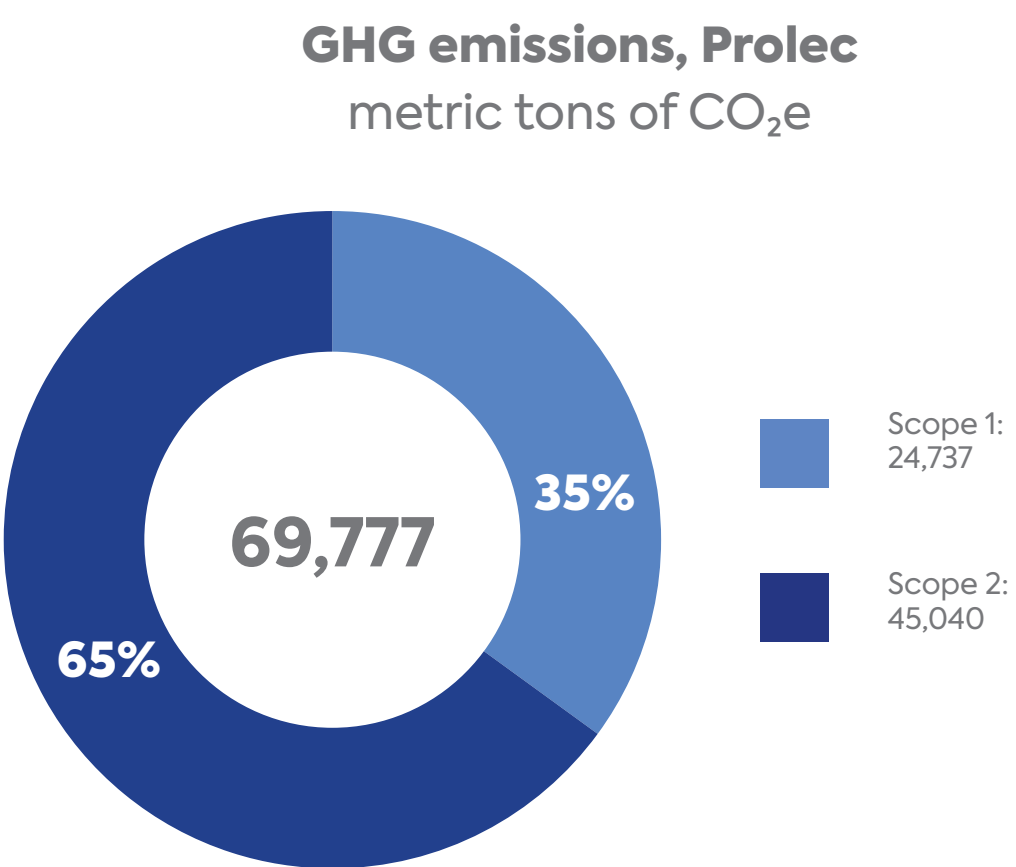
Over the past year, we avoided the emission of 4,179 metric tons of CO₂ through strategic programs such as:

- The installation of solar panels at Campus 1 in Monterrey (Phase I), representing annual savings of 152,839 kWh.
- Replacement of lighting with LED technology at all our sites.
- Replacement of air conditioning equipment with more efficient refrigerants at Campus 1.
- Modernization of machinery and installation of compressor controllers at the Canoas plant.
- Implementation of dry coolers in the cooling towers at our plant in Waukesha.

In support of a circular economy, we recycled 84% of our waste, equivalent to more than 18,300 metric tons. This achievement was driven by projects such as the recycling of 800 wooden reels and 1,500 metric tons of ceramic waste in Monterrey, as well as the composting of organic waste in Monterrey and Canoas.

In addition, we reduced our water consumption by 5%, equivalent to 1,542,729 liters, by installing a wastewater treatment plant at Campus 1 Monterrey, replacing chillers and cooling towers in Canoas, and installing water recirculation systems at our Shreveport plant.





Materials used, Prolec (metric tons)

Material	Weight
Renewable	
Wood	5,276
Cardboard	12,368
Non-renewable	
Steel	133,418
Oil	54,685
Aluminum	14,610
Copper	8,476
Organic solvents	238
Plastics	18

Our People

Health and safety first

At Prolec, we are committed to reducing health and safety risks in our operations to prevent accidents, protect our employees, and instill a culture of safety in all our workplaces. We have a Health and Safety Management System that mandates the involvement of the entire organization and sets clear goals so that we can assess our performance.

Our top strategy is to eliminate risks through methodologies such as “Risk Factor” and “Physical Stress Factor.” In 2024, these tools triggered 540 improvements in various operating areas.

We train Prolec’s leaders to serve as examples of our values and promoters of the management system. In 2024, we certified 360 leaders in risk assessment, incident investigation, and environmental performance. Their participation has been fundamental in creating a strong safety culture, ensuring training plans and working on the proactive detection of unsafe actions.

Through the Behavior-Based Safety program, we promoted safety awareness among our energizers, organizing 132 activities and 52 talks on reducing risky behavior and building a collaborative approach to preventive culture.

The result was the lowest safety incident rate in the history of Prolec GE Waukesha, achieved at the Goldsboro, North Carolina plant, proving the tangible impact of our management system.



Well-being for energizers and their families

At Prolec, we support the physical and emotional wellness of our energizers with occupational health and medical care programs. We have a team of 10 physicians, 14 nurses, and 2 psychologists who provide care 24/7.

In 2024, more than 30,000 medical consultations and preventive care were provided to more than 200 people with chronic diseases such as diabetes, hypertension, respiratory conditions, and various types of cancer. In addition, four vaccination campaigns were carried out, with nearly 1,200 vaccines administered to our energizers and their families.

The Emotional Well-being Program has benefited 746 energizers since its inception. In 2024, 348 people received psychological counseling on topics such as emotional management and interpersonal relationships. A total of 1,911 consultations were provided and 32 talks were given, along with a campaign on managing emotions.

To improve ergonomics, we launched 76 projects that benefited 1,346 energizers with motorized tools, cranes, platforms, bioclimatic devices, and process automation.

To promote well-being and bring our people and their families closer, we recognized the children of our energizers who achieved academic excellence, and we organized the “One Prolec” virtual race with more than 470 participants from Mexico, the United States, and Brazil, and celebrated Family Day at Prolec GE Brazil with more than 600 people attending.



Training and development at Prolec

At Prolec, we foster an environment of continuous learning by investing in educational programs that raise the professional level of our energizers and drive innovation and efficiency in our processes.

We proudly celebrated the graduation of the first group of 18 energizers from our Apodaca plant who completed their high school education through an online program developed in conjunction with the organization INNOVA– Virtual High School. This initiative opens new job opportunities and reflects our belief that education transforms lives.

In keeping this conviction, we implement programs that reinforce professional development and our organizational capabilities, including:

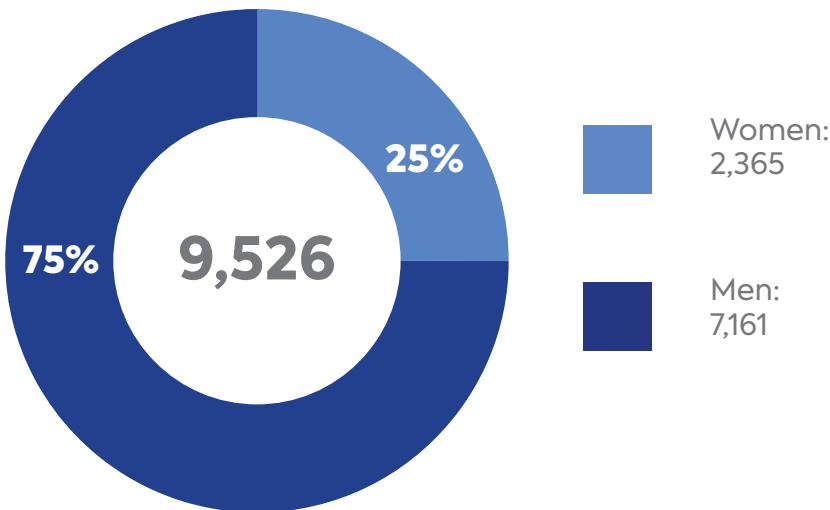
- Strengthening the Xignux Work Culture and Total Productivity System.
- Management and leadership for middle managers.
- Work team management.
- Virtual training in soft skills.
- Development of specific skills by function.
- Master’s degrees in administration.
- Master’s degrees in Industrial Engineering with a focus on Manufacturing Systems and Electrical Engineering with a specialization in Transformers, in partnership with the UANL.

We promote female talent

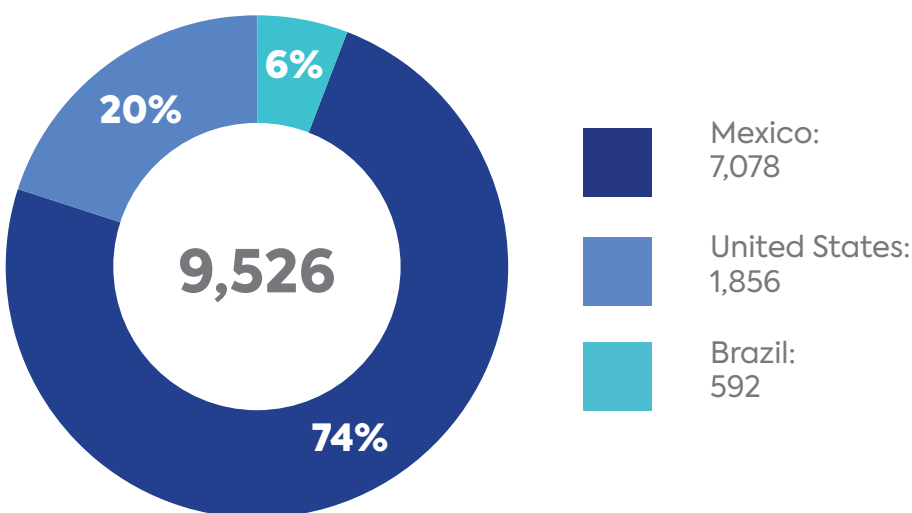
Prolec promotes a culture of equality and recognizes female talent. We organized activities to mark International Women’s Day at our sites in Mexico, the United States, and Brazil, reaffirming our commitment to equality.

In Monterrey, we organized an information fair and practical workshops. In Waukesha, Goldsboro, and Dallas, we shared a presentation dedicated to the legacy of inspiring women. In Brazil, we held a meeting to motivate women to pursue their professional goals. In Shreveport, we used inspirational messages to remind everyone of the importance of continuing to foster a more participatory environment for all.

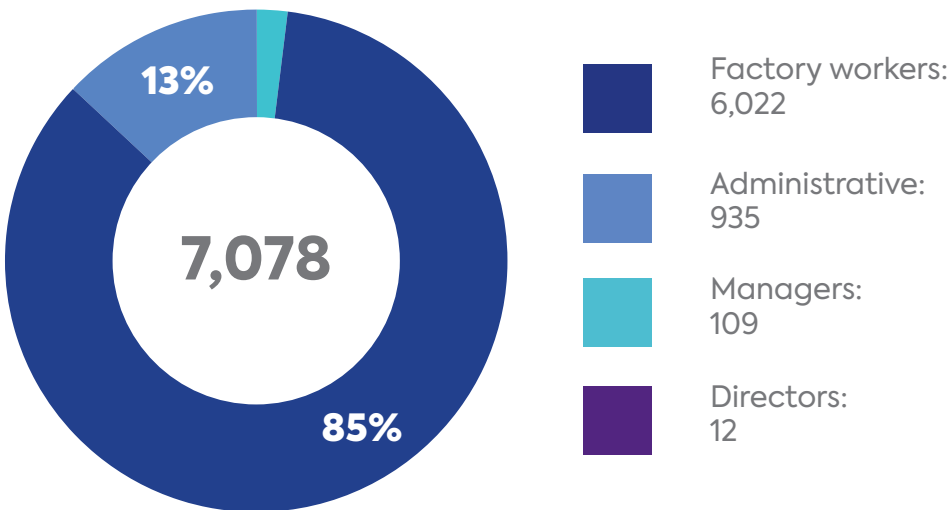
Prolec employees by gender



Prolec employees by country



Prolec employees by job responsibility*



*Data on Mexican operations.

1,365,709
hours of employee training

Community

Growing together with our communities

At Prolec, we understand that the success and sustainability of our operations depends on a positive relationship with the communities in which we operate. For this reason, we strive to be a good neighbor through community development programs and volunteer programs that open channels of dialogue and improve people’s quality of life.



Volunteering that makes a difference

Volunteering is an opportunity for Prolec employees to connect with people and their communities. Living this experience allows us to get involved in causes we identify with and contribute our energy in a meaningful way. Furthermore, by joining forces with coworkers, their families, and civil society organizations, we are able to multiply the impact of each of our actions.

1,826
volunteer participations.

2,686
volunteer hours
+25% vs. 2023.

9,595
people benefited.

10%
of Prolec’s energizers
participated in volunteer activities.

Among our main volunteer actions in 2024 were:

Community	With the participation of our volunteers from Prolec Monterrey Plant, we delivered art supplies to support the therapeutic development of 75 young people and adults from the HOGA Rehabilitation and Equestrian Therapy Center.
	At our Prolec plant in Apodaca, we held charity sales with our employees to support women entrepreneurs, cancer patients, and charitable institutions such as the DIF Centers and the Crecer Juntos Down Center in the municipality.
	Volunteers from our Milwaukee plant packed 560 food boxes at the Hunger Task Force facility for people in vulnerable situations.
Education	We organized and participated in recreational and fundraising activities in various communities in Wisconsin and Louisiana, in partnership with United Way, to benefit local families in vulnerable situations.
	In Waukesha, we donated funds for the installation of a robotics room, and our volunteers participated in the Explore STEAM science event at Brookfield East High School.
	In Guajuviras, Brazil, we invested in improving the playground at the Vó Nelsa public school.
	Volunteers from the Apodaca plant visited the Mariano de la Garza and Rogelio Venegas Cabrera schools to make improvements to the facilities, donate furniture, and give talks on climate change.
	At Prolec GE Waukesha, employees from our plants in Dallas, Goldsboro, and Waukesha collected school supplies to support local students.
Environment	At the Waukesha plant, we partnered with Texas State Technical College to provide recent graduates with their first job opportunity and strengthen our team with highly trained talent.
	At Prolec’s Apodaca Plant, in partnership with IFIX, we supported the social-emotional development of 967 students at Moisés Sáenz Garza Secondary School No. 3, a school in our community, through a program on values for today’s world.
	In Waukesha and Shreveport, volunteers came together to clean streets, highways, and green areas.
	At Prolec’s Apodaca plant, employees and their families took part in a reforestation day in which they planted 20 native trees, 50 fruit trees, and a pollinator garden with 50 attracting plants.
	To celebrate Earth Day, we organized an environmental campaign in Waukesha, while in Apodaca, employees learned about the waste recycling process at the plant.
	Children of employees at our Apodaca plant participated in a talk on recycling, where they learned about the impact of waste and the importance of caring for the environment.



We create memorable experiences for consumers and clients

At Qualtia, we produce and market foods of the highest quality, offering flavor, wellness and innovation to our customers through our brands.

In each of the markets in which we participate, we are a strategic supplier of cold cuts, dairy products, meats, ready-to-eat products, beverages and other foods.

Qualtia | CARNES FRÍAS



Qualtia | LÁCTEOS



Qualtia | PROTEÍNAS



Qualtia | FOOD SOLUTIONS



Qualtia's mission and vision are aligned with those of Xignux.

Mission: To create memorable experiences for our clients and consumers, developing preferred brands and winning products through constant innovation and exceptional service.

We create sustainable value for our stakeholders, empowering our talent and acting in a socially and environmentally responsible way.

Vision: To be present every time food is consumed in Mexico.

Qualtia: Growing sustainably

Record-setting expansion of our operations

In 2024, we took decisive steps to strengthen our operational and commercial capabilities. We began expanding our Monterrey Plant, the largest investment in Qualtia’s history, expanded our distribution center in Tijuana, and made progress on our construction of a new distribution center in Monterrey. We also inaugurated the Apodaca CADI and opened new offices in Mexico City, bringing us even closer to our clients.

Our commercial efforts are undergoing a strategic transformation to strengthen our impact on the domestic market. With a prominent presence at points of sale and key actions to capitalize on opportunities, we seek agile and targeted execution that enhances the visibility of our brands and guarantees their prominence in every display.



Solid international standards

This year, we obtained certification from the United States Department of Agriculture (USDA) for our Ready Foods plant in San Nicolás de los Garza, allowing us to export prepared foods to the US market.

This achievement adds to our food safety certifications:

- FSSC 22000 certification in six plants recognized by the Global Food Safety Initiative (GFSI).
- ISO 22000 in four plants.
- SQF in one plant.

These certifications reflect our commitment to the highest international standards in food safety, reinforcing our clients and consumers’ trust in us.

Strategic growth

In 2024, we made progress in our Q25 transformation strategy, which is aimed at gaining competitiveness, growing steadily, and generating value through three pillars:

- Focus on the consumer and the client: We reinforced our brand strategies, strengthened our portfolio nationwide, and rolled out an up-to-date commercial plan in the wholesale and modern channels, designed to offer differentiated products and experiences that connect with consumers.
- Innovation: We introduced the Innova Q creative and management process, which drives high-impact initiatives in products, technology, processes, and business models to generate value and differentiate our products in the market. We also incorporated methodologies and processes such as Discovery and Stage Gate that increase operating efficiency.
- Human Capital: We worked on instilling our organizational culture, attracting and developing talent, strengthening decision-making processes, and fostering collaborative work to adapt more quickly to market changes.

TÓOP project: In 2024, we took the first step to connect our supply chain with artificial intelligence. With this we hope to make every link in the chain more efficient to reduce waste, optimize inventory and expedite decision-making.

12,219
Employees

+40,600
Clients

83
Branches and
distribution
centers

16
Plants

484
Metric tons of
luncheon meats
and dairy products
sold per day

101,967
Pieces of ready-
to-eat food sold
per day

7,249
SKUs



Our sustainability commitment

Qualtia: a socially responsible company

In 2024, the Qualtia team received the Socially Responsible Enterprise (ESR) distinction, awarded by the Mexican Center for Philanthropy (Cemefi), for the third year in a row.

This distinction attests to our best practices in business ethics, the quality of life of our people, our relationship with the community, and our care for the environment. We are firmly committed to continuing on this path, incorporating practices, policies and processes that ensure the integration of environmental, social and governance (ESG) criteria in all our operations.

“Receiving this distinction is a recognition of the daily commitment every Qualtia energizer makes to excellence, not just in our products, but in how we positively impact our community, our environment and our people.”

Alfonso Guerrero Dib
Human Capital Director



Planet

We grow responsibly

At Qualtia, growth also means acting responsibly. Every new investment or expansion project is planned with a vision that prioritizes the efficient use of resources and respect for the environment and the law. We incorporate technologies that optimize water use, improve energy performance, and reduce waste disposal. This way of operating, aligned with our Q25 strategy, allows us to advance confidently toward sustainable growth.

Water stewardship

Efficient water management is a priority in our operations. We strive to care for water and use it efficiently in all our production processes. We have wastewater treatment plants and osmosis water treatment systems that allow us to use this resource within our facilities for secondary activities such as condensation processes, sanitary systems, and watering of green areas. We also extend our commitment to the community by donating treated water to local governments for irrigation activities and maintenance of community spaces. In this process, we comply with current regulations on wastewater quality so it is of appropriate quality for reuse.

Energy efficiency

Committed as we are to energy innovation, our production processes use only natural gas, a fuel known for its superior efficiency, and we are also exploring innovations in the use of solar energy. In our effort to save energy, we introduced innovative saving technologies such as slicing systems that operate at more efficient temperatures, we use the hot water from the cogeneration plant, and installed sensors to turn off equipment automatically. Also, in line with our sustainability policies, we use biodegradable refrigerants in 80% of our operations, proving our commitment to greener practices.



We promote a circular economy

For more than 10 years, Qualtia has pursued a sustainable packaging strategy focused on four lines of innovation: biopolymers, biodegradable materials, recyclable materials, and post-consumer materials. To move forward, we partner with our suppliers to evaluate and incorporate new technologies that allow us to replace conventional materials with options that have a lower environmental impact. As a result, 26% of the SKUs in our cheese portfolio and 8% in cold meats already use more sustainable materials in their packaging.

In addition, in our logistics processes, we collect packaging material and sell it to authorized outside companies for recycling. We also reuse and recycle the plastic boxes and wooden pallets we use in our operations.

Finally, we optimize the use of the food we produce, which includes minimizing waste during production processes and donating our cheese, ham, sandwiches, and pizzas to food banks and charitable organizations that can use them before their expiration date.

Planet

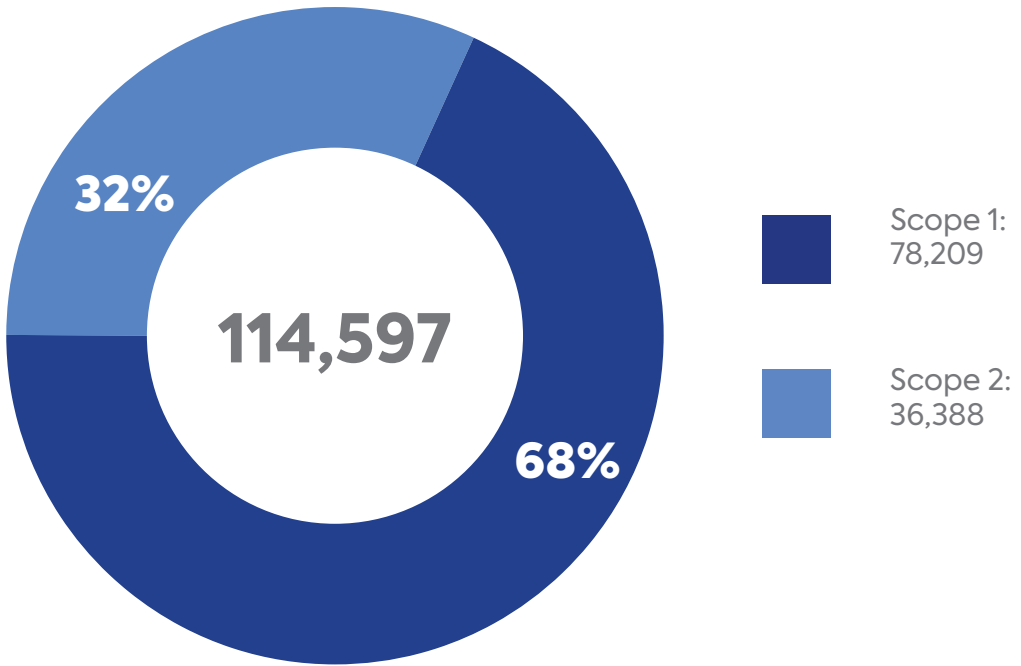
Toward a greener planet

Since 2014, we have held an annual reforestation campaign in Tepotzotlán, State of Mexico. In 2024, more than 270 volunteer energizers planted more than 1,200 trees at the La Concepción dam and eco-tourism park, and more than 650 trees in the community, helping to restore and strengthen ecosystemic services in the area.

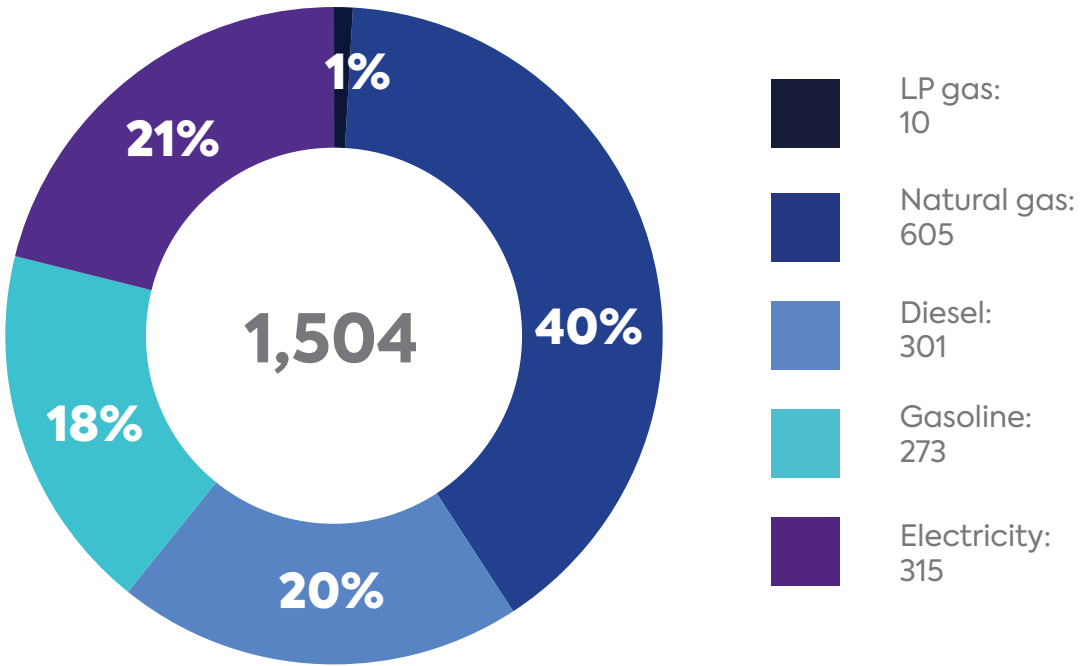
68% of the metric tons of finished cheese products and
50% of Zwan finished cold cuts are packaged with more sustainable materials.



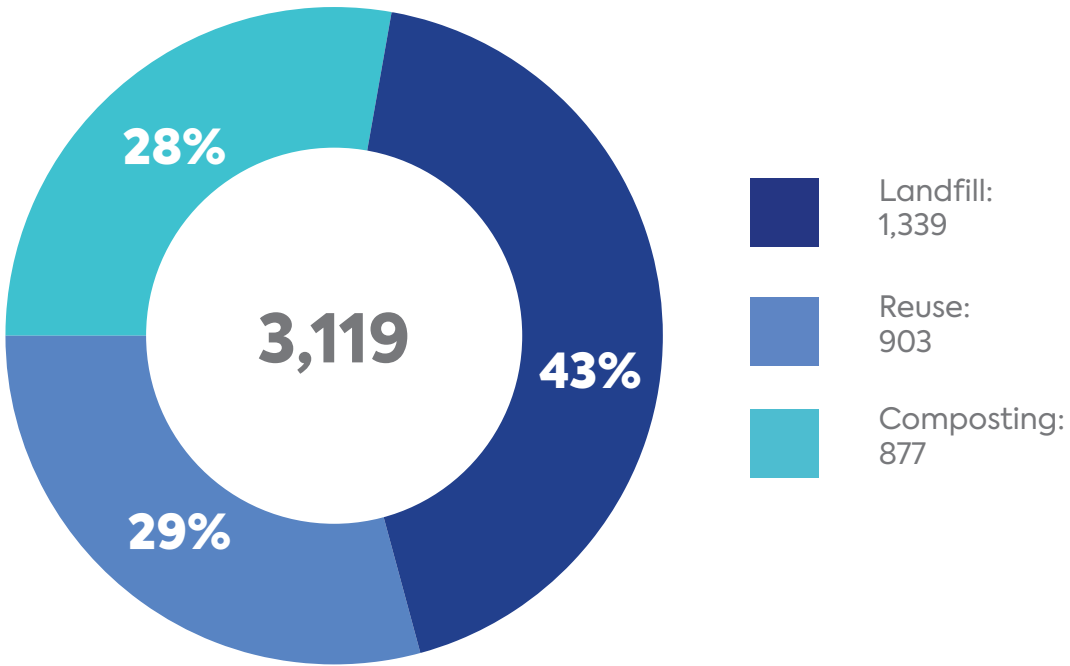
GHG emissions, Qualtia
metric tons of CO₂e



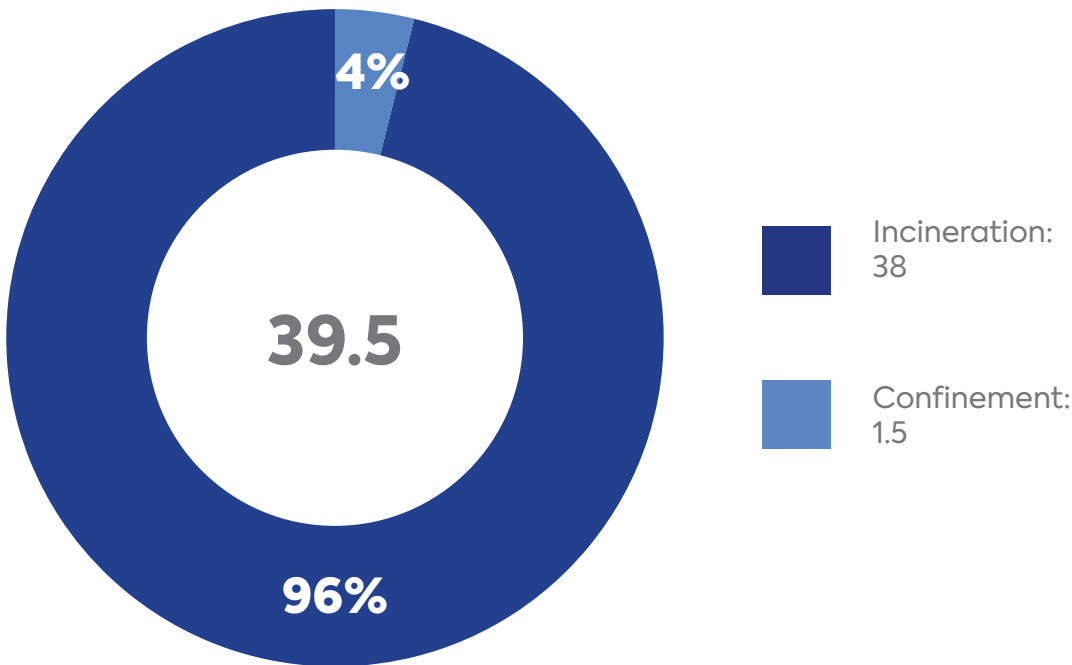
Energy consumption, Qualtia
terajoules



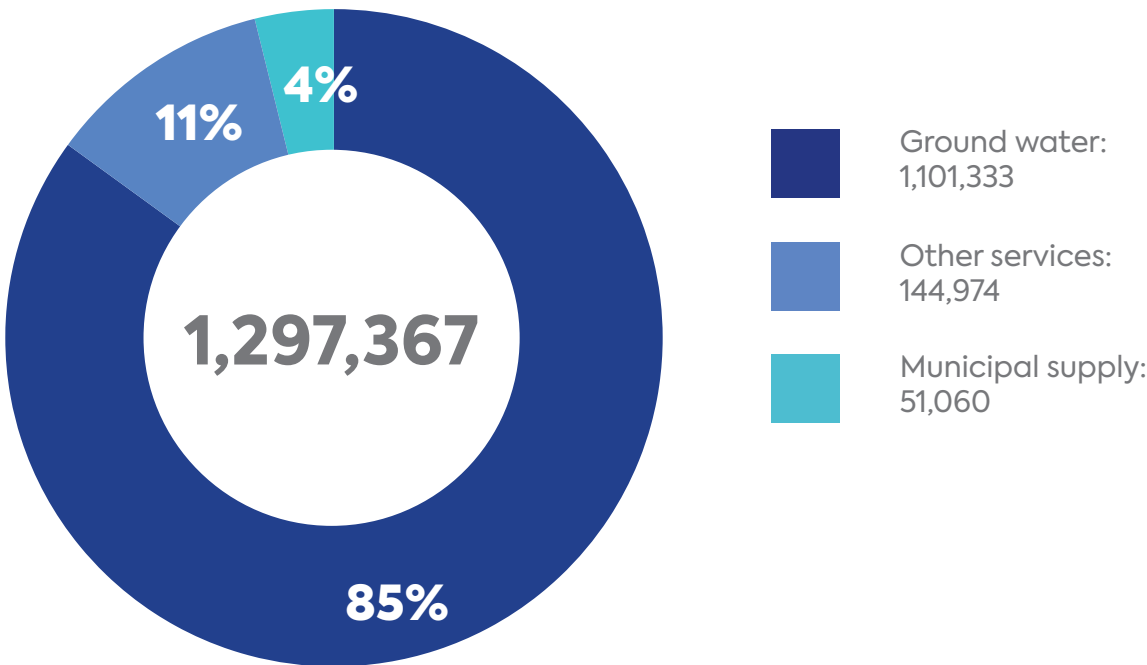
Destination of non-hazardous waste, Qualtia
metric tons



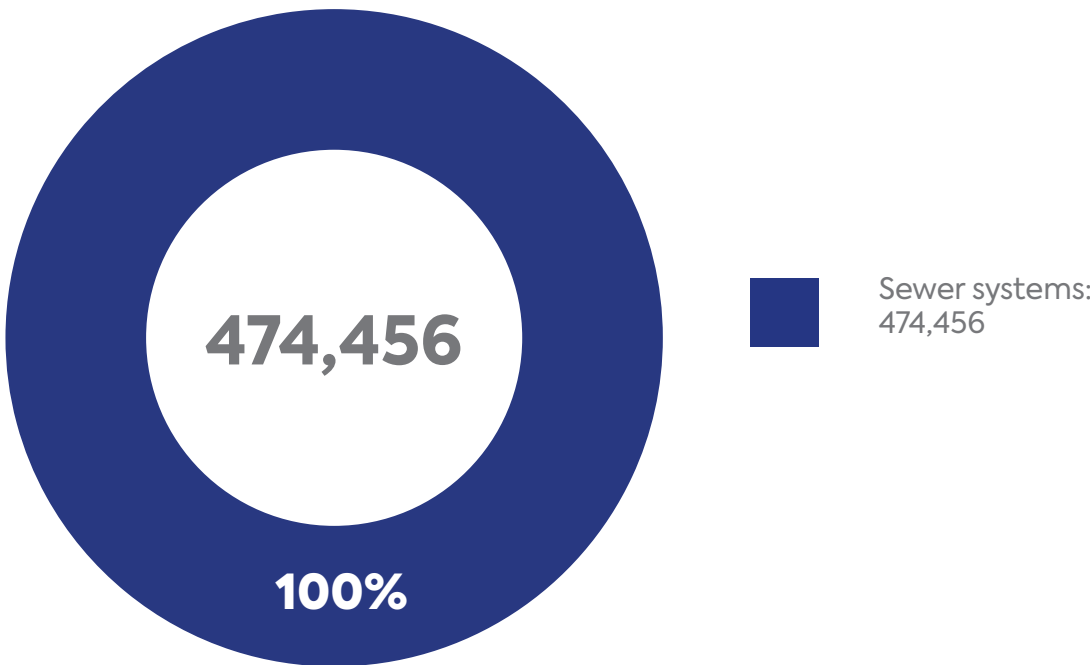
Destination of hazardous waste, Qualtia
metric tons



Water withdrawals by source, Qualtia
cubic meters



Water discharges by destination, Qualtia
Cubic meters



Materials used, Qualtia
(metric tons)

Material	Weight
Renewable	
Wood	2,795
Cardboard	1,868
Non-renewable	
Dairy products	53,387,841*
Meat products	130,547
Dry ingredients	11,375
Plastics	6,538
Oils and lubricants	1,090

* Units: liters

Our people

Health and safety first

Qualtia’s Health and Safety Management System reflects our commitment to creating a safe and healthy work environment that minimizes risks to employees.

We promote a robust occupational safety and health culture in all our operations, focused on prevention, awareness and care in every workplace. Each year, we celebrate International Occupational Safety and Health Day with activities that encourage healthy habits and raise awareness about avoiding risk.

Among the activities, the following stand out:

- Early disease detection programs.
- Vaccination campaigns.
- Talks on workplace safety, nutrition, and emotional well-being.
- Sports activities such as soccer tournaments and races.

These actions contribute to the physical health and comprehensive emotional well-being of our energizers.



Well-being for energizers and their families

At Qualtia, the well-being of our employees is closely linked to that of their families. Therefore, our commitment extends beyond the workplace, with initiatives that promote comprehensive well-being in their homes.

From activities focused on preventive health to get-togethers and personal development events, we ensure that our programs respond to the needs of each family member.

One of the most significant initiatives is the children’s visit program. In this program, the children of our energizers have the opportunity to tour our facilities and learn more about the work their parents do. This experience strengthens family ties and offers children an enriching and educational perspective.

Our people

Everyone in for Q25

In 2024, we held seven sessions of “Qué tal Qualtia” (QTQ), a space designed to delve deeper into our Q25 evolution strategy, promote the exchange of ideas, and strengthen our growth as a team. These sessions seek to ensure effective alignment that will propel Qualtia to the next level.

Training that reaches everyone

At Qualtia University, we offer online education to employees across the country in operational, warehouse, delivery, and sales departments.

We currently have 9,948 active participants who can easily access more than 60 courses from their cell phones, designed to strengthen their skills, improve their performance, and open new opportunities for professional growth.

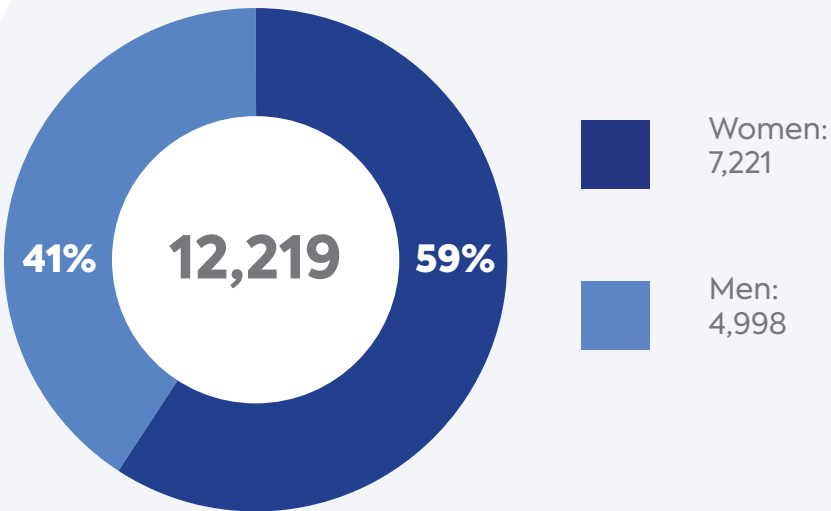
We promote inclusion

At Qualtia, we are committed to growth that includes everyone, creating the conditions for our energizers to contribute and benefit their development.

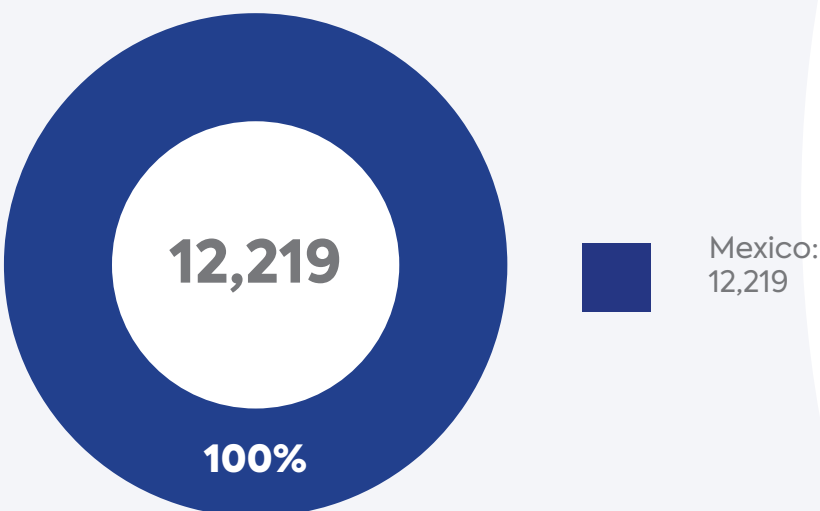
59% of our energizer team is made up of women, who occupy both administrative and operational roles. To commemorate International Women’s Day, we organized a series of activities focused on equality, personal development and women’s leadership, which included:

- Talks, webinars, and podcasts on topics such as self-improvement, personal limits, and leadership.
- The launch of the WIN program to promote female talent.
- A networking session with the Speakers Academy to reflect on sisterhood.
- The broadcast of the forum “Energetic women” to celebrate inspiring stories from our employees.

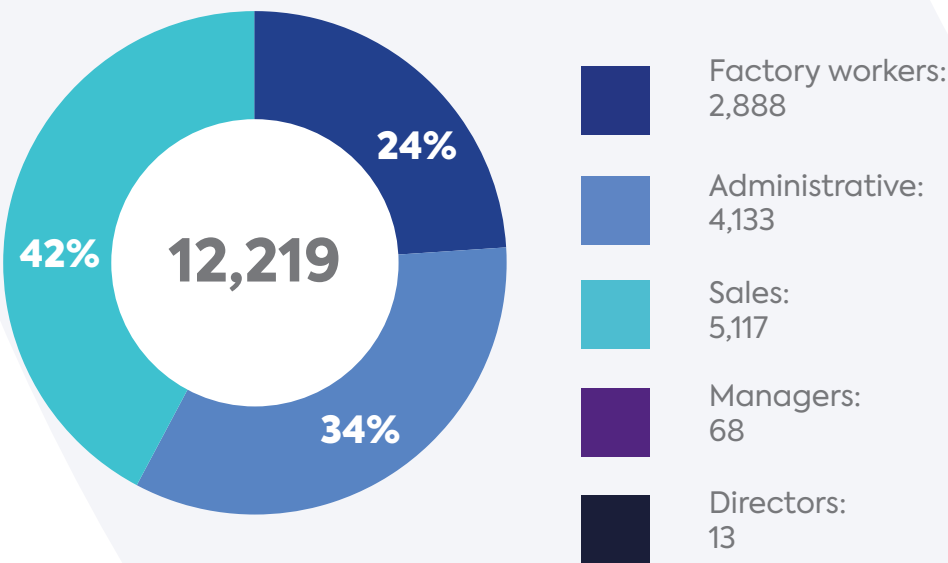
Qualtia employees by gender



Qualtia employees by country



Qualtia employees by job responsibility



Community

At Qualtia, we assume our responsibility for investing our time, experience, knowledge, and resources in a variety of initiatives to improve the living conditions and development of the communities in which we operate.

This commitment is expressed in actions that promote human, social and economic development, allowing us to benefit our stakeholders, local communities and society at large, which are fundamental for the sustainability of both our organization and the world around us.

2,198

volunteer participations.

5,781

volunteer hours.

11%

of Qualtia’s energizers participated in volunteer activities.

20,556

people benefited.



Among the main volunteer actions in 2024 were:

Community	We made monthly food donations to organizations that serve people in vulnerable situations. These actions seek to improve the quality of life of those facing difficult conditions, from childhood to rehabilitation from addiction.
	We delivered food to families affected by the surprising floods in Chalco, State of Mexico, in coordination with the municipality, the state government, and the Ministry of the Navy. Qualtia and corporate staff joined forces to ensure that aid reached those most in need quickly and effectively.
	We held various charity sales with our employees to support children with cancer, schools in our communities, and institutions such as CAM Félix González Salinas and the Dorlan Renato Association.
	Volunteers took up various collections to support vulnerable communities. The food, toys, medicine, hygiene products, school supplies, clothing, and more that were collected were donated through the Casa Hogar Al Abrigo de Dios in Morelos, Zihuame Mochila A.C., and a community soup kitchen in Escobedo.
Health	We organized a blood drive at the Monterrey Plant to benefit the Nuevo León State Blood Transfusion Center.
	We donated medicines that were delivered to communities in southern Nuevo León with the support of the DIF, which helps improve access to healthcare in vulnerable areas.
	As part of Breast Cancer Awareness Month, we made a donation to the Unidas Contigo Civil Association, which provides support to women with this disease.
Environment	More than 270 Qualtia volunteers worked to reforest Tepetzotlán, State of Mexico, planting more than 1,200 trees in the La Concepción reservoir and ecotourism park, as well as more than 650 trees throughout the community.
	In the municipality of San Nicolás de los Garza, we reforested a community park for the benefit of neighboring families, caring for local green spaces that promote coexistence and care for the environment.

BYDŠA[®]

We energize and delight with excellent snacks

We are a leading seller of salted snacks in the northeast of Mexico, created in 2003 out of the acquisition of regional brands Leo and Encanto, both with more than 60 years of history there. Now with the acquisition of the Lourdes brand in 2023, the company is continuing its expansion and reaching more homes every year.



BYDSA's Mission and Vision are aligned with those of Xignux.

Mission: We energize and delight with excellent, affordable snacks.

Vision 2025: To be the fastest growing snack company nationwide in Mexico, bringing clients their favorite products and excellent service in every region of the country.

To be an organization of capable, committed people who generate value by operating with excellence, contributing to society and caring for the environment.



Growing to be closer

We bring our snacks to more homes

In 2024, we continued to grow in strength and flavor, bringing our snacks to more corners of Mexico, with the opening of four branches and more than 300 distribution routes.

We started the year with the opening of our branch in Veracruz, a special moment that marked the beginning of a new stage in bringing us closer to more families in southeastern Mexico. Months later, we proudly celebrated the opening of our 50th branch in Hermosillo, followed by new openings in Tlaxcala and Mérida, consolidating our presence in the country.

We took an important step into the digital world by incorporating our Leo and Encanto brands into the Calii platform, one of the most successful online supermarket apps. Thanks to this alliance, we reached consumers in Nuevo León and Coahuila who prefer digital shopping, and we will soon be present in more regions of the country.



Underpinning growth with the expansion of our plant in León

To meet growing demand, in 2024 we expanded our plant in León, Guanajuato. This project not only doubles the number of jobs at the plant, but also increases the number of positions on new routes and in new branches by 50%, which will mean more than 500 new jobs over the next five years.

With the incorporation of advanced technology, the new PC-21 potato chip production line positions us as an even stronger competitor and allows us to offer better flavor and higher quality while opening the door to new flavors and business opportunities.

To multiply the scope of our growth at the León Plant, we are strengthening local potato supply and incorporating farmers with best practices in environmental protection and worker welfare.

Growing with quality in every snack

We manufacture our snacks according to the strictest quality standards, aligned with the FSSC 22000 standard, recognized by the Global Food Safety Initiative (GFSI) for meeting the most demanding international food safety standards.

In addition, in Mexico we are verified by the U.S. Food and Drug Administration (FDA), which certifies that we comply with that country’s safety guidelines, opening the door to increased exports to our neighboring country.

5,083 Employees	440 SKUs	1.51 Million bags of snacks sold per day
4 Plants in Mexico and the United States	50 Branches, distribution centers and offices	
3,369 Sales and delivery units	280,000 Points of Sale in Mexico and the United States	

Our commitment to sustainability

Committed to best practices

In 2024, we underwent our first Sedex Members Ethical Trade Audit (SMETA), one of the most globally recognized evaluations in ethical trade. This audit examines four key pillars: working conditions, health and safety, the environment, and business ethics. The excellent results obtained prove that our commitment goes beyond compliance with international standards; we support the comprehensive well-being of our people and act with integrity in every aspect of our operations.

Toward a sustainable future

At BYDSA, we know that sustainable growth goes beyond financial performance. That is why we incorporate practices aligned with our ESG strategy into our daily operations, with the goal of generating value for all our stakeholders: employees, clients, communities, shareholders, and the environment.



Planet

Environmental Management System

At BYDSA, our Environmental Management System is key to ensuring we operate in accordance with the most rigorous standards. Through this system, we manage the environmental impact of our production and logistics processes, with a particular focus on water conservation, circular economy, energy efficiency, electromobility and the reforestation of green spaces.

In 2024, we strengthened this system with a comprehensive vision combining control, culture, and continuous improvement. We took an important step forward in consumption record management, improving traceability and data analysis. We also intensified the identification and correction of leaks and reinforced environmental culture throughout the organization, building awareness and taking action at every operational level. We promoted a zero-waste culture focused on eliminating waste at the source and implemented an internal and external benchmark to compare our performance with market leaders. In addition, we conducted audits, training, and sessions for different teams to share best practices.



Water stewardship

We use water efficiently in all our production processes, aware of the importance of this resource for the well-being of communities and environmental sustainability. In 2024, we reduced our water consumption per unit produced compared to the previous year, as a result of more precise management, constant maintenance of our equipment, and the implementation of good operating practices.

We promote a circular economy

We promote the circular economy in our operations by teaming up with authorized third parties that process our waste in accordance with current regulations.

- Food waste generated during cooking and products with a short shelf life are used as animal feed.
- Used oil is sold as a by-product for use in other industrial processes.
- In our packaging processes, we reuse each cardboard box an average of 4.5 times before it is recycled.
- We apply the same approach to pallets, refurbishing them to extend their useful life.
- We also recycle packaging and wrapping waste.

Planet

Energy efficiency at BYDSA

In 2024, we stepped up our preventive maintenance program and invested in new energy meters and more efficient equipment throughout our operations. This reduced our consumption of electricity and natural gas per unit produced compared to the previous year. In our production processes we use primarily natural gas, a fuel known for its greater efficiency and lower emissions.

Electromobility: environmentally responsible growth

In 2024 we took a significant step toward sustainable mobility by adding 75 electric trucks to our distribution center in Santa Catarina, Nuevo León. Every kilometer driven by this fleet in logistics activities avoids greenhouse gas emissions and strengthens our commitment to low environmental impact mobility. For their operation, we installed state-of-the-art eNext chargers developed by Voltway, a Xignux company.



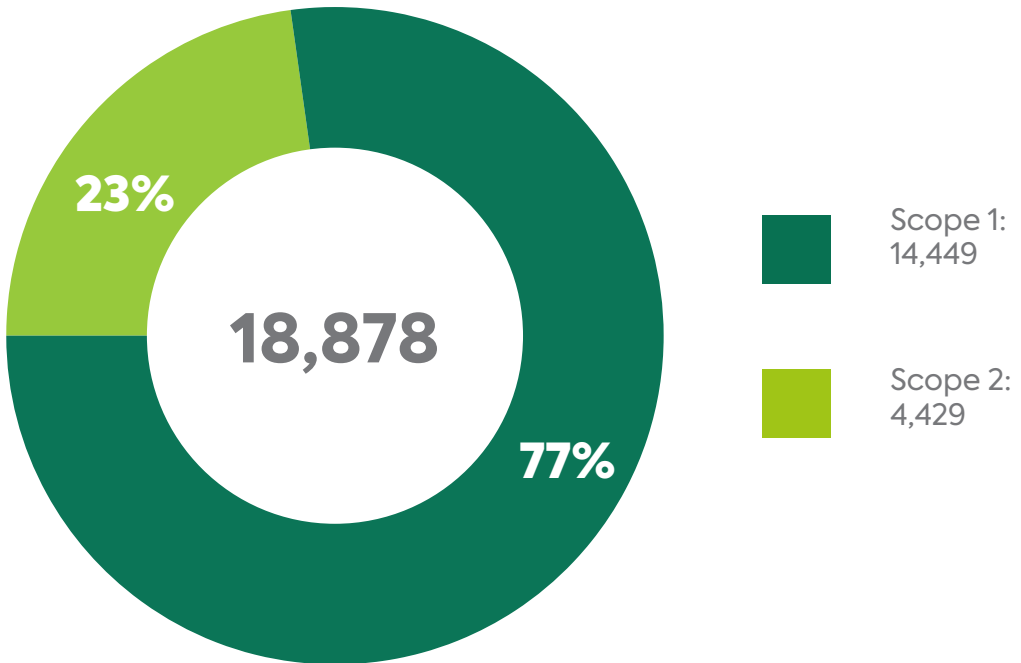
75
electric vehicles in our
distribution fleet by the
end of 2024.

Energizers volunteer for a greener planet

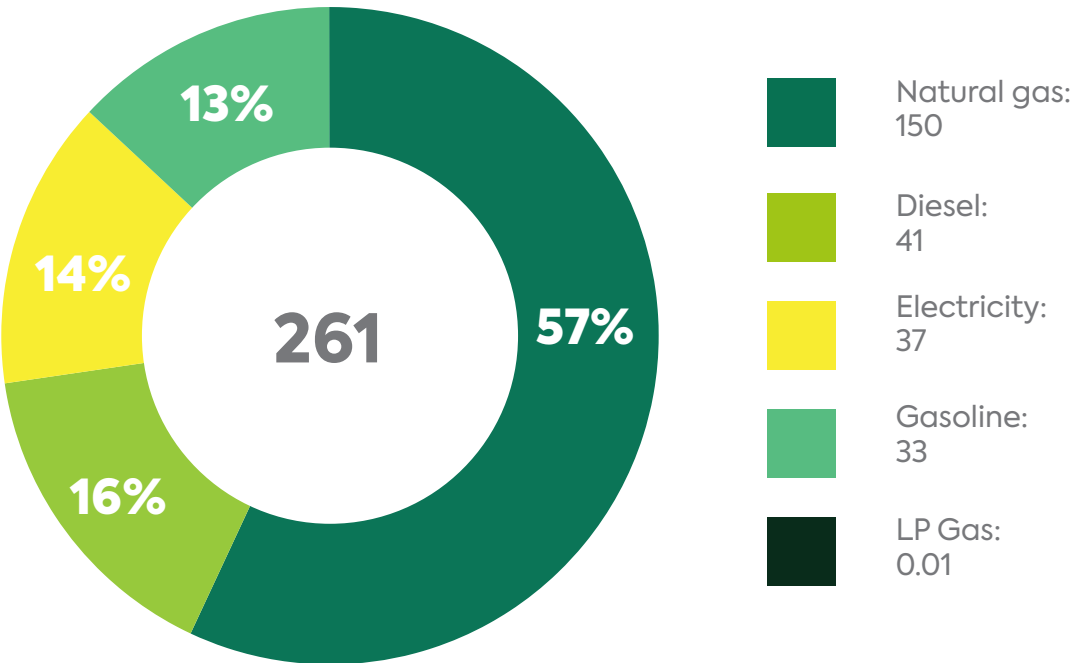
In 2024, we showed our environmental commitment with three volunteer days that brought us together with our neighboring communities. In Sierra de Lobos, Guanajuato, 120 BYDSA volunteers planted 50 trees and rehabilitated public spaces as part of a project designed to revitalize the environment. In Tijuana, they reforested 50 trees and carried out a beach cleanup activity in which they collected half a metric ton of waste. And in Monterrey, BYDSA energizer volunteers planted 30 trees of species native to the region in the community neighboring our plant.

100%
of the electrical energy consumed
at the Guadalupe branch comes
from solar sources.

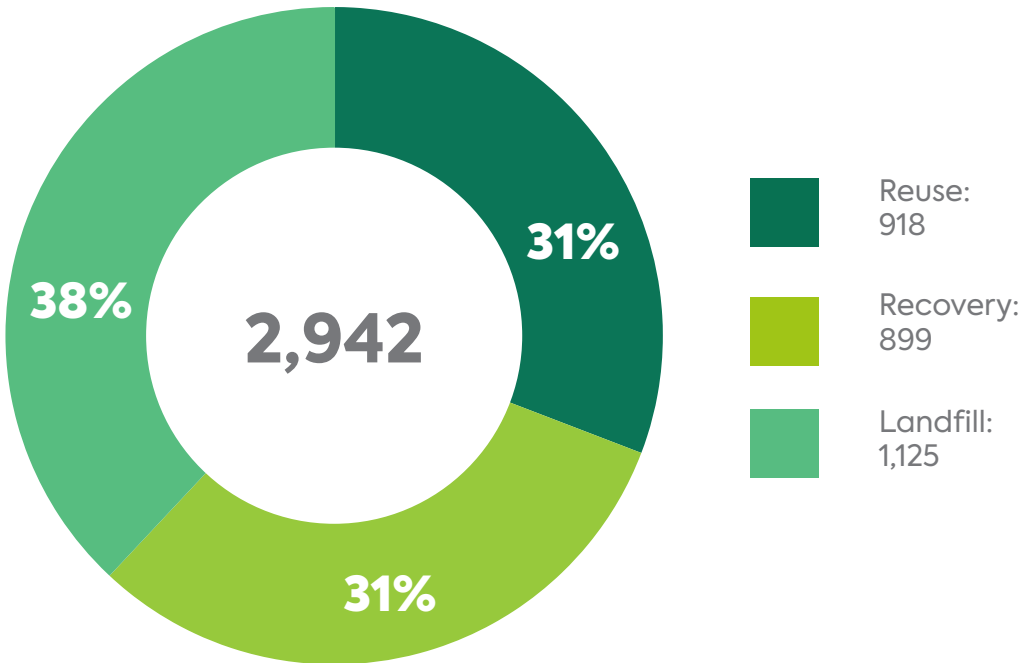
GHG emissions, BYDSA
metric tons of CO₂e



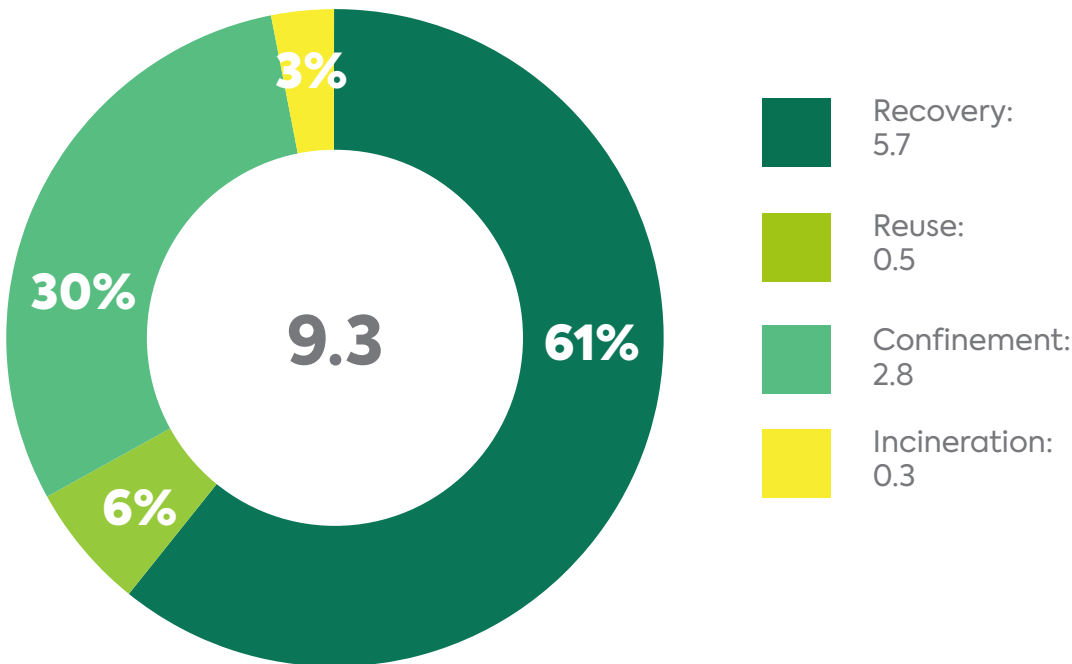
Energy consumption, BYDSA
terajoules



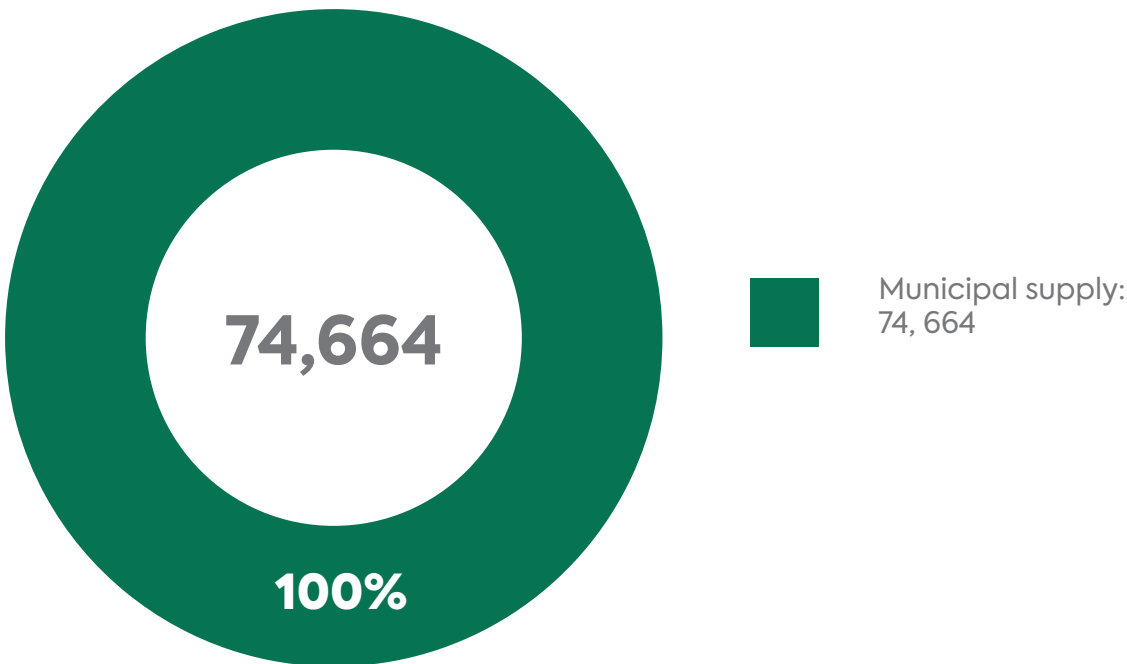
Destination of non-hazardous waste, BYDSA
metric tons



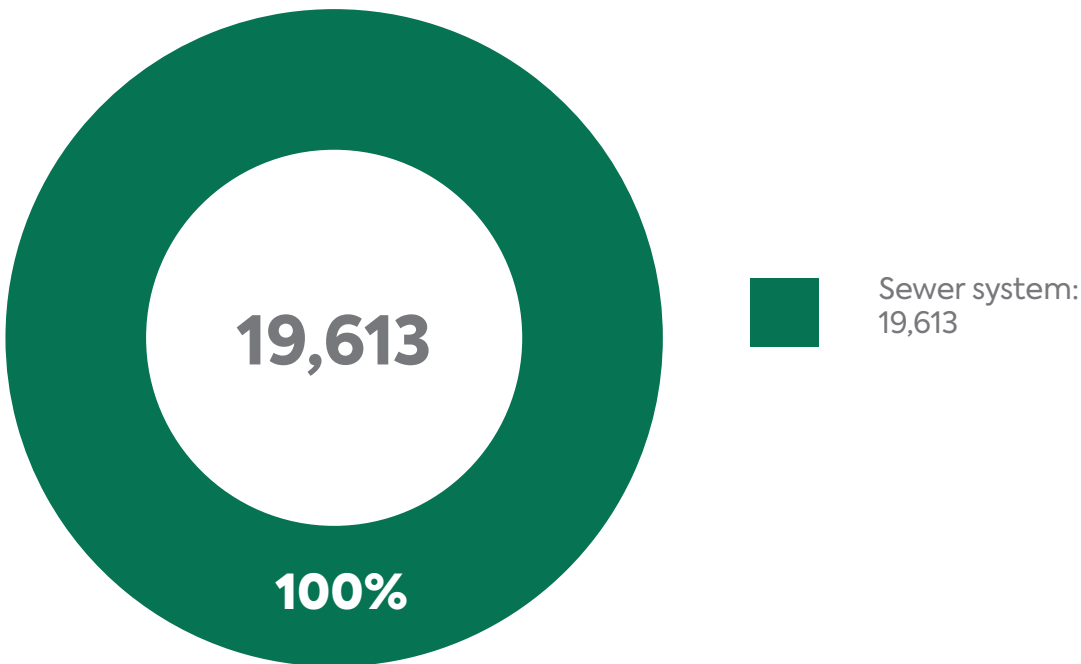
Destination of hazardous waste, BYDSA
metric tons



Water withdrawal by source, BYDSA
cubic meters



Water discharges by destination, BYDSA
cubic meters



Materials used, BYDSA (metric tons)

Material	Weight
Renewable	
Wood	2,825
Cardboard	8,143
Non-renewable	
Flours and condiments	19,106
Oils	11,527
Cardboard	11,290
Packaging (film)	2,669
High and low density polypropylene	177
Pallets	270



57,264
Training hours offered
to BYDSA employees.

Our People

Health and safety first

BYDSA’s Health and Safety Management System gives structure and direction to our commitment to provide our people with a safe and healthy work environment. In pursuit of our zero-accidents target, in 2024 we strengthened our occupational health and safety culture. One topic of particular interest was further reducing road incidents, for which we incorporated new performance indicators, promoted the sharing of best practices, and reinforced the culture of safety on the road, emphasizing prevention and responsible driving.

During our annual Safety Week, we held specialized safety workshops, awareness activities on the proper use of personal protective equipment, and practical training for emergency response teams. We also conducted preventive health campaigns that included medical checkups and informational sessions on the importance of holistic wellness in the workplace. As part of these efforts, we recognized the energizers at the León Plant who recorded 1,000 days without incapacitating incidents in the finished product and raw material departments.

We support wellness for our energizers and their families

In 2024, we promoted our Comprehensive Wellness Workshops on key topics such as emotional intelligence and positive leadership, which encourage the development of skills to lead more balanced lives, both personally and professionally.

In addition, throughout the year we developed programs and activities designed to promote togetherness and wellness for of all the family members of the BYDSA’s employees. For example, each year we recognize the children of energizers who have achieved academic excellence. We also organize big celebrations for Father’s Day, Mother’s Day, and Children’s Day, strengthening family ties through activities that express gratitude and unity.

Our people

Developing leadership and efficiency

To strengthen leadership and continuous improvement, which are essential to our growth, in 2024 we held the Third Internal Quality Control Circles Conference, where energizers from various departments shared improvement projects that applied Quality Path methodologies. We also reinforced our safety and quality culture with a specialized workshop held in Harlingen, Texas, where we took a closer look at practices such as HACCP, industrial cleaning, and document control.

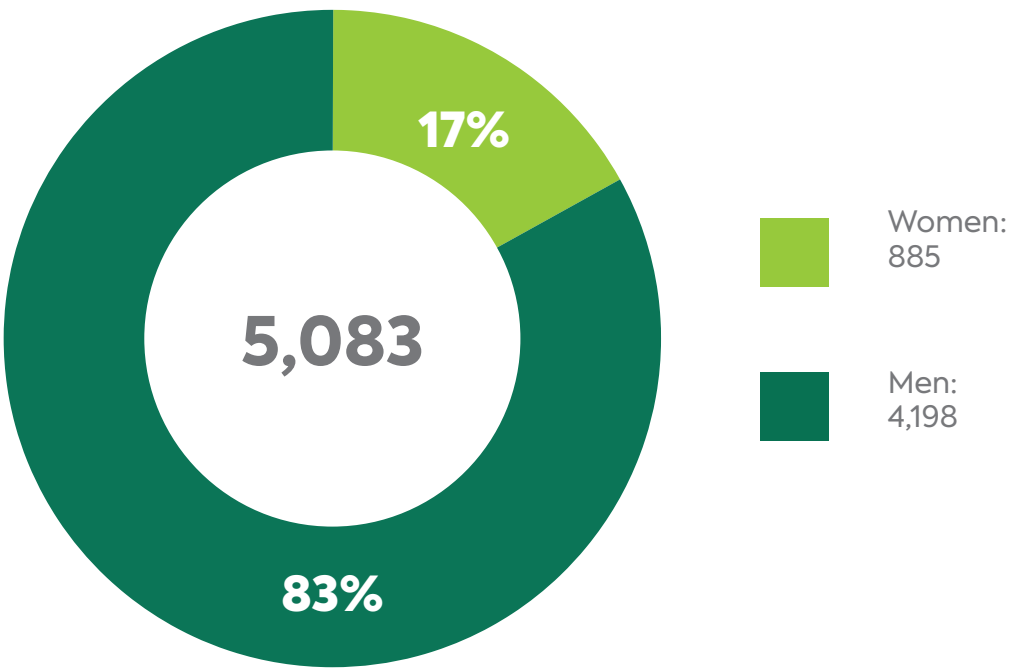
We continued our “BYDSA Approach” program, adding 10 new leaders certified in total alignment processes, and began the certification of team leaders at the León Plant for operation of the new PC-21 line. Additionally, we took an important step in our digital transformation with the implementation of SAP S/4HANA, which means more efficient and connected processes.

We recognize our women energizers

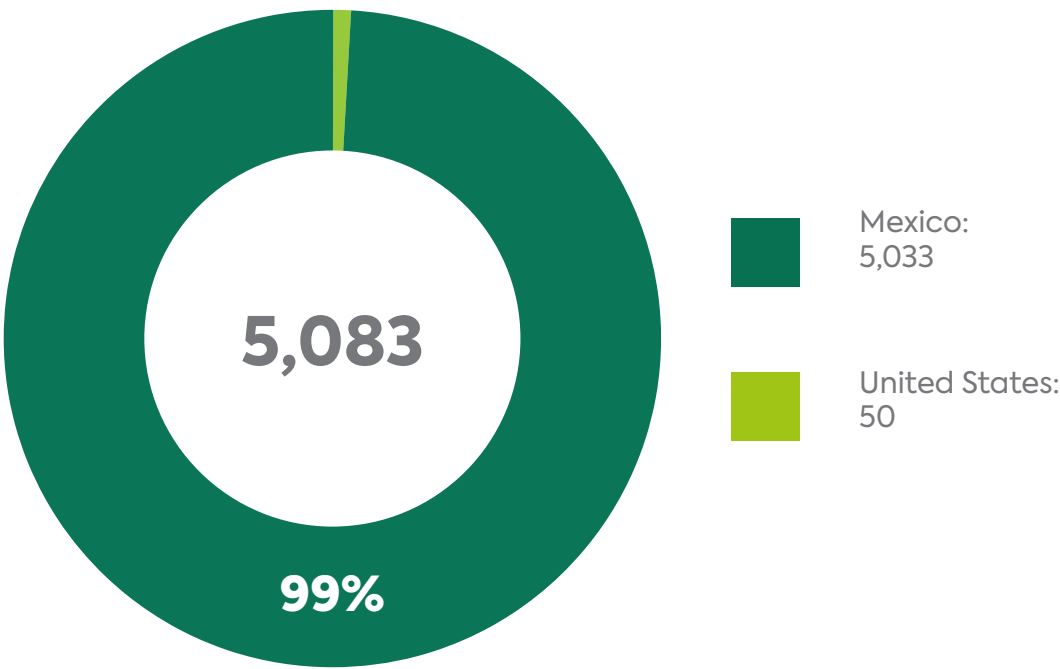
Every year, we commemorate International Women’s Day, with activities that promote awareness and create spaces for reflection that highlight the basic role our women employees play in BYDSA’s development and growth.

In 2024, we organized a session to raise energizers awareness about issues like discrimination, inclusion and diversity, led by the Xignux Work Orientation Center. Through real-life examples and reflection, we delved into the importance of fostering a work environment where everyone feels valued.

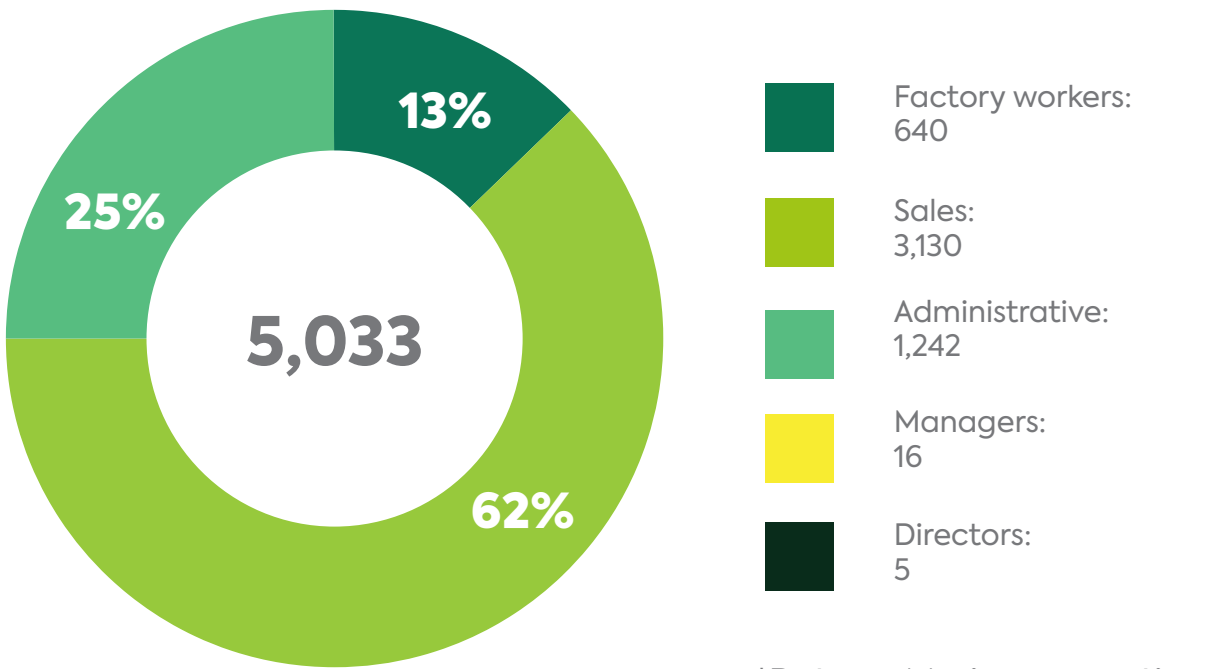
BYDSA employees by gender



BYDSA employees by country



BYDSA employees by job responsibility*



*Data on Mexican operations

Community

At BYDSA, we invest our time, experience, knowledge, and resources to improve the living conditions and development of the communities in which we operate.

This takes the form of actions that promote human, social, and economic development, benefiting our stakeholders, local communities, and society. These initiatives are fundamental to the sustainability of our environment and our organization.

808

volunteer participations.

2,706

hours of volunteer time.

4%

of BYDSA's energizers participated in volunteer activities.

2,560

people benefited.

These are some or most significant volunteer actions in 2024:

Community	Our employees participated in charity sales to support the Ayuda al Débil association, which runs a soup kitchen, and the Dorlan Renato Association, which helps children with cancer in Monterrey.
	We reinforced our social commitment through donations that benefited communities in different regions of the country. We delivered food to DIF Guadalupe, Teletón in Hermosillo, the Red Cross in León, relatives of IMSS patients in Nuevo León, the Sacbé institution, and the Capullos Center, all of which aid people in vulnerable situations.
	We organized a school supply donation campaign for vulnerable children, supporting Casa Hogar Refugio 121 in Monterrey and DIF in Tijuana and León.
Environment	BYDSA employees came together for a cleanup day at Río La Silla Park in Monterrey, together with their families and the SOSAC organization.
	We planted 30 trees and restored two areas of the Manuel Pérez Treviño elementary school in Guadalupe, Nuevo León.
	We planted 50 trees in the community surrounding the Tijuana plant with the additional participation of their families.
	We planted 50 trees in the Sierra de Lobos, Guanajuato, with the additional participation of their families and volunteers from the community of San Antonio de Padua.
Education	We held a beach cleanup day in Tijuana, picking up waste to help protect the marine ecosystem.
	In partnership with IFIX, we supported the social-emotional development of 526 students from Maestros Federales Secondary School No. 57 and the Gabriel Aresti Institute, schools in our community, through a values program aligned with the current context.





ETHICS, INTEGRITY AND CORPORATE GOVERNANCE

ENVIRONMENT | SOCIETY | GOVERNANCE

We foster a culture of ethics and integrity

Comprehensive ethics system in Xignux companies

For Xignux, trust is the cornerstone of our business success. We are committed to managing our operations ethically and abiding by all laws, regulations and standards of excellence, while ensuring respect for human rights at all times.

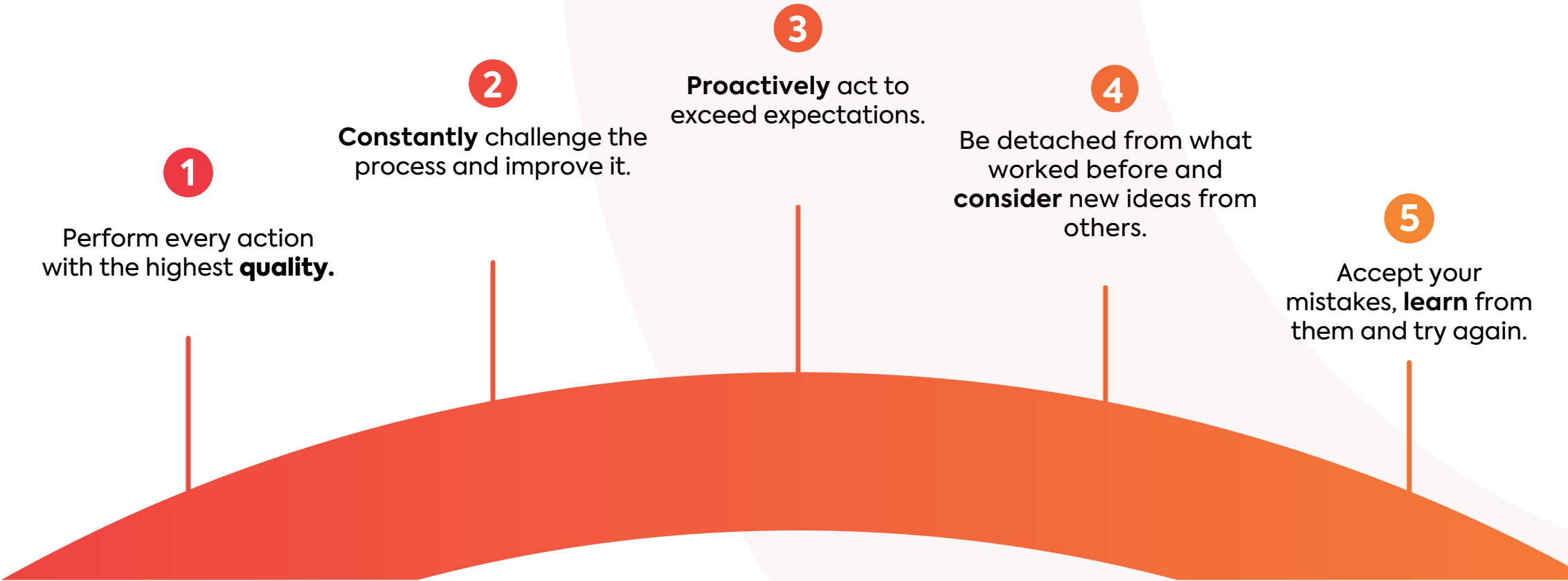
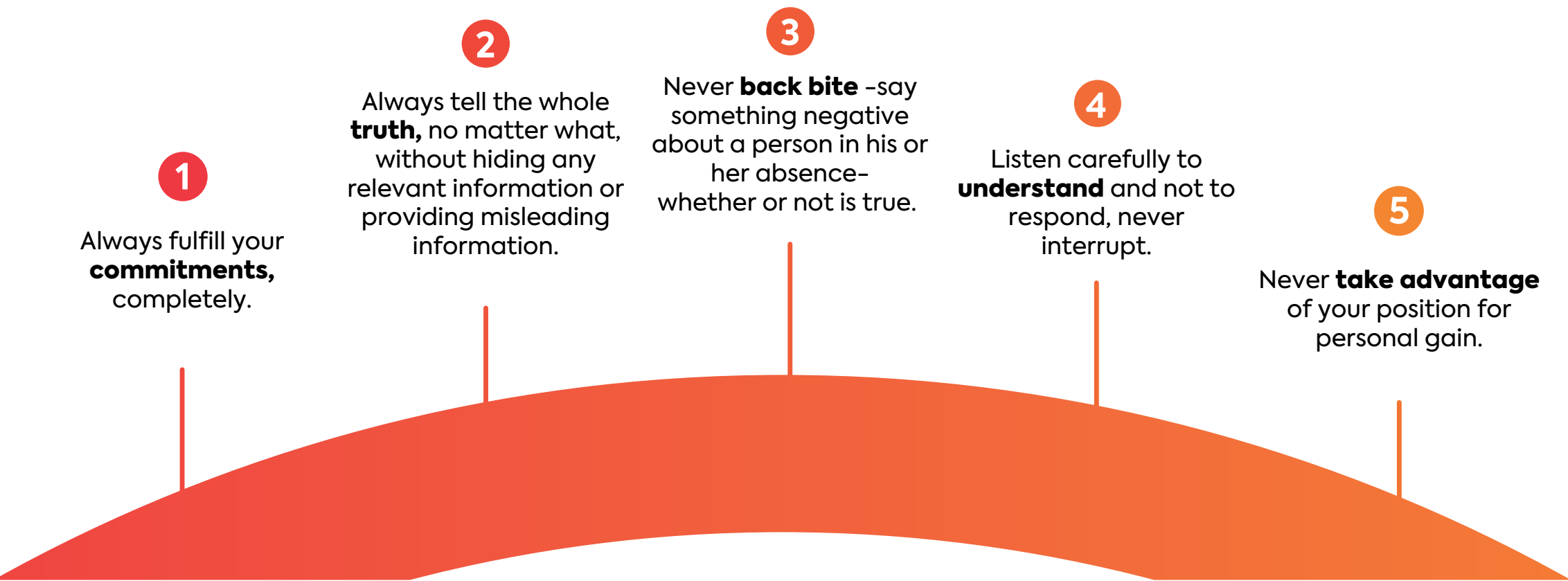
Xignux’s comprehensive ethics system is founded on three pillars: the Xignux Code of Ethics, the whistle-blower hotline and the Ethics Committees, both at the corporate level and in each of the Xignux companies. Together, these three elements foster integrity, help us manage complaints and grievances, and prevent inappropriate conduct. Thus, we reinforce responsibility and strength our stakeholders’ trust in the organization.



Be trustworthy



Strive for excellence in everything we do



Xignux Code of Ethics

The Xignux Code of Ethics defines our values and guides all our employees and leaders. It also establishes principles for relations with clients, financial institutions, suppliers, competitors, shareholders, communities and, in general, all stakeholders with whom we interact.

To ensure compliance, every two years we distribute the Code of Ethics to all energizers, who sign it to indicate their agreement. In addition, every new hire of Xignux signs it upon joining.

We promote a culture of integrity and values through various training initiatives, such as the Xignux Knowledge Center (CCX), a digital platform that provides access to key courses on:

- Xignux Mission and Values.
- Xignux Code of Ethics.
- Xignux Whistleblower Hotline.
- Prevention of workplace harassment in the company.
- Inclusive work culture.
- Conflicts of interest.
- Right to equality and non-discrimination.

These actions reinforce our organizational culture based on ethics, responsibility, and respect.

4,211

employees took courses on ethics and integrity at the Xignux Knowledge Center in 2024.



The Xignux Code of Ethics is publicly available and easily accessible to our stakeholders at <https://xignux.com/en/code-of-ethics/>

Download our Code of Ethics here



Whistleblower hotline

At Xignux, our Code of Ethics is part of a robust ethical management system that promotes trust and compliance with standards. We want a culture where everyone can express their concerns and report violations without fear of reprisal, ensuring a work environment aligned with our values.

Ethics is everyone’s responsibility. Each of us has an obligation to report any possible violation of our Code of Ethics, for which we have anonymous reporting channels operated by an independent firm, which guarantees confidentiality and protection.

Furthermore, all employees must cooperate in investigations and contribute to a culture of integrity and transparency.

Xignux whistleblower Channels

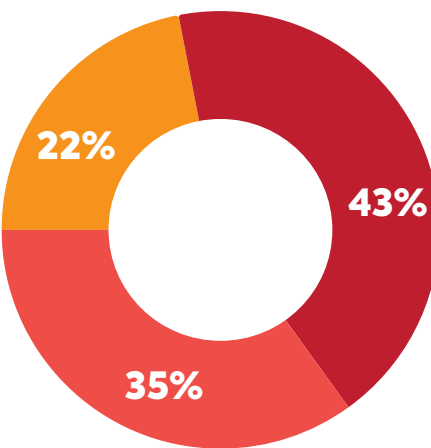
- Website:**
<https://concern.ethicsglobal.com/>

Intranet
for employees
- Ethics Committees**
at every company and at the corporate level

Transparency hotline:
800-04-38422
55-6266-7171
- Email:**
reporte@ethicsglobal.com

Transparency boxes
at every facility
- Immediate supervisor,**
Head of Internal Audit or Human Resources of each company.

Whistleblower channels used



- Transparency boxes
- Transparency hotline
- Others*

*Others: website, intranet, Ethics Committee, e-mail or immediate supervisor



Ethics Committees

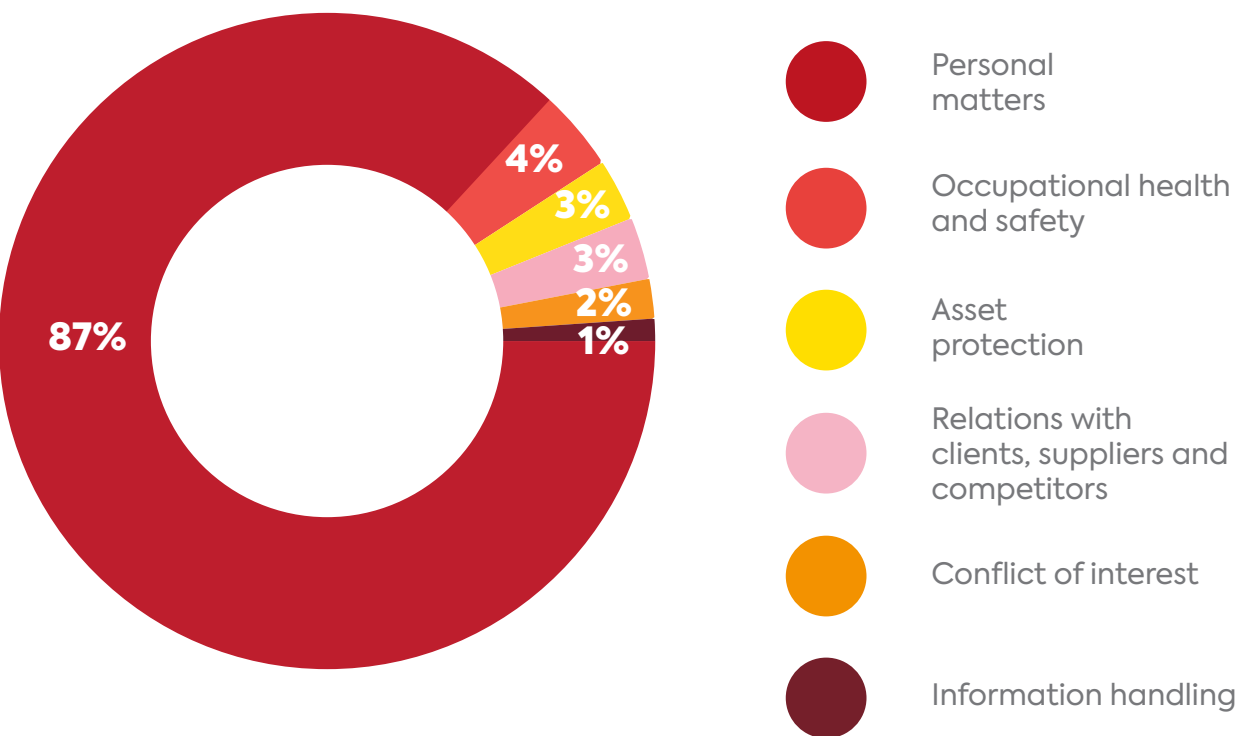
The Ethics Committee at each Xignux company is responsible for receiving, managing, investigating and promptly and professionally resolving complaints submitted through the various channels available. The members of the Ethics Committees are leaders within Xignux, with a track record of impeccable integrity, who also oversee compliance with our ethical principles.

In 2024, our Ethics Committees received and dealt with 695 complaints, all of which were resolved during the year, within an average of 59 days. Due to our continued reinforcement of a culture of transparency and open communication, the number of complaints received and measures taken as a result of ethical controls has risen. This reflects the increased visibility of the Code of Ethics and the confidence energizers feel in our whistleblower system.

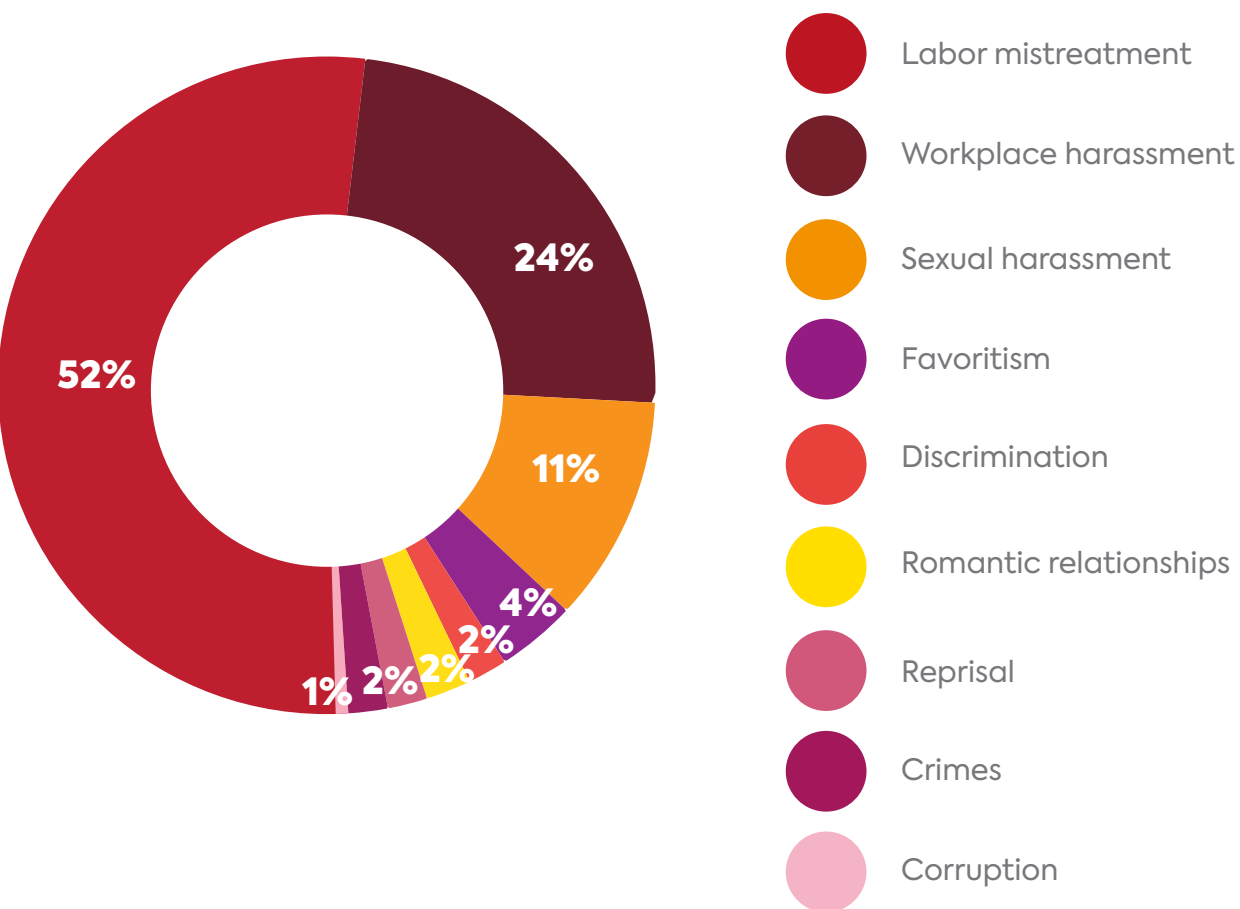
For any violation of our Code of Ethics, the Ethics Committees applies sanctions proportionate to the seriousness of the breach. This system ranges from reprimands to suspensions and dismissals and, in extreme cases, bringing charges before the appropriate authorities. Our approach ensures impartiality, legal compliance and respect for human rights.

In 2024, 187 employees were dismissed from the organization for breaches of the Code of Ethics, and another 28 for findings in internal audits. There were no incidents related to child labor, violations of indigenous communities’ rights or forced labor in connection with our operations.

Reports of Code of Ethics violations



Reports in personal matters category





Our commitment to respect for human rights

At Xignux we recognize that human rights are universal values worthy of protection. For this reason, we continuously carry out actions of oversight, prevention and response to spot and mitigate any risk, ensuring respect for these basic precepts.

Our Code of Ethics and Human Rights Policy reinforce this commitment through strict guidelines that prohibit both child labor and forced labor, as well as any discriminatory action and violation of labor rights. We also encourage our suppliers to adopt responsible principles, with which we build an ethical value chain.

Since 2021, we have been signing members of the United Nations Global Compact, and we have publicly pledged to incorporate its Ten Principles into our corporate policies:

Human Rights

Principle 1: We support and respect the protection of internationally proclaimed human rights within our sphere of influence.

Principle 2: We make sure that we are not complicit in human rights abuses.

Labor

Principle 3: We uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: We support the elimination of all forms of forced and compulsory labor.

Principle 5: We support the effective abolition of child labor.

Principle 6: We support the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: We maintain a precautionary approach to environmental challenges.

Principle 8: We undertake initiatives to promote greater environmental responsibility.

Principle 9: We encourage the development and diffusion of environmentally friendly technologies.

Anticorruption

Principle 10: We work against corruption in all its forms, including extortion and bribery.

With these actions, Xignux strengthens the present and advances toward a future that is more sustainable and responsible to people and the planet.

For more information, visit: <https://unglobalcompact.org/what-is-gc/mission/principles>

Corporate Governance

Commitment to the highest corporate governance standards

At Xignux, we make decisions in a spirit of integrity and transparency, ensuring compliance with laws and regulations, and adhering to best corporate governance practices.

Our Board of Directors oversees the company's operations and ensures that the principles of good governance and corporate responsibility are followed. In parallel, our management team is responsible for applying the Board's directives, and strengthening the commitment to excellence and transparency in all our activities.



Board of Directors	
Chairman	Eugenio Garza Herrera
Board members	Juan Ignacio Garza Herrera
	David A. Garza Herrera
	Gabriel J. Garza Herrera
	Andrés E. Garza Herrera
	Jorge Luis Garza de la Peña
	Humberto J. Garza Domínguez
Independent board members	Francisco J. Garza Zambrano
	Federico Toussaint Elosúa
	Mario M. Laborín Gómez
	Jaime Zabudovsky Kuper
	Eugenio Clariond Rangel
Secretary	Óscar de J. Martínez Treviño
Statutory auditor	Guillermo Cantú Treviño



* As of the close of 2024.



OUR PEOPLE

ENVIRONMENT | SOCIETY | GOVERNANCE



Xignux Energizers:

The force behind our success



TRe distinction:

Xignux Corporativo and Viakable earned the TRe distinction, awarded by the government of Nuevo León to companies who have shown an outstanding commitment to responsible work and to guaranteeing safe, fair working conditions consistent with best global practices.



Who we are

Our employees are the source of energy that drives our future. This is why we call them "energizers".

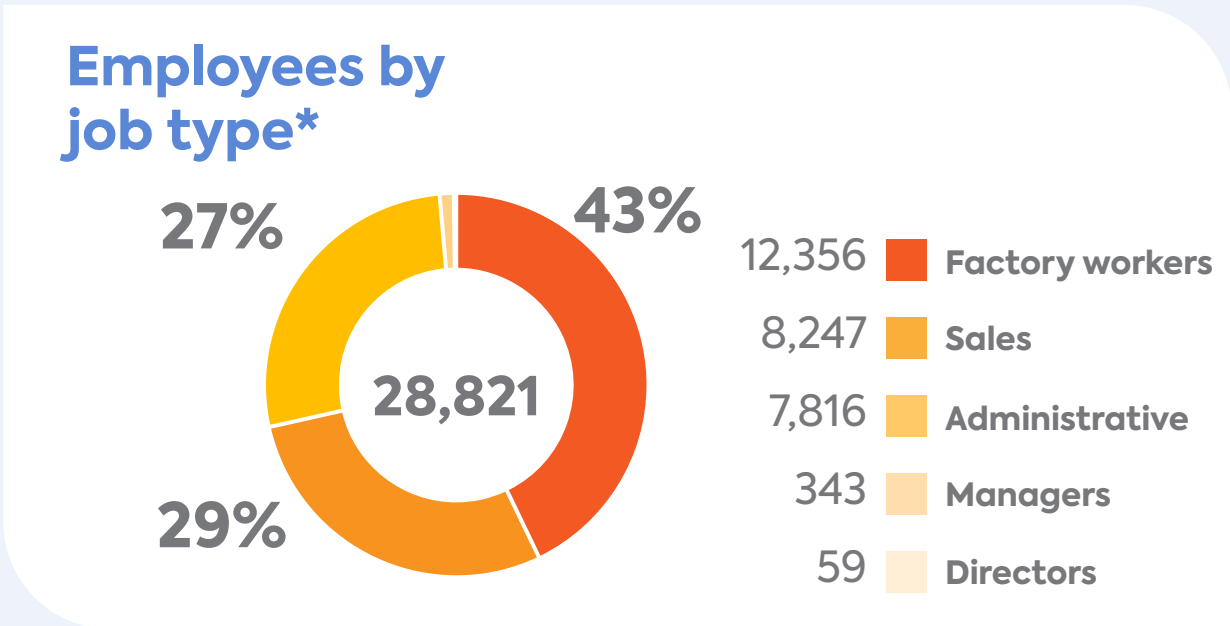
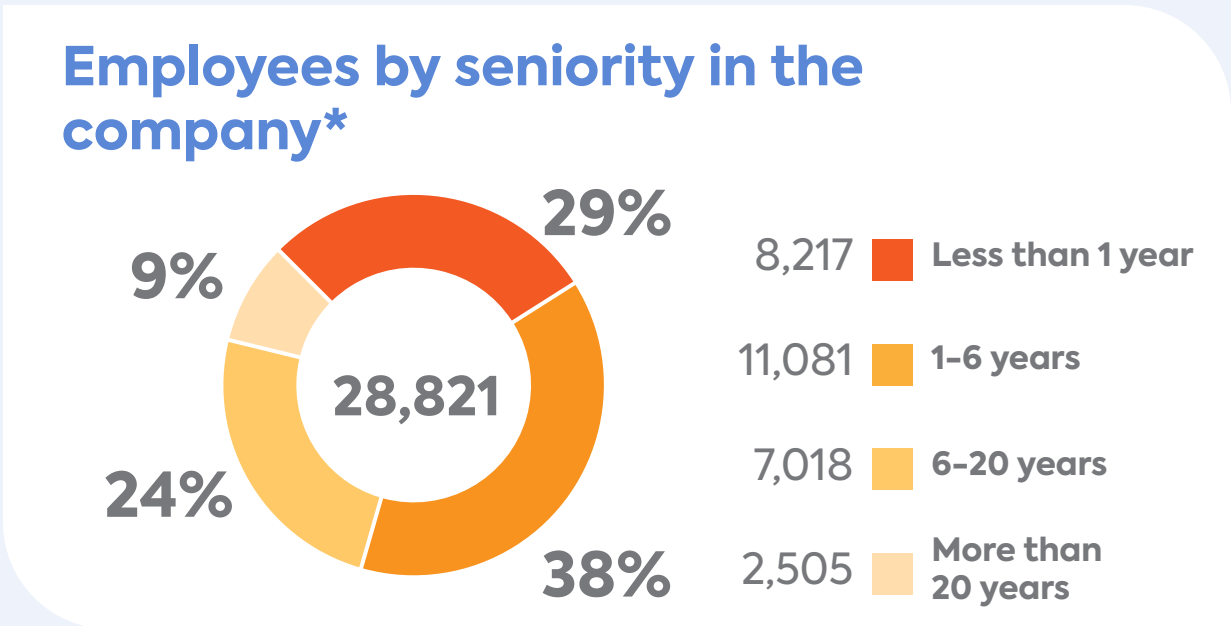
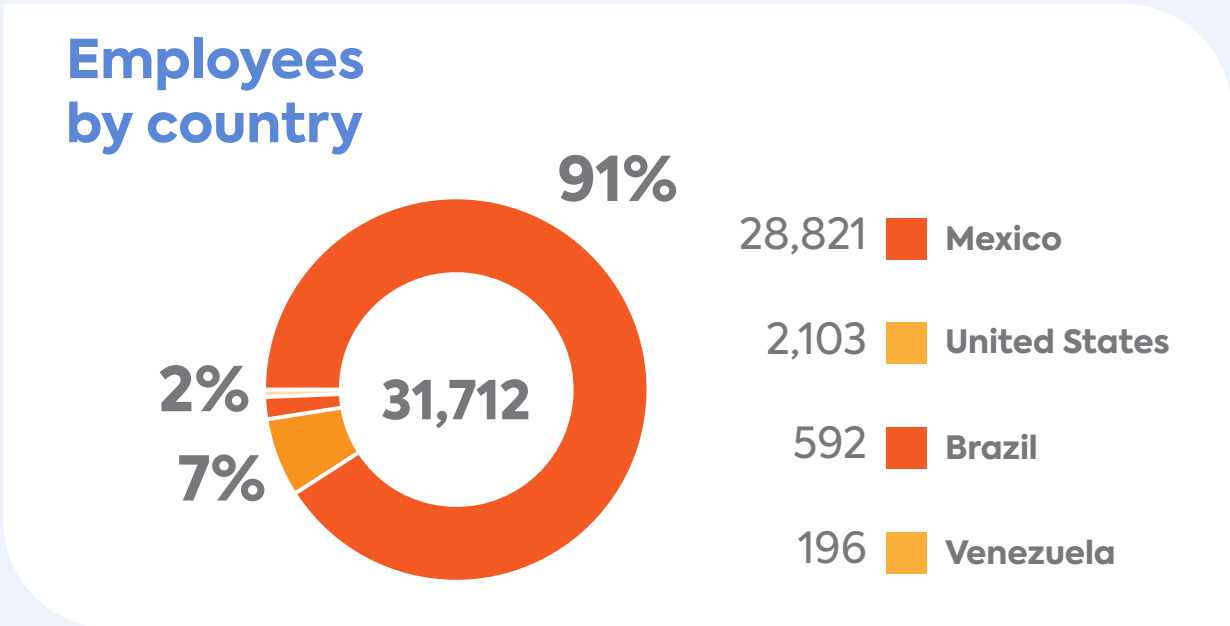
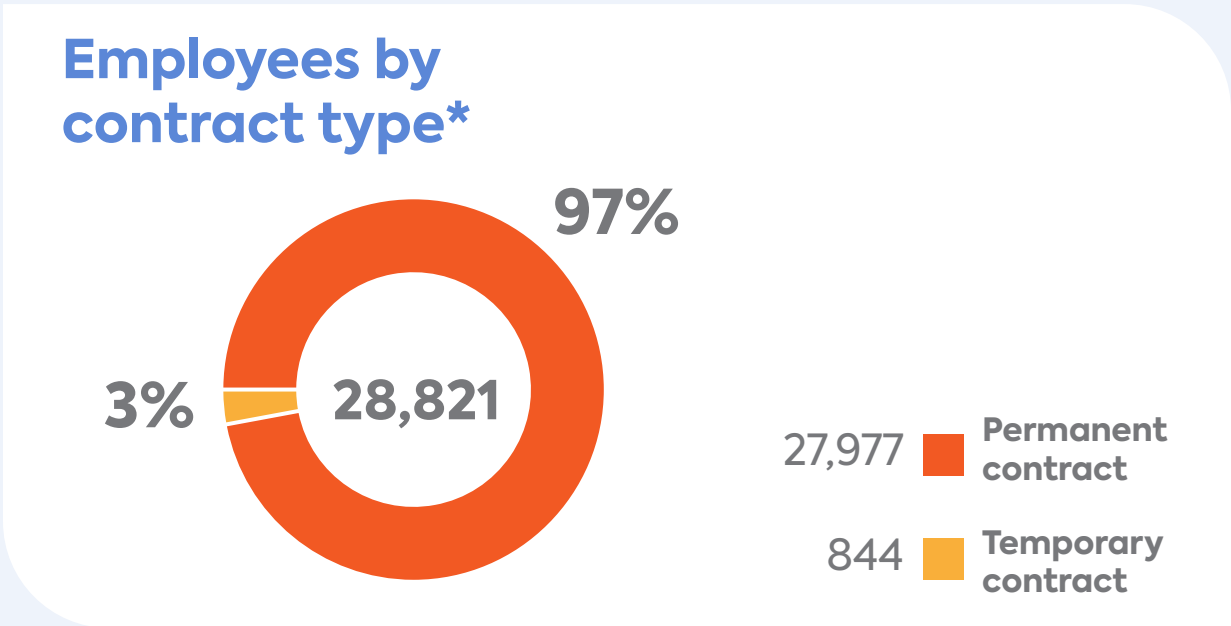
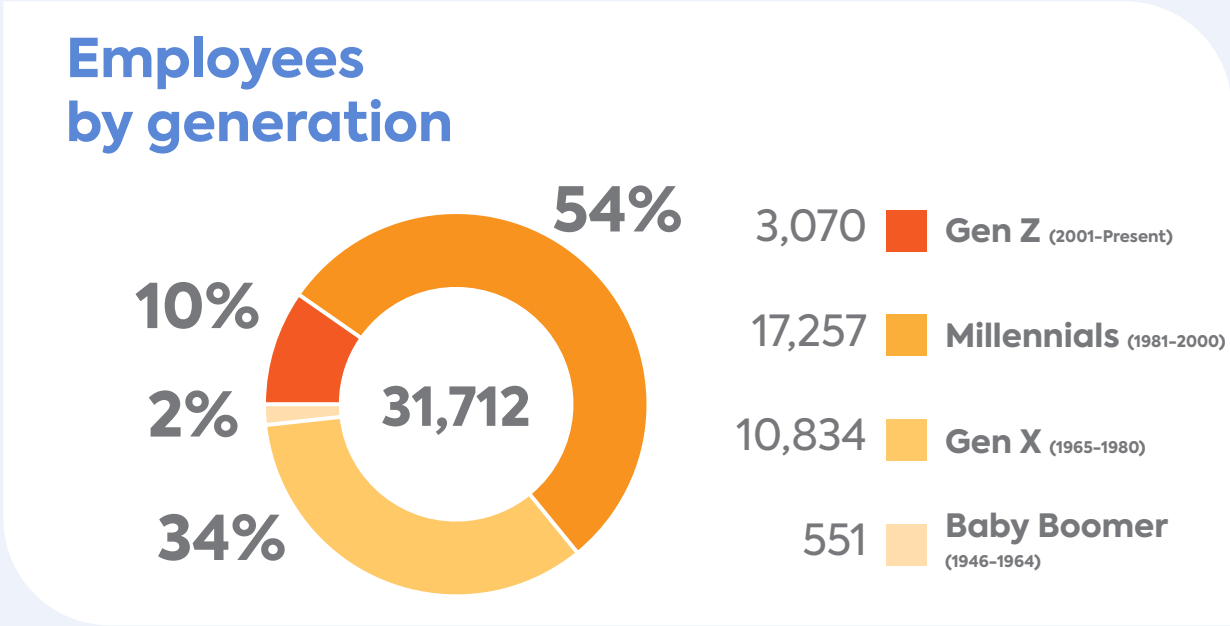
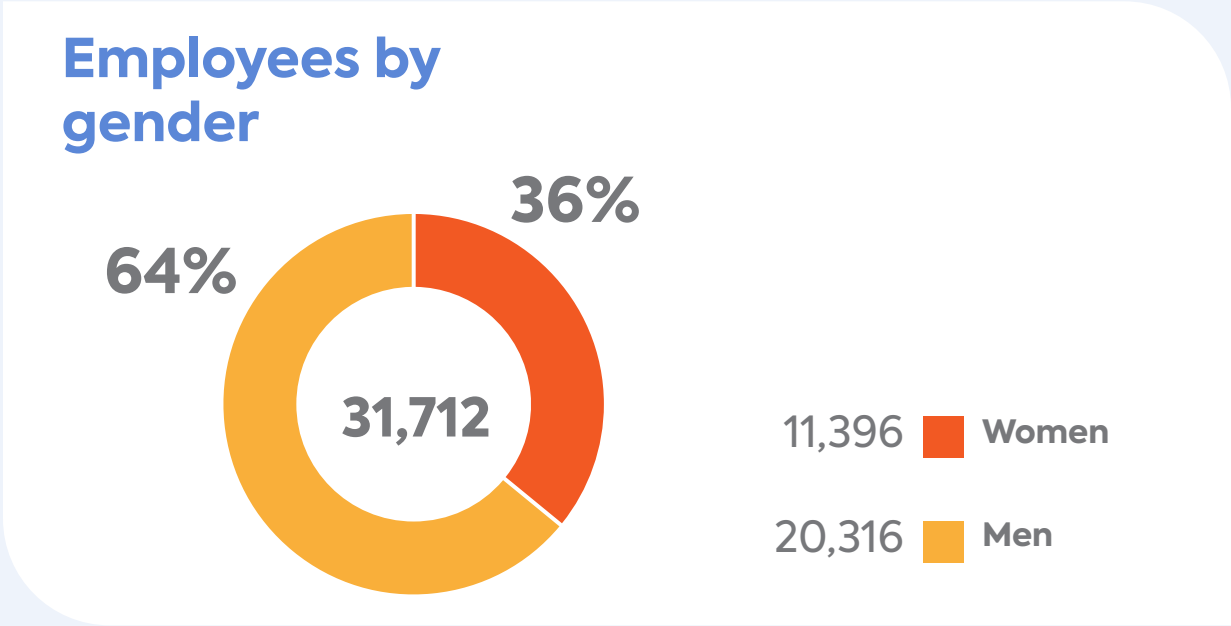
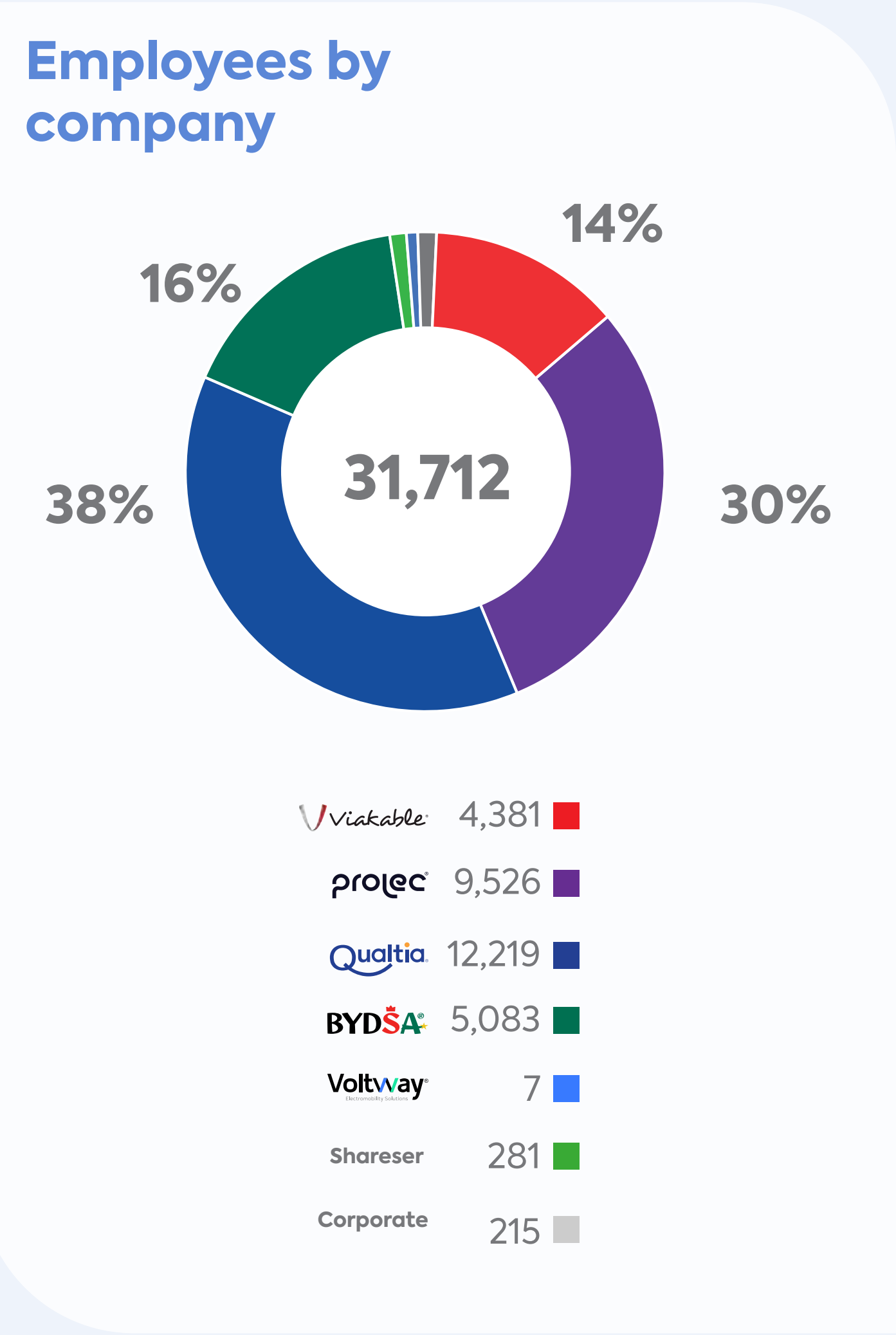
We are nearly 32,000 people united by talent, passion, and a commitment to exceeding our clients' expectations. We are guided by our values and the conviction that we must work to energize communities in the countries where we operate, and to promote the advancement of every individual, whether in an administrative or operational role.

We pledge to our energizers that we will:

- Provide the tools and skills they need to achieve excellence.
- Ensure a safe and healthy work environment.
- Foster equal opportunities.
- Promote personal and family development.

Profile of our energizers

31,712 employees contributing their talent and skills



*Data on employees in Mexico.

Training and development of our people



Promoting knowledge

At Xignux, the continuous advancement of our energizers is key to driving a strong and sustainable future. All Xignux companies are committed to supporting their growth and making sure they have access to the tools they need to seize opportunities in an ever-changing environment. To this end, we created the Xignux Knowledge Center, a virtual university designed to improve skills, promote the Xignux Work Culture, and foster excellence in general. In addition, we have established strategic partnerships with 48 educational institutions, which offer discounts and preferential rates for our energizers and their families.

Leadership for the future

The Xignux Leadership Program (PLX) was created to enhance leadership and management skills in young talent through continuous improvement tools, TPS, and digital transformation. In 2024, 31 participants successfully completed strategic projects that boosted operational efficiency at Xignux companies in Mexico (Monterrey, Querétaro, San Luis Potosí, Durango, and Mexico City), the United States (Shreveport, Goldsboro, and Waukesha), and Brazil (Canoas).

+6 thousand energizers

took courses through the Xignux Knowledge Center in 2024.

Mentoring: enriching the collaborative experience

The accumulated experience of our employees is one of our greatest assets. Through our continuous development program for leaders, we fortify their skills with innovative techniques that maximize the impact of their mentoring sessions. In 2024, 17 leaders enrolled in the program, receiving guidance and advice from their mentors. This program is one of the options we have to accelerate our energizers' professional advancement, share experiences among coworkers and continue to instill Xignux culture and values.

+1,700,000 hours of training

Xignux Comprehensive Training Institute

In 2024, IFIX (by its initials in Spanish) celebrated its seventh year of supporting the development of our energizers and their families. With more than 24,000 participants in talks, workshops and other activities, we create experiences to improve their personal, family, social and work lives.



19,171

people visited IFIX.

17,803

replays of our talks on social networks.

5,139

participations in the “My best self” program, organized together with Qualtia.

1,828

energizers benefited from in-person talks at Xignux companies.

1,657

participants in a social-environmental program organized at community high schools.

875

people logged on to our virtual talks.

307

people trained in family programs.



Improving as a family
Conscious motherhood.
The ABCs of relationships.
The parents my children need.
Thanatology.
Foundations for respectful parenting.
Emotional well-being and adolescence.
The five love languages in the family.

Improving as a person
Manage your life, manage your stress.
Comprehensive wellness workshop.
Caring for your mental health.
It's time to love yourself, take care of yourself in the fight against cancer.
Women who energize.

Performance evaluation and feedback

We listen to improve

The Employee Satisfaction Diagnostic survey helps us understand the work experience of our energizers, establishing a constructive dialogue between the employee and the company. In 2024, we applied 6,833 of these surveys at our sites outside of Mexico, at BYDSA and Xignux corporate headquarters, transforming opportunities for improvement into concrete actions and creating a work environment that contributes positively to the quality of life of everyone in our organization.



Feedback

Twice a year, managers and their team members meet to discuss progress, areas for improvement and joint strategies for doing their jobs better. These sessions provide a space for reflection and planning and foster continuous professional development.

360° Evaluation

The 360° Evaluation is a key tool for growth and continuous improvement, especially in leadership. This process gathers perspectives from the leader's peers, team members, clients, and managers, complemented by a self-assessment, to identify strengths and areas of opportunity.

In addition to aligning each leader with business goals, this approach fosters conscious leadership and an organizational culture focused on continuous learning.



360° Evaluation applied

to 393 employees at Viakable and Qualtia, with 3,987 evaluations received.

Satisfaction score of 80 points in 2024.

Homage to Loyalty



“Your daily contribution is the foundation of our success and an example to your coworkers, families, and, clearly, to society.”

Juan Ignacio Garza Herrera,
CEO of Xignux

Recognizing a record of impact

Every year, Xignux celebrates the loyalty and dedication of employees who have been with any of our companies for 5, 10, 15, 20, 25, 30, 35, and 40 years. In 2024 we celebrated more than 3,300 people for their commitment and contribution. For those who have been with us for 25 years or more, we organized a special ceremony honoring their hard work and the mark they have left on our organization.



The path to a successful retirement

At Xignux, we walk beside our energizers at every step of the way, including their transition to retirement. We have a workshop on “Preparing for the Future,” where we offer them specialized tools and counseling to plan this new phase securely and clearly. The workshop addresses personal, professional, financial, marital, and family topics. In 2024, more than 200 employees participated.



Health, safety and well-being



Health and Safety Management System

The safety and health of our energizers is a priority for Xignux. Through our Safety and Hygiene Management System, we keep our workplaces safe and comprehensively manage occupational health and safety risks. All of our collective bargaining agreements stipulate the formation of health and safety committees, which reinforces our mutual commitment to preventing harm and caring for our people.



*2024 results for the following operations: Viakable Monterrey, Viakable San Luis Potosí, Magnekon, Conductores del Norte, Vialutek, Prolec, Qualtia Monterrey, Qualtia CEDIS Agrícola, BYDSA León Plant, and BYDSA Kalos Plant.

Our energizer’s well-being comes first

Our Employee Assistance Program (Orienta PAE) offers free, confidential consultations and counseling in the areas of emotional, medical, nutritional, legal, family economics and education. In 2024, we provided 14,000 consultations and counseling services. We also offer courses on health, personal relationships, and the work environment, a sign of our commitment to their overall advancement.

Occupational health training

In 2024, we held the Third Occupational Health Seminar of the Xignux Health System, where medical staff from Xignux companies could learn and update their knowledge. In the seminar, we addressed key topics such as emotional first aid, comprehensive management of polytrauma patients, safety in extreme temperatures, and epidemiological surveillance. We also organized campaigns to promote hydration, cardiovascular health, sleep quality, ergonomics, and prevention of computer vision syndrome. These actions strengthen our commitment to the health of everyone who is part of Xignux.

Comprehensive service for energizers

The Xignux Work Orientation Center and the Emotional Wellness Center are designed to strengthen the employee experience and foster a healthy work environment. These spaces provide specialized support and resources for professional development and holistic wellness, with a special focus on mental health. Through them, we reaffirm our commitment to caring for our people.

More than a thousand runners, one energy:

The first Xignux run



In 2024, we held our first Xignux Run: Energize Life, bringing together more than a thousand runners and their families at Fundidora Park. With distances of 1K, 5K, and 10K, the event promoted healthy lifestyles in a fun and friendly ambience. At the same time, we expressed our commitment to the environment by including sustainable features, such as PET thread T-shirts, MDF medals and recycled materials, Tetrapak water cartons to hydrate runners, reusable tarps for decoration, and numerous other eco-friendly solutions to care for our planet.

Wellhub: wellness within everyone's reach

In 2024, we launched the Wellhub app, a platform that provides access to more than 2,600 gyms in Mexico, as well as nutrition, psychology, and digital wellness services. With a preferential membership rate, our energizers and up to three family members can enjoy a more active and balanced life. This initiative reinforces our commitment to the comprehensive well-being and quality of life of our Xignux community.

Financial health



Crece Sistema Patrimonial AC

Professional growth is linked to financial well-being. Through Crece, our employee savings and loan fund, Xignux’s people have access to financial products and services on preferential terms, allowing them to build a solid equity base.

Crece’s impact is meaningful: in its more than 24 years of experience, it has supported the economic health of thousands of employees and their families, offering investments with competitive returns, loans at preferential rates far superior to market, and support through financial advice.

In 2024, through Crece, our people benefited from more than 620 million pesos in savings and loan products.

- More than 29,000 energizers were members of the Crece savings and loan at the close of 2024.
- More than 12,600 members obtained commission-free loans at preferential rates.

Personalized financial solutions

Through Xiflex Benefits, every employee has access to financial solutionstailoredtotheirneeds,interests, and stage of life. Through Xiflex they can optimize their compensation by selecting insurance, dental and vision plans, personal accident and minor medical expense insurance, and other services. For those who want to plan for their future, Fondo Flex Patrimonial offers a long-term saving option by which they can build up a solid financial base for their retirement.

Financial literacy

We offer our energizers a comprehensive financial literacy program to improve their income management and encourage good saving habits.

Transforming lives: energy turned into support

At Xignux, solidarity is part of our essence. Through Transformando Vidas, a program driven by the generosity of our volunteers, we support energizers facing difficult situations, whether emergencies, unforeseen events, or natural disasters.

This year, we showed our strength in unity by supporting our colleagues at Prolec GE Brazil, who were affected by unprecedented flooding. Nearly 600 employees of Viakable, Prolec, Qualtia, BYDSA, Nanoqem, and Xignux Corporativo in Mexico joined in with voluntary donations. Thanks to their generosity and Xignux’s commitment to match each contribution, we raised more than 42,000 dollars in direct support to help them overcome this emergency.

This experience proves that by working together for the common good, we can achieve great things.

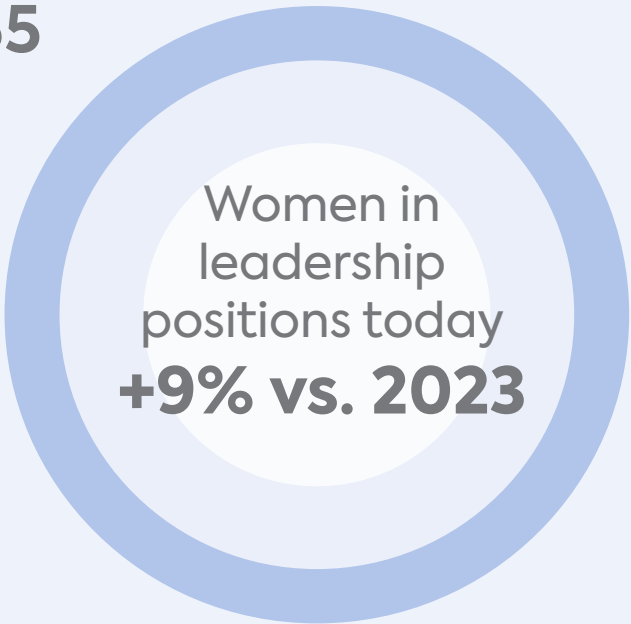
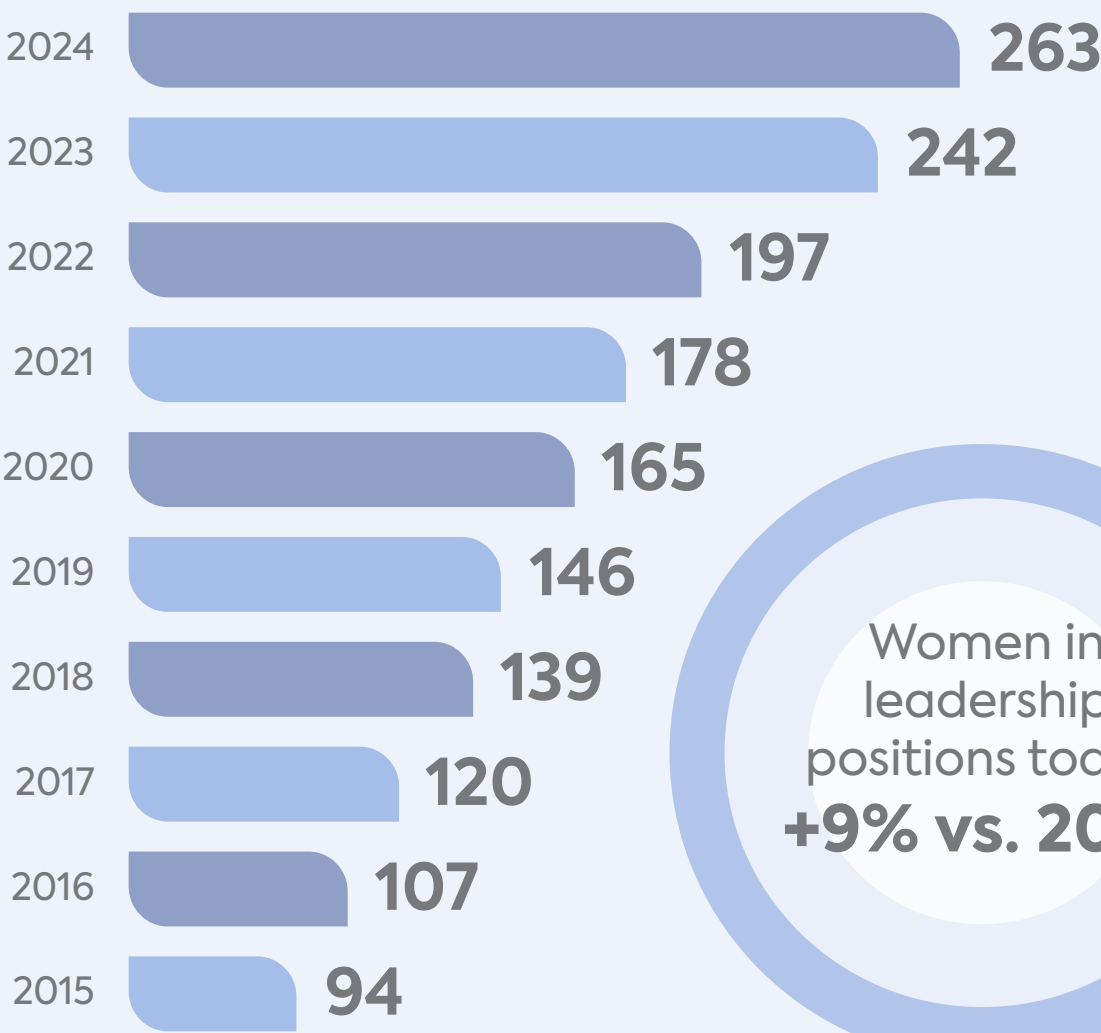


Diversity and Inclusion

We promote women’s talent

In 2024, we continued to strengthen women’s leadership at Xignux. The Women’s Leadership Program supports the professional advancement of women in our company at various levels of the organization. Sixty energizers made up the sixth class of graduates from this program.

+180% increase in women’s presence in executive positions since 2015



Opening paths for inclusion of people with disabilities

The “Integra” program is our institutional initiative offering employment and development opportunities to people with disabilities. In 2024, we joined the Más Inclusión program run by Unidos Somos Iguales, in which our teams took part in workshops designed to strengthen workplace inclusion. Our Human Resources team also received training from Movimiento Congruencia to make recruitment processes more accessible and equitable. At the end of 2024, we had 59 employees with various disabilities.



[Learn more about “More Inclusion”](#)



We energize our employees' families

Recognition for our commitment to well-being

At Xignux, we are convinced that investing in a more compassionate work environment improves the satisfaction of our teams, the organizational climate, and productivity. At the corporate level and at Viakable, we have been certified as a Family-Responsible Company, which attests to our commitment to the work-life balance of our energizers.

To align ourselves with this standard, we work on key areas such as job quality, work flexibility, family support, professional development, and equal opportunities. These actions are part of our Xignux Value Proposition, designed to ensure that growth and well-being go hand in hand.



2nd year of Family-Responsible Company certification for Xignux Corporativo and 1st for Viakable.



Xignux Explorers Academy

At Xignux, we believe that learning is more powerful when experienced firsthand. In partnership with Cerro Grande Natura, we offer our energizers' children the opportunity to join the Explorers Academy, a program that combines science and adventure to discover the history of the Earth.

In 2024, besides in-person educational sessions at the Xignux Comprehensive Training Institute (IFIX), we organized two field trips. At the “Fuimos Mar” exhibition at the Museum of Mexican History, the children had a chance to see fossils of marine organisms dating from millions of years ago. They also visited an aquarium, where they explored the biodiversity of the oceans. These experiences spark curiosity and sow the seeds of a genuine commitment to caring for the planet.

Alliance with ANSPAC

Family is our prime source of energy, which is why we organize activities to strengthen togetherness and the shared advancement of our employees and their loved ones.

Through our partnership with ANSPAC, we offer personal development courses and workshops for spouses and immediate family members. This effort not only strengthens individual well-being, but also has a positive impact on our communities.



338 people
participated in
ANSPAC activities



OUR COMMUNITY

ENVIRONMENT | SOCIETY | GOVERNANCE

68 years energizing society

At Xignux, we believe that the well-being of our communities is intrinsically linked to that of our employees, neighbors, and allies. In everything we do, we work to generate a positive impact on both our environment and the quality of life of those around us.

Every employee, team, and company that is part of Xignux shares a commitment to building a better world. This approach strengthens our connection to our environment and drives initiatives that bring about real and lasting change.

From impactful social projects to volunteer activities, we work as a team to improve quality of life and create a more sustainable future for everyone.



Committed to the UN Global Compact

For those of us who work at Xignux, being part of the United Nations Global Compact is a sign of our real commitment to respecting and defending human rights, social inclusion and environmental responsibility.



Members of Red SumaRSE Nuevo León

We are active members of the SumaRSE Nuevo León Network, a business alliance with more than 10 years of history, in which we have joined forces to invest in high social impact projects.



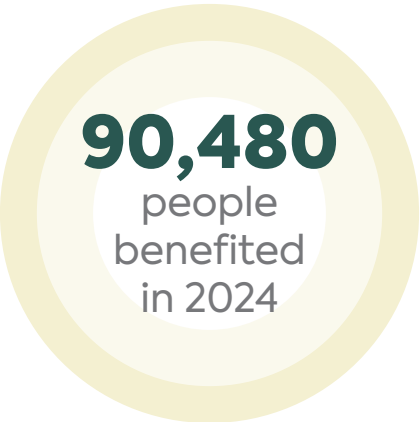
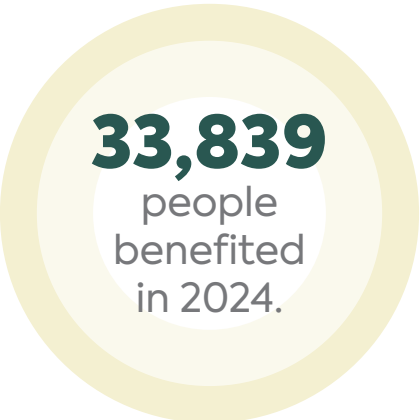
A Socially Responsible Company

In 2024, Viakable, Prolec, Qualtia and Xignux Corporativo received the Socially Responsible Enterprise (ESR) distinction from the Mexican Center for Philanthropy (Cemefi), in recognition of their good practices in the areas of ethics, quality of life, community development and environmental responsibility.

Xignux, we energize life and society to contribute to a better world

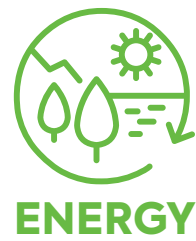


Social responsibility activities by Xignux companies



124,319
total direct beneficiaries

Xignux Foundation Priority Areas for Social Investment in 2024



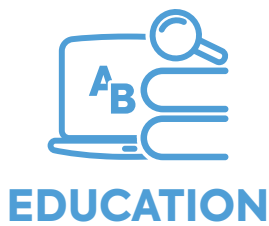
We invest in research for sustainable solutions that facilitate access to renewable and clean sources of energy.

5,567
people benefited through 10 projects.



We focus on projects that provide food security, health and well-being.

3,821
people benefited through 23 projects.



We channel resources in the areas of good citizenship and educational quality.

16,296
people benefited through 20 projects.



We support programs that strengthen the social fabric and community cooperation to improve living conditions in the communities where we operate.

8,155
people benefited through 20 projects.



Xignux Foundation: a catalyst for social well-being

Xignux Foundation is our company’s social engagement, investment and networking arm. Its purpose is to seek out impactful ways to build social value in collaboration with partner organizations to bring opportunities for comprehensive development to those who need it most. By joining forces, the Xignux Foundation functions as a catalyst to promote a more humane society with greater well-being for all.

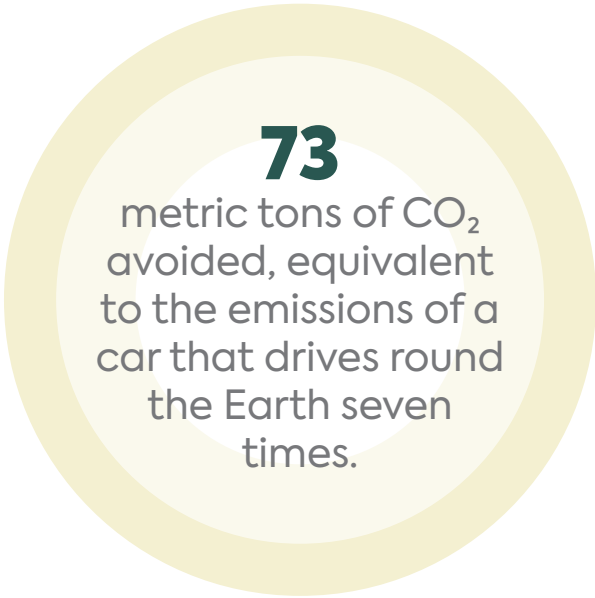
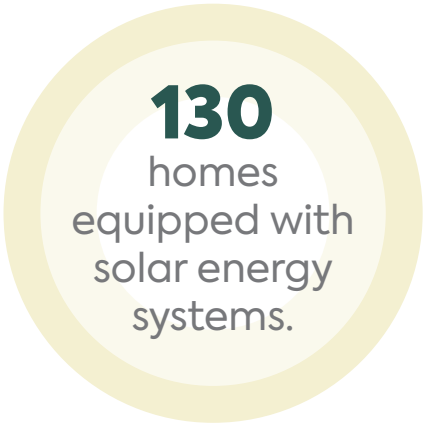
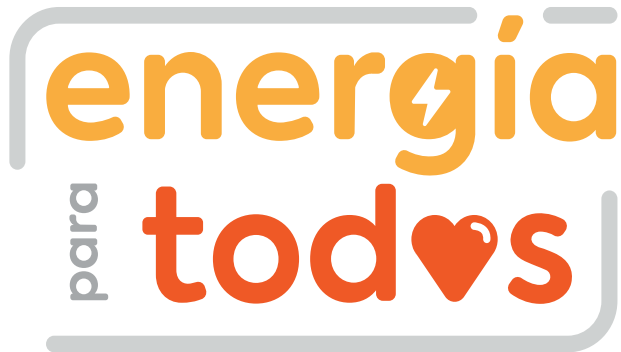
Energy for All: we connect communities with a better future

The UN defines energy poverty as lack of access to the electrical grids, either because people lack the economic resources to connect, or because it simply does not exist. This situation affects millions around the world and is a multidimensional problem that directly affects quality of life, with consequences ranging from health problems to economic exclusion.

Through the Energy for All program, we facilitate access to electricity and help transform Mexican communities suffering from energy poverty. With available electricity, families are less reliant on burning biomass for cooking or lighting their homes, which reduces respiratory diseases and accidents. In addition, electricity improves quality of life by facilitating the installation of essential services such as food refrigeration, communication, and water. It also boosts productivity and opportunities by enabling small businesses to operate better and students to take advantage of technological tools.

Energy for All applies a comprehensive model that combines the installation of solar cell systems with distribution, supply, last-mile service, and monitoring. All this is offered at affordable rates with convenient payment points. These systems are designed to provide a long-term solution with sufficient capacity to connect various devices and the flexibility to expand over time.

Energy for All is a joint effort by Xignux, the Xignux Foundation, and our partners Iluméxico and ConcentrARTE, to bring electricity to communities without access to this service.



“Energy for All” directly supports UN Sustainable Development Goal 7, which aims at universal access to affordable, reliable and clean energy.



[Learn more about “Energy for All”](#)

Tiger Tank: propelling young talent toward sustainability

In 2024, we signed up to be the lead promoters of Tiger Tank, an initiative of the Autonomous University of Nuevo León (UANL) that supports university entrepreneurship projects aligned with the UN Sustainable Development Goals.

Tiger Tank is a space where academia and the private sector converge to build a more equitable and sustainable future. With Xignux’s participation, new categories focused on nutrition and energy were introduced, with key sub-themes such as health, well-being, zero hunger, and climate action.

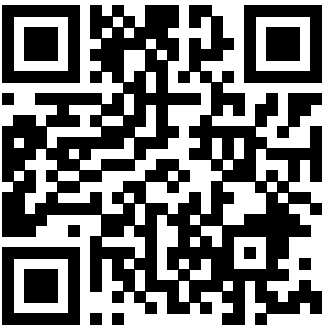
One of the highlights was the presentation of the Transforma Scholarship. This incubation program by the Xignux Foundation provides finalist teams with the tools they need to turn their ideas into viable and scalable proposals, ready to be implemented in real-world situations.

70 students from 16 teams participated in Tiger Tank 2024.

Each project impacted at least one of the 17 UN SDGs.

Participating students were connected with experts and entrepreneurs.

The team for *Recy Protein*, which combines sustainability and nutrition, won Tiger Tank 2024.



[Learn more about Tiger Tank](#)



Jorge L. Garza lecture series: inspiring a new generation of entrepreneurs

Since it was created in 2020, in collaboration with the Universidad de Monterrey (UDM), the Jorge L. Garza lecture series has supported the development of young talent and high-impact social projects.

The initiative pays homage to the legacy of Xignux’s founder, Jorge L. Garza, promoting basic values like social responsibility, transformation and innovation.

The results of the lecture series in 2024 attest to its relevance:

2,800
students
participated.

12
stands at the Entrepreneurial
Impetus Fair, in which
students had a chance to
interact and network with
other entrepreneurs..

22
speakers shared
their knowledge
on innovation,
sustainability and
entrepreneurship

9
entrepreneurship
projects.

3
projects received
funding to support
their initiatives.

1
scholarship
in the UDEM
Entrepreneurial Hub
incubator.

The benefits of the Jorge L. Garza lecture series include:

- The development of practical skills for solving real problems.
- Encouraging collaboration among participants.
- Linkage of projects to global challenges in the Agenda 2030.



[Learn more about the
Jorge L. Garza lecture series](#)

49 years of the Rómulo Garza Prize: a benchmark for excellence in research and innovation

The Rómulo Garza Prize, created by Tecnológico de Monterrey and Xignux, has for almost five decades inspired researchers to contribute to a better future through science, creativity, and social responsibility.

The award honors the memory of Don Rómulo Garza, a visionary entrepreneur committed to social welfare and scientific progress through research.

This year, the award reached a new milestone: 74 nominations received. It brought together researchers, academics, and opinion leaders to recognize the most outstanding achievements in applied research and innovation.

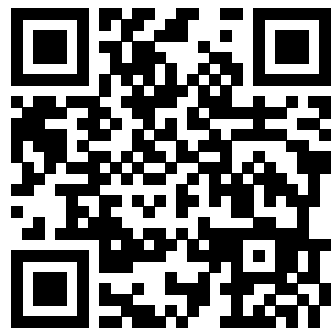
The winning projects explored areas such as the relationship between entrepreneurship and state governance, innovations with an impact on the productive sector, sustainable energy generation and the promotion of the circular bioeconomy.

The benefits of the Romulo Garza Prize include:

- Encouraging researchers to explore new frontiers of knowledge.
- Promoting technology transfer and the practical application of scientific discoveries.
- Recognizing projects that have a significant social impact.



Insignia Prize	Arturo Molina Gutiérrez Director of the Institute of Advanced Materials for Sustainable Manufacturing at Tecnológico de Monterrey
Entrepreneurship	Édgar David Ramón Raygoza Director of Global Nano Additives
Scientific articles	José Ernesto Amorós Author of the research study <i>The Effects of State Fragility and Economic Development</i>
Preparatory level research	José María Salvador Martínez Cybersecurity solutions developer
Professional research	María Paula García Researcher of environmental solutions for the textile industry
Postgraduate research	Fernanda Estíbaliz Ibarra Sustainable energy researchers



[Learn more about “Rómulo Garza Prize”](#)



Xignux – UDEM energizes sustainability for civil society organizations

The Xignux-UEM Award for Alternative Energy and Sustainable Design was held for the tenth year in a row in 2024, marking Xignux's ongoing commitment to sustainability and social development. This project connects university students with civil society organizations (CSOs) that serve vulnerable populations, promoting the application of academic knowledge to concrete solutions with high social and environmental impact. This year, teams from different universities in the country worked in tandem with various CSOs to design proposals for the use of clean energy and other sustainable practices.

The award encourages innovation, social commitment, and collaborative work as tools to strengthen social organizations from a sustainability perspective. The most outstanding projects were awarded funding for their programs, strengthening them while providing tangible benefits in the communities they serve. This initiative reaffirms Xignux's role as a facilitator of strategic partnerships for sustainable development through education, technology, and social responsibility.

Notable projects:

- Eco Solutions received an honorable mention and a prize for the Vifac organization.
- Green Squad was declared the winning team, with its proposal for the Vicenta María Youth Residence.





Gamer with a cause: united for nutrition and health

In 2024, Xignux and the Xignux Foundation, partnering with leading universities of Nuevo León, organized the third “Gamer with a Cause” tournament. This innovative and original event combines passion for video games with doing good for vulnerable groups in our community.

More than 100 gamers from Tecnológico de Monterrey, Universidad de Monterrey, Universidad Autónoma de Nuevo León, Universidad Regiomontana, and Tec Milenio competed in this event, along with Xignux employees. Each finalist represented a civil society organization dedicated to nutrition and health projects aligned with the SDGs: Zero Hunger and Good Health and Well-being.

With the support of the Xignux Foundation, prizes were awarded to the winning gamers and financial donations were made to the organizations they represented.

+ 100
gamers
participated
in the
tournament.

2
Sustainable
Development Goals:
Zero Hunger and Good
Health and Well-being.

583
people benefited
from donations
through nutrition and
health programs.

4
organizations
benefited:



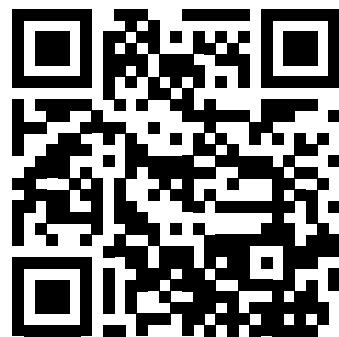
[Learn more about
“Gamer with a Cause”](#)

Xignux Challenge: inspiring sustainable solutions from the classroom

The sixth year of the Xignux Challenge reaffirmed the commitment of the Xignux Foundation and Tecnológico de Monterrey to training tomorrow’s leaders to face global challenges.

This unique challenge, designed to foster creativity and critical thinking, brought together students from various disciplines to develop proposals aligned with the Sustainable Development Goals. The event helps participants build key skills such as leadership, collaboration, and problem solving. Over the years it has served to prove that the energy, talent, and innovation of young people can improve the world, one project at a time. The Xignux Challenge provides a springboard for solutions that positively impact communities and the planet.

The 2024 edition brought together 1,080 students in a 24-hour challenge to generate proposals for solutions to critical challenges in areas such as energy, nutrition, education, development and the environment.



[Learn more about “Xignux Challenge”](#)



1,080 students from 19 Tecnológico de Monterrey campuses participated in the Xignux Challenge.

This partnership to promote creativity for sustainable development among young people has been in place for 6 years.

High-impact proposals: each team presented viable and sustainable solutions, reflecting their commitment to positive change and social innovation.

Multidisciplinary participation: the challenge fosters a dynamic rich in perspectives with the participation of students from engineering, social sciences, business, and technology.

Implementation: the winning project teams receive assistance from the Xignux Foundation and Tecnológico de Monterrey to turn the most promising ideas into concrete actions.



90,480
people benefited through Xignux
companies' social responsibility
activities.

9,549
volunteer
participations.

21,938
hours of
volunteer time.

13,863
trees
planted.



**Xignux volunteering: energizers
that transform communities
and lives**

Our volunteer work, driven by the vitality of all our energizers, has a significant impact on our employees and their families, as well as on our communities. This commitment is expressed in transformative projects that reinforce our impact as a socially responsible company through tangible results.

PLANET

ENVIRONMENT | SOCIETY | GOVERNANCE



Xignux environmental strategy

Our success goes hand in hand with sustainability

Protecting and caring for the environment goes to the heart of Xignux’s business philosophy. By taking tangible action, both within and outside our operations, we reaffirm our commitment to being part of the solution to global environmental challenges and to promoting truly sustainable development.

Our environmental vision encompasses three main lines of action:

Operations

We operate efficiently and with a commitment to reducing or limiting the environmental impact of our activities. We do so through continuous improvement, resource stewardship, and leveraging new technologies.

Products and solutions

Our cables and transformers are key to the efficient distribution of renewable energy, which supports the global transition to clean sources. In addition, our electric vehicle infrastructure solutions are part of the transition to sustainable forms of transportation.

Community

Through reforestation and biodiversity conservation initiatives and environmental education programs, we encourage a culture of sustainability that extends beyond our operations.



Environmentally responsible management

We have robust environmental management systems aligned with international best practices. Currently, eight Viakable and Prolec operations are ISO 14001 certified, and Viakable’s Multipak Durango plant holds Clean Industry Certification from the Mexican government.

Our environmental management systems adopts a structured approach to identifying, monitoring and mitigating the environmental impact of our activities. Likewise, aware that responsible environmental management is essential to meet increasingly exacting expectations from our stakeholders, we promote innovation and adopt sustainable solutions and technologies that strengthen our operations and enable us to contribute to the achievement of the Sustainable Development Goals that are a priority for Xignux.

ISO 14001 Certifications

Xignux company	Plant
Viakable	CMSA MTY
	CMSA SLP
	CMSA El Carmen
	Magnekon
	ICV
Prolec	Prolec GE
	Celeco
	Canoas Brasil

We instill a culture of environmental responsibility



In our operations: continuous improvement projects

We recognize that every energizer can make a significant difference in our results, including our environmental goals. By empowering our teams to identify, propose, and implement sustainable innovations through continuous improvement projects, we increase our efficiency, reduce costs, and instill a culture that values and prioritizes respect for the environment in all our operations.



Together with our coworkers: We commemorate Earth Week

In 2024, we reaffirmed our commitment to the environment by organizing an Earth Week full of educational, recreational, and environmental action activities. The agenda included talks, workshops, volunteer opportunities, and contests designed to promote and strengthen environmental awareness at Xignux companies.

One of the most significant moments was the creation of a pollinator garden on the grounds of the Xignux Comprehensive Training Institute (IFIX). In this activity, carried out in partnership with the organization Sociedad Sostenible A.C., more than 40 volunteer energizers and their families participated in a workshop where they learned about the importance of protecting species such as bees, butterflies, and hummingbirds, which are essential to the balance of ecosystems.

Materials, waste, and recycling

We implement a wide range of actions to recover and recycle waste in our operations and administrative facilities.

As part of our commitment, we establish proper waste handling processes, the priority being to reintegrate it into the value chain through reuse, recycling, or composting, which means sending less waste to landfills and promoting the circular economy. In addition, we encourage a culture of responsible use of resources among our employees, providing them with tools and knowledge to reduce resource consumption, both in the workplace and in their daily lives.

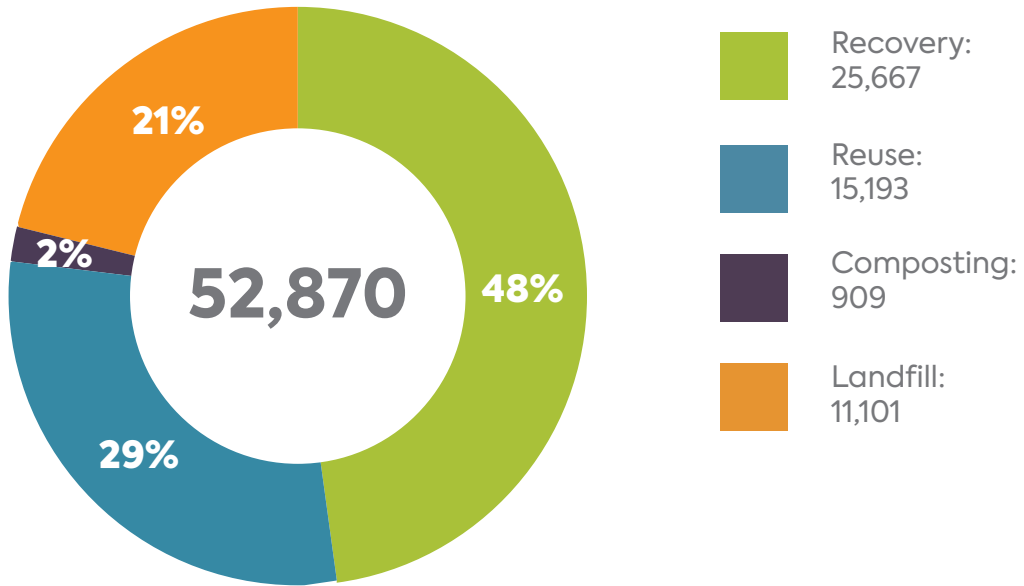
Our resource stewardship initiatives go hand in hand with our commitment to contribute to the United Nations SDGs, particularly SDG 12, Responsible consumption and production.



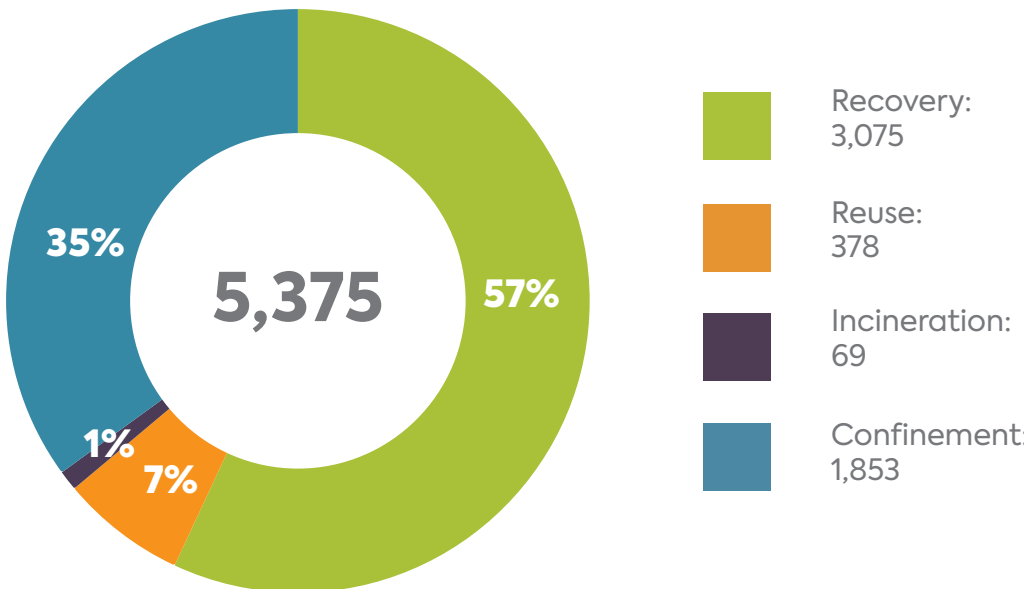
Company	Renewable	Weight	Non-renewable	Weight
Viakable	Wood	35,641*	Copper	138,725
			Aluminum	78,148
			PVC and XLPE	34,088
			High- and low-density polyethylene	12,335
			Steel	3,776
Prolec	Wood Cardboard	5,276 12,368	Glazes	3,185
			Steel	133,418
			Oil	54,685
			Aluminum	14,610
			Copper	8,476
			Organic solvents	238
Qualtia	Wood Cardboard	2,795 1,868	Plastics	18
			Dairy products **	53,387,841**
			Meat products	130,547
			Dry ingredients	11,375
			Plastics	6,538
BYDSA	Wood Cardboard	2,825 8,143	Oils and lubricants	1,090
			Flours and condiments	19,106
			Oil	11,527
			Cardboard	11,290
			Packaging (plastic film)	2,669
			High- and low-density polyethylene	177
			Pallets	270

* In board feet
** Liters

Destination of non-hazardous waste
Metric tons



Destination of hazardous waste
Metric tons



79%

of non-hazardous waste generated in our operations was reused through some form of recovery mechanism in 2024. This is an annual increase of four percentage points over the previous year.

Efficient water management



We recognize that water is a vital resource, both for our operations and for the communities with which we interact. This is one reason we are so determined to apply efficient practices for water use and management. These include investing in wastewater treatment technologies to return this precious resource to the environment, in accordance with regulations.

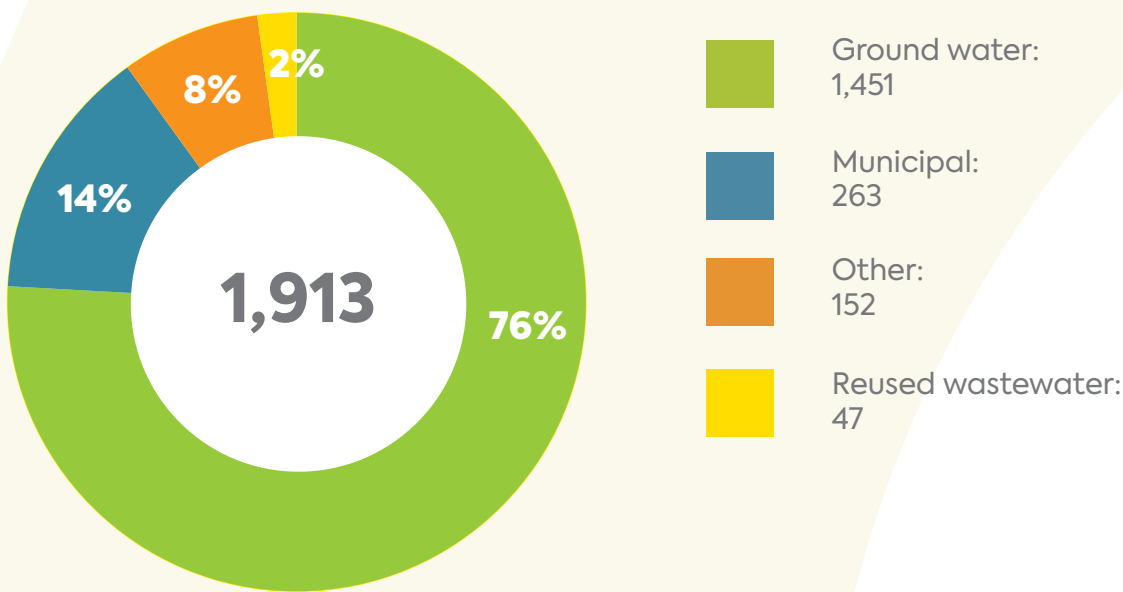
We foster a culture of awareness about the value of water among our energizers and the community, promoting the adoption of practices that contribute to its recovery and conservation. As part of this commitment, Xignux companies actively participate in initiatives that contribute to preserving the natural water cycle and strengthening climate resilience through biodiversity protection and reforestation. In addition, we collaborate with other socially responsible companies in the Nuevo León SumaRSE Network to contribute to the “Rain Schools” program run by the Isla Urbana organization. Last year the project installed rainwater capture systems and washbasins in 12 public schools in the state education system, where nearly 3,000 children study.

Efforts to make our water consumption more efficient are aligned with our commitment to contribute to the United Nations SDGs, particularly SDG 6, Clean water and sanitation.

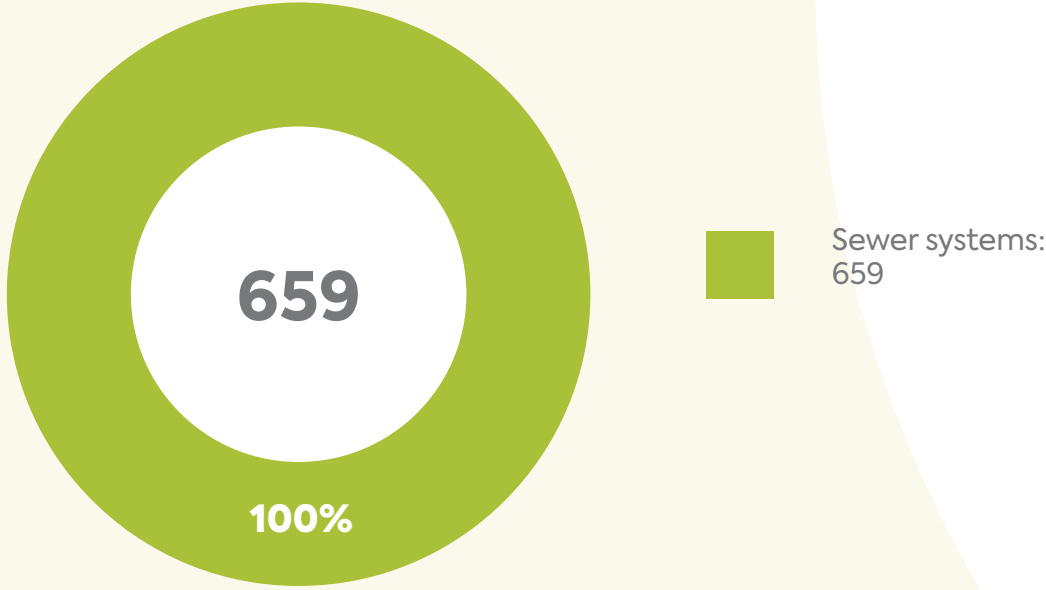
Commitment to the Monterrey Metropolitan Environmental Fund

As part of this commitment, for more than a decade we have participated in the Monterrey Metropolitan Environmental Fund (FAMM), convinced that by joining forces we can magnify our capacity to face environmental challenges. Through Xignux Foundation, we contribute financial resources, as well as our experience and knowledge, to initiatives that seek science-based solutions to conserve our forests, improve air quality and ensure responsible water use. This collaborative approach is essential to generate a positive impact on the environment and the quality of life of the communities in Nuevo León.

Water withdrawals by source in 2024
thousands of cubic meters



Water discharges by destination in 2024
thousands of cubic meters



49,118
cubic meters of water reused in 2024 in secondary processes like maintenance and watering of green areas.

Energy and emissions

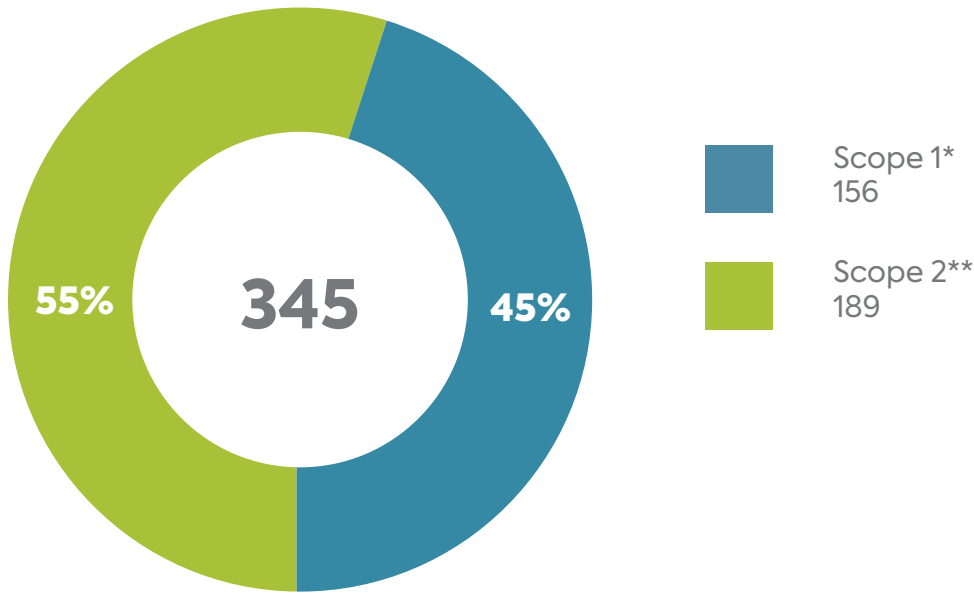
Measuring and controlling our carbon footprint is part of our responsibility as a company in the fight against climate change. Proper management of energy and fuel consumption is a fundamental pillar of our sustainability strategy.

We are continually working to optimize facilities and processes to improve our energy efficiency. In this quest, we have introduced new technologies, replaced equipment with more efficient options, and trained our energizers in energy conservation practices. We are also exploring ways to reduce fossil fuel consumption and adopt cleaner energy sources, including possible investments in renewable energy projects.

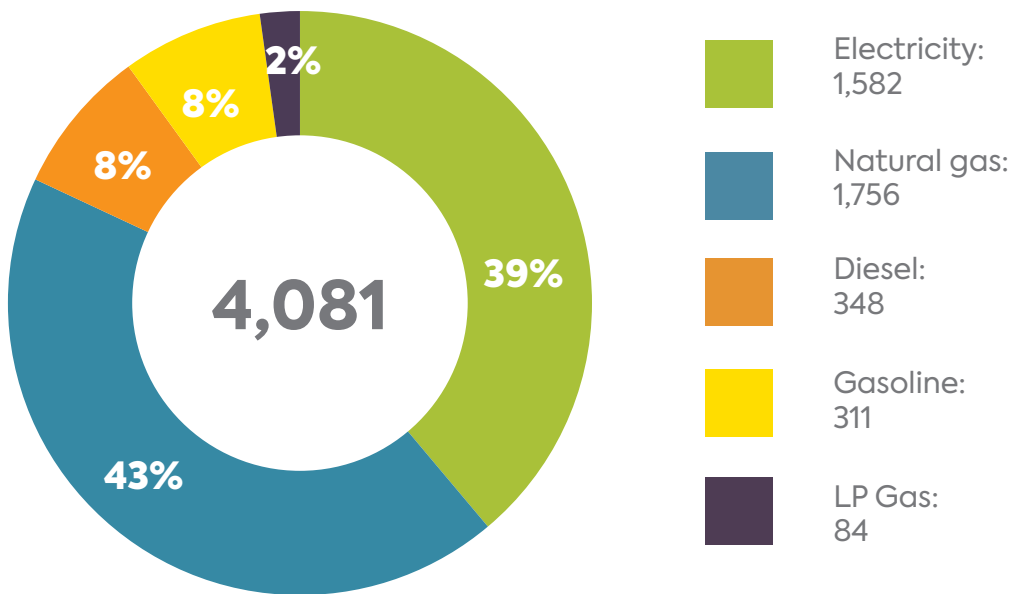


Efforts to reduce our carbon footprint go hand in hand with our commitment to the United Nations SDGs, particularly SDG 13, Climate Action.

Greenhouse gas (GHG) emissions
metric tons of CO₂e



Energy Consumption
terajoules ***



*Scope 1 refers to direct greenhouse gas (GHG) emissions originating from sources owned or controlled by an organization.

**Scope 2 refers to indirect GHG emissions resulting from the generation of electricity, heating, cooling and steam that the organization purchases and consumes.

*** A joule (J) is the unit of energy in the International System of Units equivalent to the energy consumed when a one-watt device operates for one second. A terajoule (TJ) is equivalent to 10¹² joules.

Accelerating the transition toward electromobility

Through Voltway, a Xignux company, we are driving the transition to electromobility in Mexico through comprehensive charging infrastructure solutions. Our proposal goes beyond equipment technology: we offer technical and specialized support at every stage of the project, from planning and installation to operation and maintenance.

Voltway is a strategic ally for companies looking to electrify their fleets. We have a robust portfolio of semi-fast and ultra-fast chargers that can be adapted to different operating environments, and we also offer complementary services such as needs assessment, training, and after-sales support. This allows us to offer our customers a reliable and personalized experience with cutting-edge technology and high performance.

We are leading the way toward electromobility by example.

Our commitment to electromobility goes beyond offering innovative solutions to the market. We act as agents of change in the transition to more environmentally friendly transportation systems. We have acquired electric vehicles for our fleet, driving the transformation toward cleaner mobility in the industry.

We currently have 77 electric vehicles in our distribution fleet, reflecting our firm commitment to transportation that reduces the carbon footprint associated with our logistics operations.



- 75 electric distribution units in BYDSA's logistics network.
- 2 electric distribution units in Qualtia's logistics network.



Trees capture carbon, purify the air, regulate the climate, protect the soil, and promote biodiversity. Through reforestation, we mitigate climate change, conserve natural resources, and contribute to the well-being of the communities where we operate.

For a greener planet

Reforestation activities are an essential pillar of our sustainability strategy and key path to revitalizing the natural environment. By planting trees, we are helping to restore damaged ecosystems and improve carbon sequestration, biodiversity protection, air quality, and water conservation. In addition, by restoring degraded natural areas, we reinforce ecological awareness among our energizers and the community, involving them in the development of a more sustainable world.

- **13,863 trees planted.**
- **3,314 volunteer participations in environmental activities in 2024.**

Xignux supports conservation of the monarch butterfly

At Xignux, we joined CPKC Mexico and Rotary Club International for the third year in a row in an effort to protect the environment and safeguard the migratory path of the monarch butterfly from Canada to Mexico.

With the support of specialist organizations such as Profauna and Focen in Michoacán, we helped reforest the “El Rosario” monarch butterfly sanctuary by planting more than 140,000 pine and oyamel trees, which are vital to its habitat.



Pollinating species like the monarch butterfly allow for the reproduction of thousands of plants, providing food, biodiversity and ecological balance. Conserving them is essential to the food security and health of ecosystems.



Alliance for the conservation of the Chipinque nature preserve

Commitment to fighting the climate crisis

In 2024, we continued our partnership with Parque Ecológico Chipinque A.B.P. in Nuevo León, where we work to protect one of the region’s most emblematic natural spaces. Chipinque is considered a climate refuge because of its location and ecological richness, offering key ecosystem services that improve quality of life in the Monterrey metropolitan area, where thousands of our energizers live and work. Our actions in support of these woodlands are reflected in better air quality, carbon capture, rainwater capture, species protection and the creation of a more resilient environment for millions of people.

Seeds of Hope

In our partnership with Parque Ecológico Chipinque, we offered further support to environmental conservation through new reforestation efforts. Guided by Chipinque’s conservation team, 46 energizers from various Xignux companies, along with their families, actively participated in planting 205 native pine trees. Attendees also learned about the comprehensive reforestation process, which ranges from collecting pine cone seeds to continuously caring for each tree for five years to ensure proper growth.

With this activity, which contributes to restoring one of the main “green lungs” of the Monterrey metropolitan area, we have now planted more than 800 pine trees since the beginning of our partnership with Chipinque.

Citizen scientists in action

We also worked with the conservation team at Parque Ecológico Chipinque to support its program to enlist “citizen scientists” to monitor changes in biodiversity. We launched this initiative in 2023 to raise awareness about the effects of climate change and help accumulate scientific knowledge through the participation of volunteers and their families.

In this project, participants were given specialized information, toured the Chipinque trails guided by expert biologists, and made observations that were recorded on the *iNaturalist* platform. This experience combined science, learning, and family connection, and reaffirmed our commitment to protecting one of the most representative ecosystems in the Monterrey Metropolitan Area.

Xignux volunteers at the Chipinque Nature Preserve contribute to:

- The strategic reforestation of degraded areas.
- Supporting the forest to continue providing ecosystem services.
- Pursuit of the Sustainable Development Goals.
- Encouraging a culture of conservation.



800

Pine trees planted in Chipinque since 2021.

Performance
details



Performance details

XIGNUX – PERFORMANCE DETAILS

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
301-1	Non-renewable materials used (metric tons)			
	Copper	147,731	149,612	147,201
	Aluminum	87,364	97,277	92,757
	PVC and XLPE	35,080	44,773	34,088
	High- and low-density polyethylene	12,153	11,840	12,512
	Steel	83,496	129,253	137,195
	Glazes	3,512	3,511	3,185
	Oil	361,761	56,369	67,301
	Organic solvents	14,136	228	238
	Plastics ¹	6,429	6,175	6,556
	Dry ingredients ²	8,212	12,026	11,375
	Dairy products ² (liters)	65,146,517	60,219,988	53,387,841
	Meat products ²	141,750	133,694	130,547
	Cardboard	3,846	4,140	11,290
	Packaging (film)	ND	1,642	2,669
301-1	Renewable materials (metric tons)			
	Wood ³	393,890	10,290	10,896
	Cardboard	10,054	19,938	23,543
	Wood, others (thousands of board feet)	32,028	35,130	35,641
302-1	Energy consumption from fuel (GJ) ⁴	2,093,246	2,078,338	2,498,558
	Natural gas	1,559,677	1,674,642	1,755,995
	LP Gas	60,903	63,933	83,415
	Gasoline	38,014	129,549	310,892
	Diesel	434,652	210,215	348,256
302-1	Energy consumption from electricity (GJ)	1,158,895	1,459,189	1,582,033
303-3	Water withdrawals (m³) ⁶	1,508,029	1,647,828	1,913,474
	Ground water	1,333,844	1,345,004	1,451,406
	Surface water	0	0	0
	Municipal water	78,627	142,490	263,002
	Outside wastewater	5,612	51,410	47,232
	Rainwater	0	0	0
	Other public or private suppliers	89,946	108,923	151,834
	Water reused (m³)	149,015	19,821	19,821

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
303-4	Water discharges (m³) ⁶	808,722	798,325	659,236
	Subsurface	ND	0	0
	Surface	ND	0	0
	Sewers	593,122	556,139	659,236
	Treatment facilities	ND	4,018	0
	Ground water	ND	0	0
303-5	Water consumption (m³)	699,307	849,503	1,254,239
305-1	GHG emissions – Scope 1 (tCO₂e) ⁷	130,408	125,044	156,234
305-2	GHG emissions –Scope 2 (tCO₂e) ⁷	140,507	175,451	188,561
306-3,4,5	Hazardous waste (metric tons) ⁸	4,890	5,996	5,373
	Reuse	1,165	664	378
	Composting	0	0	0
	Recovery	2,489	3,007	3,075
	Incineration	76	157	69
	Confinement/deep well injection	1,161	2,168	1,853
	Landfill	0	0	0
306-3,4,5	Non-hazardous waste (metric tons) ⁵	25,977	51,101	52,870
	Reuse	7,484	9,304	15,193
	Composting	9	887	909
	Recovery	5,360	27,593	25,667
	Incineration	0	0	0
	Confinement/deep well injection	0	0	0
	Landfill	13,125	13,317	11,101

(1) Figures for 2022 and 2023 have been restated due to reclassification of materials at QUALTIA.

(2)New classification of materials at QUALTIA. Dry ingredients include flours and seasonings, soy isolate, and potato starch. Dairy products were added. Meat includes pastes, bone, and meat.

(3) The figures for 2022 and 2023 were recalculated to include pallets within wood materials at QUALTIA.

(4)The figures on energy consumption from fuel in 2022 and 2023 have been restated due to an update in the calorific values of fuels used in VIAKABLE and PROLEC operations.

(5) Electricity consumption figures for 2022 and 2023 were restated due to adjustments in cogeneration figures at a VIAKABLE operation.

(6) Figures for 2022 and 2023 were restated to include previously unreported operations at VIAKABLE and PROLEC.

(7) Scope 1 and Scope 2 emissions for 2022 and 2023 were recalculated due to updates in the calorific values and emission factors of the fuels used, as well as updates in the emission factors for electricity at sites in Mexico, the United States, Brazil, and Venezuela.

(8) Figures on hazardous and non-hazardous waste in 2022 and 2023 were recalculated.

Performance details

XIGNUX – PERFORMANCE DETAILS

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees ⁹	29,026	30,417	31,712
	Employees by country			
	Mexico	26,379	27,665	28,821
	Brazil	ND	601	592
	United States	ND	1,941	2,103
	Venezuela	ND	210	196
	Employees by gender ¹⁰			
	Men	16,347	19,587	20,335
	% men	62.0%	64.4%	64.1%
	Women	10,032	10,830	11,402
	% women	38.0%	35.6%	36.0%
	Employees by type of contract and gender ¹¹			
	Permanent contract	25,181	26,739	27,982
	Men	15,502	16,611	17,265
	% men	61.6%	62.1%	61.7%
	Women	9,679	10,128	10,717
	% women	38.4%	37.9%	38.3%
	Temporary contract	1,198	926	844
	Men	845	608	558
	% men	70.5%	65.7%	66.1%
	Women	353	318	286
	% women	29.5%	34.3%	33.9%
	Employees by age range ¹¹			
	Under 20 years	2.4%	2.3%	1.8%
	21–25 years	10.9%	10.9%	10.8%
	26–30 years	13.6%	14.0%	13.8%
	31–40 years	27.4%	27.3%	27.8%
	41–55 years	38.6%	37.9%	37.5%
	Over 55 years	7.1%	7.7%	8.2%

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees ⁹	29,026	30,417	31,712
	Employees by generation ¹⁰			
	Silent generation (1925–1945)	26,379	27,665	28,821
	Baby Boomers (1946–1964)	ND	601	592
	Gen X (1965–1980)	ND	1,941	2,103
	Millennials (1981–2000)	ND	210	196
	Gen Z (2001 –Present)	ND	210	196
	Employees with disabilities	54	55	59
401-1	Hiring of new employees (data for Mexico)	ND	8,133	8,222
	New hires by gender			
	Men	ND	4,506	4,642
	% men	ND	55.4%	56.5%
	Women	ND	3,627	3,580
	% women	ND	44.6%	43.5%
	New hires by age range			
	Under 30 years	ND	49.0%	46.3%
	31–35 years	ND	15.2%	15.7%
	36–40 years	ND	11.5%	12.8%
	41–45 years	ND	9.4%	9.6%
	46–50 years	ND	7.7%	8.2%
	51–55 years	ND	5.0%	5.4%
	56–60 years	ND	2.1%	2.0%
	61–65 years	ND	0.1%	0.1%
	Over 65 years	ND	0.01%	0.0%
	New hires by generation			
	Silent generation (1925–1945)	ND	0.2%	0.0%
	Baby Boomers (1946–1964)	ND	0.2%	0.2%
	Gen X (1965–1980)	ND	19.3%	19.0%
	Millennials (1981–2000)	ND	61.7%	60.2%
	Gen Z (2001 – Present)	ND	18.6%	20.6%

Performance details

XIGNUX – PERFORMANCE DETAILS

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401-1	Personnel turnover ¹²	27.4%	24.8%	20.7%
	18–30 years	39.6%	35.5%	26.8%
	31–50 years	24.4%	21.8%	19.4%
	Over 51	18.2%	16.4%	14.9%
403	Health and safety ¹³			
	Occupational accidents	ND	368	318
	Days lost	ND	6,206	4,344
	General ill health	ND	3,347	4,558
404-1	Hours of training	1,164,935	1,482,137	1,709,446
	Men	751,587	932,388	
	Women	413,348	549,749	
	Average hours of training	40	49	
	Men	39	55	
	Women	56	70	
	Gen X (1965–1980)	ND	19.3%	
404-3	Number of performance evaluations	16,080	13,453	
	Men	12,853	9,851	
	Women	3,227	3,602	

(9) Data from 2022 and 2023 include information on employees in operations at: Viakable, Prolec, Qualtia, BYDSA, Nanoqem, Voltway, Shareser and corporate headquarters.
(10)Data from 2022 include information on employees in operations in Mexico. Data from 2023 and 2024 include information on employees in operations in México, Brazil, the United States and Venezuela.
(11) Data from 2022, 2023 and 2024 include information on employees in operations in Mexico.
(12) Turnover was calculated as the total number of employee departures in the period divided by the total number of average employees in the period. The calculation includes the following types of employee: office workers, sales staff and operating staff.
(13) Data from 2023 include information on: Shareser, Qualtia Querétaro, Qualtia Tepetzotlán, Qualtia Agrícola, Qualtia Comercial, Qualtia Anáhuac, Qualtia RTE Ecatepec, Qualtia CEDIS Tepetzotlán, BYDSA León, Viakable San Luis Potosi and Múltipak Durango. 2024 results for the following operations: Viakable Monterrey, Viakable San Luis Potosi, Magnekon, Conductores del Norte, Vialutek, Prolec, Qualtia Monterrey, Qualtia CEDIS Agrícola, BYDSA León Plant, and BYDSA Kalos Plant.

GRI	SOCIAL (COMMUNITY)	2022	2023	2024
413	Volunteer participations from Xignux companies	9,038	12,444	9,549
	Volunteer hours	18,048	24,627	21,938
	Direct beneficiaries	67,431	61,078	90,480
	Trees planted	9,361	14,985	13,863

GRI	ETHICS AND VALUES	2022	2023	2024
	Ethics reports received	100%	100%	100%
	Newly hired employees who signed the Code of Ethics	100%	100%	100%
	Cases received, addressed and resolved	97%	100%	100%
	Employee dismissals due to ethics and integrity controls	84	134	187

VIAKABLE – PERFORMANCE DETAILS

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
301-1	Non–renewable materials used (metric tons)			
	Copper	141,710	142,682	138,725
	Aluminum	76,695	83,623	78,148
	PVC and XLPE	35,080	44,773	34,088
	High- and low-density polyethylene	12,100	11,785	12,335
	Steel	ND	3,805	3,776
	Glazes	3,512	3,511	3,185
301-1	Renewable materials (metric tons)			
	Wood, others (thousands of board feet)	32,028	35,130	35,641
302-1	Energy consumption from fuel (GJ) ²	629,594	641,896	647,516
	Natural gas	580,045	583,829	581,081
	LP Gas	44,390	48,781	57,281
	Gasoline	1,848	5,598	5,163
	Diesel	3,311	3,689	3,990
302-1	Energy consumption from electricity (GJ)	680,188	748,330	845,698
303-3	Water withdrawals (m ³) ³	318,869	361,988	377,563
	Ground water	251,255	222,028	228,738
	Surface water	0	0	0
	Municipal water	62,002	82,255	94,733
	Outside wastewater	5,612	51,410	47,232
	Rainwater	0	0	0
	Other public or private suppliers	ND	6,294	6,860
	Water reused (m ³)	1,386	49,125	49,118
303-4	Water discharges (m ³) ³	114,336	155,977	165,167
	Subsurface	0	0	0
	Surface	0	0	0
	Sewers	114,336	155,977	165,167
	Treatment facilities	0	0	0
	Ground water	0	0	0
303-5	Water consumption (m ³)	204,533	206,011	212,396
305-1	GHG emissions – Scope 1 (tCO ₂ e) ⁴	37,649	38,457	38,835
305-2	GHG emissions –Scope 2 (tCO ₂ e) ⁴	80,188	90,447	102,703

Performance details

VIAKABLE – PERFORMANCE DETAILS

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
306–3,4,5	Hazardous waste (metric tons) ⁵	4,114	5,090	4,350
	Reuse	934	650	360
	Composting	0	0	0
	Recovery	2,229	2,489	2,452
	Incineration	34	63	13
	Confinement/deep well injection	918	1,888	1,525
	Landfill	0	0	0
306–3,4,5	Non-hazardous waste (metric tons) ⁵	16,341	19,373	21,862
	Reuse	7,476	8,703	13,357
	Composting	0	0	0
	Recovery	5,360	6,556	4,108
	Incineration	0	0	0
	Confinement/deep well injection	0	0	0
	Landfill	3,506	4,114	4,397

(1) The figures on energy consumption from fuel in 2022 and 2023 have been restated due to an update in the calorific values of fuels.

(2) Electricity consumption figures for 2022 and 2023 were restated due to adjustments in cogeneration plant figures at a VIAKABLE operation.

(3) Figures for 2022 and 2023 were restated to include previously unreported operations.

(4) Scope 1 and Scope 2 emissions for 2022 and 2023 were recalculated due to updates in the calorific values and emission factors of the fuels used, as well as updates in the emission factors for electricity at sites in Mexico, the United States, Brazil, and Venezuela.

(5) Figures on hazardous and non-hazardous waste in 2022 and 2023 were recalculated.

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees	4,130	4,195	4,381
	Employees by country			
	Mexico	3,601	3,784	3,988
	United States	ND	201	197
	Venezuela	ND	210	196
	Employees by gender ⁶			
	Men	3,109	3,227	3,650
	% men	86.3%	85.3%	83.3%
	Women	492	557	731
	% women	13.7%	14.7%	16.7%

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
	Employees by type of contract and gender ⁶			
	Permanent contract	3,310	3,589	3,633
	Men	2,866	3,059	3,055
	% men	86.6%	85.2%	84.1%
	Women	444	530	578
	% women	13.4%	14.8%	15.9%
	Temporary contract	291	195	355
	Men	243	168	291
	% men	83.5%	86.2%	82.0%
	Women	48	27	64
	% women	16.5%	13.8%	18.0%
	Employees by age range ⁶			
	Under 20 years	2.6%	1.9%	1.8%
	21–25 years	11.9%	11.4%	12.0%
	26–30 years	13.9%	15.2%	15.4%
	31–40 years	26.2%	25.7%	26.8%
	41–55 years	38.5%	38.0%	36.2%
	Over 55 years	6.9%	7.8%	7.7%
	Employees by generation ⁶			
	Baby Boomers (1946–1964)	2.8%	1.9%	0.6%
	Gen X (1965–1980)	37.7%	36.7%	34.5%
	Millennials (1981–2000)	52.6%	53.3%	54.1%
	Gen Z (2001 -)	6.9%	8.1%	10.8%
	Employees with disabilities	23	22	
404–1	Hours of training	38,499	66,606	93,244
	Men	33,307	56,610	
	Women	5,192	9,996	
	Average hours of training	9	16	
	Men	11	18	
	Women	11	18	
404–3	Number of performance evaluations	2,855	3,533	
	Men	2,447	2,972	
	Women	408	561	

(6) Includes information on employees in operations in Mexico.

Performance details

VIAKABLE – PERFORMANCE DETAILS

GRI	SOCIAL (COMMUNITY)	2022	2023	2024
413	Volunteer participations from Viakable	3,459	5,054	4,003
	Volunteer hours	6,591	11,420	9,058
	Direct beneficiaries	17,136	15,494	33,554
	Trees planted	3,590	14,012	6,272

PROLEC – PERFORMANCE DETAILS

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
301-1	Non-renewable materials used (metric tons)			
	Steel	83,496	125,448	133,418
	Oil	354,057	48,442	54,685
	Aluminum	10,669	13,654	14,610
	Copper	6,021	6,930	8,476
	Organic solvents	14,136	228	238
	Plastics	16	15	18
301-1	Renewable materials (metric tons)			
	Wood	388,648	4,781	5,276
	Cardboard	1,983	11,479	12,368
302-1	Energy consumption from fuel (GJ) ¹	323,918	407,795	438,043
	Natural gas	311,624	390,811	419,218
	LP Gas	10,776	15,159	16,246
	Gasoline	0	0	0
	Diesel	1,518	1,825	2,579
302-1	Energy consumption from electricity (GJ)	221,380	387,247	384,537
303-3	Water withdrawals (m³) ²	107,337	170,782	163,880
	Ground water	107,337	128,441	121,335
	Surface water	0	0	0
	Municipal water	0	42,341	42,545
	Outside wastewater	0	0	0
	Rainwater	0	0	0
	Other public or private suppliers	0	0	0
	Water reused (m³)	14,483	0	0

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
303-4	Water discharges (m³)3	0	0	0
	Subsurface	ND	0	0
	Surface	ND	0	0
	Sewers	ND	0	0
	Treatment facilities	ND	0	0
	Ground water	ND	0	0
303-5	Water consumption (m³)	107,337	170,782	163,880
305-1	GHG emissions – Scope 1 (tCO₂e) ³	18,276	23,018	24,737
305-2	GHG emissions –Scope 2 (tCO₂e)	29,096	45,990	45,040
306-3,4,5	Hazardous waste (metric tons)	726	817	976
	Reuse	231	13	17
	Composting	0	0	0
	Recovery	258	516	617
	Incineration	0	15	18
	Confinement/deep well injection	237	273	324
	Landfill	0	0	0
306-3,4,5	Non-hazardous waste (metric tons)	2,567	24,930	24,946
	Reuse	0	0	15
	Composting	9	3	32
	Recovery	0	20,933	20,660
	Incineration	0	0	0
	Confinement/deep well injection	0	0	0
	Landfill	2,558	3,994	4,239

(1) The figures on energy consumption from fuel in 2022 and 2023 have been restated due to an update in the calorific values of fuels used.

(2) Figures for 2023 were restated due to differences in the units reported by some locations.

(3) Scope 1 and Scope 2 emissions for 2022 and 2023 were recalculated due to updates in the calorific values and emission factors of the fuels used, and also updates in the emission factors for electricity at sites in Mexico and the United States.

Performance details

PROLEC – PERFORMANCE DETAILS

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees	7,983	8,655	9,526
	Employees by country			
	Mexico	5,910	6,357	7,078
	Brazil	ND	601	1,856
	United States	ND	1,697	592
	Employees by gender			
	Men	4,467	4,639	7,161
	% men	75.6%	73.0%	75.2%
	Women	1,443	1,718	2,365
	% women	24.4%	27.0%	24.8%
	Employees by type of contract and gender ⁴			
	Permanent contract	5,810	6,289	7,038
	Men	4,397	4,591	4,981
	% men	75.7%	73.0%	70.8%
	Women	1,413	1,698	2,057
	% women	24.3%	27.0%	29.2%
	Temporary contract	100	68	40
	Men	70	48	27
	% men	70.0%	70.6%	67.5%
	Women	30	20	13
	% women	30.0%	29.4%	32.5%
	Employees by age range ⁴			
	Under 20 years	2.2%	2.4%	2.3%
	21–25 years	13.9%	14.2%	14.7%
	26–30 years	16.4%	16.8%	17.5%
	31–40 years	25.8%	26.3%	26.8%
	41–55 years	35.9%	34.6%	32.6%
	Over 55 years	5.7%	5.7%	6.2%

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
	Employees by generation ⁴			
	Baby Boomers (1946–1964)	1.8%	0.7%	0.2%
	Gen X (1965–1980)	34.5%	32.2%	29.3%
	Millennials (1981–2000)	57.4%	57.1%	57.1%
	Gen Z (2001 –)	6.3%	10.0%	13.4%
	Employees with disabilities	10	13	
404-1	Hours of training	844,286	1,071,817	1,365,709
	Men	572,844	709,128	
	Women	271,442	362,689	
	Average hours of training	106	124	
	Men	108	127	
	Women	155	197	
404-3	Number of performance evaluations	10,529	7,393	
	Men	9,025	5,541	
	Women	1,504	1,852	

(4) Includes information on employees in operations in Mexico.

GRI	SOCIAL (COMMUNITY)	2022	2023	2024
413	Volunteer participations from Prolec	1,117	2,269	1,826
	Volunteer hours	923	2,148	2,686
	Direct beneficiaries	6,967	15,249	9,595
	Trees planted	1,005	9	170

Performance details

QUALTIA – PERFORMANCE DETAILS

GRI	AMBIENTAL (PLANETA)	2022	2023	2024
301-1	Non-renewable materials used (metric tons) ¹			
	Dry ingredients	8,212	12,026	11,375
	Dairy products (liters)	65,146,517	60,219,988	53,387,841
	Meat products	141,750	133,694	130,547
	Plastics	6,413	6,160	6,538
	Oils and lubricants	1,430	1,143	1,090
301-1	Renewable materials (metric tons)			
	Wood	2,111	2,369	2,795
	Cardboard	1,705	1,710	1,868
302-1	Energy consumption from fuel (GJ)	1,028,037	910,025	1,188,636
	Natural gas	585,069	612,551	605,354
	LP Gas	5,737	0	10,053
	Gasoline	35,518	123,540	272,728
	Diesel	401,713	173,933	300,502
302-1	Energy consumption from electricity (GJ)	231,326	296,831	314,859
303-3	Water withdrawals (m³)	1,050,413	1,086,992	1,297,367
	Ground water	965,737	984,366	1,101,333
	Surface water	0	0	0
	Municipal water	0	0	51,060
	Outside wastewater	0	0	0
	Rainwater	0	0	0
	Other public or private suppliers	84,676	102,627	144,974
	Water reused (m³)	133,146	18,848	0
303-4	Water discharges (m³) ³	694,386	629,193	743,096
	Subsurface	0	0	0
	Surface	0	0	0
	Sewers	478,786	391,025	474,456
	Treatment facilities	0	0	0
	Ground water	0	0	0
	Rain water	0	0	0
303-5	Water consumption (m³)	356,027	457,799	554,271
305-1	GHG emissions – Scope 1 (tCO₂e)	67,328	55,791	78,209
305-2	GHG emissions –Scope 2 (tCO₂e) ⁴	28,303	35,867	36,388

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
306-3,4,5	Hazardous waste (metric tons)	41	80	39.5
	Reuse	0	0	0
	Composting	0	0	0
	Recovery	0	0	0
	Incineration	41	78	38
	Confinement/deep well injection	0	3	1.5
	Landfill	0	0	0
306-3,4,5	Non-hazardous waste (metric tons)	6,675	5,512	3,119
	Reuse	8	148	903
	Composting	0	884	877
	Recovery	0	8	0
	Incineration	0	0	0
	Confinement/deep well injection	0	0	0
	Landfill	6,667	4,472	1,339

(1) Figures for 2022 and 2023 were restated for changes in grouping of materials.
(2) Figures for 2022 and 2023 were restated due to inclusion of pallets within classification of wood materials.
(3) Figures were reclassified and restated for surface water and sewer discharges in 2022.
(4) Emissions in 2022 and 2023 were restated because they had included those of the cogeneration plant, which were already included in scope 1 emissions.

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees	12,561	12,440	12,219
	Employees by country			
	Mexico	12,561	12,440	12,219
	Employees by gender ⁵			
	Men	5,229	5,208	4,998
	% men	41.6%	41.9%	40.9%
	Women	7,332	7,232	7,221
	% women	58.4%	58.1%	59.1%

Performance details

QUALTIA – PERFORMANCE DETAILS

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
	Employees by type of contract and gender ⁵			
	Permanent contract	11,865	11,872	11,758
	Men	4,801	4,904	4,745
	% men	40.5%	41.3%	40.4%
	Women	7,064	6,968	7,013
	% women	59.5%	58.7%	59.6%
	Temporary contract	696	568	441
	Men	428	304	233
	% men	61.5%	53.5%	52.8%
	Women	268	264	208
	% women	38.5%	46.5%	47.2%
	Employees by age range ⁵			
	Under 20 years	2.9%	2.6%	1.9%
	21–25 years	9.8%	9.6%	9.1%
	26–30 years	12.1%	12.1%	11.1%
	31–40 years	26.9%	26.6%	26.9%
	41–55 years	40.3%	40.0%	41.0%
	Over 55 years	8.0%	9.1%	10.1%
	Employees by generation ⁵			
	Baby Boomers (1946–1964)	2.9%	2.2%	1.4%
	Gen X (1965–1980)	39.5%	38.6%	38.5%
	Millennials (1981–2000)	51.3%	51.4%	51.4%
	Gen Z (2001 – Present)	6.3%	7.9%	8.8%
404-1	Hours of training	266,266	312,052	186,448
	Men	138,097	147,506	
	Women	128,169	164,546	
	Average hours of training	21	25	
	Men	26	28	
	Women	17	23	
404-3	Number of performance evaluations	1,669	1,514	
	Men	885	958	
	Women	784	556	

(5) Includes information on employees in operations in Mexico.

GRI	SOCIAL (COMMUNITY)	2022	2023	2024
413	Volunteer participations from Qaltia	3,654	4,306	2,198
	Volunteer hours	7,483	8,659	5,781
	Direct beneficiaries	21,830	14,787	20,556
	Trees planted	1,098	730	1,936

BYDSA – DESEMPEÑO A DETALLE

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
301-1	Non-renewable materials used (metric tons)			
	Flours and condiments	13,232	16,486	19,106
	Oil	6,298	6,804	11,527
	Cardboard	3,846	4,140	11,290
	Packaging (film)	ND	1,642	2,669
	High- and low-density polyethylene	53	55	177
301-1	Renewable materials (metric tons)			
	Wood	3,131	3,139	2,825
	Cardboard	6,366	5,728	8,143
302-1	Energy consumption from fuel (GJ) ¹	111,697	118,702	224,277
	Natural gas	82,939	87,524	150,082
	LP Gas	0	0	8
	Gasoline ¹	648	410	33,002
	Diesel ¹	28,110	30,768	41,185
302-1	Energy consumption from electricity (GJ)	26,001	26,781	36,939
303-3	Water withdrawals (m³)	31,410	28,066	74,664
	Ground water	9,515	10,169	0
	Surface water	0	0	0
	Municipal water	16,625	17,894	74,664
	Outside wastewater	0	0	0
	Rainwater	0	0	0
	Other public or private suppliers	5,270	3	0
	Water reused (m³)	0	0	0

Performance details

BYDSA –PERFORMANCE DETAILS

GRI	ENVIRONMENTAL (PLANET)	2022	2023	2024
303–4	Water discharges (m³) ³	ND	13,155	19,613
	Subsurface	ND	0	0
	Surface	ND	0	0
	Sewers	ND	9,137	19,613
	Treatment facilities	ND	4,018	0
	Ground water	ND	0	0
303–5	Water consumption (m³)	31,410	14,911	55,051
305–1	GHG emissions – Scope 1 (tCO₂e)	7,155	7,784	14,449
305–2	GHG emissions –Scope 2 (tCO₂e)	2,920	3,147	4,429
303–3	Hazardous waste (metric tons)	9	9	9
	Reuse	0	1	1
	Composting	0	0	0
	Recovery	2	3	5.7
	Incineration	1	1	0.3
	Confinement/deep well injection	6	4	3
	Landfill	0	0	0
306–3,4,5	Non-hazardous waste (metric tons)	394	1,286	2,942
	Reuse	0	453	918
	Composting	0	0	0
	Recovery	0	96	899
	Incineration	0	0	0
	Confinement/deep well injection	0	0	0
	Landfill	394	737	1,125

(5) Includes information on employees in operations in Mexico.

GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
401	Employees	3,897	4,633	5,083
	Employees by country			
	Mexico	3,852	4,590	5,033
	United States	ND	43	50
	Employees by gender			
	Men	3,246	3,839	4,198
	% men	84.3%	83.6%	82.6%
	Women	606	751	885
	% women	15.7%	16.4%	17.4%
	Employees by type of contract and gender ²			
	Permanent contract	3,741	4,495	5,025
	Men	3,142	3,751	4,156
	% men	84.0%	83.4%	82.7%
	Women	599	744	869
	% women	16.0%	16.6%	17.3%
	Temporary contract	111	95	8
	Men	104	88	7
	% men	93.7%	92.6%	87.5%
	Women	7	7	1
	% women	6.3%	7.4%	12.5%
	Employees by age range ²			
	Under 20 years	1.0%	1.7%	1.1%
	21–25 years	9.9%	9.9%	9.4%
	26–30 years	14.3%	14.3%	14.1%
	31–40 years	32.2%	31.2%	31.5%
	41–55 years	36.6%	36.4%	37.0%
	Over 55 years	5.9%	6.5%	6.9%

Performance details

BYDSA – PERFORMANCE DETAILS

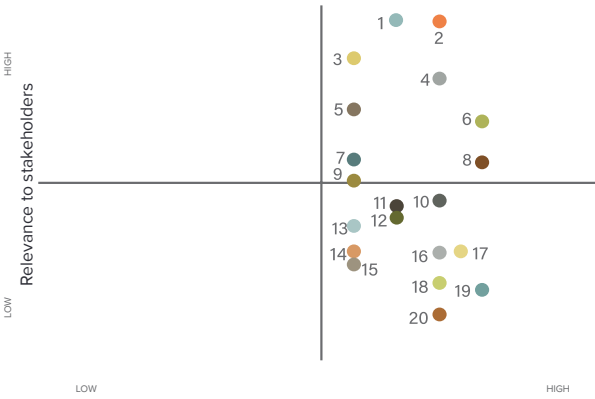
GRI	SOCIAL (OUR PEOPLE)	2022	2023	2024
	Employees by generation ²			
	Baby Boomers (1946–1964)	2.2%	1.5%	0.8%
	Gen X (1965–1980)	34.6%	32.7%	32.1%
	Millennials (1981–2000)	59.1%	58.9%	59.2%
	Gen Z (2001 -)	4.1%	6.8%	7.9%
	Employees with disabilities	2	2	
404-1	Hours of training	8,250	23,232	57,264
	Men	2,907	14,448	
	Women	5,343	8,784	
	Average hours of training	2	5	
	Men	1	4	
	Women	9	12	
404-3	Number of performance evaluations	881	844	
	Men	396	265	
	Women	485	579	

(2) Includes information on employees in operations in Mexico.

GRI	SOCIAL (COMMUNITY)	2022	2023	2024
413	Volunteer participations from BYDSA	349	366	808
	Volunteer hours	1,160	720	2,706
	Direct beneficiaries	5,669	4,406	2,560
	Trees planted	181	12	130

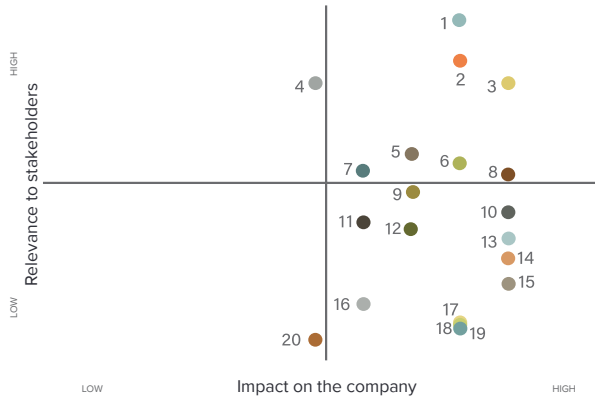
Materiality

Viakable materiality matrix



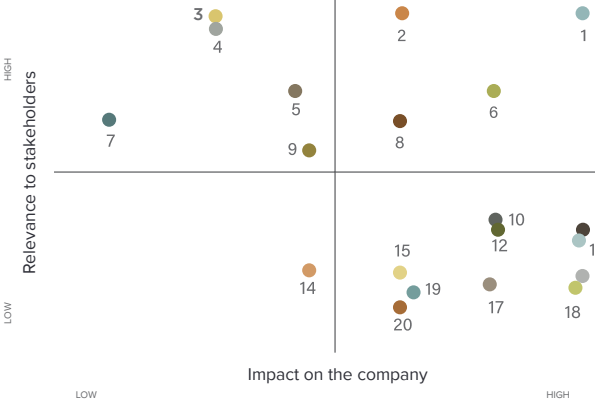
Label	Topic
1	Employee health and safety
2	Ethics, anti-corruption and values
3	Energy efficiency
4	Climate change
5	Emissions reduction
6	Product quality
7	Respect and promotion of human rights
8	Water and wastewater management
9	Special waste management
10	Commitment to the community
11	Use of renewable energies
12	End-of-life product recovery
13	Diversity
14	Ensure raw material sourcing from socially and environmentally responsible suppliers
15	Recycling of materials in production
16	Environmental and social risk management
17	Integrating social and environmental aspects in supplier evaluation
18	Employee education and training
19	Generate environmental awareness among employees and consumers
20	Product design containing eco-efficient components

Prolec materiality matrix



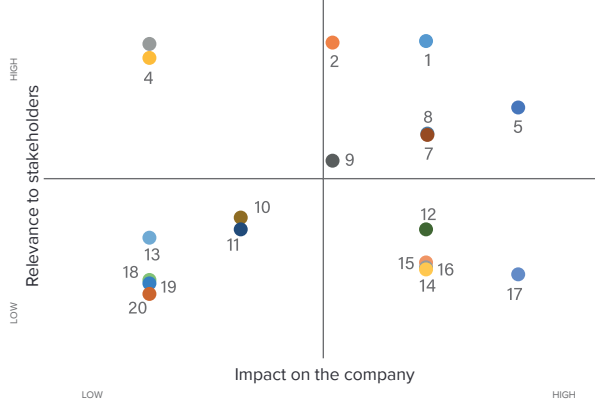
Label	Topic
1	Employee health and safety
2	Environmental and social risk management
3	Emissions reduction
4	Special handling waste
5	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
6	Respect and promotion of human rights
7	Water and wastewater management
8	Energy efficiency
9	Employee education and training
10	Ethics, anti-corruption and values
11	Integrating social and environmental aspects in supplier evaluation
12	Recycling of materials in production
13	Climate change
14	Community engagement
15	Product quality
16	Generate environmental awareness among employees and consumers
17	Use of renewable energies
18	Product design containing eco-efficient components
19	Diversity
20	Product recovery at the end of its useful life

Qualtia materiality matrix



Label	Topic
1	Water and wastewater management
2	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
3	Energy efficiency
4	Emissions reduction
5	Product quality
6	Employee health and safety
7	Special handling waste (oil and other raw materials)
8	Nutritional content of the product
9	Integrating social and environmental aspects in supplier evaluation
10	Ethics, anti-corruption and values
11	Consumer wellbeing
12	Changing food consumption trends
13	Community engagement
14	Proper fleet management (fuel consumption)
15	Sustainable agriculture (raw material for snacks)
16	Respect and promotion of human rights
17	Product labeling
18	Climate change
19	Diversity
20	Biodegradable packaging

BYDSA materiality matrix



Label	Topic
1	Water and wastewater management
2	Ensure that raw materials are sourced from socially and environmentally responsible suppliers
3	Energy efficiency
4	Emissions reduction
5	Product quality
6	Employee health and safety
7	Special handling waste (oil and other raw materials)
8	Nutritional content of the product
9	Integrating social and environmental aspects in supplier evaluation
10	Ethics, anti-corruption and values
11	Consumer wellbeing
12	Changing food consumption trends
13	Community engagement
14	Proper fleet management (fuel consumption)
15	Sustainable agriculture (raw material for snacks)
16	Respect and promotion of human rights
17	Product labeling
18	Climate change
19	Diversity
20	Biodegradable packaging

GRI and SASB content index



Xignux has reported the information listed in this GRI content index for the reporting period from January 1 to December 31, 2024, with reference to the GRI Standards.

GRI 1: Fundamentos 2021

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021					
2-1 Organizational details	p. 3, 91				
2-2 Entities included in the organization's sustainability reporting	p. 91				
2-3 Reporting period, frequency and contact point	p. 91				
2-4 Restatements of information	See notes in the Performance details section				
2-5 External assurance	This year's report has not been subject to external assurance				
2-6 Activities, value chain and other business relationships	p. 4, 5, 11, 12, 18, 19, 26, 27, 35, 36			FB-PF-000.A	
FB-PF-000.B	RT-EE-000.A				
2-7 Employees	p. 52	ODS 8			RT-EE-000.B
2-9 Governance structure and composition	p. 49				
2-11 Chair of the highest governance body	p. 49				
2-15 Conflicts of interest	p. 45				
2-22 Statement on sustainable development strategy	p. 1				
2-23 Policy commitments	p. 45, 48				RT-EE-510a.1
2-24 Embedding policy commitments	p. 45				
2-25 Processes to remediate negative impacts	p. 8, 9				
2-26 Mechanisms for seeking advice and raising concerns	p. 46				
2-28 Membership associations	p. 10				
2-29 Approach to stakeholder engagement	p. 9				

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 3 Material topics 2021					
3-1 Process to determine material topics	p. 8, 9				
3-2 List of material topics	p. 9				
3-3 Management of material topics	p. 8				
GRI 201: Economic performance 2016					
201-1 Direct economic value generated and distributed	p. 5	SDG 2, 5, 7, 8, 9			
201-4 Financial assistance received from government	We received no assistance from any government agency in 2024.	SDG 2, 5, 7, 8, 9			
GRI 203: Indirect economic impacts 2016					
203-1 Infrastructure investments and services supported	p. 64	SDG 2, 5, 7, 9, 11			
203-2 Significant indirect economic impacts	p. 64	SDG 2, 5, 7, 9, 11			
GRI 205: Anti-corruption 2016					
205-2 Communication and training about anti-corruption policies and procedures	p. 46	SDG 16	Principle 10		
205-3 Confirmed incidents of corruption and actions taken	p. 47	SDG 16	Principle 10		
GRI 301: Materials 2016					
301-1 Materials used by weight or volume	p. 77, 82, 84, 86, 88, 89	SDG 12	Principles 7, 8 and 9	FB-PF-410a.1	
301-2 Recycled input materials used	p. 77	SDG 12	Principles 7, 8 and 9		
301-3 Reclaimed products and their packaging materials	p. 77	SDG 12	Principles 7, 8 and 9	FB-PF-410a.1	
GRI 302: Energy 2016					
302-1 Energy consumption within the organization	p. 79, 82, 84, 86, 88, 89	SDG 7, 8, 12, 13	Principles 7, 8 and 9	FB-PF-130a.1	RT-EE-130a.1

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 303: Water and effluents 2018					
303-1 Interactions with water as a shared resource	p. 78	SDG 6	Principles 7, 8 and 9		
303-2 Management of water discharge-related impacts	p. 78	SDG 6	Principles 7, 8 and 9	FB-PF-140a.3	
303-3 Water withdrawal	p. 78, 82, 84, 86, 88, 89	SDG 6	Principles 7, 8 and 9	FB-PF-140a.1	
303-4 Water discharges	p. 78, 82, 84, 86, 88, 90	SDG 6	Principles 7, 8 and 9		
303-5 Water consumption	p. 78, 82, 84, 86, 88, 90	SDG 6	Principles 7, 8 and 9		
GRI 304: Biodiversity 2016					
304-3 Habitats protected or restored	p. 80, 81	SDG 6	Principles 7, 8 and 9		
GRI 305: Emissions 2016					
305-1 Direct (scope 1) GHG emissions	p. 79, 82, 84, 86, 88, 90	SDG 12, 13, 15	Principles 7, 8 and 9		
305-2 Energy indirect (scope 2) GHG emissions	p. 79, 82, 84, 86, 88, 90	SDG 12, 13, 15	Principles 7, 8 and 9		
GRI 306: Waste 2020					
306-1 Waste generation and significant waste-related impacts	p. 77	SDG 12	Principles 7, 8 and 9		
306-2 Management of significant waste-related impacts	p. 77	SDG 12	Principles 7, 8 and 9		
306-3 Waste generated	p. 77, 82, 85, 86, 88, 90	SDG 12	Principles 7, 8 and 9		RT-EE-150a.1
306-4 Waste diverted from disposal	p. 77, 82, 85, 86, 88, 90	SDG 12	Principles 7, 8 and 9		
306-5 Waste directed to disposal	p. 77, 82, 85, 86, 88, 90	SDG 12	Principles 7, 8 and 9		
GRI 401: Employment 2016					
401-1 New employee hires and employee turnover	p. 83, 84, 85, 87, 88, 90	SDG 5, 8			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are differences in benefits between these two groups.	SDG 5, 8			

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 402: Labor/Management relations 2016					
402-1 Minimum notice periods regarding operational changes	p. 16, 23, 32, 41, 57	SDG 8			
GRI 403: Occupational health and safety 2018					
403-1 Occupational health and safety management system	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-2 Hazard identification, risk assessment and incident investigation	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-3 Occupational health services	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-4 Worker participation, consultation and communication on occupational health and safety	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-5 Worker training on occupational health and safety	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-6 Promotion of the health of the worker	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-7 Prevention and mitigation of occupational health and safety impacts linked to commercial relations	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-8 Workers covered by an occupational health and safety management system	p. 16, 23, 32, 41, 57	SDG 3, 8			
403-9 Work-related injuries	p. 57, 84	SDG 3, 8			
403-10 Work-related ill health	p. 57, 84	SDG 3, 8			
GRI 404: Training and education 2016					
404-1 Average hours of training per year per employee	p. 53, 84, 85, 87, 89, 91	SDG 4, 5, 8			
404-2 Programs for upgrading employee skills and transition assistance programs	p. 54, 56	SDG 4, 5, 8			
404-3 Percentage of employees receiving regular performance and career development reviews	p. 84, 85, 87, 89, 91	SDG 4, 5, 8			

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 405: Diversity and equal opportunity 2016					
405-1 Diversity of governance bodies and employees	p. 49	SDG 5	Principle 1		
GRI 406: Non-discrimination 2016					
406-1 Incidents of discrimination and corrective actions taken	p. 47	SDG 10, 16	Principles 1 and 6		
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	We have had no incidents of non-compliance of this type.	SDG 8	Principles 1 and 3		
GRI 408: Child labor 2016					
408-1 Operations and suppliers at significant risk for incidents of child labor	We have had no incidents of non-compliance of this type.	SDG 8	Principles 1 and 5		
GRI 409: Forced or compulsory labor 2016					
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have had no incidents of non-compliance of this type.	SDG 8	Principles 1 and 2		
GRI 411: Rights of Indigenous Peoples 2016					
411-1 Incidents of violations involving rights of indigenous peoples	We have had no incidents of non-compliance of this type.	SDG 10, 16	Principle 1		
GRI 413: Local communities 2016					
413-1 Operations with local community engagement, impact assessments, and development programs	p. 64, 84, 86, 87, 89, 91	SDG 17			
413-2 Operations with significant actual and potential negative impacts on local communities	We have had no incidents of non-compliance of this type.	SDG 17			
GRI 416: Customer Health and Safety 2016					
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We have had no incidents of non-compliance of this type.			FB-PF-250a.3	RT-EE-250a.2

GRI Standard	Statement	Sustainable Development Goal (SDG)	Global Compact	SASB Processed Foods	SASB Electrical & Electronic Equipment
GRI 417: Marketing and Labeling 2016					
417-2 Incidents of non-compliance concerning product and service information and labeling	We have had no incidents of non-compliance of this type.				
417-3 Incidents of non-compliance concerning marketing communications	We have had no incidents of non-compliance of this type.			FB-PF-270a.3 FB-PF-270a.4	
GRI 418: Customer Privacy 2016					
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have had no incidents of non-compliance of this type.				

About this report

In keeping with the principles of accountability and transparency, we are sharing our 2024 Sustainability Report. 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, Qualtia, BYDSA, Voltway and Xignux Corporativo (the parent company), from January 1 to December, 2024. Our reporting cycle is annual, and for the last six years we have followed the standards of the Global Reporting Initiative (GRI) in preparing it. The measurement methods of the key performance indicators are also based on GRI recommendations. We have included our contributions to the UN Agenda 2030 and Sustainable Development Goals as well.

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

Acknowledgments

This document is the result of the joint efforts of employees and managers from each of the Xignux companies. Without their knowledge and actions carried out year after year, it would not be possible to share our Sustainable Development Report. We appreciate your preference and trust in our products, which we will continue to offer with the highest quality.

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