



# SUSTAINABILITY REPORT



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# MESSAGE FROM THE CEO

[2-22]

At Grupo JUMEX, we firmly believe that promoting sustainable development in our sphere of influence promotes the company's growth and creates value for our stakeholders. We are pleased to present our 2022 Sustainability Report, with our main sustainability commitments, actions and achievements.

The quality and innovation approaches that have characterized us since JUMEX's foundation have been key to providing a wide variety of products known for their global excellence to our customers and consumers in over 40 countries.

Our commitment to sustainability is present throughout our processes and interactions with the different actors comprising our value chain.

In line with our sustainability strategy, in 2022, we carried out various actions to contribute to preserving our planet by implementing green technologies and practices that allow us to optimize the use of natural resources across our business activities. Examples of this can be seen in the initiatives we implemented in the Monterrey and Chihuahua plants to face the challenges linked to the water scarcity experienced in northern Mexico.

Our commitment to promoting the circular economy has inspired us to continue improving our packaging and containers by integrating recyclable and biodegradable materials and implementing actions to promote the use of the fruit bagasse obtained from our production processes for compost.

In short, these efforts allow us to maintain a balanced operation with the environment and produce a positive impact on the company's profitability and competitiveness.

At Grupo JUMEX, we understand that innovation and quality come hand in hand with a talented and committed team. Hence, we have implemented different programs and actions focused on the safety, well-being, and full development of our more than 6,500 employees.

In 2022, we launched a strategy focused on creating a diverse, equitable and inclusive culture, which we are sure will translate into a more humane and competitive organization. We also formed a Diversity and Inclusion (D&I) Committee responsible for generating actions and creating programs to strengthen these pillars in our work centers.

We believe that promoting art is fundamental to creating and regenerating the social fabric. Hence, Fundación JUMEX sponsors activities to nurture the appreciation, understanding and creation of contemporary art in Mexico. In 2022, more than 471,000 people visited the JUMEX Museum. The Foundation also gave out 182 scholarships to students and sponsored 201 projects through our scholarship and sponsorship program.

We are accelerating the development of strategies for caring for the environment, social development and governance. Hence, our commitments and actions are aligned with the United Nations Sustainable Development Goals, centered specifically on SDG 6, Clean Water and Sanitation, 10 Reduced Inequalities, 12 Responsible Consumption and Production, and 13 Climate Action.

We also began the process involved in creating the company's regulatory framework of sustainability and formed our Sustainability Committee, which will analyze the actions to be implemented on the subject matter and monitor their development and results.

At Grupo JUMEX, we will continue to strive to be more competitive, contribute to the well-being of our employees, care for the environment and support our communities and society as a whole as our strategy to continue generating results and sharing them with all.



**SALVI FOLCH**  
CHIEF EXECUTIVE  
OFFICER

# KEY FIGURES 2022



**12**  
plants in operation



**15**  
brands in our product portfolio



**+205,000**  
tons of fruit processed



**+56**  
million liters of water saved



**99%**  
of the non-hazardous waste generated is recoverable



**6,586**  
employees form part of our team



**+90**  
training hours provided



**+470,000**  
people visited the JUMEX Museum



**185**  
students were awarded scholarships through the JUMEX Foundation





# WHAT WE ARE





## Corporate Philosophy [2-6, 2-23]

We are a Mexican company with more than 60 years of experience in the beverage industry. We produce, market and distribute fruit-based beverages.

Over the years, we have made innovation and quality essential factors in our business strategy to provide a broader and fuller range of products to ensure we meet the needs and expectations of our customers, consumers and business partners.



## Mission

Our mission is to provide consumers with world-class fruit-based food and beverages, innovating with state-of-the-art technologies in our processes, products and packaging, generating value for shareholders.



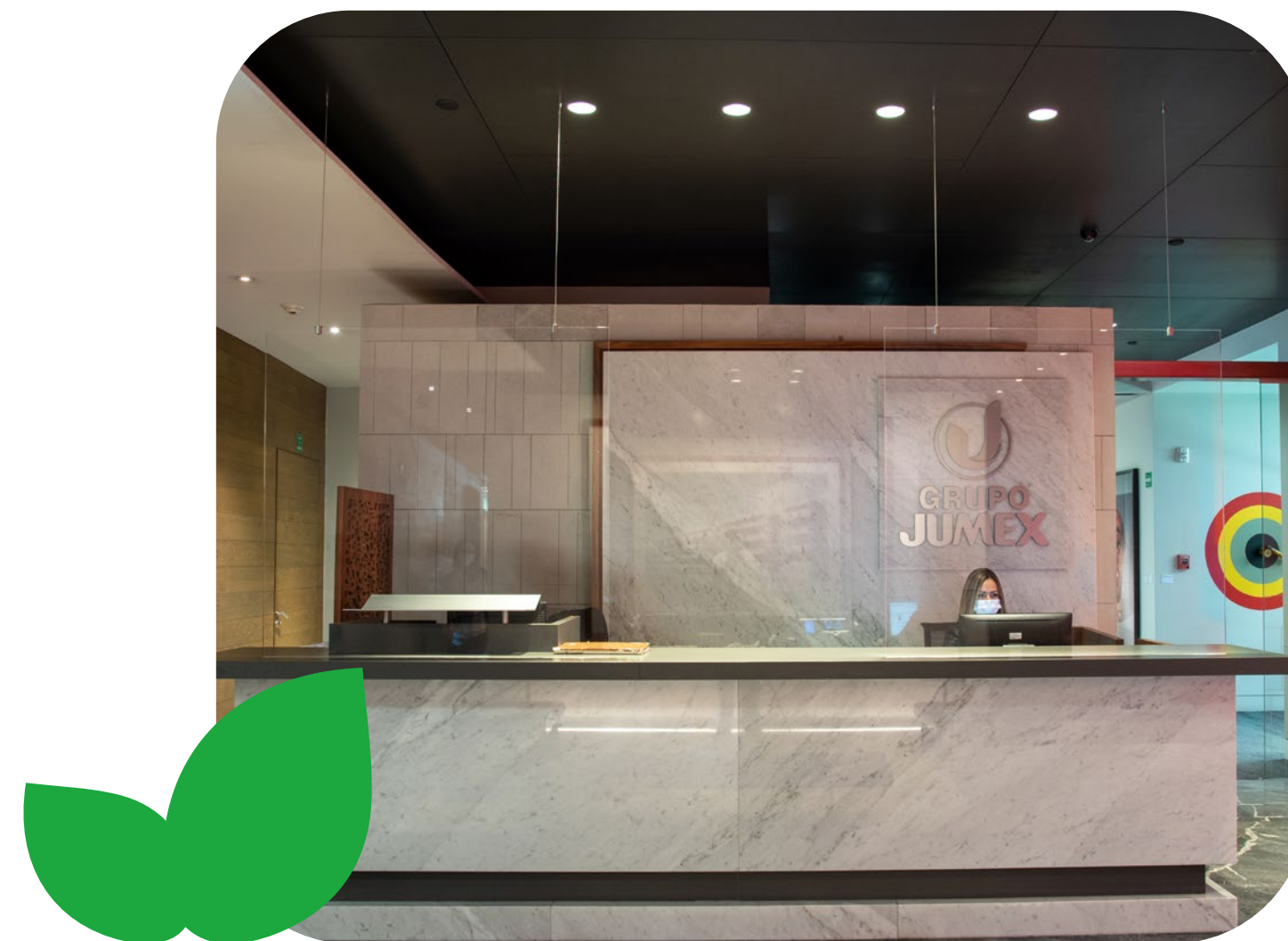
## Vision

Our vision is to position the brand as a world-class competitor in the global food and beverage industry, serving different market segments and always staying at the forefront of process, product and packaging technology.

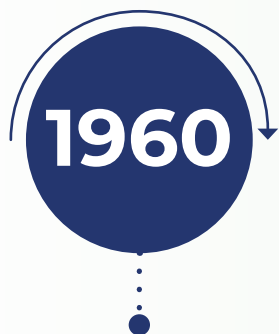


## Values

At Grupo JUMEX, we are governed by values that define us as a company and guide us in developing our business activities and interactions with our stakeholders to ensure that all our actions are conducted within a framework of ethics and integrity.



# Our History



**1976** – We opened the Tultepec complex that makes the cans we use to package our products.



**1990** – We began to use one-liter Tetra Pak and Tetra Brik containers for fruit juice and nectar.

**1994** – We consolidated one of the most relevant projects for the brand: changing the shape of the can and launching a new 335 mL can in the market.



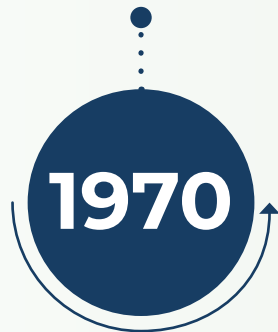
**2011** – We began using our one-liter Tetra Prisma container, another remarkable packaging innovation.

**2013** – We renewed our brand image with more modern and clean lines while maintaining the colors and tradition of our original identity.

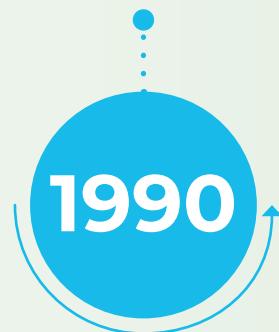


**1961** – We began to pack peaches in 150 mL cans.

**1964** – We registered our JUMEX brand and the first slogan: “The little blue can.”



**1984** – We innovated by launching a new line of products in glass containers.



**2001** – We opened the Jumex Contemporary Art Foundation (Fundación JUMEX).

We opened the Mexicali plant.

**2002** – We opened the Chihuahua plant.

**2007** – We launched the “latabotella” to the market, an innovative container that combines the benefits of bottles and cans in a single container.



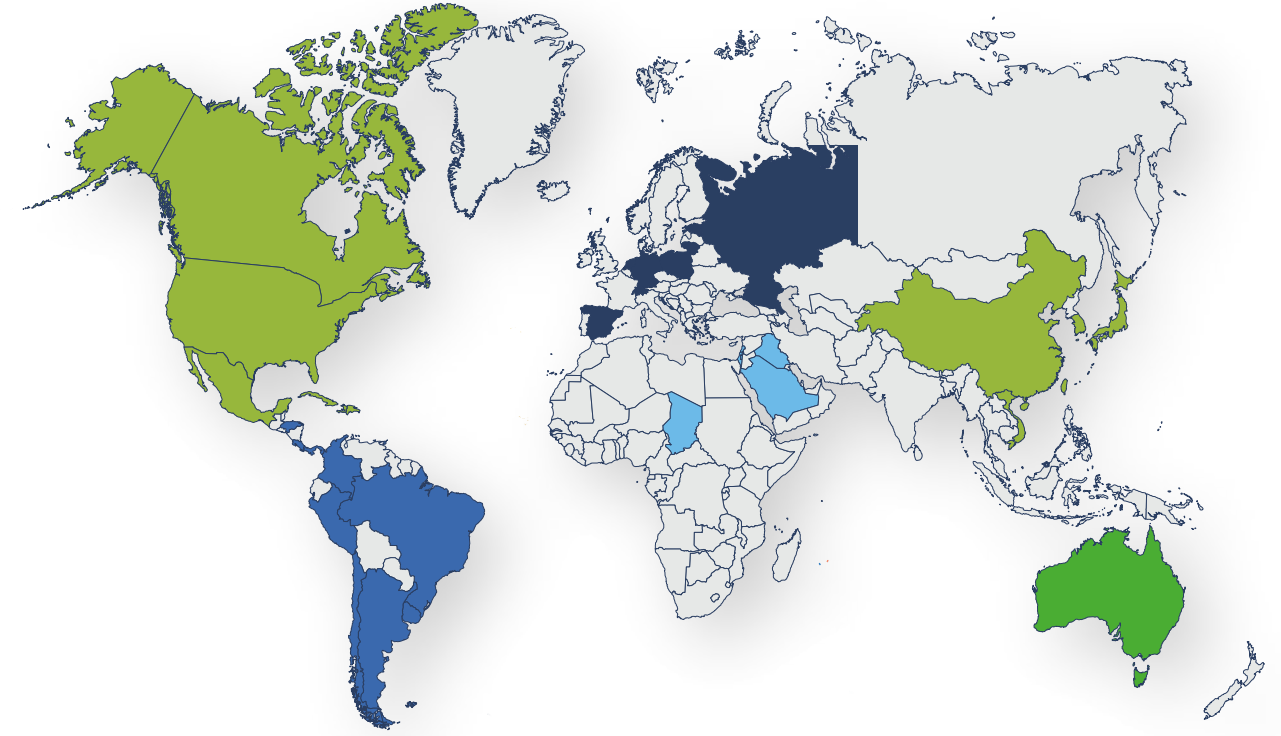
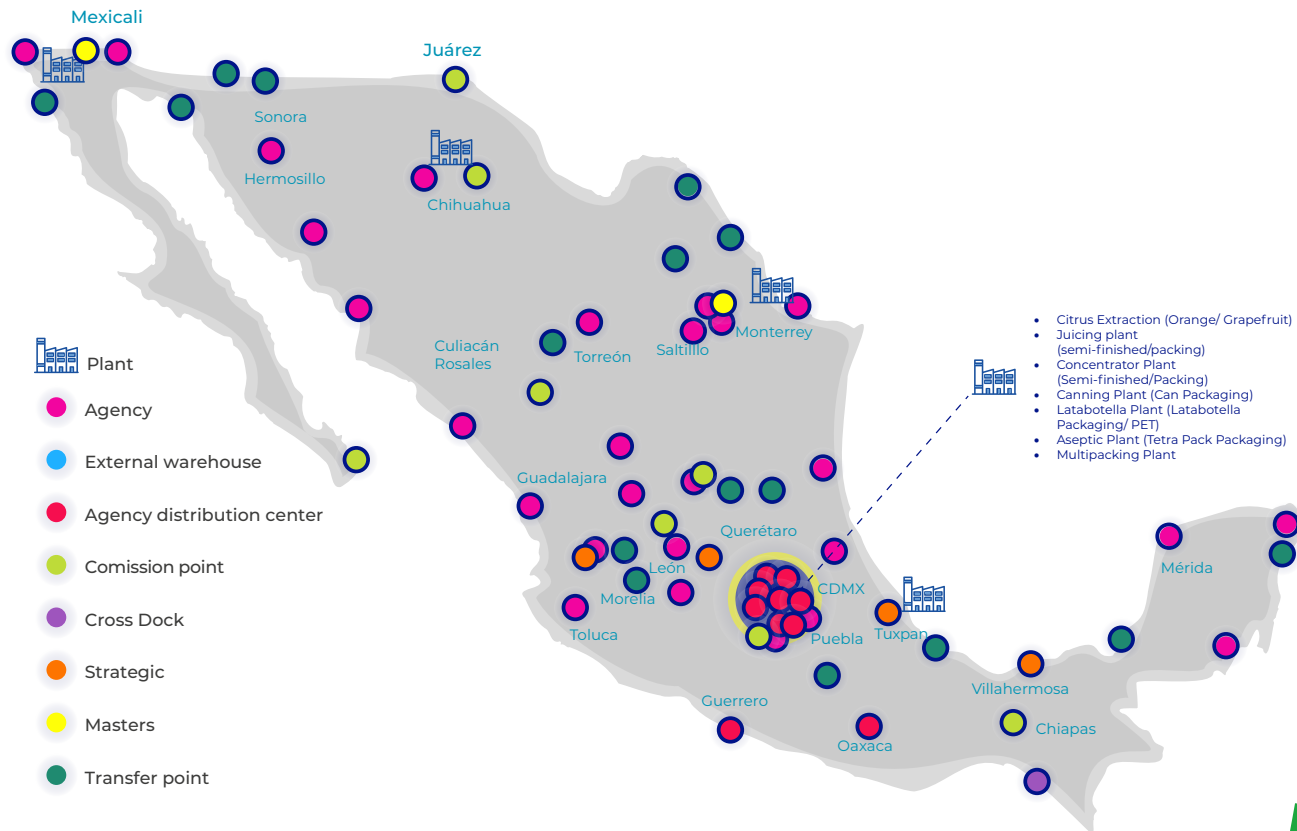
**2020** – We strengthened the citrus concentrate business by acquiring the Gold Citrus plant in Tuxpan, Veracruz.

We transformed our corporate image to reflect our company’s commitment to innovating our brands and products and developing the Mexican farmland and the communities near our operations.

## Presence [2-1, 2-6, FB-NB-000.B.]

Mexico is our main market, where we have our broadest distribution network.

Our commitment to promoting Mexican farmland has prompted us to generate strategies to position our products internationally.



### North America

- Bahamas
- Canada
- United States
- Haiti
- Jamaica
- Mexico
- Puerto Rico
- Dominican Republic
- St. Kitts

### Central and South America

- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- El Salvador
- Honduras
- Panama
- Peru
- Uruguay

### Europe

- Germany
- Spain
- Estonia
- Holland
- Lithuania
- Poland
- Czech Republic
- Russia
- Switzerland

### Africa and the Middle East

- Saudi Arabia
- Qatar
- Dubai
- Iraq
- Israel
- Lebanon
- Libya

### Asia

- China
- South Korea
- Japan
- Vietnam

### Oceania

- Australia



Our brands are present in more than **40 countries** and are a **global benchmark for quality and innovation**



## Corporate Governance [2-9, 2-12, 3-3]

At Grupo JUMEX, we have a Governance structure to make responsible decisions to ensure the company's sustainable growth.

### Decision makers



#### Board of Directors

Our Board of Directors comprises standing and independent directors with extensive experience and credentials. Its main function is to define and validate the company's general strategy.

#### Executive Management

Our Senior Management team is responsible for directing the company's efforts toward achieving its goals and objectives through the management and implementation of the strategic plan approved by the Board of Directors.

### Senior Management Team

Operational Management Department	Audit Department	Human Capital Department	International Commercial Management and Strategic Alliances	National Commercial Management	Marketing Department
Purchasing Department	Finance and Administration Department	Engineering and Project Management	Legal and Compliance Department	Logistics Department	Beverage Manufacturing Department
Planning Department	Asset Services Department	Systems (IT) Department	Technical Department	Strategy and Transformation Department	Financial Planning and Profitability Department

## Risk Management

We recognize that various environmental, financial, market, regulatory, legal, fiscal, technological, social and other risks may impact the sector in which we operate and our business activities.

Although we are still developing our regulatory risk management framework, our Executive Committee carries out various actions to identify risks, reduce their impact and develop effective response plans. These actions include the following:



Presentation and proposal of the Annual Business Plan



Definition of the business culture



Design a strategic plan to achieve the objectives



Evaluation of the performance of the company and the fulfillment of its objectives



Decision-making processes regarding deviations from the plan to regain control



## Our Commitment to Sustainability [2-23, 3-3]

In addition, we continue to work on developing actions to improve our performance in terms of sustainability and to address issues with a social, environmental and economic impact for Grupo JUMEX. Advances made in 2022 included the following:



### ESG MANAGEMENT

We began to develop the company's regulatory framework for managing sustainability topics.



### ENVIRONMENTAL MANAGEMENT

We continue to measure and reduce environmental impacts in the value chain.



### WATER

We developed a water management strategy and implemented improvements to wastewater treatment plants.



### WASTE

We implemented the Zero Waste initiative and waste separation and recovery procedures. We also continue to work on the implementation of recycling projects, both internal and external.



### RESPONSIBLE SOURCING

We strengthened our supplier evaluation and selection processes.



### ENERGY

We invested in new technologies to drive the transition to clean energy sources.



### INNOVATION AND DEVELOPMENT

We designed a plan identifying production, storage and distribution capacities to implement process automation.



### CUSTOMER AND CONSUMER SATISFACTION

We continuously improve our processes by implementing actions including customer and supplier satisfaction and customer service surveys.



### WELL-BEING AND WORKPLACE PRACTICES

We are working on implementing talent attraction and development programs and diversity and inclusion. In addition, we strengthened our occupational health and safety training program.



## Ethics and Integrity [2-23, 2-24, 2-25, 2-26, 3-3]

We are a company committed to ethical and regulatory compliance, as exemplified by our Core Policies on Ethical and Regulatory Compliance and our Code of Conduct. The policies and the Code guide Grupo JUMEX employees to ensure their full adherence to our corporate values and the applicable legal framework.

Conoce nuestro Código de Conducta [aquí](#)



We train and certify our staff to know and comply with the Integrity Policy, Code of Conduct, and the Anti-Corruption Policy



## JUMEX listens to you

At Grupo JUMEX, we believe that it is very important to know the opinions and concerns of our stakeholders and provide them with support in any situation that deviates from the values, guidelines and other regulations applicable to the company. That's why we offer them the **JUMEX listens to you** (JUMEX te escucha) tool, a secure reporting system that is easily accessible.

Our reporting system is designed to guarantee the confidentiality and anonymity of the people who use it.

**Email:** [contactanos@jumexteescucha.com](mailto:contactanos@jumexteescucha.com)

**Telephone:** 800 3888 880

**Webside:** [jumexteescucha.com](http://jumexteescucha.com)

## Rules and standards of behavior

<b>We respect people</b>	<ul style="list-style-type: none"> <li>We are inclusive and treat all people with respect, courtesy and impartiality.</li> <li>We avoid and combat violence in all its expressions.</li> </ul>
<b>We do business honestly</b>	<ul style="list-style-type: none"> <li>We act under a culture of legality at all times.</li> <li>We act with transparency and accountability at all times.</li> </ul>
<b>We act with commitment and professionalism</b>	<ul style="list-style-type: none"> <li>We act without conflicts of interest.</li> <li>We protect the tangible and intangible assets of the organization.</li> </ul>
<b>We value our relationships with third parties</b>	<ul style="list-style-type: none"> <li>Our consumers' satisfaction is the cornerstone of our success.</li> <li>We treat our customers with ethics, equity and recognizing the value of each one of them.</li> <li>Our Suppliers are selected and treated objectively based on the quality and profitability of their products and services.</li> </ul>
<b>We fulfill our responsibility</b>	<ul style="list-style-type: none"> <li>Our decisions adhere to the values and philosophy of the organization.</li> </ul>









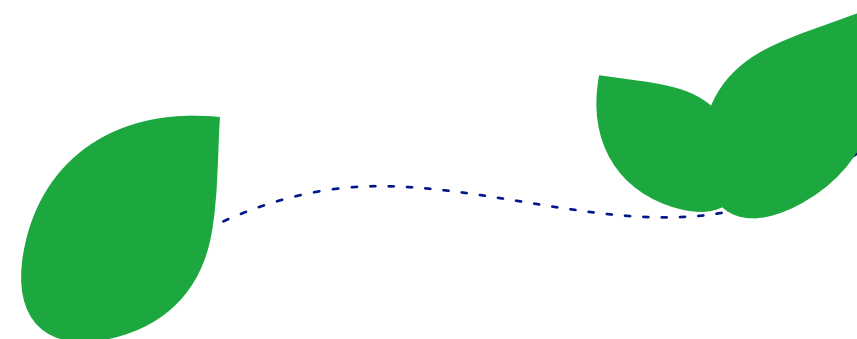
At Grupo JUMEX, we promote a **culture of compliance** to ensure that all our activities are conducted with **integrity and honesty**



## Stakeholders [2-29]

We maintain a continuous dialogue with the groups that influence our operations through various channels. We do so to keep them informed about relevant issues of our operation and to detect those areas of opportunity that indicate how to continue improving and strengthening our business model.

Stakeholders	Channels of communication	Contact Frequency
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Videoconference: by segment or product</li> <li>• Commercial relations: by brand</li> <li>• Website: organizational</li> <li>• Email: by segment or product</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Daily</b>
 <b>Clients</b>	<ul style="list-style-type: none"> <li>• Email: by segment or product</li> <li>• Telephone: by segment or product</li> <li>• Website: organizational</li> <li>• Meetings with sales team: by brand</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Daily</b>
 <b>Consumers</b>	<ul style="list-style-type: none"> <li>• Email: by segment or product</li> <li>• Telephone: by segment or product</li> <li>• Website: organizational</li> <li>• Meetings with sales team: by brand</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Daily</b>
 <b>Authorities</b>	<ul style="list-style-type: none"> <li>• Website: organizational</li> <li>• Telephone: by segment or product</li> <li>• Email: by segment or product</li> <li>• Written notifications: by segment or product</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Case by case</b>
 <b>Chambers and associations</b>	<ul style="list-style-type: none"> <li>• Website: organizational</li> <li>• Videoconference: by segment</li> <li>• Email: by segment</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Monthly</b>
 <b>Communities, assessment organizations, opinion leaders, media and academia</b>	<ul style="list-style-type: none"> <li>• Website: organizational</li> <li>• Email: organizational</li> <li>• Telephone: Communications department</li> <li>• Social media: organizational</li> <li>• Sustainability Report: organizational</li> </ul>	<b>Case by case</b>







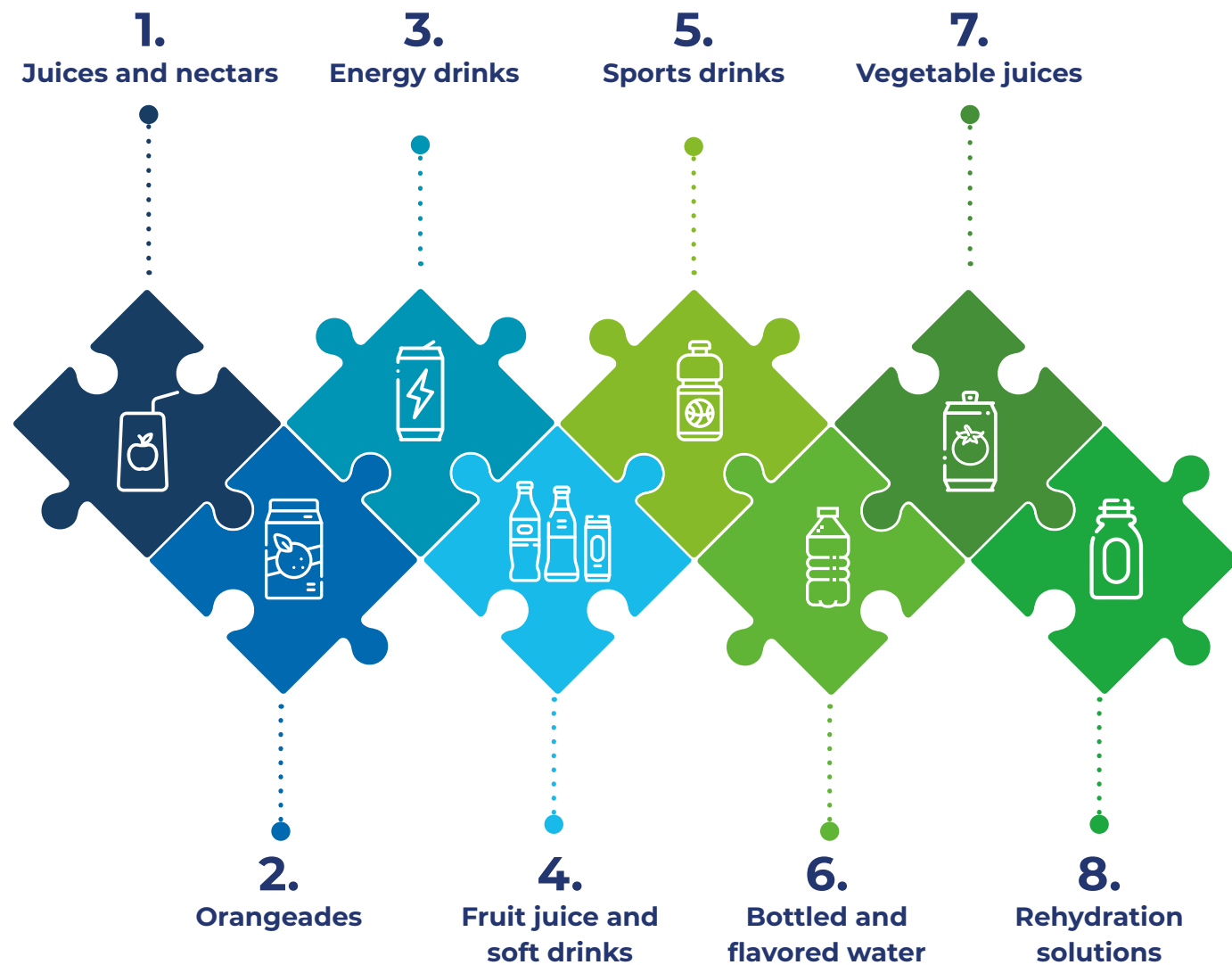
# COMMITTED TO QUALITY AND INNOVATION



## Brands and products <sup>[2-6]</sup>

Our business portfolio comprises a wide variety of juices, nectars and soft drinks. In this way, we fulfill the promise of offering products that adapt to the lifestyle of our consumers and that satisfy their tastes and needs.

### Our Product Categories



### Our brands



### Associated brands\*



\*Boost is no longer an associated brand as of May 2023.





## Innovation and development [2-6, 3-3]

At Grupo JUMEX, we have made innovation a key factor in our business model, promoting the continuous improvement of our production processes and products.

To stay at the forefront of the industry, we implement the Product Lifecycle Management (PLM) methodology to develop and manage new projects. It comprises five phases:



## Our Launches in 2022



### Value chain [2-6, 2-23, 2-24, FB-NB-440a.1]

#### Committed to the farmland

At Grupo JUMEX, we are firmly committed to promoting the adoption of sustainable practices in the farmland and driving the well-being of communities. We do so by establishing long-term relationships of trust with small and medium-sized producers who, thanks to the fruits and vegetables they harvest, give life to our portfolio.



**tons of fruits and vegetables from the Mexican farmland processed in 2022**

<p><b>Apple</b> Chihuahua, Puebla, Durango and Coahuila</p>	<p><b>Grapefruit</b> Veracruz</p>	<p><b>Peach</b> Chihuahua and Zacatecas</p>	<p><b>Orange</b> Veracruz, Puebla and San Luis Potosí</p>
<p><b>Mango</b> Oaxaca, Nayarit, Sinaloa, Michoacán and Guerrero</p>	<p><b>Guava</b> Zacatecas, Aguascalientes and Michoacán</p>	<p><b>Pear</b> Michoacán and Puebla</p>	

**Pineapple, Grape, Strawberry, Banana, Cranberry, Pomegranate, Coconut, Nopal, Tomato, Celery and Carrot**

#### Committed to food quality and safety

The organizations that form part of our supply chain are very important to fulfilling our commitment to always offer the highest quality of innovative products. In addition to ensuring that our suppliers comply with the highest quality and safety standards, nationally and internationally, we are interested in promoting the adoption of responsible practices.

Our suppliers have certifications that validate their compliance with industrial health and safety. These include the following:

▼	▼	▼	▼
Safety Certification under GFSI scheme: SQF (Safe Quality Food)	Certification for the Hebrew community: Kosher	Arab community certification: Halal	European certification based in the IJN for export of concentrates: SGF (Sure Global Fair)







## From the field to your hands

01



We promote the adoption of sustainable practices and technologies with our producers.

02



We use state-of-the-art technologies in all our production processes.

03



We harvest the fruits and vegetables that give life to our portfolio.

04



We encourage responsible consumption.

05



We distribute our products in Mexico and around the world.

06



We develop projects and alliances to promote the recycling of post-consumer waste.



## Awards and certifications [3-3]

Our efforts to guarantee the quality and safety of our products, contribute to the preservation of the planet and ensure the well-being and development of our talent and our neighboring communities have been recognized with the following awards and certifications:



Corporate Social Responsibility



Safe Quality Food (SQF)



Customs-Trade Partnership Against Terrorism (CTPAT)

ecovadis



EcoVadis



Sure Global Fair (SGF)\*



Leadership in Energy and Environmental Design (LEED) Silver (Monterrey Plant)



Halal Certification



Kosher Certification



Forest Stewardship Council (FSC) Certification

\*Only in concentrators







# WE CARE FOR THE ORIGIN OF OUR FRUITS

[2-25]

We are convinced that by protecting the environment, we also care for the origin of the fruits and supplies we use to make our products. That's why we work to implement sustainable practices and technologies that allow us to reduce our environmental footprint and operate in harmony with nature.





## Climate strategy [2-25, 3-3]

At Grupo JUMEX, we want our participation in the fight against climate change and its effects to be significant. Demonstrations of this commitment are the actions we are implementing in our operations to improve our environmental performance, such as:

- Developing projects focused on saving water for plants located in water-stressed regions.
- Implementing improvements in combustion equipment to optimize fuel consumption.
- Replacing internal combustion delivery units with hybrid vehicles.
- Waste recovery and zero confinement.



In addition, through the JUMEX AGE (Water, Gas and Electricity) program, we implement technological improvements in our production centers and encourage the participation of our employees in sustainable initiatives that they can carry out in their daily activities.

**With JUMEX AGE, we promote a culture focused on the environment**

### JUMEX AGE is a program consisting of four phases:



**Understanding the basics of establishing foundations**



**Generating initiatives in which the lessons learned are applied**



**Reducing the company's environmental footprint**



**Maximizing results and extending experience**

## JUMEX AGE Success stories



**We installed** steam flowmeters to control steam use and improve energy efficiency.



**We integrated** a modulating water supply system to the boilers to optimize the management of this resource.



**We promoted** awareness campaigns on the efficient use of gas.

## Sustainable Agriculture [2-25,

3-3, FB-NB-440a.2]

If there's one thing we're sure of, we need to promote sustainability throughout the value chain to offer products of the highest quality. That's why in 2022, we worked to create JUMEX Agrícola, a program that, through investment, innovation and training actions, will contribute to the development of our farmers so that they may harvest organic and better quality products.

As part of our efforts in terms of sustainability, we promoted actions to take advantage of the mango and guava bagasse resulting from our production processes as a soil enhancer for the fields.

With this same focus, we began to develop a project that will make it possible for us to use the orange bagasse from the operations of the Tuxpan plant to produce compost.





**100% of the bagasse produced** is used, through third parties, for secondary uses such as livestock feed and/or soil enhancer



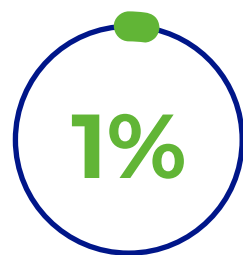
# Water [2-25, 3-3, 303-3, 303-4, 303-5, FB-NB-140a.1, FB-NB-140a.2]

At Grupo JUMEX, we recognize that water is essential for life on the planet and human development, and we assume the responsibility and commitment to contribute to the conservation of water resources and guarantee their availability for future generations.

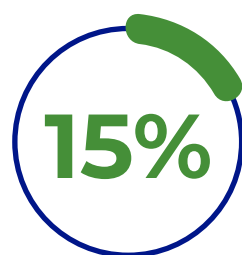
In line with our sustainability strategy, we carry out monitoring and measurement of our water consumption and promote initiatives focused on the use of this resource in our operations, including:

-  **Operation of wastewater treatment plants and tertiary treatment for water reuse.**
-  **Reuse of steam from the concentrate process for washing fruit.**
-  **Use of water in production processes through closed circuit energy saving.**
-  **Definition of objectives to improve the management of water resources in each of our work centers.**

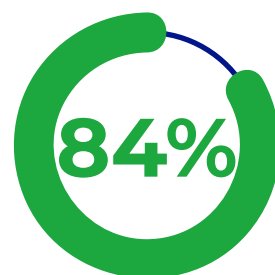
### Water consumption by type of source



Third Party Water Suppliers



Municipal Water Supply



Groundwater

## In 2022

**we consumed** a total of **2,839 megaliters** of water

**Water Use Intensity**

**1.6** liters / packed liters

**3.7** liters/kg of fruit concentrate

### Grupo JUMEX Wastewater Treatment Plants (WWTP)

Our wastewater treatment systems allow us to reuse this resource in our operations and ensure that its discharge complies with the quality parameters dictated by government authorities.

Name	Mexicali WWTP	Chihuahua WWTP	Monterrey WWTP	Tuxpan WWTP	Valle de México WWTP
Capacity	3 LPS	13 LPS	15 LPS (secondary) 7 LPS (tertiary)	10 LPS	50 LPS (secondary) 20 LPS (tertiary)
Water recovery	N/A	192 m <sup>3</sup> /year	135 m <sup>3</sup> /month (approx.)	N/A	10,046 m <sup>3</sup> /month (approx.)

LPS - Liters per second



In 2022 we began the project to build a **new wastewater treatment plant in Tuxpan, Veracruz**

## Water discharge

Use	Megaliters
Surface water	552.71
Land irrigation	0.20
Reuse in services	126.25
<b>Total</b>	<b>679.17</b>

One of the greatest challenges we faced concerning water in 2022 was the drought emergency that occurred in the state of Nuevo León, which had significant repercussions on the operations of our Monterrey plant.

To deal with this situation and mitigate its impact, at Grupo JUMEX, we executed the following actions:

- The approval of the project to install a water recovery system at the Monterrey plant that will save over 33.3 million liters of water per year.
- The implementation of the Clean in Place (CIP) fruit cleaning and disinfection optimization project saved over 56.9 million liters of water at the Monterrey and Chihuahua plants.



## Energy [2-25, 3-3, 302-1, 302-2, 302-3, FB-NB-110a.1, FB-NB-130a.1]

As part of our climate strategy at Grupo JUMEX, we promote projects with a sustainable approach and implement green technologies to improve energy efficiency in our operations.

### Electric power consumption

Our electrical energy consumption derives from operating our production plants and distribution centers.

Location	Consumption in Megawatts/hour
Plants	86,664
Distribution centers	1,381
<b>Total</b>	<b>88,045</b>

### Fuel consumption

We use fuels to generate the steam used in manufacturing processes and to transport our products.

Type of source	Consumption in liters	
<b>Fixed sources</b>	Natural gas	17,486,663,814 L
	Fuel oil	549,046 L
	Diesel	390 L
<b>Mobile sources</b>	Gasoline	218,974 L
	LP Gas	2,225,531 L
	Diesel	5,159,332 L
<b>Total</b>	<b>17,494,817,087 L</b>	

**Energy**

**0.05** kWh/L bottled

**0.04** kWh/Kg of fruit concentrate

**Gas**

**0.12** kWh/L bottled

**0.21** kWh/Kg of fruit concentrate

## Emissions [2-25, 3-3, 305-1, 305-2]

As part of our efforts to contribute to the fight against climate change, at Grupo JUMEX, we periodically measure greenhouse gas (GHG) emissions generated by our operations to identify the areas of opportunity we must address, which we then use to develop actions to reduce our environmental footprint.

In addition, as part of our efforts to reduce the amount of emissions generated in our logistics and distribution processes, we promote a unit replacement program in the fleet.

GHG emissions	
Scope 1 - Direct emissions*	58,511 tCO <sub>2</sub> e
Scope 2 - Indirect emissions**	38,300 tCO <sub>2</sub> e
<b>Total</b>	<b>96,811 tCO<sub>2</sub>e</b>

\*Correspond to the consumption of natural gas and LP gas used in boilers and the diesel used to operate our fleet.  
 \*\* Derived from using electricity in our offices, plants and production processes.





## Waste [2-25, 3-3, 305-1, 305-2]

To promote responsible waste management, both within the company and throughout the value chain, at Grupo JUMEX, we work to develop initiatives that reduce waste generation, promote its recovery and use, and guarantee safe and responsible final disposal.

In keeping with our sustainability strategy, during 2022, we carried out the following actions to optimize waste management in our operations:

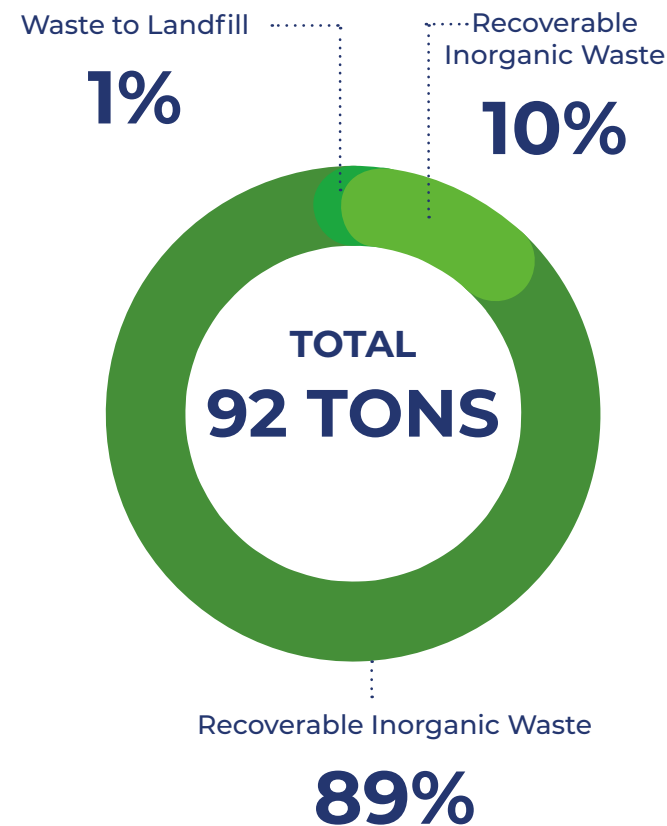
-  Collecting post-consumer waste for its recovery in collaboration with our partner ECOCE.
-  Promoting the use of organic waste for use as a soil enhancer.
-  Identifying areas of opportunity through the waste management plan and the life cycle analysis.
-  Selecting waste collection organizations based on their reuse and treatment proposals.

As part of our efforts in this area, in 2022, we maintained the Zero Waste Plan at our production plants to promote the separation of recoverable materials for their use, thus reducing the amount of waste sent to landfills.

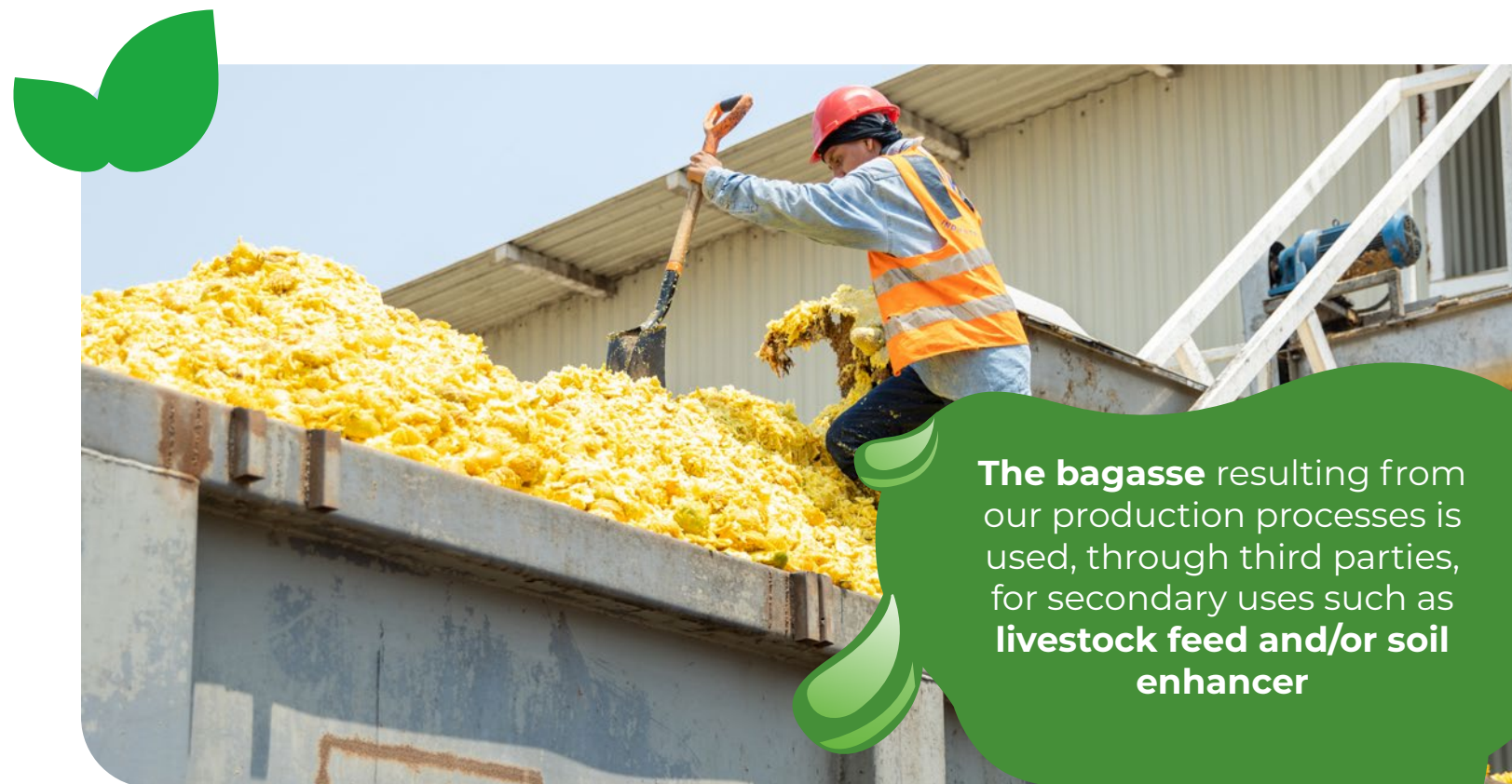
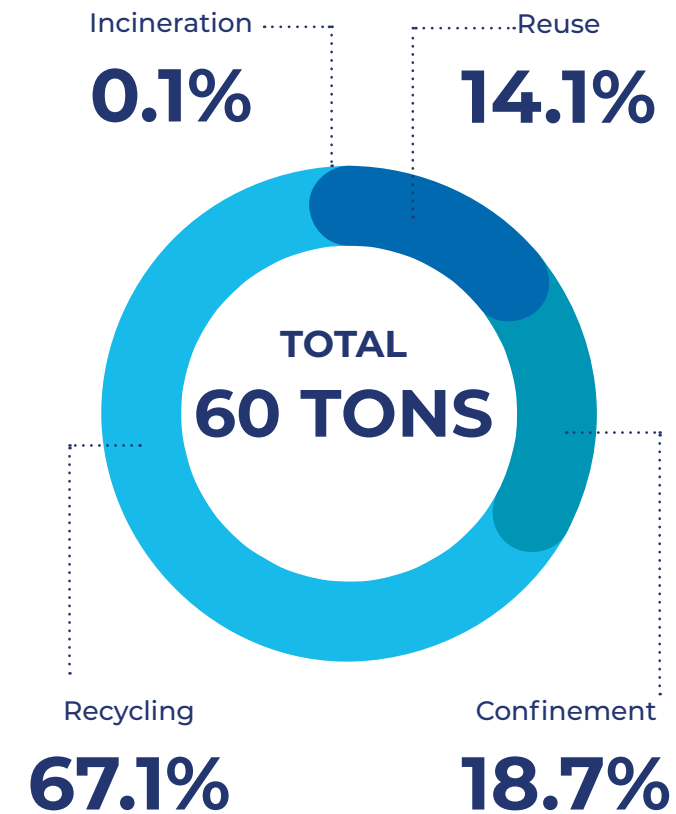


of the non-hazardous waste that we generate is recoverable

### Non-Hazardous waste



### Hazardous waste



The bagasse resulting from our production processes is used, through third parties, for secondary uses such as livestock feed and/or soil enhancer

## Committed to the Circular Economy

One of our primary commitments to sustainability is promoting the transition toward a Circular Economy, both in our operations and circle of influence. With this goal in mind, we continue to work toward developing projects focused on reducing the weight of our packaging and integrating recycled and sustainably sourced materials into its production. We also work with outside organizations to promote the recycling of post-consumer waste.



Our PET containers have a post-consumer recycling rate of **60%**



All our Tetra Pak packages have **FSC certification**, validating that the raw material used to manufacture the cartons comes from responsibly managed forests



We promote the **Circular Economy** by collecting post-consumer packaging in collaboration with **ECOCE**

Along with these efforts, we launched an initiative to recondition the pallets used in Grupo JUMEX warehouses with help from a specialized supplier responsible for repairing damaged pieces to extend their life cycle.

We have prevented the cutting down of more than **1,650 trees** thanks to the repair of more than **33,000 pallets**

We also began working with a supplier to change from traditional pallets used in distribution processes to high-quality, durable, reusable pallets. This has allowed us to strengthen the circular approach in our logistics processes and improve our environmental performance.

Thanks to this alliance, we have saved more than **36,000 trees** and prevented more than **14 million kg of CO<sub>2</sub> emissions**



The **straws** of our products are **biodegradable**

Also in 2022, we carry out improvements in our packaging, an example of this is the implementation of the use of PET bottles made with 50% post-consumer recycled resin for three presentations of Amí and a 5% reduction in consumption of PETG in Jumex Sport heat shrink labels.





# WE HAVE UNIQUE AND INNOVATIVE TALENT



## Employees [2-7]

We are proud to have a great team of talented and committed individuals who every day do their best to help Grupo JUMEX fulfill our promise of bringing innovative products of the highest quality to families' tables.



**6,586**  
employees comprise  
our workforce



**84%**  
Men



**16%**  
Women

### Employees by region and contract type

	2021			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Pacific	505	94	599	530	72	602
North	674	150	824	764	130	894
Bajío	403	71	474	418	40	458
Central	3,403	600	4,003	3,569	483	4,052
Southeast	464	90	554	430	150	580
<b>Total</b>	<b>5,449</b>	<b>1,005</b>	<b>6,454</b>	<b>5,711</b>	<b>875</b>	<b>6,586</b>

## Well-being and workplace practices [3-3, 401-1, 401-2, 401-3, 403-6]

We are firmly committed to contributing to all our employees' well-being and comprehensive development. For this reason, we continuously work on generating programs and practices through which we offer the best working conditions and a respectful, positive, safe and satisfactory work environment.

In addition to guaranteeing fair and competitive compensation, abiding by and respecting the provisions of the Federal Labor Act at all times, at Grupo JUMEX, we also offer our employees the following benefits:

- Additional days off
- Saving fund
- Grocery vouchers
- Performance bonus
- Disability allowance
- Funeral allowance
- Retirement plan\*
- Life insurance\*

\*Only to permanent employees

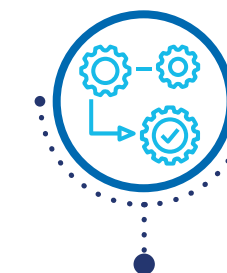
In addition, in compliance with Mexican Official Standard NOM-035 on Psychosocial Risk Factors, we have developed various actions to promote a favorable organizational environment and ensure our employees' physical, mental and emotional well-being.



We provide a total of **887 courses** focused on the prevention and mitigation of six psychosocial risk factors



We hold various events and activities throughout the year to promote staff engagement and recognize their performance

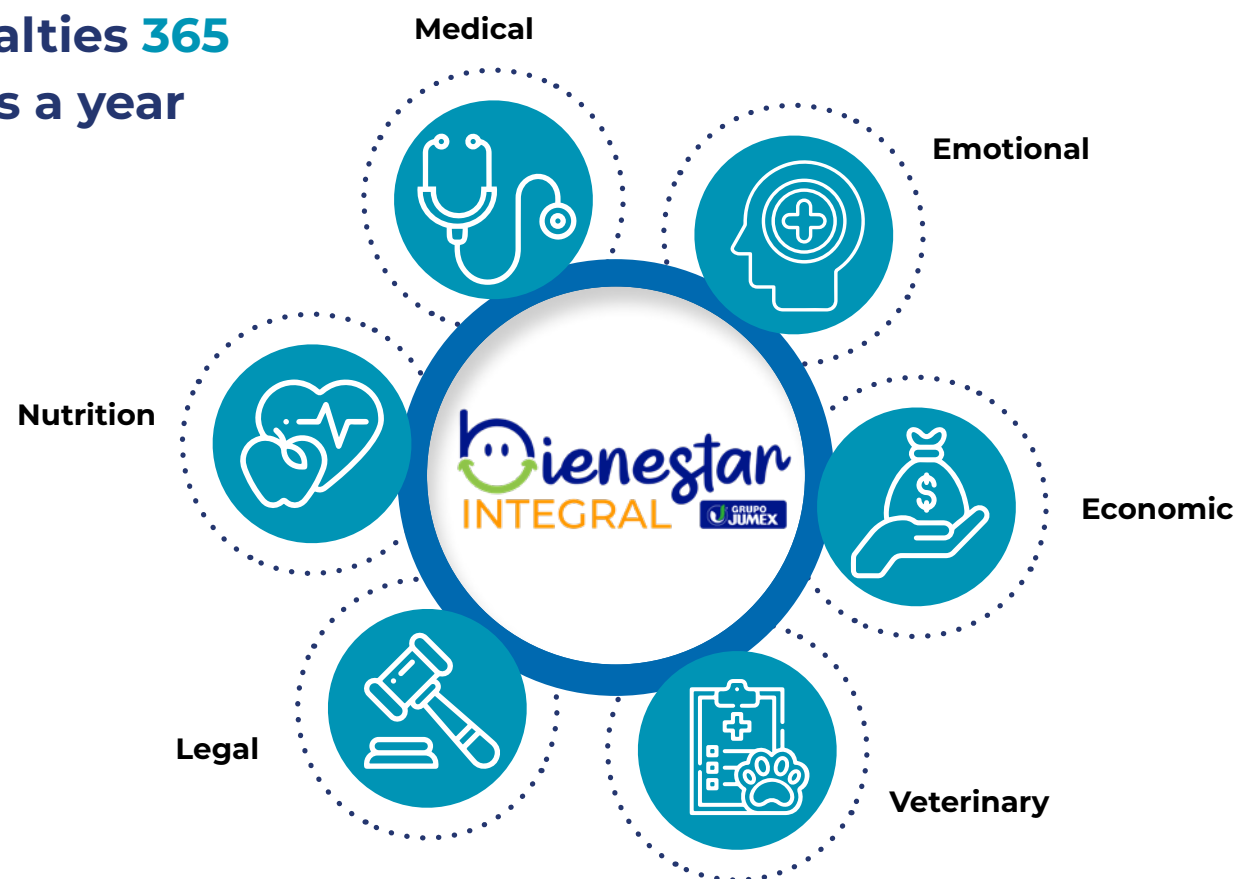


We make the Comprehensive Wellness system available to employees and their families, assisting them in personal and family situations that could impact their well-being



**Our talent is our greatest asset**

## We support six specialties 365 days a year



In addition, to promote a healthy work-family balance, we encourage our employees to exercise their right to parental leave and actively participate in caring for their children. An example of this is the 247 parental leaves granted in 2022:

	Women	Men
Exercised their right to parental leave	38	209
Returned to work at the end of their leave	35	204
Continue working at Grupo JUMEX a year after having returned to work	4	49

We are convinced that the main factors contributing to strengthening Grupo JUMEX are our employees' talent, experience and knowledge. Therefore, in keeping with our corporate values, we guarantee equal opportunities in all recruitment, selection and hiring processes.

 **2,829**

**employees** were hired in 2022

## New hires by gender and region

	Women	Men
Pacific	163	268
North	247	631
Bajío	10	146
Central	243	879
Southeast	50	192
<b>Total</b>	<b>713</b>	<b>2,116</b>



## Diversity and inclusion [3-3, 405-1]

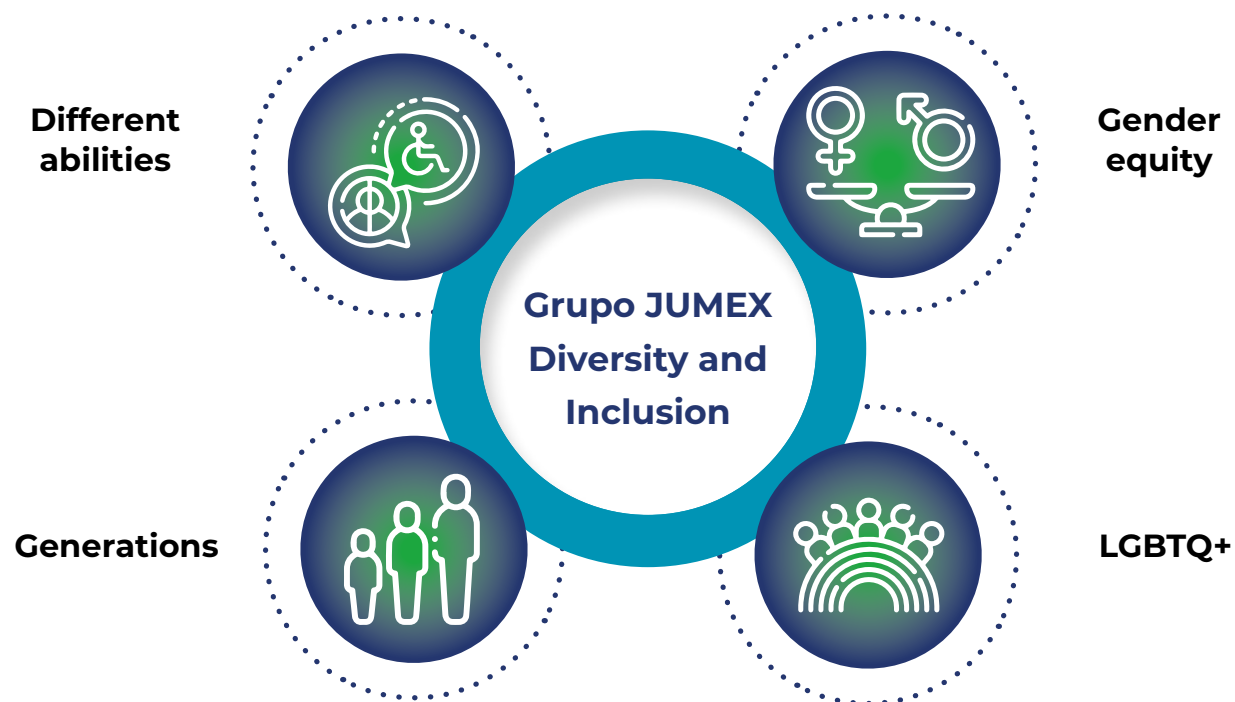
At Grupo JUMEX, we recognize the importance of having diverse teams to continue promoting innovation and quality in all our processes. For this reason, we developed a strategy focused on consolidating a diverse and inclusive culture.

## Employees by job category, gender and age

	Senior Managers		Managers		Administrative		Unionized	
	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 years of age	0	0	2	1	221	336	137	1,103
Between 31 and 50 years of age	1	4	30	55	398	1,102	203	2,173
Over 51 years of age	1	15	5	24	31	263	32	449
<b>Total</b>	<b>2</b>	<b>19</b>	<b>37</b>	<b>80</b>	<b>650</b>	<b>1,701</b>	<b>372</b>	<b>3,725</b>



Our Diversity and Inclusion (D&I) strategy is centered on four key pillars:



As part of the efforts made in this area, in 2022, we created our D&I Committee, which is responsible for developing programs and initiatives that contribute to creating an inclusive and equitable work environment where all people feel respected and valued.

In addition, we have valuable tools that reinforce our D&I strategy, including:

- **Code of Conduct:** in this document, we express zero tolerance for any act of discrimination, violence or workplace harassment.
- **JUMEX listens to you:** through this reporting system, we receive and follow up on cases of non-compliance with our principles and guidelines.
- **D&I Ambassadors:** is comprised of a team of employees committed to promoting diversity and inclusion in our workplaces.

## Training and development [3-3]

The solid commitment to promoting the creation of innovative and competitive teams and contributing to our employees' professional growth has encouraged us to implement training and development programs in which we encourage continuous learning and the reinforcement of skills.

## Mean hours of training by job category and gender

	Employees in the organization		Training hours provided		Average hours of training	
	Women	Men	Women	Men	Women	Men
Senior Managers	2	19	10	85	5.0	5.0
Managers	37	80	620	970	14.4	11.5
Administrative	650	1,701	6,150	22,436	15.6	13.2
Unionized	372	3,725	10,417	49,675	16.3	13.1
<b>Total</b>	<b>1,061</b>	<b>5,525</b>	<b>17,197</b>	<b>73,166</b>	<b>16.0</b>	<b>13.1</b>

In 2022 we provided a total of **90,363** hours of training



As a reflection of Grupo JUMEX's interest in the comprehensive development of our employees, we promote the development of skills and knowledge through the following initiatives:

- Educational support for workers
- Instructor Certifications
- Development of technical and soft skills and competencies for work
- Internationally certified internal auditor program
- Leadership program for directors, managers, leads and supervisors
- Safe forklift operation

We also apply annual employee performance reviews to identify opportunities and training requirements.

### Employees who received performance reviews by job category and gender

	Women	Men
Senior Managers	1	14
Managers	181	478
Administrative	157	253
<b>Total</b>	<b>339</b>	<b>745</b>



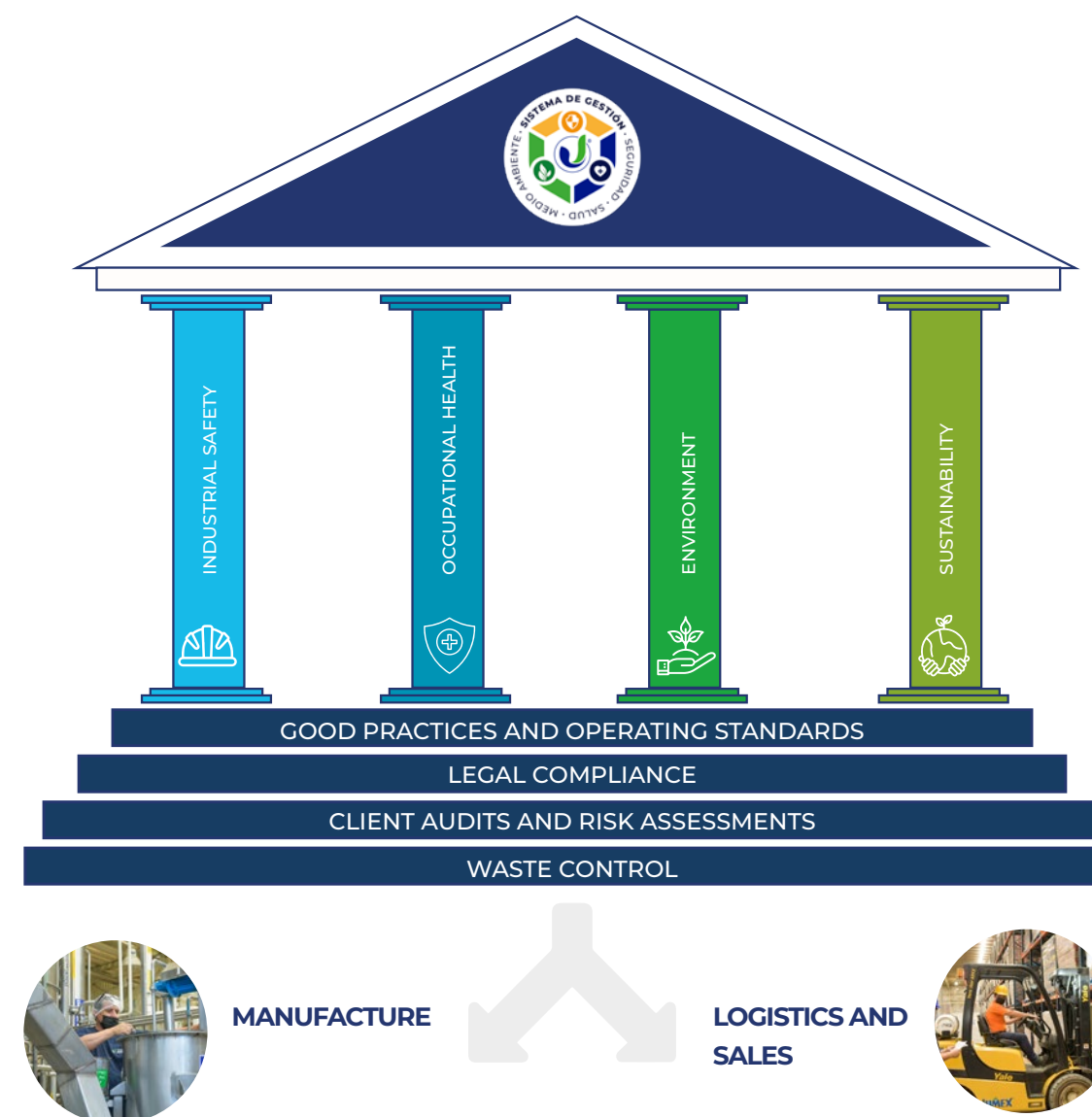
### Occupational health and safety [2-25, 3-3, 403-1, 403-5, 403-9, 403-10]

For Grupo JUMEX, ensuring the health and safety of employees and visitors in our work centers is critical. For this reason, we have developed policies, protocols and programs focused on the prevention of operational risks and on attention to emergency situations.

Our Health, Safety and Environment (HSE) system is a valuable tool that allows us to manage and assess our performance in occupational health and safety issues such as:

- Risk mitigation
- Accident prevention
- Loss control
- Better operational practices

**Our HSE system, based upon Total Loss Control, complies with the industrial safety standards and guidelines in the locations where we have a presence**





In order to reinforce our health and safety strategy, in 2022, we launched the following initiatives:

- The development of safety education and training programs for middle managers in the plants.
- The implementation of weekly safety talks in the five regions in which the logistics and sales force is divided.
- The standardization of work programs with monthly performance indicators in the manufacturing plants.
- HSE committee activities where plant managers reinforce their leadership in controlling and mitigating operational risks.
- The implementation of HSE week nationwide, through activities and by promoting the system to raise awareness among employees about a preventive attitude, safe practices and care for the environment.

Thanks to the efforts we have made in this direction, in 2022, we recorded a decrease in the number of workplace accidents.

	2021	2022
Recordable work-related injuries	202	166
Fatalities resulting from work-related injuries	0	0
Work-related injuries with serious consequences (other than fatalities)	1	0



## JUMEX University

In order to reinforce a culture of safety within the company, we launched JUMEX University. Through this initiative, we help our operational and technical maintenance staff develop the necessary knowledge and skills to prevent incidents and resolve problems related to technology and the company's production processes.

The main subjects taught at JUMEX University are as follows:



Introduction to safety policies



First aid



Identification and analysis of risk



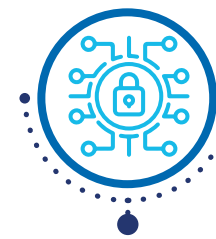
Use and implementation of the LOTO system



NOM-004-STPS-2020 Safety conditions in the operation of machinery and equipment



NOM-029-STPS-2011 Safety conditions in the maintenance of electrical installations



Safety standards



## Road safety program

At Grupo JUMEX, we recognize that safety must be a part of our operational phases. That's why, in alliance with **GNP and Yamaha**, we developed a training program on road safety to ensure that logistics and distribution processes be carried out safely.

In addition, we reinforce road safety through the following actions:

- Awareness campaigns
- Loss control by zone
- Acquisition of security equipment
- Training for forklift drivers





**BY YOUR SIDE,  
ANY TIME OF THE  
DAY**



## Nutrition and food safety [3-3, 416-1, 417-1, FB-NB\_260a.1]

At Grupo JUMEX, we are pleased to fulfill our commitment to offering the highest quality beverages that meet our customers' and consumers' needs and expectations.

That is why we are concerned with each operational phase and the materials we use to ensure that our products meet the highest quality and safety standards at the national and international levels. We also work toward continuously improving our processes and innovating product development.

Lastly, in order to provide confidence and peace of mind to our consumers, we include complete and detailed information about the products on all our packaging. The data that we disclose on the packaging is detailed as follows:



- Nutrition facts
- Product Description (ingredients, expiration date, consumption and storage instructions)
- Advisory octagons
- "Made with fruit" statement\*
- Consumer service contact
- Post-consumer packaging disposal recommendations

\*Only in the applicable products

Our product portfolio includes beverages made with 100% natural ingredients, free of sugars and preservatives, to offer consumers healthy and nutritious options.



### JUMEX UNICO FRESCO

To offer natural nutrition and a unique taste experience, at Grupo JUMEX, we developed this line of **100% natural beverages made with the highest quality fruits without added ingredients**



### JUMEX 0%

This line of beverages offers a **low-calorie alternative without added sugar, keeping the best of the fruit**

In addition, to comply with our commitment to the health of our consumers and care for the environment, we implement communication strategies focused on making informed and responsible decisions.

## Community Engagement [3-3, 203-1, 413-1, 413-2]

At Grupo JUMEX, we fully assume our responsibility to contribute to the sustainable development of Mexican communities. For this reason, we promote actions focused on Mexico's economic, educational and cultural development through the JUMEX Foundation and our Corporate Responsibility activities.



**The Mexican Center for Philanthropy (Cemefi) awarded us the Corporate Social Responsibility (ESR®) certification for the 13<sup>th</sup> consecutive year**

**We deliver in-kind donations to the Mexican Food Bank (BAMX) to help mitigate food insecurity in Mexican communities**

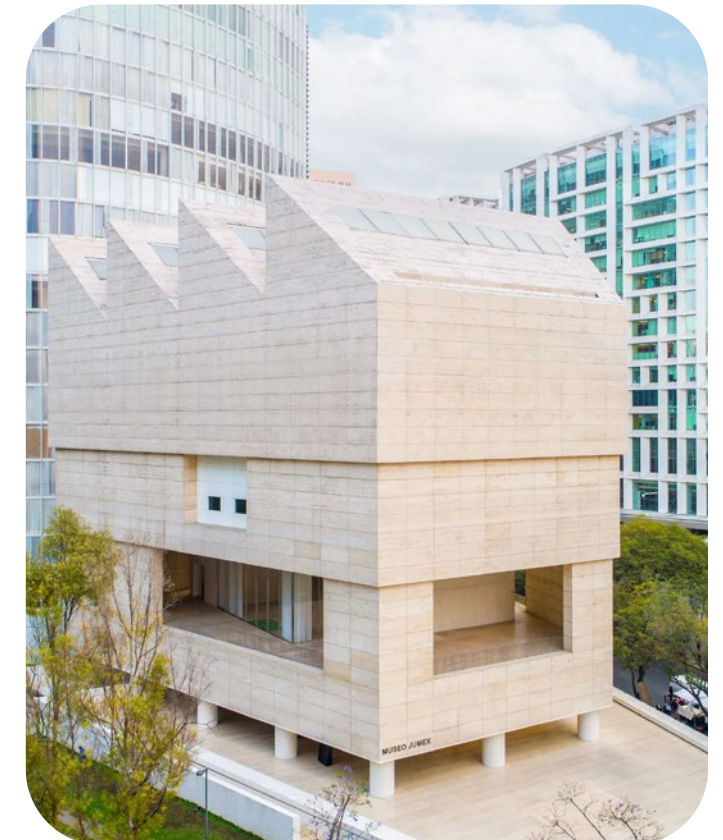


## JUMEX Foundation

Over 20 years ago, the JUMEX Foundation (Fundación JUMEX) was created to promote the development of Mexican society in the artistic, academic and educational fields. This organization is dedicated to producing, discussing and knowing contemporary art.

The work of the JUMEX Foundation is possible thanks to the JUMEX Collection, the artistic repository of the Foundation, and the JUMEX Museum. In conjunction, this work benefits from two complementary programs through which it promotes its mission. These are:

- **Education:** To stimulate interest in the appreciation and understanding of contemporary art.
- **Development:** To support the production of contemporary art and independent projects.





## JUMEX Museum

The JUMEX Museum opened its doors in November 2013 with a clearly defined purpose: to be an institution dedicated to stimulating the interest of its visitors in contemporary art and promoting experimentation and innovation in the arts. Since then, this venue has been consolidated as the main platform of the JUMEX Foundation.

In order to broaden the reach of the efforts carried out through the JUMEX Foundation to stimulate the interest of the Mexican public in art and culture, the JUMEX Museum offers its visitors various exhibitions and educational and cultural programs free of charge.

	2021	2022
Exhibitions	5	10
Visitors	117,878	471,074
Educational and public events	52	879
Participants	3,642	10,574



## Exhibitions in 2022



Remote activities



Project in Izamal: The earth upside down



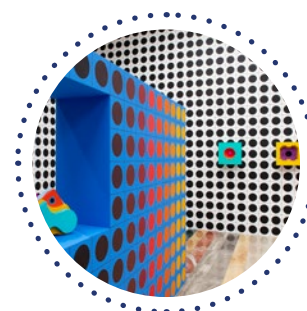
First Scene: Horsepower between HP and CV



Urs Fischer: Lovers



JUMEX Collection: Martin Creed



Rodrigo Hernández: The Mirror



Lari Pittman: What is seen is asked



Minerva Cuevas: Game Over



Gego: Measuring infinity



Museums in common

**“Museums in common,”** a project involving an exhibition at the JUMEX Museum and a public program, aimed to **create lasting ties and reflect on the functions and responsibilities that cultural institutions** have as social agents within communities



## Educational and Public Events in 2022

The positive changes in public health restrictions during 2022 allowed the JUMEX Museum to reactivate its in-person educational and public programs. However, some events continued in a virtual format in response to the new post-pandemic reality.

Activity type	Event type	Number of events	Number of participants
Reading Circle	Online	4	18
Conferences	In-person	4	85
Joined by the public	In-person	4	230
Conversations	Online	3	119
Conversations	In-person	8	785
Courses	Online	10	42
Concerts	In-person	2	360
Mediation with artists	In-person	7	172
Mobile museum	In-person	3	70
Performance	In-person	8	660
Workshops	In-person	54	1,625
Studio visit	Online	1	7
Virtual tour	Online	1	16
Special guided tours (teachers, children, curators, artists)	In-person	42	834
Guided tours and attention in galleries	In-person	728	5,551
<b>Total</b>		<b>879</b>	<b>10,574</b>



## Scholarship and sponsorship programs

Through the JUMEX Foundation, we channel resources that support training professionals specialized in visual arts and related fields and the artistic production of independent projects.

### Jumex Contemporary Art Foundation scholarships

Our interest in promoting contemporary art production and research is reflected in the financial support we provide to Mexican students so they can study in graduate programs in institutions in Mexico or abroad.

	2021	2022
Scholarships awarded	18	19

**182**  
scholarships have been awarded since the start of the program

### Jumex Contemporary Art Foundation sponsorships

Our sponsorship program supports individuals, groups, collectives and institutions working in the production, research and/or dissemination of contemporary art. Each year, we launch an open call to grant these sponsorships.

	2021	2022
Sponsorships awarded	24	19

**201**  
sponsorships awarded since the start of the program





[2-1, 2-2, 2-3, 2-4, 2-5]

Our commitment to sustainability increases and becomes stronger every day. Proof of this is the actions we carry out at Grupo JUMEX to promote economic growth and social development, as well as those that contribute to caring for the environment.

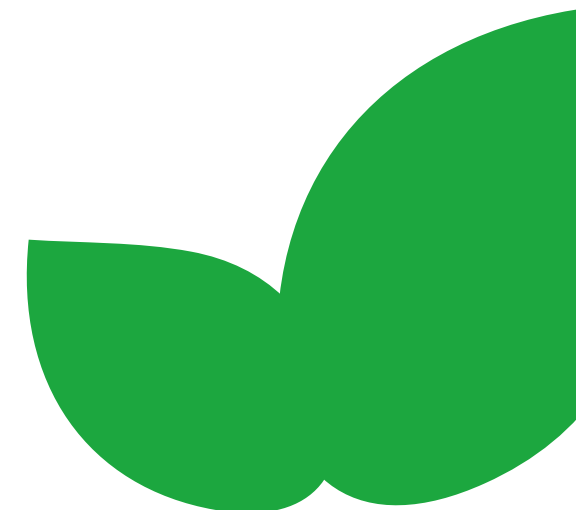
Through this document, we continue the annual cycle of publications to keep our stakeholders updated on the actions carried out in sustainability topics by Grupo JUMEX, S.A. de C.V., during the period from January 1 to December 31, 2022.

In keeping with the most important topics for our company, the data contained in this sustainability report is organized into five chapters:

- **What we are**
- **Committed to quality and innovation**
- **We take care of the origin of our fruits**
- **We have unique and innovative talent**
- **By your side, any time of the day**

During 2022 there were no significant changes in the company's operations or value chain. The preparation of this document did not include updates or external verifications.

# ABOUT THIS REPORT







[3-1, 3-2]

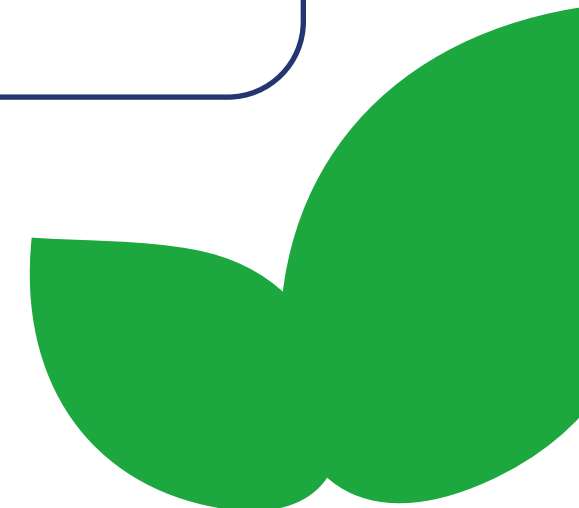
To define the contents of this sustainability report, we based ourselves on the results obtained in our most recent materiality study, which was carried out following the methodology recommended by the Global Reporting Initiative (GRI).

This exercise considered the opinions and expectations of our stakeholders and the Sustainability Context in which we operate. Our objective was to identify the most important issues for the business and our groups and the areas in which we generate the greatest impact (positive or negative, current or potential).

Subsequently, we applied the principle of Completeness to the resulting topics to ensure that the information related to each of them is integrated and communicated in an accurate, clear, balanced, timely, comparable, and verifiable manner.

<p><b>E</b> Environmental</p>	<ul style="list-style-type: none"> <li>• Water management</li> <li>• Sustainable agriculture</li> <li>• Waste and effluent management</li> <li>• Energy and emissions management</li> <li>• Climate strategy</li> </ul>
<p><b>S</b> Social</p>	<ul style="list-style-type: none"> <li>• Nutrition and health</li> <li>• Customer and consumer satisfaction</li> <li>• Well-being and workplace practices</li> <li>• Participation in communities</li> </ul>
<p><b>G</b> Governance</p>	<ul style="list-style-type: none"> <li>• Innovation and development</li> <li>• Ethics and integrity</li> <li>• Sustainability management</li> </ul>

# MATERIALITY



# GRI CONTENT INDEX

**Declaration of Use** Grupo Jumex, S.A. de C.V. has presented the information cited in this GRI Table of Contents for the period from January 1 to December 31, 2022, using the GRI Standards as a reference.

GRI 1 used GRI 1: Foundation 2021

GRI Standard	Content	Page or Answer
<b>Universal Standard</b>		
<b>GRI 2: General Disclosures 2021</b>		
<b>1. The organization and its reporting practices</b>		
2-1	Organizational details	14-15
2-2	Entities included in the organization's sustainability reporting	Grupo Jumex, S.A. de C.V.
2-3	Reporting period, frequency and contact point	69, 78
2-4	Restatements of information	69
2-5	External assurance	69
<b>2. Activities and workers</b>		
2-6	Activities, value chain and other business relationships	10-11, 14-15, 26-33
2-7	Employees	50
2-8	Workers who are not employees	All Grupo JUMEX workers are company employees
<b>3. Governance</b>		
2-9	Governance structure and composition	16-17
2-12	Role of the highest governance body in overseeing the management of impacts	16-17
<b>4. Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	4-5
2-23	Policy commitments	10-11, 18-20, 30-31

GRI Standard	Content	Page or Answer
		20-21, 30-31
2-24	Embedding policy commitments	Grupo Jumex's Integrity Policy, Code of Conduct and Anti-Corruption Policy apply to all employees, shareholders, Board Members and all other corporate bodies, business partners and third-party intermediaries.
2-25	Processes to remediate negative impacts	21, 36-47, 57-59
2-26	Mechanisms for seeking advice and raising concerns	21
2-27	Compliance with laws and regulations	In 2022, we received only one report about a potential breach of legislation, which resulted in a fine.
2-28	Membership associations	Grupo JUMEX is an associate of the National Chamber of the Canned Food Industry (CANAINCA) and a member of the National Agricultural Council (CNA) and the Mexican Council of the Consumer Products Industry, A.C. (CONMÉXICO). It also belongs to the International Fruit and Vegetable Juice Association (IFU) and the European Fruit Juice Association (AIJN).
<b>5. Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	22
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	71
3-2	List of material topics	71





GRI Standard	Content	Page or Answer
<b>Topic Standard</b>		
<b>Sustainability Management</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	18-19
<b>Ethics and Integrity</b>		
<b>GRI 3: Temas Materiales 2021</b>		
3-3	Management of material topics	20-21
<b>Innovation and Development</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	28-29
<b>Climate Strategy</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	38-39
<b>GRI 201: Economic Performance 2016</b>		
201-2	Financial implications and other risks and opportunities due to climate change	We are working on identifying risks and opportunities associated with climate change that could generate significant impacts on the business and the value chain to develop strategies to address each one.
<b>Sustainable Agriculture</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	39
<b>Water Management</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	40-42
<b>GRI 303: Water and Effluents 2018</b>		
303-3	Water withdrawal	40
303-4	Water discharge	42
303-5	Water consumption	41
<b>Energy and Emissions Management</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	42-43
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	42

GRI Standard	Content	Page or Answer
302-2	Energy consumption outside of the organization	42
302-3	Energy intensity	43
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	43
305-2	Energy indirect (Scope 2) GHG emissions	43
<b>Waste Management</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	44-45
<b>GRI 306: Waste 2020</b>		
306-3	Waste generated	45
306-4	Waste diverted from disposal	45
306-5	Waste directed to disposal	45
<b>Well-being and Workplace Practices</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	51-59
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	53
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	51
401-3	Parental leave	52
<b>GRI 402: Labor/Management Relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	In the event of significant changes in our operations, we give our employees a minimum advance notice of one week.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	53
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	57, 58 The Health, Safety and Environment (HSE) System applies to all personnel involved in manufacturing, logistics and sales.
403-5	Worker training on occupational health and safety	57-59
403-6	Promotion of worker health	51-52



GRI Standard	Content	Page or Answer
403-9	Work-related injuries	58
403-10	Work-related ill health	In 2022, there were reports of severe cases of occupational diseases among Grupo JUMEX employees.
<b>Nutrition and Health</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	62-63
<b>Customer Health and Safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	62-63
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022, there were no reports of breaches related to the health and safety impacts of products and services.
<b>Customer and Consumer Satisfaction</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	62-63
<b>GRI 417: Marketing and Labeling 2016</b>		
		62
417-1	Requirements for product and service information and labeling	The labeling of products complies with the requirements of Mexican Official Standard NOM-051-SCFI / SSA1-2010 and other applicable standards, depending on the nature of each product.
417-2	Incidents of non-compliance concerning product and service information and labeling	There were no reports of failure to comply with product information and labeling during the period covered by this report.
<b>Community Engagement</b>		
<b>GRI 3: Material Topics 2021</b>		
3-3	Management of material topics	63-67
<b>GRI 203: Indirect Economic Impacts 2016</b>		
203-1	Infrastructure investments and services supported	63-67
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	63-67

# SASB CONTENT INDEX

SASB Standard	Content	Page or Answer
Activity Metrics	FB-NB-000.B	Number of production facilities. 14
Fleet Fuel Management	FB-NB-110a.1	Fleet fuel consumed, percentage renewable. 42
Energy Management	FB-NB-130a.1	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable. 42-43
Water Management	FB-NB-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 40
	FB-NB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks 40-42
Health & Nutrition	FB-NB-260a.1	Revenue from (1) zero- and low-calorie, (2) no- added-sugar, and (3) artificially sweetened beverages 62
Ingredient Sourcing	FB-NB-440a.1	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress 30
	FB-NB-440a.2	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations 39





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