



# SOWING THE FUTURE

**ESG REPORT 2022**





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"Our purpose is to team up with nature to nurture people's hearts and unleash the soil's potential without compromising the availability of resources for future generations."



A handwritten signature in white ink, consisting of several loops and strokes, positioned above the name and title.

**Juan Antonio González Moreno**

CHAIRMAN OF THE BOARD AND CEO



# Message from the CEO

GRI: 2-17, 2-22

TCFD: Governance

I am pleased to report that GRUMA has once again, successfully demonstrated its commitment to fostering responsible environmental, social, and governance (ESG) practices. Our purpose is to team up with nature to nurture people's hearts and unleash the soil's potential without compromising the availability of resources for future generations.

2022 was a complex year in the ESG landscape, making us even more aware of our role in the global efforts to achieve sustainable development. We have implemented actions to enhance our vision for corporate social responsibility transitioning it into an Environmental, Social, and Governance (ESG) Strategy. By developing an operating framework that is in harmony with our business model, we will be able to strengthen the capabilities to establish feasible goals to mitigate the impact of our operations on the environment and society.

Our ESG Model is divided into four pillars: 1) Business Ethics, 2) Human Rights Advocacy, 3) Health, Nutrition, and Food Safety, and 4) Teaming up with Nature. These pillars address GRUMA's material issues, business growth perspectives, and our contribution to the Sustainable Development Goals. We are proud to say that the overall performance against the commitments and goals related to our material topics was positive during 2022, as you will see reflected throughout this report.

From this perspective, and as part of our ESG-risk identification process, we consistently observe overarching trends that hold the potential to influence our operations, and any impact our company's performance may have on our stakeholders.

We have identified the macroeconomic, societal, and political factors that foster an environment conducive to enhancing sustainable agriculture practices. These factors encompass the rising demand for sustainable and organic food products, the economic merits of regenerative agriculture, the social advantages that emerge from such practices, and the political concerns surrounding climate change, soil degradation, water availability and biodiversity loss. These trends pave the way for new markets and opportunities for us and our entire value chain to capitalize on the growing demand for sustainable products.

We have always considered these factors in our business strategy, introducing new products to our respective markets in response to robust demand, yielding highly satisfactory results. For example, our tortilla business continues to expand due to a positive consumption trend, reaffirming our commitment to offering nutritious and healthy products. I want to emphasize the significant growth of our health-conscious product portfolio, which has expanded by 31% since 2019.

Among the efforts to boost our sustainable performance, our actions have already led to a substantial contraction of the company's carbon footprint, with an average annual 3% reduction in absolute emissions since 2019, providing an essential basis for defining achievable reduction targets in the near future. Our renewable energy usage represents 7.7% of our total consumption.

Also, we reviewed and improved our human rights advocacy commitment and policies this year to ensure respect for and foster human rights in our business interactions. We have also supported local communities and provided educational and training opportunities through the *Patronato de Cerralvo* and *Fundación GRUMA*. We have started identifying best practices in our global operations so that we can develop a comprehensive community engagement framework.

As one of the leading companies in our industry, we continuously enhance our governance practices to guide us toward implementing a thorough strategy of responsible and sustainable performance across the entire organization. In 2022, we strengthened our sustainability committee and department, and started a training program, as well as the development of an ESG gap analysis with PWC. We are confident that these actions will strengthen our performance to fulfill our mission of nurturing people's hearts.

We are innovating more rapidly and differently, implementing new methods of collaboration with suppliers, investing more than US \$10 million in R&D, and combining actions, resources, and infrastructure for developing sustainable production technologies for corn, establishing validation and test plots, and a technology transfer module, among other initiatives to expand our nutritious product portfolio while, at the same time, be catalyzers for our supplier's development.

I am proud of our team's efforts to meet our ESG goals. Our ESG performance aims to foster our dedication to creating long-term value for all our stakeholders. We will continue to pursue sustainability and promote global improvement.

**Juan Antonio González Moreno**  
Chairman of the Board and CEO

# Our ESG Highlights 2022

## ENVIRONMENT

**3%** EMISSIONS REDUCTION VS 2019

**7.7%** USE OF RENEWABLE ENERGY IN OPERATIONS

**\$17.7 USM** ON ENVIRONMENTAL CARE AND EFFICIENCY INITIATIVES



## SOCIAL

**82%** OF PROCUREMENT SPENT ON LOCAL SUPPLIERS

**461,974** PEOPLE FROM OUR COMMUNITIES BENEFITED THROUGH OUR PROGRAMS

**19** AVERAGE HOURS OF TRAINING PER EMPLOYEE

## GOVERNANCE

**63%** OF BOARD MEMBERS ARE INDEPENDENT

**11 MEETINGS** HELD IN WHICH ESG ISSUES WERE DISCUSSED

KICKSTART OF AN **ESG TRAINING PROGRAM** FOR THE EXECUTIVE TEAM



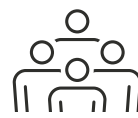
GRI: 2-1, 2-6

SASB: FB-AG-000.B

# GRUMA at a glance



One of the world's leading tortilla and corn flour producer



**+23,000**

EMPLOYEES



**\$10** USDM

IN R&D INVESTMENT



**\$5,596.6**

USD MILLION IN SALES



**+19**

PATENTS IN FORCE AND EFFECT



PRESENT IN

**+100**

COUNTRIES



**73**

PLANTS WORLDWIDE



**26**

LEADING BRANDS



**+70**

YEARS IN THE MARKET

GRI: 2-23a

# GRUMA'S philosophy

## Advancing our purpose for the good of all

GRUMA has a clear sustainability vision, through which it commits to make business decisions that ensure a positive impact and mitigate risks. The company has a Purpose: to team up with nature to nurture people's hearts and unleash the soil's potential, without compromising the availability of resources for future generations. This can only be accomplished by implementing its mission and vision ethically, responsibly, and through value-driven performance.

**Mission** Contribute to the quality of life of our customers and consumers in all the operations where we participate by offering products and services of excellent quality, fitted to their lifestyles, culture, and needs, generating dynamic and profitable growth, sustainable in the long term, to create the maximum value for our stockholders by being focused mainly on our key business: corn flour, tortillas, and flatbreads.

**Vision** Be the absolute leader in the production, commercialization, and distribution of nixtamalized corn flour and tortillas at a worldwide level as one of the leading producers of wheat-based products like flatbreads and other related products in Mexico, the United States, Central America, Europe, Asia, and Oceania.

## Values

**Effort** With effort and dedication, GRUMA is today the undisputed leader in the production of corn flour and tortillas worldwide, in addition to being a significant competitor in the flatbread market. GRUMA has established itself as a current, reliable, and socially responsible global food company through high-quality products and leading brands.

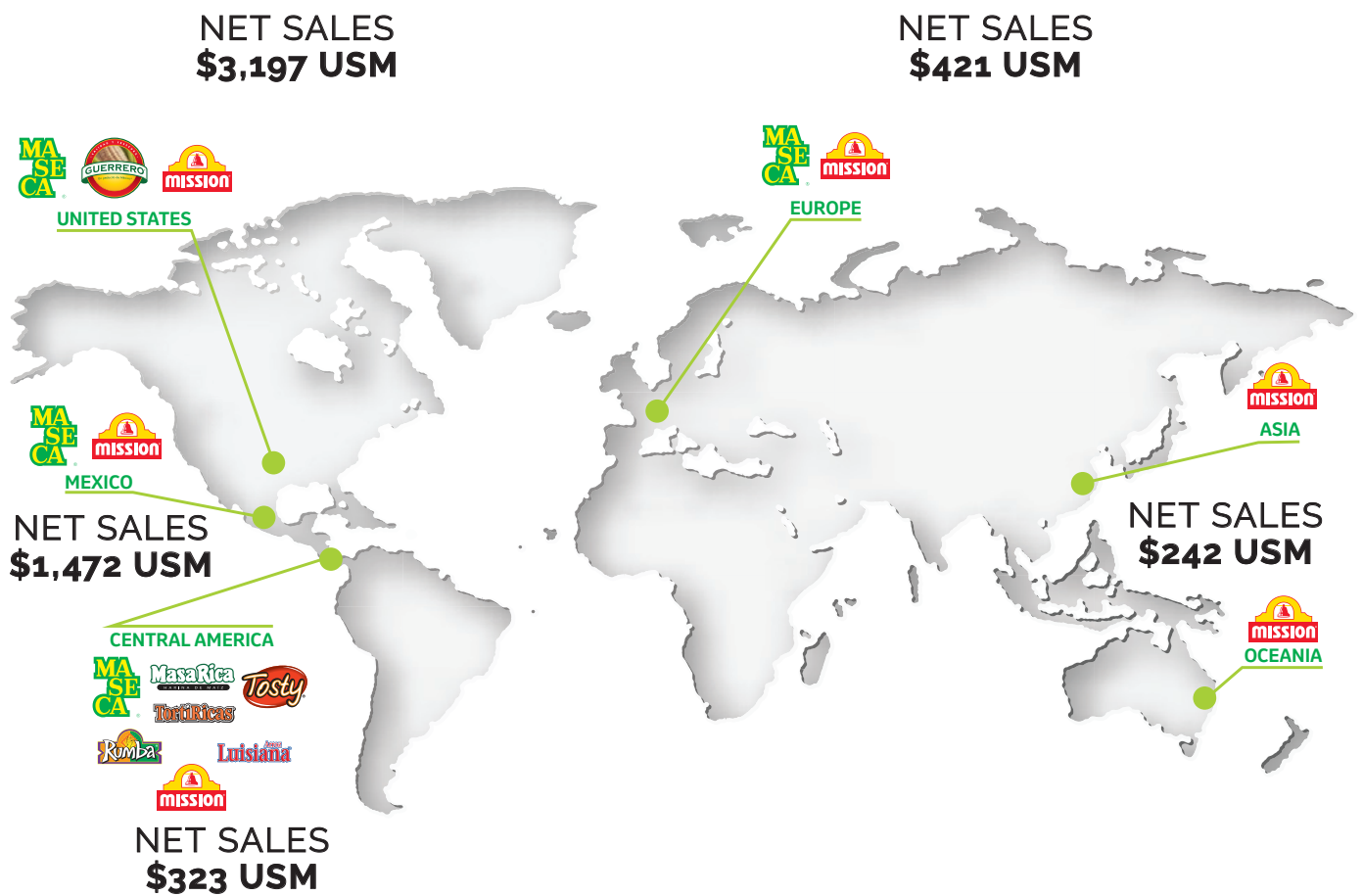
**Commitment** Always committed to those who have made us what we are: our consumers, customers, suppliers, employees, shareholders, and the community. Our commitment is to our country and the world.

**Transcendence** GRUMA has transcended with great success in Mexico and the world for more than 70 years, being a proudly Mexican company with a commercial presence in more than 110 countries, with 73 plants distributed in America, Europe, Asia, and Oceania, and around 23,000 employees.

**Perseverance** Through perseverance, GRUMA has always maintained a good business vision, successfully reaching all corners of the world over time, and throughout the years it has learned to overcome crises and complicated environments, transforming them into opportunities and achieving formidable knowledge and growth.

GRI: 2-1

# Global presence\*



\*Global net sales accounted for USM \$5,597, which include USM \$58 of others and eliminations.

GRI: 2-24

SASB: FB-AG-250a.1, FB-PF-250a.1

CSA: 2.9.2

# Certifications 2022

**GRUMA's certifications and recognitions result from the focused efforts of its senior management and its employees' extraordinary dedication and performance. GRUMA must continue striving to be one of the leading tortilla and corn flour producer globally by building on its past successes. Listed here are certifications held by the company in 2022.**

CERTIFICATION (2022)	COUNTRY / DIVISION	CERTIFIED PLANTS
Safe Quality Food (SQF)	USA	24
	Mexico	20
	Central America	6
	Asia	1
AIB	USA	26
	Mexico	15
	Central America	2
	Oceania	1
	Asia	2
	Europe	5
HACCP	Mexico	1
	Oceania	1
	Asia	2
British Retail Consortium (BRC)	Oceania	1
	Europe	6
FCSS 22000	Asia	2
	Europe	2
IFS	Central America	1
	Europe	4
Kosher	USA	26
	Mexico	13
	Oceania	1
	Europe	4
Halal	USA	7
	Mexico	3
	Oceania	1
	Asia	2
	Europe	6
	USA	25
Gluten free	Mexico	5
	USA	13
Organic	Mexico	2
	Oceania	1
	Europe	4
	USA	20
	Mexico	4
NGMO	Central America	2
	Oceania	1
	Mexico	6
	Asia	1
ISO 14001	Oceania	1
	Oceania	1
	Asia	2
RSPO	Europe	4
	USA	24
	Mexico	11
SEDEX (SMETA)	Central America	6
	Oceania	1
	Europe	6
	Mexico	1
ISO 45000 (OSHA 45000)	Asia	2
	Mexico	1
<b>TOTAL CERTIFICATIONS</b>		<b>328</b>



# Contribution and Progress on the SDGs

**SDG 2: ZERO HUNGER**

GRUMA contributes by recognizing its influence on access to food for all, particularly people in vulnerable situations, creating job opportunities for large, medium, and small farmers. It also contributes through continuous improvement in the manufacture, conservation, and distribution of its products, making full use of the technical and scientific knowledge available and creating alliances with other interested parties to optimize the use of natural resources.

**SDG 3: HEALTH AND WELL-BEING**

GRUMA contributes by helping consumers adopt healthier lifestyles by offering a range of healthier food options and fostering the importance of nutritious diets among consumers.

**SDG 5: GENDER EQUALITY**

GRUMA has implemented several policies and programs to promote gender diversity and inclusion in its workforce. It has ensured equal pay for all employees, regardless of their gender, and has created opportunities for women to advance into leadership positions. GRUMA also supports women's empowerment initiatives through partnerships with NGOs and other organizations.

**SDG 13: CLIMATE ACTION**

GRUMA has taken necessary steps to measure, reduce and communicate its exposure to climate change, as well as its progress in actions to deal with it. An example is technological development to make production processes more efficient.

**SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION**

GRUMA strives to reduce the impact of its raw material sourcing operations and reduce food and solid waste throughout the production and supply chains in collaboration with other stakeholders, such as suppliers, consumers, retailers, and governments.



**SDG 6: CLEAN WATER AND SANITATION**

GRUMA contributes to developing and implementing technologies that maximize productivity and minimize water use. Likewise, it executes water recycling and reuse processes in the production systems.

**SDG 7: CLEAN AND AFFORDABLE ENERGY**

GRUMA has increased the usage of renewable energy, including wind and solar power, to power its factories and reduce its dependence on fossil fuels. Additionally, the company has implemented energy-efficient technologies in its production processes.

**SDG 10: REDUCTION OF INEQUALITIES**

GRUMA invests in the continuous improvement of its business in production, distribution, and marketing, which generates efficiencies and allows products to be more affordable and accessible to consumers. In addition, through Fundación GRUMA, and the Patronato de Cerralvo, it provides opportunities to vulnerable people in education, protection of human rights, and assistance in the event of natural disasters.

**SDG 8: DECENT WORK AND ECONOMIC GROWTH**

GRUMA contributes to this goal on several fronts:

- Strengthening the capacity of SMEs to participate in value chains.
- Creating sources of employment at a local, national, and international level with growth opportunities.
- Developing national products and brands that can be produced locally to create a market for local farmers, processors, and suppliers.
- Prioritizing the eradication of modern slavery and child labor in agricultural and production supply chains.
- Fostering the health and safety of its employees by providing a safe workplace and going beyond implementing programs and initiatives to cultivate an integral wellbeing-driven culture.

1. In the context of the Sustainable Development Goals, the term "shared value" represents the union of market potential, the demands of society, and the integration of political action to create a more sustainable and inclusive path toward economic growth, prosperity, and well-being.

GRI: 3-1 to 3

TCFD: Governance, Strategy, Risk identification

CSA: 1.3.1, 1.3.2

# Materiality Analysis and Matrix

GRUMA's leadership decisiveness enables the delivery of robust business performance, product value, and consistent commitments to its employees, surrounding communities, and the environment. This constitutes its operating platform to perform in the most responsible manner.

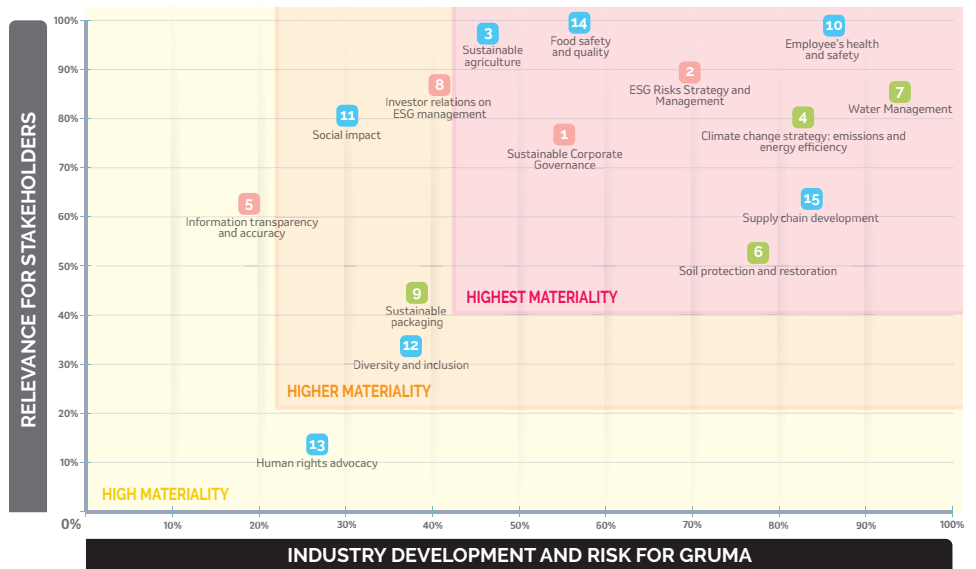
## Materiality analysis and matrix

GRI: 3-1 to 3

TCFD: Governance

To achieve the latter, GRUMA engages in a continuous dialogue with its stakeholders, considering current social, economic, and environment-related developments, through a dynamic materiality approach that is used as a strategic tool to identify the most relevant sustainability issues<sup>2</sup> that the company must address, and embed them into its business strategy. GRUMA's materiality matrix is the product of an extensive and in-depth analysis of its stakeholders' needs and perception, the industry development, and its peers' performance.

In 2022, GRUMA revisited its materiality matrix and conducted an initial gap analysis pertaining its ESG practices and maturity level, resulting in an updated materiality matrix for this year with 15 material issues vs 18 from previous year.



<sup>2</sup>The remaining issues considered in the materiality analysis are: 16. Employee talent and development; 17. Labor practices; 18. Corporate Risks Management; 19. Product Liability; 20. Corruption, Bribery, and Transparency; 21. Privacy, cybersecurity, and digitalization of processes; 22. Tax obligations and reporting.

**MATERIAL ISSUES 2022**

**Business ethics**

- 1. Sustainable corporate governance
- 2. ESG risks strategy and management
- 5. Information transparency and accuracy
- 8. Investor relations regarding ESG management

**Human rights advocacy**

- 10. Employees' health and safety
- 11. Social impact
- 12. Diversity and inclusion
- 13. Human rights advocacy

**Health, nutrition, and food safety**

- 3. Sustainable agriculture
- 14. Food safety and quality
- 15. Supply chain development

**Teaming up with nature**

- 4. Climate change strategy: emissions and energy efficiency
- 6. Soil protection and restoration
- 7. Water management
- 9. Sustainable packaging



**Main changes in GRUMA's materiality**

GRI: 2-4, 3-1

CSA: 1.3.1, 1.3.2

From a dynamic materiality perspective, in 2022 GRUMA revisited its previous 18 material issues to ensure their relevance and pertinence to continue maximizing opportunities on environmental, social, governance, and even responsible economy matters. As a result, fifteen material issues have been selected, embedding 3 of the 18 previous ones.

2021 material issues	2022 material issues	Fundamental difference
Added issue	Sustainable packaging	This was an issue embedded into a broader issue: food safety and quality. Its significance increased relative to 2021 and has been added to the list of material issues.
<ul style="list-style-type: none"> <li>• Ethics and integrity</li> <li>• Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators</li> <li>• Environmental Management Systems</li> </ul>	Embedded in: <ul style="list-style-type: none"> <li>• Sustainable corporate governance</li> <li>• Climate change strategy: emissions and energy efficiency</li> </ul>	These three issues have been moved to the general management axis since it has an adequate maturity level within the company that must be maintained. They have been integrated into the issues described.

## Stakeholders' engagement

GRI: 2-29

At GRUMA, fostering strong relationships and committing to constant engagements under strict ethical standards with key stakeholder groups, is essential to its ESG management.

The company capitalizes on the insights gleaned from their pressing and emerging interests and concerns to expand its knowledge, strengthen relationships, develop effective solutions, and enhance its business outputs. This helps GRUMA further cultivate trust among diverse stakeholder groups.

STAKEHOLDER	COMMUNICATION CHANNEL	FREQUENCY	EXPECTATIONS
<b>Investors</b>	Conference calls Annual and quarterly reports Conferences organized by financial institutions Website Direct email Direct communication when necessary	Ongoing	Profitability Value creation Liquidity Sustainability and ESG management Long-term profitable growth potential
<b>Employees</b>	Meetings Conferences Anonymous Grievances System (Ethics Point: <a href="https://www.gruma.com/en/submission-of-complaints.aspx">https://www.gruma.com/en/submission-of-complaints.aspx</a> ) Email Direct communication Performance feedback	Ongoing	Integral development
<b>Consumers</b>	Toll free 01800 number Email Direct feedback from clients	Ongoing	Product quality Nutritional attributes of products Availability Fair prices
<b>Clients</b>	Meetings Direct communication via calls Email Customer satisfaction surveys Technical support	Ongoing	Quality Transparency on ESG management and performance Product availability and commercial conditions
<b>Communities</b>	Events and sponsoring Direct communication when necessary Dialogue with local authorities Philanthropic activities through <i>Fundación GRUMA</i> and <i>Patronato de Cerralvo</i>	Ongoing	Environmental care Community development programs
<b>Chambers and Associations</b>	Meetings Conferences Participation in various projects with peers	Monthly	Sector industry development and challenges
<b>Authorities</b>	Meetings Email	Ongoing	Quality Sustainability Nutrition Regulations
<b>Universities</b>	Meetings Conferences Email Joint research projects	Ongoing	Development Sustainability Product development
<b>Suppliers</b>	Meetings Email Direct communication	Ongoing	Quality Sustainability Innovation Collaboration

## Participation in chambers and associations

GRI: 2-28, 2-29

As one of the leaders in the food industry, GRUMA demonstrates leadership in driving sustainability development, innovation, product stewardship, and climate-friendly practices. Throughout 2022, the company participated actively in several industry associations under a strategic perspective to create value for its stakeholders.

The company participates in various commerce chambers as a general member. In others, such as the COPARMEX in Mexico, the company's Human Resources Department is an integral part of the Council and serves as a board member. GRUMA also contributes as a benefactor and supports several events in some associations in the US, although not as an official member. Additionally, the company participates in meetings and industry events, including annual meetings and luncheons & dinners. GRUMA holds positions such as a member and director of the board in at least eight of the 32 organizations. In the New Jersey Food Council, GRUMA participates in the General Board and the Emerging Leadership Committee. This involvement demonstrates its commitment to actively contributing to the industry.

COUNTRY	CHAMBER OR ASSOCIATION
Mexico	ANAM (Asociación Nacional de Abarroteros y Mayoristas) CAINTRA (Cámara de la Industria de Transformación de Nuevo León) COPARMEX (Confederación Patronal de la República Mexicana) CONMEXICO (Consejo Mexicano de la Industria de Productos de Consumo A.C.) CIMMYT (International Maize and Wheat Improvement Center) INIFAP (Instituto Nacional de Investigaciones Forestales, Agrícolas y Pecuarias) FAMM (Fondo Ambiental Metropolitano de Monterrey) CMN (Consejo Mexicano de Negocios) CANAMI (Cámara Nacional del Maíz Industrializado) CNA (Consejo Nacional Agropecuario)
Honduras	CCIC (Cámara de Comercio e industrias de Cortés) BAH (Banco de Alimentos de Honduras) CEHM (Cámara Empresarial Honduras- México)
Guatemala	CIG (Cámara de Industria de Guatemala) CCG (Cámara de Comercio de Guatemala) CAMEX (Cámara Guatemala - México)
Costa Rica	CACIA (Cámara Costarricense de la Industria Alimentaria) CANACODEA (Cámara Nacional de Comerciantes Detallistas y Afines) ILSI (Institute of Life Science) AED (Alianza Empresarial para El Desarrollo) ABACOR (Asociación Banco de Alimentos de Costa Rica)
El Salvador	CASALMEX (Cámara Salvadoreña Mexicana)
Australia	APCO (Australian Packaging Covenant)
Italy	Unindustria (Unione Degli Industriali e Delle Imprese) Euromaisiers (European Maize Milling Sector) AGER Bologna (Camera Di Commercio Industria Artigianato e Agricoltura Di Bologna) Mexican Economic Association in Italy CONAI (Consorcio para el desecho de materiales de empaque)
Turkey	TABADER (The Association of Cereal and Pulses Processing Technologies, Storage and Analysis Systems) GAFTA (Gran Zona Árabe de Libre Comercio) UkraAGro Consulting HUBUDER (Cereal Suppliers Association)



GRI: 2-22, 2-23, 3-3

# GRUMA'S ESG Model and Operating Framework

Based on the SMETA criteria<sup>3</sup> and the TCFD<sup>4</sup> Methodology, GRUMA has outlined an ESG Model divided into four pillars, along with its operating framework to effectively create value by addressing its material issues, and leverage risks, obligations, and opportunities across economic, environmental, and social domains.

**ESG Model and Operating Framework**



**COMMITMENT**  
ESG organizational structures and process by which management monitors and leads ESG-related issues.

**RISK MANAGEMENT**  
ESG risks analysis and identification to capitalize on opportunities.

**EXECUTION**  
Management of actual and potential impacts of ESG-related risks and opportunities on GRUMA's business strategy, and financial planning.

**IMPACT**  
Measuring true impacts through the establishment of ESG-related metrics and targets.

3. SMETA stands for Sedex Members Ethical Trade Audit and is one of the most widely used ethical audit formats in the world. It combines the best practices in the field of corporate social responsibility. The concept describes a methodology based on the Ethical Trading Initiative (ETI) Base Code. Audits in the SMETA format focus as much on labor conditions and occupational safety as on environmental standards and ethical business practices.

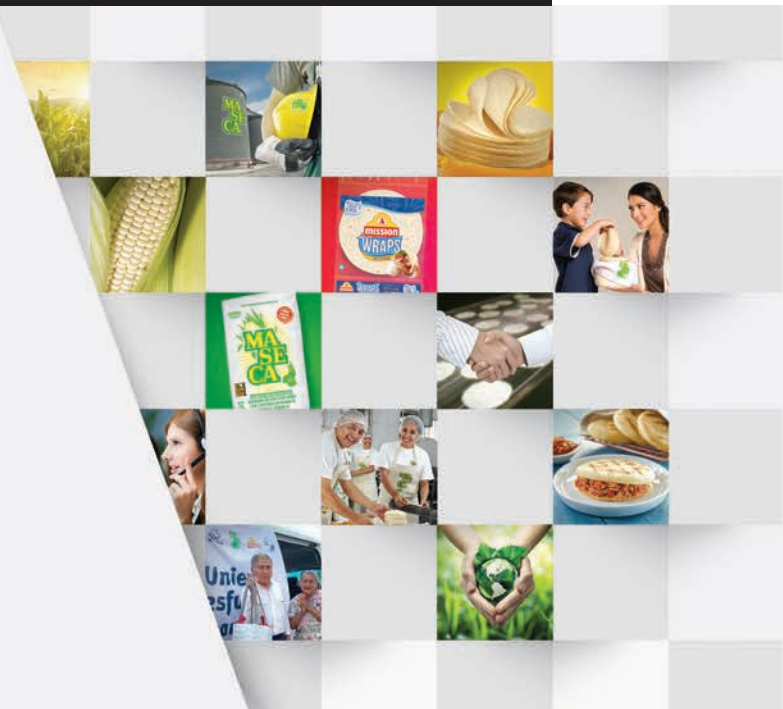
4. The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information.



The four elements of the operating framework encompass a series of initiatives to effectively execute the ESG Model.

In 2022, GRUMA developed and commenced the implementation of a roadmap to fully integrate its ESG Strategy into its business long-term growth vision. The company is fully aware that this process is a dynamic and ongoing one and must continuously monitor its effectiveness and applicability.

**Internal Actions to Strengthen GRUMA's ESG Path**



GRI: 3-1 to 3

TCFD: Governance

## PILLAR 1

# Business Ethics: Guided by Purpose, Leading for Impact

In today's rapidly evolving and socially conscious world, GRUMA is convinced that it must perform beyond the traditional model of simply delivering products and services to its customers and consider the broader impact of its actions on the environment, society, and future generations. GRUMA recognizes that sustainability is not a separate entity but an essential part of its core business strategy.

## The topics covered by GRUMA's Code of Ethics are:

- Conflict of interest
- Responsible management of information
- Responsible management of resources
  - Proper conduct toward customers
- Relationship with competitors
  - Relationship with suppliers
- Relationship with counterparties
- Relationship with the government
- Interpersonal relations between GRUMA's members
  - Activities outside of working hours
    - Social responsibility
- Health, Hygiene, and Safety

## Ethics and Integrity

GRI: 2-26

TCFD: Governance

Material issue: Sustainable corporate governance

Acting ethically is the basis of GRUMA's image as a solid, socially responsible, and reliable company in all the countries where it is present. Committing to sustainable and ethical practices is fundamental to protecting the long-term interests of its corporate culture by serving the customers, creating shareholder value, and driving positive changes with its actions.

GRUMA's Ethics Code integrates the long-standing principles of conduct followed by its employees, members of the Board, and executive team to ensure that the company's operations and actions are done with honesty, adherence to the highest ethical standards, and conformity with the law.

The actions of GRUMA employees must always be founded on values such as integrity, honesty, trust, loyalty, impartiality, respect, tolerance, freedom, responsibility, legality, complete regard for the environment, and acknowledgment of human rights.



## Ethics governance

Committed to enforcing ethical principles and practices, GRUMA offers a comprehensive multilanguage course on the Code of Ethics. This course is designed to equip employees and stakeholders to understand the company's ethical standards and values. In addition, an annual Code of Ethics Survey is conducted to evaluate employees' adherence to these standards and identify areas for improvement.

Also, the whistleblower reporting system, Ethics Point, constitutes an integral part of the company's ethics governance, providing a platform for every employee and stakeholder to report any violations or concerns related to the established ethical standards. These reports are taken seriously and investigated thoroughly by the Ethics Committee, ensuring appropriate actions are taken to address any issues.

The Ethics Committee consists of six members, all of whom are appointed annually by the Audit Committee. It is composed of the Chairman of the Audit Committee and representatives from the Corporate Administration Department, Finance and Planning Department, Corporate Legal Department, Corporate Audit Vice-presidency, and Corporate HR Department.

As a result of these measures, GRUMA's employees can feel confident to reach out to the company without fear of retaliation. In 2022 413 complaints were submitted, 100% of incidents were attended, and 72% were resolved, while 28% are currently under investigation. In cases where the offense warranted it, 9 people were separated from the company and 5 commercial relations were terminated.

## Sustainable Leadership

GRI: 2-9, 2-10, 2-11, 2-12, 2-13

TCFD: Governance

CSA: 1.2.1, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.2.8

FTSE4Good: Corporate Governance

GRUMA's governance structures and processes aim to promote accountability, transparency, and ethical behavior, while at the same time, they are constantly evolving, so that the company can operate at the highest performance levels.

Since its foundation, GRUMA has been a company convinced of the fundamental importance of responsible social and environmental practices. The executive compensation scheme encompasses eight objectives, three of which are constant, with one being the results of its internal audits. According to the Internal Audit Department, a MER audit reviews a total of 2,121 EGRs (Risk Generating Events), of which 1,569 are related to sustainability issues and/or SMETA criteria.

The results of these audits are considered in the annual performance evaluation of all GRUMA personnel. This process involves setting individual objectives agreed upon with the immediate supervisor, ensuring alignment with the company's strategy and job responsibilities, as well as conducting a mid-term review and final assessment to measure outcomes. Individual objectives should add value to job functions and possess the following qualities: specificity, measurability, attainability, realism, and time-bound constraints.

A total of eight objectives must be established and recorded in the company's official Performance Evaluation system. These include:

- Five related to job functions (85%),
- One associated with the "Expense Budget" of the respective function/area (5%),
- One related to "Development" (individual and, if applicable, of subordinates) (5%),
- And the last one pertaining to "Audit (Comprehensive Risk Assessment / MER Methodology)" (5%).

The performance evaluation results are a factor considered in all Human Resources processes.

### BOARD AND COMMITTEES STRUCTURE

CSA: 1.2.1, 1.2.2

The Board brings a combination of executive experience and skills aligned with its business and strategy to successfully monitor the company's risk profile and the management's processes for assessing and managing risk. The Board reviews at least annually the strategic risks and opportunities facing the company and its businesses. Other significant risk categories are assigned to designated Board committees that report back to the Board as a whole.



GRUMA's Board of Directors is made up of ten male directors and one female director, seven of whom are independent. The current leadership structure of the Board is characterized by:

- A Chairman of the Board who also serves as the CEO.
- A solid structure of committees comprising independent directors who supervise the different risks to which the company is subject.
- A committed Board.

The current Board of Directors was elected at the Ordinary General Shareholder's Meeting held on April 21st, 2023. In said Meeting, Mr. Juan A. González Moreno was ratified as Chairman of the Board of Directors, and Mr. Carlos Hank González as Vice Chairman.



**FitchRatings**

ENTITY - ULTIMATE PARENT  
**Gruma, S.A.B. de C.V.**  
 Corporate Finance / Retail and Consumer/Global / Latin America/Mexico  
 EU Endorsed, UK Endorsed; Solicited by or on behalf of the issuer (sell side)

ESG RELEVANCE: 1 2 3 4 5

01 Ratings

RATING	ACTION	DATE	TYPE
BBB+ ◯	Review - No Action	10-Feb-2022	LTR
AAA(mex) ◯	Review - No Action	10-Feb-2022	National Long Term Rating
okies 1+(mex)	Review - No	10-Feb-2022	National Short Term Rating

RATINGS KEY: POSITIVE (+), NEGATIVE (-), EVOLVING (E), STABLE (S)

OUTLOOK: + (Green), - (Red), E (Blue), S (Black)

WATCH: ▲ (Green), ▼ (Red), ◆ (Blue), ◇ (Black)

\* Long Term/Short Term Issuer Default Rating displayed in orange denotes EU or UK Unsolicited and Non-Participatory Ratings



\*Our CEO was included among the 100 most important entrepreneurs in Mexico, according to Expansión magazine (Oct. 2021).

**Juan González Moreno**

Age: 65

Years as Director: 29

**Main occupation: Chairman of the Board and Chief Executive Officer of GRUMA.****Outside directorships:** Director of Grupo Financiero Banorte, Banco Mercantil del Norte, Fundación GRUMA, Consejo Mexicano de Hombres de Negocios, Fondo Ambiental Metropolitano de Monterrey, and Museo del Acero.**Business experience:** Several positions in GRUMA, including Chief Executive Officer of Special Projects of GRUMA USA, President of Azteca Milling, Vice President of Central and Eastern Regions of Mission Foods, President and Vice President of Sales of Azteca Milling, Chief Executive Officer of GRUMA Asia-Oceania.**Directorship type:** Shareholder, Related**Carlos Hank González**

Age: 51

Years as Director: 10

**Main occupation: Vice-Chairman of the Board of GRUMA; Chairman of the Board of Grupo Financiero Banorte y Banco Mercantil del Norte; Chief Executive Officer of Grupo Hermes and Automotriz Hermer; Chairman of the Banorte Foundation.****Outside directorships:** Director of Grupo Hermes; Chairman of the Board of Cerrey; Independent Director of Grupo Televisa; Director of Bolsa Mexicana de Valores.**Business experience:** Chief Executive Officer of Grupo Financiero Interacciones, Casa de Bolsa Interacciones, Banco Interacciones, Grupo Industrial Hermes, Automotriz Hermer, and Assistant Managing Director of Grupo Financiero Banorte.**Directorship type:** Shareholder, Related**Homero Huerta Moreno**

Age: 60

Years as Director: 10

**Main occupation: Chief Administrative Officer of GRUMA.****Outside directorships:** None.**Business experience:** Several positions within GRUMA, including Corporate Internal Audit Vice President, Management Information Systems Vice President, Controller Vice President of GRUMA USA, and Finance and Administrative Vice President of GRUMA Venezuela.**Directorship type:** Related.**Laura Dinora Martínez Salinas**

Age: 39

Years as Director: 2

**Main occupation: Partner at Martínez Salinas Abogados, S.C.****Outside directorships:** None.**Business experience:** Several positions in local and international law firms, mainly with a financial and securities approach.**Directorship type:** Related.**Gabriel A. Carrillo Medina**

Age: 66

Years as Director: 10

**Main occupation: President and shareholder of Mail Rey and Detecno.****Outside directorships:** None.**Business experience:** President of Asociación de Casas de Bolsa de Nuevo León and Club Deportivo San Agustín, several positions within Interacciones Casa de Bolsa, including Chief Financial Officer.**Directorship type:** Independent**Everardo Elizondo Almaguer:**

Age: 79

Years as Director: 9

**Main occupation: Economics Professor at EGADE/ITESM, Economics Professor at UANL, and regular Reforma/El Norte columnist.****Outside directorships:** Director of Grupo Financiero Banorte, Autlán, Rassini, Cemex and Afore XXI Banorte .**Business experience:** Economic Investigations Director of Grupo Industrial Alfa, Economic Studies Director of Grupo Financiero Bancomer, and Deputy Director of Banco de México.**Directorship type:** Independent**Jesús Oswaldo Garza Martínez**

Age: 66

Years as Director: 7

**Main occupation: Advisor to CEO of Grupo Financiero Afirme and Financial Consultant.****Outside directorships:** Director of Grupo Financiero Afirme and Aseguradora Afirme, Banco de Inversión Afirme; and of Fondos de Inversión Afirme.**Business experience:** Director of Grupo Financiero Banorte, Casa de Bolsa Banorte, Banorte-IXE Tarjetas, Seguros Banorte and Afore XXI Banorte, President of Centro Bancario del Estado de Nuevo León, Regional Director of Banco de México, Chief Commercial Officer of Banco Mercantil del Norte, Profesor at the Graduate School of Banking at LSU, and several executive positions at Banco Bilbao Vizcaya, Casa de Bolsa Probursa, and Valores Finamex.**Directorship type:** Independent



**Thomas S. Heather Rodríguez**

Age: 68

Years as Director: 10

Main occupation: Of Counsel of Creel, García-Cuellar, Aiza y Enriquez, S.C.

**Outside directorships:** Independent Director and Chairman of the Audit, Corporate Practices, Investment Committee and member of the Risk Policies, Human Resources and Nominations Committee of Grupo Financiero Banorte and subsidiaries; Director, President of the Investment Committee and member of the Audit and Corporate Practices Committee of Afore XXI Banorte; Secretary of the Audit and Corporate Practices Committee of Grupo Televisa.

**Business experience:** More than forty years of professional independent practice; Director and Administrator of Satélites Mexicanos, Director of Grupo Financiero Banorte, Scotiabank, JP Morgan, Bank of America Mexico, Hoteles Nikko, Grupo Modelo and Grupo Bimbo; Collaborator in the Ethics and Law Committees of the Consejo Coordinador Empresarial, and arbitrator in international courts and a fellow of the American College of Bankruptcy.

**Directorship type:** Independent

**Javier Martínez-Ábrego Gómez**

Age: 81

Years as Director: 8

Main occupation: Chairman and Chief Executive Officer of Grupo Motomex.

**Outside directorships:** Chairman of Grupo Motomex.

**Business experience:** Businessman since 1959.

**Directorship type:** Independent

**Alberto Santos Boesch**

Age: 51

Years as Director: 10

Main occupation: Chairman of the Board and Chief Executive Officer of Ingenios Santos.

**Outside directorships:** Director of Axtel, BBVA Bancomer, Interpuerto Monterrey, Development Committee of ITESM, Instituto Nuevo Amanecer, Renace, Red de Filantropía de Egresados y Amigos del Tec, Committee of the Consulting Board of the Facultad de Ciencias Políticas y Administración Pública of UANL, Unidos por el Arte contra el Cáncer Infantil (UNAC), and member of Patronato del Hospital Metropolitano.

**Business experience:** President of Aeropuerto del Norte, Director of Arena Monterrey, Chief Executive Officer of Mundo DeaDeveras, Councillor of the municipality of San Pedro Garza García, N.L., Vice-Chairman of Grupo Tres Vidas Acapulco, and Board Member of DIF Nuevo León.

**Directorship type:** Independent

**Joseph Woldenberg Russell**

Age: 56

Years as Director: 7

Main occupation: President of the Board and Executive President of Tubacero.

**Outside directorships:** Director of Planigrupo Latam, Banamex North Region, Canacero, Silica Desarrollos, Divanz Capital, and W International Group, ITESM Development Committee, UDEM, Horno3 Steel Museum, Centro Cultural Rosa de los Vientos, and member of the Board of Enlight.

**Business experience:** Vice President of Aceros Generales, Assistant Managing Director of Tubacero and Director of CAINTRA.

**Directorship type:** Independent

**AUDIT AND CORPORATE GOVERNANCE COMMITTEE**

As required by the Mexican Securities Market Law and the company's Bylaws, an Audit Committee and a Corporate Practices Committee were appointed at the meeting of the Board of Directors held on April 19th, 2023. The Audit and Corporate Governance Committee members were elected from among the members of the Board of Directors. Consequently, in accordance with the Securities Market Law and the Company's Bylaws, at the Ordinary General Shareholders' Meeting held on April 21st, 2023, a chairman was elected for each Committee from among the members appointed by the Board. Currently, both the Audit and Corporate Governance Committees are composed of four Independent Directors. The members' names, their positions within each Committee, and membership type are listed below.

**Thomas S. Heather**

Position: Chairman of the Audit and Corporate Governance Committees.

Directorship Type: Independent

**Gabriel A. Carrillo Medina**

Position: Audit and Corporate Governance Committees Member. Directorship Type: Independent

**Everardo Elizondo Almaguer**

Position: Member and Financial Expert of the Audit and Corporate Governance Committees. Directorship Type: Independent

**Jesús Oswaldo Garza Martínez**

Position: Member of the Audit and Corporate Governance Committees.

Directorship Type: Independent

## ESG governance

GRI 2-22, 2-23

Material issue: ESG risks strategy and management.

GRUMA's ESG Committee, is made up of members of its Senior Management body. The committee is responsible for monitoring all sustainability efforts across the company. The Sustainability Director and the newly appointed manager lead these efforts, supported by the regional teams responsible. The Committee actively reviews objectives, goals, strategies, and activities related to social and environmental performance to ensure the company operates as a sustainable organization and under a socially responsible focus. It is also responsible for communicating all matters, risks and opportunities related to the ESG Strategy to the members of the Board of Directors so that they can be discussed in the agenda of the quarterly meetings of its Audit Committee and when required by the Board of Directors itself.

As sustainability is critical to GRUMA's strategic planning and business growth, robust ESG governance is a top priority.

## ESG Risks and Opportunities Management

GRI: 2-13, 2-25, 201-2

SASB: FB-AG-430a.3

FTSE4Good: Supply chain (Env)

TCFD: Governance, Risk Management

Material issues: ESG Strategy and Risk Management, Investor relations regarding ESG management, Climate change strategy: emissions and energy efficiency, Soil protection and restoration, Water management

SDG 12: Responsible production and consumption, SDG 13: Climate action

CSA: 1.4 Risk management

GRUMA has a solid risk identification and management structure, allowing it to understand, ponder and prioritize

regulatory, physical, transitional, and operational risks that may affect the company's financial performance and its role as a responsible corporate citizen.

Risk identification is crucial to react to micro and macro influences in local, national, regional, and global environments. Therefore, the company enacts internal mechanisms to gain foresight and confidence to continuously improve across all business activities and seize opportunities in the short-, medium-, and long-term. GRUMA implements a risk management methodology based on the AS/NZ norm, composed by 7 elements:



### ESG RISKS IDENTIFICATION BASED ON THE TCFD AND THE WEF GLOBAL RISKS REPORT 2023

The Task Force on Climate-related Financial Disclosures (TCFD) and the World Economic Forum (WEF) Global Risks Report both identify key risks associated with climate change and other global concerns. GRUMA has carried out an initial analysis between these two, and established a correlation regarding climate change-related risks that may impact its operations.

TCFD	WEF 2023	Interconnectivity
<b>Physical risks due to climate change</b>	<b>Extreme weather events</b>	Both frameworks emphasize the danger posed by natural disasters such as floods, hurricanes, and wildfires, which are becoming more frequent and severe due to climate change.
<b>Transition risks</b>	<b>Failure of climate change mitigation and adaptation</b>	These risks arise from the process of adjusting to a low-carbon economy. They include policy changes, technological developments, and market shifts that can disrupt business operations and lead to financial losses. Both reports highlight the potential negative impacts on businesses and the economy if the transition is not managed effectively.
<b>Liability risks</b>	<b>Environmental litigation</b>	Liability risks refer to the potential legal and financial consequences of being held responsible for climate-related damages. The WEF Global Risks Report recognizes the growing trend of environmental litigation, which aligns with TCFD's liability risks.
<b>Increased water stress</b>	<b>Water crises</b>	Both reports acknowledge the significant risk of water scarcity due to climate change, which can lead to competition for resources, disruption of supply chains, and geopolitical tensions.
<b>Biodiversity loss and ecosystem</b>	<b>Biodiversity loss and ecosystem collapse</b> <b>Natural resource crises</b>	The degradation and loss of ecosystems and species pose risks to businesses and economies reliant on natural resources. Both TCFD and WEF Global Risks Report highlight the threat to biodiversity and the importance of preserving ecosystems.

## OVERALL ESG-RELATED RISKS

It is important to note that while both TCFD and WEF Global Risks Report focus on climate change and its impacts, the WEF report covers a broader range of global risks, including economic, geopolitical, societal, and technological risks. However, many of these risks are interconnected and may influence or exacerbate the risks identified by the TCFD.

GRUMA has identified other economic, geopolitical, societal, and technological risks described by the WEF in its Global Risks Report 2023.

<b>ECONOMIC</b>	<b>Collapse of a systemically important industry</b>	Collapse of a systemically important global industry or firm with an impact on the global economy, financial markets and/or society
	<b>Debt crises in large economies</b>	Corporate and/or public finances overwhelmed by debt accumulation and/or debt servicing in large economies, resulting in mass bankruptcies, defaults, insolvency, liquidity crises or sovereign debt crises
	<b>Failure to stabilize price trajectories</b>	Inability to control an unmanageable increase (inflation) or decrease (deflation) in the general price level of goods and services
	<b>Prolonged economic stagnation</b>	Near-zero or slow global growth lasting for many years
	<b>Severe commodity shocks</b>	Abrupt shocks to the supply and demand of systemically important commodities at a global scale that strain corporate, public and/or household budgets: chemicals, emissions, energy, foods, metals, minerals etc.
<b>GEOPOLITICAL</b>	<b>Geoeconomic confrontations</b>	Deployment of economic levers, including investment controls, trade controls, non-tariff barriers and/or currency measures, by global or regional powers to decouple economic interactions between nations and consolidate spheres of influence

<b>GEOPOLITICAL</b>	<b>Interstate conflict</b>	Belligerent bilateral or multilateral conflict between states with global consequences: biological, chemical, cyber and/or physical attacks, military interventions, proxy wars, etc.
	<b>State collapse</b>	Collapse of a state with global geopolitical importance as a result of internal conflict, breakdown of rule of law, erosion of institutions, military coup, regional or global instability
<b>SOCIETAL</b>	<b>Erosion of social cohesion</b>	Loss of social capital and a fracture of social networks negatively impacting social stability, individual well-being and economic productivity as a result of persistent public anger, distrust, divisiveness, lack of empathy, marginalization of minorities, political polarization, etc.
	<b>Failure of public infrastructure</b>	Unequitable and/or insufficient public infrastructure and services as a result of mismanaged urban sprawl, poor planning and/or under-investment, negatively impacting economic advancement, education, housing, public health, social inclusion and the environment
	<b>Infectious diseases</b>	Massive and rapid spread of viruses, parasites, fungi or bacteria that cause an uncontrolled contagion of infectious diseases, resulting in an epidemic or pandemic with loss of life and economic disruption
	<b>Large-scale involuntary migration</b>	Large-scale involuntary migration induced by climate change, discrimination, lack of economic advancement opportunities, persecution, natural or human-made disasters, violent conflict, etc.
	<b>Pollution-driven harms to human health</b>	Physical and mental health impacts from harmful chemical or other particulates in the air, water or food, which may stem from energy generation, industrial and agricultural practices, waste management failures, natural disasters, human behaviour and other sources
	<b>Widespread youth disillusionment</b>	Youth disengagement, lack of confidence and/or loss of trust of existing economic, political and social structures at a global scale, negatively impacting social stability, individual well-being and economic productivity
<b>TECHNOLOGICAL</b>	<b>Failure of technology governance</b>	Lack of globally accepted frameworks, institutions or regulations for the use of critical digital networks and technology, as a result of different states or groups of states adopting incompatible digital infrastructure, protocols and/or standards

## IMPACT MEASUREMENT

Goal or commitment	Performance 2022	Baseline	Goal year	Material Issue addressed
Continue strengthening the governance of environmental and social issues, establishing governing bodies from Senior Management and the Board of Directors, to oversee these issues.	Addition of a Sustainability Manager to the team, to bolster ESG-related management.	2021	2025	Sustainable Corporate Governance
Continue strengthening its ethics and integrity mechanisms	A Global Human Rights Policy will be developed and published during 2023.	2022	2023	Sustainable Corporate Governance
ESG risks identification to integrate into ERM	Throughout 2023 GRUMA will investigate these risks and determine the time frame in which they may potentially materialize.	2023	Ongoing	ESG risks strategy and management

GRI: 2-22, 2-23, 2-24

# PILLAR 2 Human Rights Advocacy: People are the reason



Promoting human rights facilitates fair business performance. GRUMA's purpose integrates the ambition to make a positive impact on society. By promoting and protecting human rights, the company demonstrates its commitment to social responsibility, enhances its reputation, and contributes to a more just and equitable world.

In this regard, in 2022, GRUMA finalized the process of adherence to the United Nations Global Compact, Mexico division, and respecting and promoting its Ten Principles. This is a critical steppingstone towards advocating for employees' and communities' human rights. In addition, the company developed a Global Human Rights Policy that widely describes the processes and guidelines that its employees and stakeholders must abide by to foster respect and protection for all human rights, including vulnerable groups such as children, indigenous people, and others.

One of the targets to meet in the medium-term is to develop a framework to establish a due diligence process for human rights status assessment in its operations. By utilizing this framework and partnering with influential entities, GRUMA aims to strengthen its accountability and implement strategies to tackle the human rights challenges that it identifies as more pressing.

## FAIR LABOR PRACTICES

GRI: 2-22, 2-30

UN Global Compact Principles

Committed to the highest levels of corporate social responsibility, GRUMA continuously reviews and improves its procedures and policies regarding labor conditions and employee benefits.

In order to uphold its dedication to providing a secure, equitable, and productive workplace, the company adheres to all labor laws in each jurisdiction in which it conducts business while also incorporating global standards such as the International Labour Organization (ILO) guidelines and other leading labor practices into its human resources management procedures.



Among these are the promotion of freedom of association, the elimination of forced labor, the abolition of child labor, and the elimination of workplace discrimination. These commitments are clearly described in various documents and policies, which are communicated to all employees and incorporated into its Code of Ethics, employee handbooks, and other pertinent documentation.

By implementing these measures, GRUMA hopes to create a work environment promoting respect, dignity, and inclusion.

## Internal wellbeing

GRI: 2-7, 2-8

Material issues: Human Rights Advocacy; Diversity and Inclusion; Employees' Health and Safety

SDG 8: Decent work and economic growth

CSA: Labor practices, 3.1.4

FTSE4Good: Labor standards

One of GRUMA's main priorities is to cultivate a culture that inspires and empowers its employees to impact the world through innovative work. To promote engagement, the company encourages behaviors that foster collaboration, networking, diversity, equity, and inclusion at all levels of the organization. It also prioritizes professional development and career growth to ensure that employees can achieve their full potential while planting the seeds to make a difference in the world.

In 2022, GRUMA's workforce was composed of more than 23,000 employees whom, as a team, have enabled the company to continue being one of the global leaders in its industry.

	2022	% increase vs 2021	2021	% increase vs 2020	2020
<b>Men</b>	16,436	4.3%	15,746	3%	15,298
<b>Women</b>	6,861	6%	6,471	2.8%	6,294
<b>Unionized</b>	6,608	13.4%	5,827	-5%	6,129
<b>Non-unionized</b>	16,689	1.8%	16,390	1.6%	16,125

Only a small portion of GRUMA's workers is under a temporary contract, representing not more than 2% of total workforce, carrying out activities in the packing lines, or specializing in some specific work to be accomplished. This reaffirms GRUMA's commitment to providing fair labor environment and practices, by offering benefits that boost its employees' integral development.

GRI 2-7-b-iv

	Full-time	Part-time
<b>Mexico</b>	9,579	264
<b>United States</b>	8,678	0
<b>Central America</b>	1,835	214
<b>Europe</b>	1,682	8
<b>Asia and Oceania</b>	1,035	2





“As a company committed to the highest levels of corporate social responsibility, GRUMA continuously reviews and improves its procedures and policies regarding labor conditions and employee benefits.”

## Talent attraction and retention

GRI: 404-1 to 3

CSA: 3.4.4

To achieve the highest level of efficiency and effectiveness in the company's performance, it is policy to establish guidelines that permit a culture of continuous improvement and results orientation through constant performance evaluation, aligning the personnel's objectives with those of the organization.

In 2022, 1080 new employees joined GRUMA's workforce, strengthening the organization's capabilities. GRUMA offers employees training and development programs that increase their knowledge, skills, and awareness of current and vital issues pertinent to their job functions.

In Mexico, courses were focused on addressing safety, health, and hygiene issues related to the COVID-19 pandemic and training on technical skills. In China, job training, internal and external training on professional knowledge and skills, and work-related courses such as photography for sales teams were offered. Malaysia provided on-the-job training, while in the UK, courses included NEBOSH Training, Electrical Duty Holder, Ilapak Delta 3000, IOSH Managing Safety, Fire Marshall, First Aiders, ACCA training for certified accountants, GMP training, forklift training, and Excel Intermediate skills. These varied courses aim to equip individuals with the necessary skills and knowledge to excel in their respective fields.

The average training hours in 2022 for GRUMA's workforce was as follows:

Men	Women	Job category
35.3	44.3	Executive and management
7.5	9.8	Employees
10.8	11.6	Workers
8.7	22.7	Sales men and women

## Our employees' health and safety

GRI: 403-1 to 10

FSTE4Good: Health and Safety

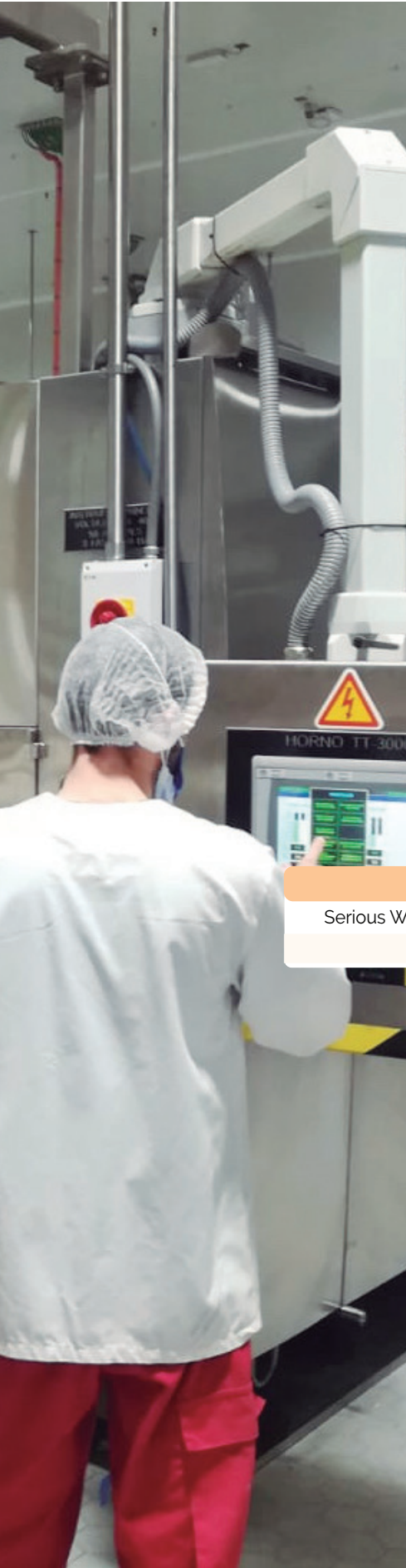
Material issue: Employees' Health and Safety

SDG 3: Health and Well-being

CSA: 3.5.1, 3.5.2, 3.5.3

At GRUMA, occupational health and safety are of the utmost importance. The company has been on a journey toward a goal of zero injuries for several years, establishing a safety culture so that everyone can return home safely to their families and the things that are most important to them.

GRUMA's Health and Safety management system comprises a comprehensive policies, standards, and supporting documentation list. It includes life-critical standards that govern its high-risk work through various methods for identifying hazards and risks such as safety tours and inspections. All safety processes are based on compliance with internal regulations and applicable local legal requirements globally. Several procedures are in place for identifying hazards within the facilities, such as daily



tours and inspections to detect possible effects, the probability of occurrence, the level of vulnerability, as well as the emergency protocols that must be enabled to mitigate them. For example, in China, each department has qualified internal auditors who undergo training and certification. They use LEC Graham methodology for risk assessment and focus on eliminating high-risk aspects to minimize hazards. An external audit is conducted annually to ensure quality.

In Malaysia, each department conducts hazard analysis. In the UK, competency training is completed through coaching assessments and classroom-based functions. Individuals must pass tests to demonstrate their understanding of tasks, and safety audits are conducted monthly with site-wide corrective actions. In Central America, identifying work-related hazards and evaluating risks involves on-site observation of tasks performed by a professional in occupational safety. This ensures competency in the identification process.

In the EMEA region, competency training is supplemented by evaluations of training and classroom tasks. Tests are completed to demonstrate individual understanding of tasks, and monthly safety audits with corrective actions are conducted throughout the site. Spanish law establishes a risk identification system with the Department of Labor Risks and external consultants from the External Prevention Service.

In every country, different methods for improving workplace safety are implemented, but one common thread is the use of employee feedback. There is a procedure for communication on occupational health and safety activities, which includes opportunities for training, meetings, safety talks, and a suggestion box. Activities such as the "You see you act" approach, encourage floor workers to participate in safety meetings and campaigns. There is also an emphasis on communication and coaching between site team managers, and vital details of process changes are distributed through the health and safety department. Additionally, communication is also shared via noticeboards and safety committees throughout the plants. By implementing these processes and seeking employee feedback, GRUMA creates safer work environments for everyone. In 2022, the accident rates were as follows:

	Rate	Number
Serious Work-Related Injuries	126	328
Fatalities	0	0

Regarding health, in Mexico GRUMA's programs include a variety of topics such as ergonomics, hearing and visual health, among others, which are implemented throughout the year. In China, the annual safety and occupational health training plan covers a range of topics such as electrical safety, mechanical safety, chemical safety, and fire safety. Similarly, in Malaysia, employees receive training on topics like chemical hazards, working at heights, confined spaces, and safety awareness, to name a few. In the UK, staff training is conducted through e-learning sessions to raise initial awareness, followed by annual assessments and coaching materials. Mandatory training involves manual handling, hazard awareness, fire procedures, emergency procedures, and task training. Shift managers and supervisors also demonstrate safe working methods and conduct risk assessments as part of their role responsibilities.

In Mexico all employees have access to free talks, conferences, and telephone assistance on various topics such as health, nutrition, and psychology, among others. Additionally, an integrated wellness program includes activities such as calisthenics, physiotherapy, and sports events to reduce health risks. Similar activities and benefits are replicated in every region.

All of these actions have generated important results, amongst which are the Agromás plant in Tlaxcala, Mexico, that achieved a record of 7 years with zero accidents in 2022, as well as Mission Foods in Georgia, United States, which has not reported any accidents in 5 years.



## A diverse workforce as a strength

GRI: 405-1, 412-2

Material issue: Diversity and Inclusion

GRUMA is convinced that diversity, equality, and inclusion are crucial business priorities that drive continuous innovation, customer-centricity growth, and exceptional social value.

The company promotes a diverse workplace with equitable opportunities for all employees within an inclusive culture so that all colleagues worldwide feel like they belong and are empowered to contribute significantly to the company's success. Through the diversity of their backgrounds, perspectives, and experiences, all global teams foster innovative thought and generate growth opportunities.

GRUMA, through its Global Human Rights Policy, pledges not to tolerate any form of discrimination, exclusion, restriction, or preference that may impede, restrict, impair, or nullify the recognition, enjoyment, or exercise of human rights and freedoms. The company prohibits any form of discrimination based on ethnic or national origin, skin color, culture, gender, age, disabilities, social, economic or health conditions (including, without limitation, having suffered from COVID-19 or living with someone who is suspected or has been confirmed with said disease), religion, physical appearance, genetic characteristics, immigration status, pregnancy, opinions, sexual preferences, identity or political affiliation, marital status, family situation, family responsibilities, or any other reason protected by the applicable law.

In addition, GRUMA does not tolerate any form of harassment, and all employees and external parties are expected to treat each other with respect and dignity.

In 2023, GRUMA started developing a Diversity, Equality and Inclusion Policy to strengthen the commitment towards an ever more inclusive workplace.

### IMPACT MEASUREMENT

Goal or commitment	Progress 2022	Base	Goal year	Material Issue addressed
Promote the personal and professional development of employees through the establishment of policies that lead to the implementation of actions in favor of diversity, labor equity, and constant training.	Development of the GRUMA's Global Human Rights Policy.	2020	2025	Human Rights Advocacy
Develop and deploy a Global Diversity, Equality, and Inclusion Policy	Analysis of the contents of a DEI Policy	2022	2023	Diversity and Inclusion

## Our communities, our allies

GRI: 413-1, 413-2

SDG 2: Zero Hunger; SDG 10: Reduced inequalities

Material issue: Social Impact, Human rights advocacy

Engaging with local communities and fostering their well-being and resilience are critical to sustainable development. GRUMA recognizes the importance of collaborating with them as a responsible corporate citizen to create shared value, support social inclusion, and boost long-term economic growth.



To achieve this, GRUMA contributes through strategic investments and the global participation of its business units, sites, and employees who volunteer their time and expertise to impact the world positively. It does it through several entities it has created for this purpose, and diverse initiatives carried out in its facilities globally.

### **FUNDACIÓN GRUMA**

Throughout the pandemic, the foundation encountered numerous challenges, which stemmed from social distancing protocols and lockdowns, thus limiting its outreach to vulnerable individuals and families. Now, with the gradual easing of such restrictions, the foundation will be able to continue providing whole support through the activities that were limited due to social distancing protocols, providing crucial assistance to those in need.

The foundation's primary objective is to support communities across four major focus areas, with an emphasis on improving the wellbeing and fundamental rights of children and youth. These efforts include the provision of education and scholarship opportunities, sports and recreational activities, as well as various other initiatives aimed at enhancing the quality of life for the youth population.

### **Education and Culture**

Sabinal Park played host to the Fourth Meeting of the Elderly on September 30 with the aim of fostering an environment for healthy coexistence within the community while placing emphasis on the independence of the elderly population.

The *Patronato de Cerralvo* and city of Cerralvo had implemented several initiatives to improve the quality of life for its residents. One of them involves providing school scholarships to children, adolescents, and adults to promote increased educational attainment and lower school dropout rates. Additionally, the establishment of partnerships with various universities has led to an expansion in study options, with 940 scholarships being awarded. The exemplary performance of fourteen teachers, eight administrators, and the mayor during the 2021-2022 school year was also recognized. To further support the educational needs of the community, a Community Learning Center (CCA) has been established, offering online courses, counseling for students, teachers, and parents, and support for preschool, primary, and secondary first-year enrollment.

Furthermore, in collaboration with the Ministry of Culture of Nuevo León, a cultural program called "You, Culture" has been developed, with activities such as "Plastic Exploration" and "Living Words" being organized, attracting the participation of 24 children, youth, and adults from Cerralvo, N.L.

### **Community Development**

Multiple initiatives were executed with successful results to foster community integration and engagement. Notably, the Support Brigade was established to provide assistance to 800 families residing in the most vulnerable areas of

the Aramberri and Zaragoza municipalities in Nuevo León. Moreover, a Children's Drawing Contest was organized in Cerralvo, inviting young boys and girls to express their emotions towards returning to in-person learning. Additionally, the 4th Meeting of the Elderly in Sabinal National Park was conducted to promote the self-care of senior citizens through diverse physical activation and coexistence activities. The 30th anniversary of the Youth in Action Meeting was also celebrated, drawing a turnout of 1,210 attendees and speakers for the greater good. Finally, the 2022 Christmas Festival was held in Sabinal National Park, aimed at reinforcing values and contributing to the all-around development of 572 children.

### **Health and Assistance**

The primary objective as an organization is to enhance the quality of life for the residents of Cerralvo, Nuevo León. To accomplish this, GRUMA offers comprehensive social assistance to the most vulnerable groups in the community and maintains constant synergy with other institutions, particularly in the field of public health. In accordance with this mission, the company carries out various projects and actions for the benefit of the population, including the annual donation of a surgical lamp to the General Hospital of Cerralvo, the monthly delivery of groceries to 101 people in vulnerable situations, the conduct of health and training workshops, and the provision of care support for people with disabilities and chronic conditions.

Through these initiatives, GRUMA hopes to improve the lives of those in greatest need and contribute to a more just and equitable future for all.

**Sports and Recreation**

In 2022 with the leadership of the GRUMA's Cerralvo Center for Addictions, the municipal council against addictions was created, to work for the community and prevent addictions. In the same tone, and to boost the communities' children's health, GRUMA sponsored more than 200 athletes of Nuevo León of diverse sports categories and events, both national and international, who obtained outstanding results. Among these, were the 80 medals won in the Nuevo León Olympics (Olimpiada N.L.), in the categories of baseball, soccer, athletics, wrestling, beach and court volleyball, and weightlifting.

**SUSTAINABLE FARM- ANIMAL KINGDOM CONSERVATION CENTER**

GRUMA, as part of its dedication to improving children's education with a particular focus on environmental preservation, collaborated with the Animal Kingdom Conservation Center (Reino Animal) to establish the MASECA Sustainable Farm (Granja Sustentable) in Teotihuacán, Mexico in 2021. This initiative serves as a sustainable agricultural production model and a three-year regional development project for the Teotihuacán area.

The farm implements agroecological and hydroponic techniques in food production processes and practices integrated waste management to generate compost, vermicompost, and biogas. Furthermore, the farm relies on a solar power plant to power the entire park. The farm's infrastructure, technology, and practices aim to train local agricultural producers to adopt more sustainable techniques. The community of Santiago, Tepetitlán, also benefits from the farm's increased agroecological production and supply. The MASECA Sustainable Farm encompasses 4,800 square meters of the Animal Kingdom Park, including an audiovisual room, a hydroponic food production area, a pollinator garden, and animal sections for children to explore and learn. This strategic partnership highlights both

organizations' social responsibility to promote sustainability and environmental awareness.

Similarly, GRUMA has sponsored Furnace 3, Planet Earth (Horno 3, Planeta Tierra) in Monterrey since 2015. This exhibition allows members of the community to observe and learn about various weather phenomena, such as hurricanes, earthquakes, and tsunamis, and acquire knowledge on the effects of climate change and scientific facts about the planet.

This space aims to educate and motivate individuals, particularly children, to take an active role in understanding and preserving the natural world.

Visitors to Planet Earth can expect to be both educated and awed by the earth's wonders on display.

**GLOBAL ACTIVITIES**

**Australia:** Mission Foods sponsored the Western Bulldogs' Second Round AFL (Australian Football League) Match Day in 2022. Prior to the event, the team's supporters participated in contests such as the Youth Mascot Contest, Coin Toss, Banner Contest, and Score and Win. Additionally, Guernsey 2022 was introduced at the Etihad Stadium, where the Bulldogs played the Blues Carlton Football Club, 34,961 people attended the event.

**Russia:** In Stupino, Russia, GRUMA continued supporting the Albatross orphanage and the nursing home for the elderly through donations of food, medical supplies, and volunteer work.

**Central America:** Through the Tosty brand, GRUMA reactivated its volunteer program to support the food bank, thus helping more than 43,000 people in vulnerable situations.

**IMPACT MEASUREMENT**

These and other actions represented **more than US \$670,000 on investment, benefiting more than 460,000 people worldwide.**

Goal or commitment	Progress 2022	Base	Goal year	Material Issue addressed
The development of global Community Engagement Framework, to provide guidelines for its worldwide operations to implement community engagement programs and initiatives.	Started with the identification of all global community-related activities.	2020	2025	Human Rights Advocacy Social Impact



GRI 203-1, 203-2, 301-1, 308-1, 308-2

SASB: FB-AG-440a.1, FB-AG-250a.1, FB-AG-430a.3, FB-AG-430a.1, FB-RN-260a.1

SDG 2: Zero Hunger, target 2.3.1, target 2.5.1, target 2.a

SDG 3: Good health and Well-being

Material issues: Supply chain development; Sustainable agriculture; Food Safety and Quality

CSA: 1.7.2, 1.7.3, 2.9.1, 2.9.2

PILLAR 3

# Health, Nutrition and Food Safety: Bringing Value to the Table

In 2022, GRUMA ranked thirteenth on *Expansión's* 2022 ranking amongst 100 global Mexican companies with the most remarkable global presence. In addition, this list is segmented by industry, with GRUMA ranking among the top five in the food and beverage industry.

This is an important milestone that reinforces the company's responsibility to building a sustainable future through its dedication to fostering responsible agricultural practices that inevitably will result in a better performance of GRUMA working toward its purpose.

The company's portfolio evolves continuously. For example, Mission Foods USA constantly monitors the ever-changing trends and needs to offer consumers the products they want. Recently, they have added new products to their Better for You portfolio, created for their health-conscious consumers. The new Gluten-Free Mission Tortillas with Cauliflower and Almonds are vegan-friendly and made with the best ingredients. The Mission Grain-Free Tortillas are made with tapioca flour and are dairy, gluten, and soy-free. They also created the new Guerrero Nutri-Ricas Carb Watch Tortillas made with whole wheat or cornmeal to appeal to Hispanic millennials.

In the meantime, in Europe there were also a number of innovations to improve the nutritional value of Mission's products, including the relaunch of its core bakery tortillas across the continent. The difficulty lay in enhancing key nutritional indicators (salt, sugar, and fat) without sacrificing flavor. The results were:

- European Union**
  - Radical reduction of artificial ingredients from 9 to just 3 (E's numbers)
  - Significant reduction in salt & sugar
  - Nutriscore A rating
  - Better tasting and texture
  - More fiber
- UK**
  - Better tasting
  - Softer and thicker tortilla
  - Less salt and sugar
  - More fiber & protein





Mission's "Cereales y Semillas" contains an exclusive combination of high-quality cereals and seeds. Specifically formulated for those seeking additional digestive support.

As part of GRUMA's mission to provide its customers and consumers products fitted to their lifestyles and needs, the MISSION Mexican Range incorporates a gluten-free option for those who want to enjoy authentic "Mexican food" but cannot do so with traditional wheat tortillas. Celiac disease is estimated to affect 1 in 100 people in Europe. Using this ratio, more than 7 million people in Europe are affected by it, but only about 25 percent receive a diagnosis.

These, among other options, strengthen GRUMA's commitment towards nurturing people in a healthy way.

## Ensuring food safety and quality

To guarantee responsible sourcing practices, GRUMA has established various criteria for supplier selection. These include stringent adherence to environmental legislation and certification through organizations such as the RSPO (Roundtable for Sustainable Palm Oil). The company manages organic varieties of corn as well as corn that has not been genetically modified (Non-GMO); these are meticulously analyzed and segregated for later use based on customer requirements. Similarly, it is confirmed that the levels of mycotoxins (aflatoxin and fumonisin) are within regulatory limits. The company began analyzing its supply agreements and processes in 2022 in order to identify the responsible performance criteria already integrated therein as well as those that must be added to ensure a sustainable supply chain.

Within GRUMA, both the Mexican and American operations have a Corn Department dedicated to several projects such as Test Plots, which identify hybrids that are suitable for specific climatic conditions. This enables GRUMA to procure raw materials that meet quality standards while farmers improve their commercialization processes and productivity.

Additionally, GRUMA has contingency plans in its operations should the availability of critical raw materials such as corn were to fail due to various circumstances. For example, in the US, the contingency plan aims to mitigate the risk of running out of the supply of corn needed for Azteca Milling LP (AMLP) facilities to produce corn flour. Any lack of corn needed for production demand would directly affect customers dependent on its supply of flour for the operation of their business.

AMLP contracts corn at least 12 to 15 months before expected needs. Corn contracts generally include corn contracts with local producers and grain suppliers as well as grain elevators which could be located locally or in other regions of the country. This capacity is comprised of corn stored both on site at the individual facility as well as corn readily accessible from alternate AMLP storage locations and vendors who store contracted corn on behalf of AMLP.

Local producers, local elevators, and brokers are the first suppliers of corn for AMLP facilities. The amount of corn supplied by a local or regional production area varies according to the region of the country, the immediate environmental conditions, and market dynamics to grow corn in adequate quantities & quality as needed by the AMLP facility.



Commercial elevators, or elevators not in the general region of an AMLP facility, and brokers are contracted to supply corn from other regions of the country, or other countries if necessary and as needed to supplement the supply of corn from local vendors.

GRUMA has a department specializing in comprehensive pest management, which includes training and certification of personnel by specialized suppliers in fumigation techniques, with an emphasis on responsible product use.

In 2022, the amount of GRUMA's main raw materials acquired was:

Tons (Mt)	2022	2021
Corn	4,780,658	4,364,964
Wheat	507,690	463,366
Oils and shortenings	102,746	86,798

## Sustainable Agriculture: Working hand in hand with our Value Chain

GRI: 2-6  
 CSA: 2.7.5

GRUMA acquires agricultural commodities worldwide, so its extensive supply chain impacts the local economies, ecosystems, and people's quality of life. The company fully understands the need for traceability, monitoring, and engagement with its supply chain.

To strengthen this process and achieve its commitment to ensuring an ESG-compliant supply chain, GRUMA has outlined a roadmap to produce a forward-looking procedure that involves company-suppliers coordination, teamwork, transparency, and accountability from both parties. This roadmap and its overall suppliers' engagement strategy will be based on the ISO 20400 on Sustainable Procurement guidelines.

The principles to develop a comprehensive and sustainable engagement with our supply chain are:

- Accountability: GRUMA will be accountable for impacts and for those on the organization's supply chains, with a life cycle perspective on goods or services.
- Transparency: GRUMA will be transparent in its procurement decisions and activities and encouraging its suppliers to be transparent. Transparency is the basis for stakeholder dialogue and collaboration.
- Ethical behavior: GRUMA will behave ethically and promote ethical behavior throughout its supply chains.
- Full and fair opportunity: GRUMA will avoid bias and prejudice in all procurement decision-making. All suppliers, including local suppliers and small and medium-sized organizations (SMOs) should have a full and fair opportunity to compete.
- Respect for stakeholder interests: GRUMA will respect, consider and respond to the interests of stakeholders impacted by its procurement activities.
- Respect for the rule of law and international norms of behavior: GRUMA will strive to be aware of any violations throughout its supply chains. It should actively encourage its suppliers to abide by these rules and assess and address compliance as situations require.
- Respect for human rights: GRUMA will respect internationally recognized human rights.



- Innovative solutions: GRUMA will seek solutions to address its sustainability objectives and encourage innovative procurement practices to promote more sustainable outcomes throughout entire supply chain.
- Focus on needs: GRUMA will review demand, buy only what is needed and seek more sustainable alternatives.
- Integration: GRUMA will ensure that sustainability is integrated into all existing procurement practices to maximize sustainable outcomes.
- Analysis of all costs: GRUMA will consider the cost incurred over the life cycle, value for money achieved, and the costs and benefits for society, the environment and the economy resulting from its procurement activities.
- Continual improvement: GRUMA will work towards continually improving its sustainability practices and outcomes and encouraging organizations in its supply chains to do the same.

For example, in 2022 the company imported 19,038 tons of corn from New Orleans to Veracruz, Mexico. This corn had the Corn Sustainability Assurance Protocol certification, which is a farmer-led initiative developed by the U.S. Grains Council (USGC), an organization that develops export markets for U.S. barley, corn, sorghum, and related products including distiller's dried grains with solubles (DDGS) and ethanol. This member-driven organization supports free and fair trade worldwide through programs in more than 50 countries and the European Union.

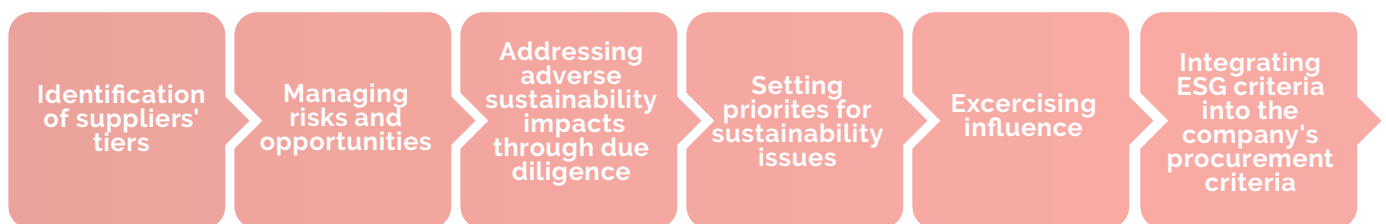
Even when commitments and rules in this area must cover the full scope of the company's supply chain, the initial efforts will be focused on the most at-risk areas. In that tone, GRUMA has classified its direct suppliers into tiers based on their level of importance for the smooth functioning of its operations. In the second quarter of 2023, the company will begin with the tier classification of its indirect suppliers.

TIER	Definition
TIER I	<ul style="list-style-type: none"> <li>• Raw materials (e.g., corn, flour, soy flour, palm oil)</li> <li>• Packaging materials</li> <li>• Commodities: energy, additives, and food preservatives</li> <li>• Maintenance equipment</li> </ul>
TIER II	<ul style="list-style-type: none"> <li>• Finished product distribution (logistics and transportation)</li> <li>• Warehouses and external facilities suppliers</li> <li>• Marketing, advertising, and product positioning suppliers</li> </ul>
TIER III	<ul style="list-style-type: none"> <li>• Security services</li> <li>• Consulting, auditing, and certification services</li> <li>• Back office, systems and licenses, and maintenance services</li> </ul>

## Traceability of GRUMA's supply chain

GRUMA's traceability for indirect suppliers' focus will consist of several sequential operations, such as input provision, production, post-harvest, storage, processing, marketing, distribution, and food service consumption, following a "farm-to-table" sequence of operations. This encompasses all levels of the supply chain, including input suppliers for its direct suppliers, producers, intermediaries, processors, exporters, retailers, and consumers.

The following are the first steps GRUMA will take to ensure the traceability of a globally responsible supply chain.



## Actions today, to replicate for the future

The Agricultural Procurement Department in Mexico is committed to achieving the Food and Agriculture Organization's (FAO) objectives for sustainable development. Sustainable agriculture is one of the pillars of this department, with a focus on promoting healthy ecosystems, ensuring food security, and supporting the sustainable management of natural resources, land, and water.

To achieve sustainable agriculture, it is essential to fulfill the requirements of both current and future generations. This encompasses ensuring profitability, environmental health, as well as social and economic equity.

The FAO's elements that contribute to the four pillars of food security, include:

1. Availability
2. Access
3. Utilization
4. Stability



In Mexico, GRUMA has established a collaborative relationship with the Minister of Agriculture (SADER), National and International Research Institutions, and agricultural companies through this department. These alliances align with the model of sustainable agriculture, emphasizing research, adoption, adaptation, and knowledge transfer of technologies.

### **STRATEGIC PARTNERSHIPS FOR A BETTER FUTURE**

GRUMA works in collaboration with various stakeholders, including producers, businesses, governments, and aid organizations worldwide, to make agriculture more profitable and sustainable.

#### **The International Maize and Wheat Improvement Center (CIMMYT)**

CIMMYT's mission is to increase maize and wheat productivity sustainably, ensuring global food security and reducing poverty. The organization achieves this through the development and dissemination of advanced technologies for maize and wheat in developing countries.



GRUMA has an indefinite agreement to incorporate the participation scheme of the sustainable intensification strategy. The objectives of this project include the incorporation of Agricultural Supplies into the Take it to the Farmer LATAM private sector participation scheme of CIMMYT's Sustainable Intensification strategy for Latin America. Additionally, the project aims to contribute to enhancing the productivity of corn and wheat through research and the development of beneficiaries' capacities. It also promotes innovation networks of sustainable technologies adapted to Mexico's needs and socioeconomic realities, based on a social inclusion strategy, utilizing existing CIMMYT methodologies.

GRUMA contributes with US \$45,000 annually towards achieving the shared goals.

### ***Sustainable production of corn***

GRUMA, in partnership with CIMMYT, participated in a support program for sustainable corn production, finalized in February 2022. The project involved research and management of aflatoxins in sustainable intensification systems to enhance the corn supply's quality, dependability, and quantity in several Mexican states.

The project's specific objectives were to consolidate GRUMA as a strategic partner in promoting sustainable intensification in Latin America. The project evaluated and implemented biological control measures during crop development and post-harvest processing evaluated the effect of nixtamalization on aflatoxin content, and adapted this process to reduce aflatoxins in dough and flour to a greater extent. The project also promoted and provided technical support for adopting sustainable intensification technologies and practices in specific regions and generated specific grain production and handling system optimization recommendations.

**After four years of research and analysis, GRUMA concluded that the AF36 technology reduces the number of aflatoxins in grain samples.** Additionally, seed companies have developed hybrids resistant to the production of aflatoxins. Adequate agronomic management, which includes soil health based on microbiological balance, limits the production of aflatoxins in corn. Knowledge of the optimal planting date for maize based on the INIFAP aflatoxin prediction model is also essential.

Four technologies were scaled up to a commercial level by producers from two states, establishing 500 hectares in the state of Tamaulipas. The maize met the

norm for aflatoxins with an average of 2ppb, indicating the high quality of the produce. The purchase of 1,360 tons of maize from this project represents a significant achievement in promoting sustainable agriculture and ensuring the availability of safe and healthy food for consumption.

### ***Instituto Nacional de Investigaciones Forestales Agrícolas y Pecuarias (INIFAP)***

The INIFAP contributes to sustainable rural development by improving competitiveness and maintaining the natural resource base, generating scientific agricultural and forestry information.

GRUMA has undertaken another project in partnership with the INIFAP, involving the organization of demonstrative events in regions where the two entities collaborate. The primary objective of this initiative is to foster closer ties with producers in these regions and raise awareness of the collaborative efforts between the two organizations.

Furthermore, and teaming up with the INIFAP, the Animal Kingdom Sustainable Farm project has organized a series of workshops and training sessions for farmers to enhance their skills. The program commenced on April 28th, 2022, with an introductory meeting with participating producers to conduct a diagnostic evaluation of their current capabilities. The program concluded in September and equipped participants with effective and efficient farming techniques.

### ***Collaboration with seed companies***

There is a diverse range of firms that specialize in seed production, serving as strategic collaborators in establishing demonstration plots for identifying suitable materials for each area. This facilitates the exploitation of crops' maximum genetic potential, resulting in increased profitability, high-quality grains, and improved health. Presently, our company collaborates with several firms such as Corteva, Novasem, Tech Ag, Anzu, Iyadilpro, and Mass Seeds, alongside other local companies, and the outcomes have been positive. Furthermore, we partnered with NETAFIM, an organization committed to implementing technologies that promote efficient water usage in agricultural zones. As part of this collaboration, a training course was conducted in *Ciudad Constitución*, Baja California Sur, aimed at educating farmers and grain providers on the use of irrigation systems that increase water efficiency.

All these initiatives and actions complement the continuous program that the Corn Department in Mexico

has developed as part of GRUMA's National Agricultural Plan. The plan aims to achieve efficient and rational use of available resources to meet grain supply needs in consumption areas through the evaluation of sustainable resource management agricultural technologies in demonstration plots.

**IMPACT MEASUREMENT**

Goal or commitment	Progress 2022	Base	Goal year	Material Issue addressed
Develop and implement a Sustainable Procurement Policy at a global level.	Started the analysis of supplier selection criteria in order to integrate ESG-related criteria globally.	2021	2025	Value Chain Development
Establish environmental, social, and governance criteria for supplier evaluation.	Development of an ESG practices suppliers' assessment.	2022	2023	Value Chain Development
Develop joint work programs with suppliers in each country where the Company holds operations.	Started with the definition of the program that will enable this goal.	2020	2025	Food quality and safety  Sustainable agriculture



# PILLAR 4 Teaming up with Nature

GRUMA acknowledges the challenge climate change poses to the global community and its pivotal role in mitigating this issue. The company comprehends that its operational methodologies can have a significant ecological impact and is firmly dedicated to operating sustainably. Sustainability is not merely a moral obligation but also a crucial factor for the company's enduring prosperity. Hence, it continuously explores avenues to curtail its carbon footprint, preserve natural resources, and reduce waste. The company recognizes its accountability to future generations and pledge to fulfill its role in securing a robust and sustainable planet.

## Environmental Management

GRI: 3-3

Material issue: Environmental Management Systems

TCFD: Risk Management; Strategy; Targets and Metrics

CSA: Environmental management

FTSE4Good: Environment

GRUMA places a high priority on environmental performance, utilizing advanced technology to manage it effectively. Compliance with international regulations is a key consideration in this effort. The company has established environmental policies to prevent and reduce pollution in all its plants and implemented environment protection programs.

INTESA and CIASA, two of GRUMA's subsidiaries, have undertaken extensive research and developed innovative technologies to ensure compliance with ecological regulations and laws. Additionally, the company actively seeks to mitigate environmental risks through upgrades to facilities and manufacturing equipment, implementing procedures to identify potential environmental impacts, and investing in R&D for efficient technologies.

By the end of 2022, GRUMA had eight ISO 14001-certified plants, including six mill operations in Mexico and two Mission Foods plants, one in Shanghai and the other in Australia. In accordance with TCFD guidelines, the company has started conducting a comprehensive analysis of its financial risks related to climate change, considering the results of its materiality analysis and identifying internal risks, as well as insights from organizations such as the WBSCD. GRUMA's plants undergo audits on various subjects, including sanitation, social responsibility, safety, environmental impact, and ethics. These external and internal audits allow us to remain up-to-date with the latest regulations and standards while identifying areas for improvement.

Additionally, the involvement of GRUMA in the assessment of ESG indices is considered a valuable tool to measure the organization's progress and increase transparency and accountability.



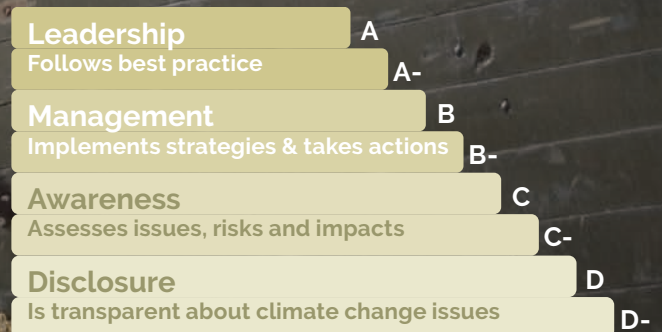


The management of these evaluations provides a reference framework to:

- Share the evolution of these themes.
- Receive feedback to improve internal processes.
- Compare results vs best practices.

GRUMA achieved a C rating in the CDP disclosure platform in 2022, demonstrating its significant environmental management progress.

	2017-2021	2022
Climate change	F	C
Forest	FFFF	CC - C
Water security	F	C



F= Fails to provide sufficient information to CDP.

## Financial risks related to climate change according to the TCFD

Risk category	Possible related risks	Possible financial impacts	
<b>TRANSITION RISKS</b>			
		Category	Description
Policy and Legal	Increased pricing of GHG emissions	Increased operating costs (e.g., higher compliance costs, increased insurance premiums)	Possibility of additional investment needed in more efficient equipment and machinery
		Competitiveness	Increased in the demand for more sustainable products  Companies that reduce their exposure to GHG emissions will be less sensitive to changes in fuel costs and, as a result, more competitive
	Increased requirements to provide detailed environmental information at the product level	Operational costs  Revenues	Requirements for measuring and providing new environmental information, particularly if standards or methodologies vary regionally  Changes in product demand based on more detailed environmental information
	Increased cost of raw materials due to policies that prevent agricultural expansion to new areas	Production costs  Revenues	Rise in the cost of raw materials  Decrease in production capacity
Technological advances	Technological advances that allow efficiency gains in the use of resources, production and distribution processes (for example, development of ultrafiltration to allow the reuse of wastewater)	Operational costs	Efficiency gains, cost reductions, or diminished reliance on external input sources (for example, lower water consumption and reliance on external sources, lower risk of shutting down operations due to water scarcity)  Expenditures on research and development (R&D) in new and alternative technologies  Capital investments in technological development  Additional costs to adopt/implement new practices and processes
Market	Change in consumer preferences towards products that are considered better or worse for the environment	Operational costs  Revenues	Changes in the demand for products and services by consumers  Abrupt increase in energy required to operate  Increase in raw materials costs



Risk category	Possible related risks	Possible financial impacts	
<b>TRANSITION RISKS</b>			
		Category	Description
Reputation	Diverse perceptions about the means to achieve food security and the impact of food production practices on the environment and communities	Revenues	Changes in the demand for products and services based on the perception of their impact
	There may be a threat to the Company's reputation and license to operate if strategic decisions are made to ensure business resilience, but do not consider the resilience of the communities in which it operates and on which it depends	Revenues	Depends on the recognition of the value of investments made for soil restoration in the communities where the Company holds operations
<b>PHYSICAL RISKS</b>			
		Category	Description
Acute and Chronic	Increased incidence and severity of extreme weather events, such as cyclones and floods	Operational costs	Reduced revenue due to decreased production capacity (eg, transportation difficulties, supply chain disruptions)
		Capital investment	Reduced revenue and higher costs due to negative impacts on the workforce (eg, health, safety, absenteeism)
		Remediation costs	
	Inability of farmers to adapt to climate change and build physical resilience to extreme weather conditions	Operational costs	Demand for new products and services to help farmers adapt and build resilience in the transition
		Revenues	Provisioning costs to find new suppliers
	Increased average temperatures and changes in precipitation patterns cause water stress in certain regions	Operational costs	Decreased production capacity as a result of price changes and supply chain disruption

## Climate Change: Emissions and Energy Efficiency

GRI 302-1 to 4, 305-1 to 7

SASB: FB-AG-110a.1, FB-AG-110a.2, FB-AG-110a.3, FB-AG-130a.1

SDG 13: Climate Action

TCFD: Governance, Strategy, Risk Management, Targets and Metrics

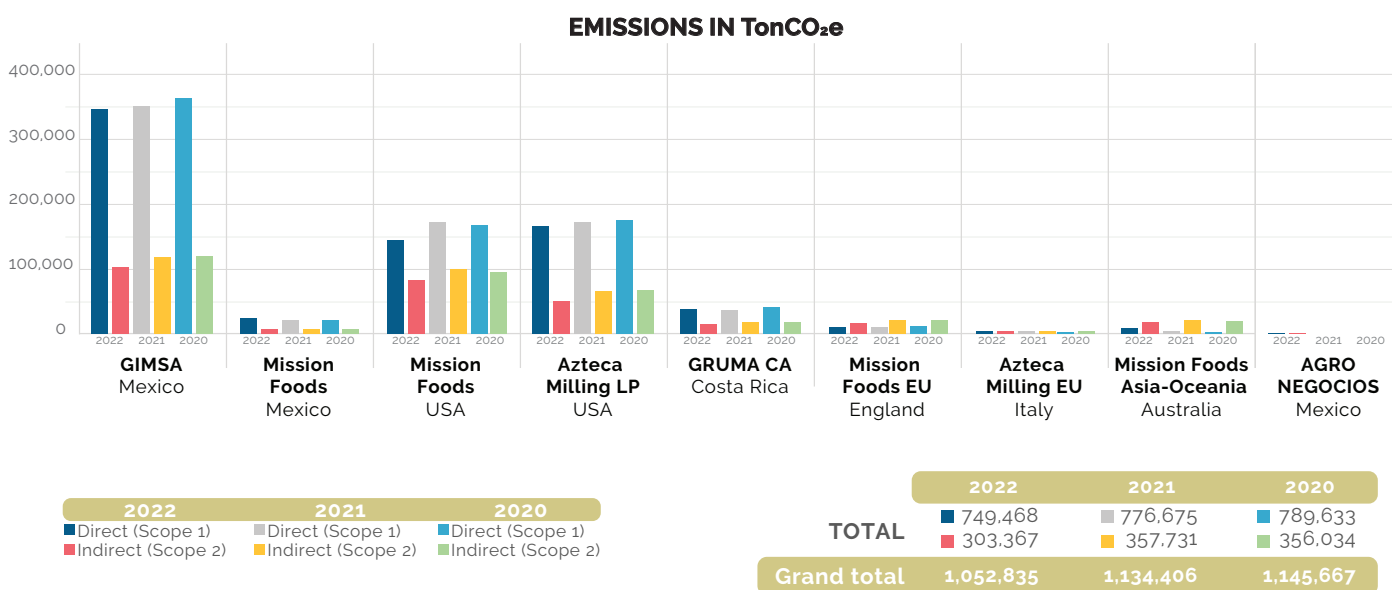
Material issues: Climate change strategy: Emissions and Energy Efficiency

CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1

In 2022, GRUMA executed various measures aimed at mitigating its environmental impact, primarily focusing on minimizing fossil fuels consumption and reducing polluting emissions. These initiatives included analyzing the technical and economic feasibility of adding green hydrogen to the natural gas combustion mixture to replace 8% of the calorific power and determining the technical and economic feasibility of using pyrolysis oil as a fuel, among others. The initiatives and a change in the emission factors used, yielded significant results, thus reducing the annual emission of 81,570 tCO<sub>2</sub>e vs 2021. This is the equivalent of the emissions launched by 17,576 gasoline-powered passenger vehicles driven annually.

As a result, the tCO<sub>2</sub>e intensity per ton of product decreased to 0.231 in 2022.

Throughout 2022 and starting 2023, GRUMA set an ambitious and feasible Scope 2 emissions offsetting target for its USA division, leveraging the procurement of Renewable Energy Certificates (RECs), using 2022 as the baseline year to achieve the set targets by 2030. The plan consists of a substantial 50% offset in US operations' S2 emissions from 2022 to 2023, followed by a consistent annual rate of 7.14% by 2030, achieving 100% of offsetting of US S2 emissions by 2030. Additionally, the company is exploring other strategies to reduce its carbon footprint.



The energy consumption in the company's operations, in the last three years, was as follows:

Source	2022 (GJx10 <sup>6</sup> )	2021 (GJx10 <sup>6</sup> )	2020 (GJx10 <sup>6</sup> )
Natural gas	11.15	10.12	10.84
LP Gas	0.86	0.83	0.86
Gasoline	0.03	0.07	0.06
Diesel	0.69	1.09	1.07
<b>Total</b>	<b>12.73</b>	<b>12.11</b>	<b>12.83</b>

According to statistics, renewable energy accounts for 77% of the total energy utilized. However, as reported in 2021, only 3.5% of the energy consumed was from renewable sources. This was a huge YoY improvement, in both the increase in usage of renewable and clean energies and in the company's data gathering process.

Source	2022 (GJx10 <sup>6</sup> )	2021 (GJx10 <sup>6</sup> )	2020 (GJx10 <sup>6</sup> )
Other renewable energy sources (solar, wind, geothermal)	0.201340	0.005841	0.005646
<b>Total</b>	<b>0.201340</b>	<b>0.005841</b>	<b>0.005646</b>



The energy intensity per ton of finished product was:

Year	GJ/FPT
2022	3.36
2021	3.30
2020	3.40

## Our approach to Scope 3 emissions

- GRI: 305-3
- SASB: FB-AG-110a.3
- CSA: Scope 3 emissions
- FTSE4Good: Emissions

GRUMA is currently reviewing the Greenhouse Gas (GHG) Protocol in order to identify the most relevant Scope 3 categories for the organization. This will enable it to initiate accurate measurements of these categories. GRUMA's approach will be a hybrid method, incorporating both existing emission factors from raw materials and data provided by its suppliers.

## Water management

- GRI: 303-1 to 5
- SASB: FB-AG-140a.1, FB-PF-140a.1, FB-AG-140a.2, FB-PF-140a.3
- SDG 6: Clean Water and Sanitation
- Material issue: Water Management
- CSA: 2.5.1, 2.5.4
- FTSE4Good: Water management

GRUMA recognizes the potential impact of water scarcity on its operations and is committed to implementing measures to mitigate this risk. The company is dedicated to reducing water consumption by improving processes and upgrading water-using equipment while maintaining the highest quality standards in water extraction and discharge.

GRUMA is committed to responsible water use. The company strictly adheres to all local regulations to ensure that its operations do not disrupt third-party water supply. Since 1968, the company has developed a continuous cooking and washing process to produce nixtamalized corn flour. Since then, water savings have been significant compared to the traditional nixtamalization process in low-capacity mills. Likewise, it has increased efficiency and production capacity. GRUMA undergoes periodic audits by local and national authorities to ensure regulatory compliance.

In compliance with the ISO 14001 standard, GRUMA identifies significant environmental aspects related to water use and discharge, wastewater treatment, and potential negative impacts on soil and groundwater contamination. The company's approach to managing these risks is to minimize water consumption in the industrial process by complying with authorized consumption limits and wastewater treatment criteria to meet environmental standards. GRUMA also uses the WRI Aqueduct platform to identify water stress areas in its operations and develop necessary strategies for

preventing, remedying, and eliminating related impacts. As of 2022, 18 plants have been identified as located in high water-stressed areas and four in extremely high water-stressed areas.

In 2021, GRUMA upgraded its corn-cooking equipment to continuous processes in some of its plants. Likewise, water consumption is monitored daily to modify the production process if needed, in order to remain within the authorized water consumption levels. The company remains committed to reducing water use and implementing responsible water management practices in its operations.

To ensure compliance with authorized water consumption levels, GRUMA has implemented measures that include setting conditions for the use of water and conducting research into water-efficient cooking processes. The company is also examining the feasibility of tertiary water treatment to increase the reuse rate of treated wastewater in its manufacturing plants.

As a result of these measures the water intensity per ton of product decreased from 0.79 to 0.78 vs 2021, even when the production increased YoY.

Water withdrawals by source in m<sup>3</sup> over the last three years are as follows:

Sources	2022	2021	2020
Surface water: rivers, lakes and natural wells	738,198	750,872	806,777
Municipal supply	2,230,663	2,124,671	1,932,888
Renewable groundwater	4,950,322	4,603,541	4,616,200
<b>Total</b>	<b>7,919,183</b>	<b>7,479,084</b>	<b>7,355,865</b>

GRUMA possesses self-sufficiency in designing and manufacturing equipment and wastewater treatment processes, and has developed a wastewater treatment system for residual cooking water. The company's Technology Division has developed two water treatment methods:

- Optional lagoons with agricultural land for irrigation of treated water (utilizing hydro screening, centrifugation, hydrolysis, anaerobic, aerobic, and clarification techniques);
- A "Compact" process featuring treatment equipment such as tank-type anaerobic and aerobic fermentation reactors, clarifiers, and centrifugal separators to discharge the treated water into the municipal sewage system.

Regarding its cooking technology, GRUMA has effectively reduced water usage by 70%, from 5.07 m<sup>3</sup>/t of corn to 1.5 m<sup>3</sup>/t of corn, compared to traditional methods. In addition to this achievement, GRUMA is continuing to invest in Research & Development in order to further reduce wastewater discharges through the development of even more efficient technologies. It should be noted that, currently, all manufacturing plant discharges fully comply with the regulations imposed by the respective countries in which they operate.

In 2022, the total discharges, measured in m<sup>3</sup>, were as follows:

Destination	2022	2021	2020
Irrigation water	2,749,243	2,765,284	2,420,692
Brackish surface water/seawater	214,642	0	0
Municipal supply	1,379,146	1,286,557	1,035,368
<b>Total</b>	<b>4,343,031</b>	<b>4,051,841</b>	<b>3,456,060</b>

Having identified the facilities where GRUMA faces extremely high- and high-water risks, the next step is to pinpoint those that account for the majority of its essential raw material supply for operations. The company is currently in the process of this analysis, and based on the findings, it will develop action plans to collaborate with these suppliers in the initial phase.





## Protection and Restoration of Biodiversity

GRI: 304-1 to 4

SDG 13: Climate Action

TCFD: Strategy

Material issue: Soil Protection and Restoration

CSA: 2.7.1

GRUMA has implemented several initiatives to safeguard and reinstate biodiversity. Acknowledging the significance and advantages of collaborative efforts with regional governments and communities, GRUMA has prioritized the implementation of sustainable practices. The company is committed to preserving the natural environment for future generations while contributing to the growth and development of local communities.

### **PARQUE EL SABINAL**

The establishment of the "El Sabinal" National Park by presidential decree signed on August 25th, 1938 during the administration of President Lázaro Cárdenas was motivated both by social interest and conservation. One of the main reasons was to preserve the beauty of the landscapes in the vicinity of city of Cerralvo, Nuevo León for the enjoyment of local residents and as a natural attraction for foreign tourism.



The overall objective is to maintain and preserve the scenic beauty of El Sabinal National Park for the development of low-impact tourism. Specific objectives include preserving the relic vegetation of the sabino (*Taxodium mucronatum*) and the habitat of the acocil, a freshwater crab species (*Procambarus regiomontanus*), which is classified as an endangered species under the Mexican Official Standard NOM-059-Semarnat-2010 on environmental protection for native species of Mexican flora and fauna, risk categories, and specifications for their inclusion, exclusion, or change.

The main objectives are:

**Protection.** Promote the preservation and conservation of the biological diversity of the National Park by establishing and implementing a set of policies and measures to improve the environment and control the deterioration of ecosystems.

**Administration.** The objective is to establish policies, strategies, and programs designed to determine activities and actions oriented towards achieving the goals of conservation, protection, restoration, education, training, and recreation of the National Park. This will be accomplished through alternative projects and the promotion of sustainable development activities.

**Knowledge.** The goal is to generate, retrieve, and disseminate knowledge, practices, and technologies, whether traditional or new, that enable the preservation, decision-making, and sustainable use of the biodiversity of the National Park.

**Culture.** The objective is to disseminate actions aimed at preserving the National Park, promoting active participation of surrounding communities to generate appreciation of environmental services through identity, dissemination, and education for the conservation of the biodiversity it contains.

**Management.** The goal is to establish the forms of organization of the National Park's administration by the competent authority, as well as the mechanisms for the participation of the three levels of government, individuals and surrounding communities, and all individuals, institutions, groups, and social organizations interested in its conservation and sustainable use.

Several maintenance tasks have been completed in various park areas throughout the year. Electrical work was carried out within the forum, while touch-ups were made to the paint on buildings in Sabinal Park. At

the Sports Unit, general court and greenery cuts were necessary due to increased grass caused by excessive rainfall in the region. Additionally, all closed areas, both administrative and athletic, were sanitized. Efforts to clean the protected natural area continued, focusing on removing any objects or trash that could harm the environment. As a result of increased hydrological flows, the reproduction of *Procambarus regiomontanus* (Acocil Regio, a freshwater crab) is expected to increase.



#### SUSTAINABLE PACKAGING

GRUMA has been exploring several options regarding its usage of more sustainable packaging options in the last period. As this issue has become more relevant, these efforts are expected to be boosted in the near time.

## Waste management: a circular economy approach

GRI: 301-2, 306-1 to 5

SASB: FB-RN-150a.2

CSA: 2.4.1

FTSE4Good: Waste

SDG 13: Climate Action

Responsible waste management is critical to GRUMA's operations, as it has far-reaching implications for the environment, public health, and the economy.

Therefore, it is imperative for the company to adopt responsible waste management practices that minimize waste generation, maximize resource recovery, and reduce environmental impacts. This leads to cost savings, improved environmental performance, and enhanced reputation, all of which contribute to the company's long-term success.

GRUMA carries out several programs to manage its operations and food waste, such as recycling, converting oils into renewable diesel and other fuels, and boosting of the circular economy approach by reprocessing residual material in subsequent batches and selling the byproduct as animal feed.

In 2022, 89% of waste was recycled or reused:

	Total waste generated in tons	Plastic	Metal	Wood	Cardboard & paper	Others	TOTAL Recycled
<b>2022</b>	92,997	443	260	1,280	1,331	79,567	82,881

Tons of food residue sold as animal feed 242,722

#### Waste from 2020 to 2022

<b>Non-Hazardous Waste (Tons)</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Waste Generated	92,997	42,174	30,806
Used/recycled/sold	82,881	27,052	19,324
Total Disposed	<b>10,116</b>	<b>15,122</b>	<b>11,482</b>
<b>Hazardous Waste (Tons)</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Waste Generated	334	362	455
Used/recycled/sold	195	187	239
Total Disposed	<b>139</b>	<b>175</b>	<b>216</b>

In 2022, Central America and Agronegocios were included in the data, representing 16,900 tons of recycled materials. Furthermore, GIMSA's Mexicali plant has significantly improved waste management by sending 11,095 tons of waste to recycling facilities. Mission Foods Mexico has also incorporated the Puebla plant, contributing 15,100 tons of recyclable material. These efforts demonstrate the company's commitment to sustainable practices and responsible waste management.

#### IMPACT MEASUREMENT

Goal or commitment	Progress 2022	Baseline	Goal year	Material Issue addressed
To continue investing to make processes, machinery, and technologies more efficient, to further reduce water, emissions, and energy consumption.	The following target was set: 50% reduction for US S2 emissions by 2023, and a consistent annual rate of 7.14% by 2030, using REC's.	2022	2030	Climate change strategy: Emissions and Energy Efficiency
Implement the TCFD's physical risk and climate change transition scenarios comprehensively to develop action plans according to obtained results.	Started with the analysis.	2020	2025	Climate change strategy: Emissions and Energy Efficiency
Establish actions, prevention, and response plans in water stress areas within our operations.	Still in progress.	2020	2025	Water management
Analyze the use of plastic in the company's product packaging, to develop optimization initiatives to reduce its use.	This issue has been identified as material in 2022.	2022	2025	Sustainable packaging



GRI: 2-3, 2-4, 2-5

# GRI and SASB Index



GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 1: Foundation 2021</b>					
<b>GRI 2:</b> <b>General Disclosures 2021</b>  <b>SASB / IFRS Agricultural products and Processed foods related standards</b>	2-1 Organizational details	Pages 7 and 9.			
	2-2 Entities included in the organization's sustainability reporting	<p>The legal names of the entities included are:</p> <p>Gruma Corporation and Subsidiaries            Grupo Industrial Maseca, S.A. de C.V. and subsidiaries            Gruma International Foods, S.L. and subsidiaries            Mission Foods México, S. de R.L. de C.V.</p> <p>The information is reported with the following structure for the sake of clarity:</p> <p>Gruma USA            GIMSA            Gruma Europe            Gruma Centroamérica            Gruma Asia-Oceania.</p>	Information Transparency and Accuracy		
	2-3 Reporting period, frequency and contact point	<p>This report covers the period from January 1st to December 31st, 2022.</p> <p>The reporting frequency is annual.            gmartinez@aztecamilling.com</p>	Information Transparency and Accuracy		
	2-4 Restatements of information	There were no restatements of information from previous reports.			
	2-5 External assurance	This report has not been externally verified.			
	2-6 Activities, value chain and other business relationships	Pages 7 and 37.	Supply chain development  Sustainable agriculture	SDG 12: Responsible production and consumption	
	2-7 Employees	Page 28.	Human Rights Advocacy  Diversity and Inclusion  Employees' Health and Safety	SDG 8: Decent work and economic growth	CSA: Labor practices 3.14  FTSE4Good: Labor standards
	2-8 Workers who are not employees	Not applicable. GRUMA has no workers that are not employees.			
	2-9 Governance structure and composition	Pages 20 to 23.			

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 2: General Disclosures 2021</b>  <b>SASB / IFRS Agricultural products and Processed foods related standards</b>	2-10 Nomination and selection of the highest governance body	Pages 20 to 23.			CSA: 1.2.1, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.2.8  FTSE4Good: Corporate Governance
	2-11 Chair of the highest governance body	Pages 20 to 23.	Sustainable Corporate Governance		CSA: 1.2.1, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.2.8  FTSE4Good: Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 20 to 23.	Sustainable Corporate Governance		CSA: 1.2.1, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.2.8  FTSE4Good: Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Pages 20 to 23.	Sustainable Corporate Governance		CSA: 1.2.1, 1.2.2, 1.2.4, 1.2.5, 1.2.6, 1.2.8  FTSE4Good: Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	The role of the highest governance body in GRUMA's ESG Report development and publishing is supervisory.	Sustainable Corporate Governance		
	2-15 Conflicts of interest	Page 18.	Sustainable Corporate Governance  ESG Strategy and Risk Management	SDG 16: Peace, justice and strong institutions	
	2-16 Communication of critical concerns	In 2022, 11 meetings were held between the ESG Committee and the executive team to address ESG issues.  Complement: Page 14.			
	2-17 Collective knowledge of the highest governance body	Page 5.	Sustainable Corporate Governance	SDG 16: Peace, justice and strong institutions	TCFD: Governance

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADDRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 2: General Disclosures 2021</b>  <b>SASB / IFRS Agricultural products and Processed foods related standards</b>	2-17 Collective knowledge of the highest governance body	Page 5.	ESG Strategy and Risk Management		
	2-18 Evaluation of the performance of the highest governance body	There is no specific evaluation. The General Shareholders Meeting is the only body that can name or remove a member of the Board.	Sustainable Corporate Governance  ESG Strategy and Risk Management		CSA: 1.2.6
	2-19 Remuneration policies	Please refer to our Annual Report 2022, pages 86 to 90 of the pdf.	Information Transparency and Accuracy		CSA 1.2.9 to 14
	2-20 Process to determine remuneration	<a href="https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf">https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf</a>			
	2-22 Statement on sustainable development strategy	Pages 5, 16, 17 and 24.	Sustainable Corporate Governance  ESG Strategy and Risk Management	SDG 17: Partnerships for the goals	
	2-23 Policy commitments	Pages 8, 16, 17, 26 and 27.	Sustainable Corporate Governance  ESG Strategy and Risk Management	SDG 17: Partnerships for the goals	
	2-24 Embedding policy commitments	Pages 10, 24 and 27.	Corporate governance with a sustainable approach  ESG Strategy and Risk Management  Food Safety and Quality		CSA: 2.9.2
	2-25 Processes to remediate negative impacts	Pages 24 to 51.	ESG Strategy and Risk Management		CSA: Environmental and Social dimensions

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 2: General Disclosures 2021</b>  <b>SASB / IFRS Agricultural products and Processed foods related standards</b>	2-25 Processes to remediate negative impacts	Pages 24 to 51.			FTSE4Good: Environmental and Social dimensions
	2-26 Mechanisms for seeking advice and raising concerns	Pages 18 and 19.	Sustainable Corporate Governance		TCFD: Governance
	2-27 Compliance with laws and regulations	GRUMA complies with all applicable regulations, regarding its industry, in the countries it holds operations.	Sustainable Corporate Governance		
	2-28 Membership in associations	Page 15.			
	2-29 Approach to stakeholder engagement	Pages 14 and 15.			
	2-30 Collective bargaining agreements	Pages 27 to 29.			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Pages 12 and 13.	ESG Strategy and Risk Management		CSA: 1.3.1, 1.3.2
	3-2 List of material topics	Pages 12 and 13.	ESG Strategy and Risk Management		CSA: 1.3.1, 1.3.2
	3-3 Management of material topics	Pages 12 and 13.	ESG Strategy and Risk Management		CSA: 1.3.1, 1.3.2
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Please refer to our Annual Report 2022, page 32 of the pdf.  <a href="https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf">https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf</a>			
	201-2 Financial implications and other risks and opportunities due to climate change	Pages 24 to 27.	ESG Strategy and Risk Management  Investor relations regarding ESG management  Climate change	SDG 12: Responsible production and consumption  SDG 13: Climate action	CSA: 1.4



GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	Pages 24 to 27.	strategy: emissions and energy efficiency  Soil protection and restoration  Water management		
	201-3 Defined benefit plan obligations and other retirement plans	In the context of global employee benefits, each country has its own system in place according to the applicable labor legislation in force. In Mexico, labor obligations recognized by Gruma correspond to a single-payment retirement plan. In contrast, China operates under the People's Republic of China (PRC) social security program, a system that ensures the welfare of its citizens in a structured and governmental manner. In the United States, a notable component of the retirement plan landscape is the 401(k), a prevalent, employer-sponsored retirement savings plan that plays a significant role in American workers' retirement planning.	Human Rights Advocacy  Employees Health and Safety	SDG 8: Decent work and economic growth	CSA 3.11  FTSE4Good: Labor standards
	201-4 Financial assistance received from the government	GRUMA does not receive financial assistance from the government.			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	GRUMA provides an entry salary above the minimum wage required by law, regardless of employee's gender.	Human Rights Advocacy  Diversity and Inclusion	SDG 5: Gender equality  SDG 8: Decent work and economic growth	CSA 3.11  FTSE4Good: Labor standards
	202-2 Proportion of senior management hired from the local community	Approximately 75% of senior managers come from the community (country) in places where GRUMA holds operations.	Social Impact	SDG 8: Decent work and economic growth	
<b>GRI 203: Indirect Economic Impacts 2016</b>  <b>SASB / IFRS Agricultural products</b>	203-1 Infrastructure investments and services supported	Pages 35 to 37.	Supply chain development  Sustainable agriculture  Food Safety and Quality	SDG 2: Zero Hunger  SDG 3: Good health and Well-being	

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADDRESSED	LINK TO CSA, FTSE4Good AND TCFD
	<p>203-2 Significant indirect economic impacts</p> <p>FB-AG-440a.1 Identification of principal crops and description of risks and opportunities presented by climate change</p> <p>FB-AG-430a.3 Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing</p> <p>FB-AG-430a.1 Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard</p> <p>FB-RN-260a.1 Percentage of meal options consistent with national dietary guidelines</p>	<p>Pages 35 to 41.</p>	<p>Supply chain development</p> <p>Sustainable agriculture</p> <p>Food Safety and Quality</p>	<p>SDG 2: Zero Hunger</p> <p>SDG 3: Good health and Well-being</p>	<p>CSA: 1.7.2, 1.7.3, 2.9.1, 2.9.2</p>
<p><b>GRI 204: Procurement Practices 2016</b></p>	<p>204-1 Proportion of spending on local suppliers</p>	<p>Page 6.</p>	<p>Supply chain development</p> <p>Sustainable agriculture</p> <p>Food Safety and Quality</p>	<p>SDG 12: Responsible production and consumption</p>	
<p><b>GRI 205: Anti-corruption 2016</b></p>	<p>205-1 Operations assessed for risks related to corruption</p> <p>205-2 Communication and training about anti-corruption policies and procedures</p> <p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>All GRUMA's operations are continuously monitored on corruption risks.</p> <p>23,297 employees were trained (100%). Mexico: 9,843 U.S.: 8,678 Central America: 2,049 Europe: 1,690 Asia and Oceania: 1,307</p> <p>95 Top management 612 Managers 22,590 members of staff</p> <p>In 2022, there were no cases of this nature identified.</p>	<p>Information Transparency and Accuracy</p>		<p>CSA 15.3</p>

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADDRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, there were no significant legal actions of this nature identified.			
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Please refer to our Annual Report to the Mexican Stock Exchange 2022, pages 22, 46, 47, 67 ad 68 of the pdf.  <a href="https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf">https://www.gruma.com/media/719568/reporte_anual_gruma_2022_ingl_s_-_versi_n_final_con_anexos.pdf</a>	Information Transparency and Accuracy	SDG 16: Peace, justice and strong institutions	
	207-2 Tax governance, control, and risk management				
	207-3 Stakeholder engagement and management of concerns related to tax				
	207-4 Country-by-country reporting				
<b>SASB /IFRS Agricultural products</b>	FB-AG-000.B Number of processing facilities	More than 70 processing facilities worldwide.			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Pages 35 to 37.	Supply chain development  Sustainable agriculture  Food Safety and Quality	SDG 12: Responsible production and consumption	
	301-2 Recycled input materials used	Page 50.	Soil protection and restoration	SDG 12: Responsible production and consumption	
	301-3 Reclaimed products and their packaging materials	Not applicable.			
<b>SASB /IFRS Agricultural products</b>	FB-AG-440a.1 Identification of principal crops and description of risks and opportunities presented by climate change	Pages 36 to 40.	Soil protection and restoration  Climate change strategy: Emissions and Energy Efficiency		

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 302: Energy 2016</b>  <b>SASB / IFRS Agricultural products and Processed foods energy-related standards</b>	302-1 Energy consumption within the organization	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	302-2 Energy consumption outside of the organization	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	302-3 Energy intensity	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	302-4 Reduction of energy consumption	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	302-5 Reductions in energy requirements of products and services	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	FB-PF-130a.1 and FB-AG-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Pages 45 to 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics



GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
	303-2 Management of water discharge-related impacts	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
	303-3 Water withdrawal	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
	303-4 Water discharge	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
	303-5 Water consumption	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
<b>SASB / IFRS Agricultural products and Processed foods water-related standards</b>	FB-AG-140a.1 FB-PF-140a.1 (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
	FB-AG-140a.2 FB-PF-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks	Pages 47 and 48.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADDRESSED	LINK TO CSA, FTSE4Good AND TCFD
	FB-AG-140a.3 FB-PF-140a.2 Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	In 2022, there were no significant incidents associated with non-compliance of water quality or quality permits, standards or regulations.	Water management	SDG 6: Clean water and sanitation	CSA: 2.5.1, 2.5.4  FTSE4Good: Water management
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pages 49 and 50.	Soil protection and restoration	SDG 13: Climate action	CSA: 2.7.1, 2.7.2, 2.7.4, 2.7.5
	304-2 Significant impacts of activities, products and services on biodiversity	Pages 49 and 50.	Soil protection and restoration	SDG 13: Climate action	CSA: 2.7.1, 2.7.2, 2.7.4, 2.7.5
	304-3 Habitats protected or restored	Pages 49 and 50.	Soil protection and restoration	SDG 13: Climate action	CSA: 2.7.1, 2.7.2, 2.7.4, 2.7.5
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Pages 49 and 50.	Soil protection and restoration	SDG 13: Climate action	CSA: 2.7.1, 2.7.2, 2.7.4, 2.7.5
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 305: Emissions 2016</b>	305-3 Other indirect (Scope 3) GHG emissions	Pages 47.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	305-4 GHG emissions intensity	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	305-5 Reduction of GHG emissions	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information Not Available.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>SASB / IFRS Agricultural products Emissions-related standards</b>	FB-AG-110a.2 Discussion of long-term and short-term, strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
	FB-AG-110a.3 Fleet fuel consumed, percentage renewable	Pages 45 and 46.	Climate change strategy: Emissions and Energy Efficiency	SDG 13: Climate action	CSA: 2.2.1, 2.2.2, 2.2.3, 2.3.1  TCFD: Governance, Strategy, Risk Management, Targets and Metrics
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Pages 50 and 51.		SDG 13: Climate action	CSA: 2.4.1  FTSE4Good: Waste
	306-2 Management of significant waste-related impacts	Pages 50 and 51.		SDG 13: Climate action	CSA: 2.4.1  FTSE4Good: Waste
	306-3 Waste generated	Pages 50 and 51.		SDG 13: Climate action	CSA: 2.4.1  FTSE4Good: Waste
	306-4 Waste diverted from disposal	Pages 50 and 51.		SDG 13: Climate action	CSA: 2.4.1  FTSE4Good: Waste
	306-5 Waste directed to disposal	Pages 50 and 51.		SDG 13: Climate action	CSA: 2.4.1  FTSE4Good: Waste
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Pages 37 to 39.	Supply chain development  Sustainable agriculture  Food Safety and Quality	SDG 12: Responsible production and consumption	CSA: 1.7.4 -Partially answered



GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADDRESSED	LINK TO CSA, FTSE4Good AND TCFD
	308-2 Negative environmental impacts in the supply chain and actions taken	Pages 37 to 39.	Supply Chain Development		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Page 30.		SDG 8: Decent work and economic growth	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 28.		SDG 8: Decent work and economic growth	
	401-3 Parental leave	Information Not Available.		SDG 8: Decent work and economic growth	
<b>GRI 402: Labor/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Two weeks.			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-3 Occupational health services	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-5 Worker training on occupational health and safety	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-6 Promotion of worker health	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-8 Workers covered by an occupational health and safety management system	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-9 Work-related injuries	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
	403-10 Work-related ill health	Pages 30 and 31.	Employee's Health and Safety	SDG 3: Health and Well-being	CSA: 3.5.1, 3.5.2, 3.5.3
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Page 30.			CSA: 3.4.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 30.			CSA: 3.4.4
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 30.			CSA: 3.4.4
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Page 32.	Diversity and Inclusion	SDG 5: Gender equality SDG 8: Decent work and economic growth	
	405-2 Ratio of basic salary and remuneration of women to men	There are no gaps in salaries in regards to gender.	Diversity and Inclusion	SDG 5: Gender equality SDG 8: Decent work and economic growth	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported in 2022.			

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Non identified.			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Non identified.			
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Non identified.			
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Internal security personnel receive an induction process that includes Code of Ethics training (in which Human Rights topics are addressed).			
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Non identified.			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 32 to 34.	Social Impact Human Rights Advocacy	SDG 2: Zero hunger SDG 10: Reduced inequalities	
	413-2 Operations with significant actual and potential negative impacts on local communities	Pages 32 to 34.	Social Impact Human Rights Advocacy	SDG 2: Zero hunger SDG 10: Reduced inequalities	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	In 2022 we established the process to start the screening of our suppliers in 2023.			
	414-2 Negative social impacts in the supply chain and actions taken	In 2022 we established the process to start the screening of our suppliers in 2023.			
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	GRUMA does not give political contributions.			

GRI STANDARD	DISCLOSURE	LOCATION	MATERIAL ISSUE	SDG ADRESSED	LINK TO CSA, FTSE4Good AND TCFD
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	All GRUMA products and services are regularly evaluated to identify opportunities for improvement.	Food safety and quality	SDG 2: Zero Hunger	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022, there were no significant cases of this nature identified.	Food safety and quality	SDG 2: Zero Hunger	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	GRUMA complies with all national and international regulations regarding this matter.			
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2022, there were no significant cases of this nature identified.			
	417-3 Incidents of non-compliance concerning marketing communications	In 2022, there were no significant cases of this nature identified.	Information Transparency and Accuracy		CSA: 3.6.3
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, there were no significant cases of this nature identified.	Information Transparency and Accuracy		
<b>SASB / IFRS - Processed Foods Standards</b>	FB-PF-250a.1 Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	GRUMA has several food safety certifications as explained on page 10.	Food safety and quality		CSA: 3.6.1
		In 2022, there were no non-conformances in the audit processes.	Supply chain development		







