



2024 SUSTAINABILITY REPORT



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CEO
Ernesto Salmón Castelo

MESSAGE FROM

OUR CEO

It is an honor to share the progress achieved during the recent period, which reflects the effort and commitment of our team, made up of more than 30 talented, professional, and committed individuals. This team has been instrumental in consolidating our mission of generating value, sustainability, and well-being for our company and stakeholders.

At Bachoco, we guarantee that all our employees receive the benefits appropriate to their positions, without distinction. This principle of equity and respect is the cornerstone of our organizational culture and reflects our belief that an inclusive and fair work environment is key to our company’s success.

We are firmly committed to offering the highest quality products. We have tested 100% of our products across all our business lines, ensuring they meet the highest standards of quality, nutrition, and sustainability. This effort reaffirms our commitment to consumers and the environment.

Our “United for Food” project remains one of our most significant initiatives. In 2024, we provided support for DIF projects in Celaya, Puebla, and Mérida, in addition to donating 5.9 tons of chicken, the result of the 2024 Bachoco Half Marathon (MMB) social cause race. These actions reinforce our commitment to the well-being of the communities in which we operate and to promoting a healthy lifestyle.

Regarding brand perception, we are proud to share that Bachoco® has been recognized for the trust our consumers place in us and awarded the Best Brand Strategy in 2024 for the “Multiprotein” campaign. This achievement reflects our ongoing efforts to maintain our customers’ trust and offer innovative products that meet their needs.

At the commercial level, we have strengthened the market positioning of our proteins, achieving significant growth. Our reconfigured and relaunched product lines grew above the industry average.

We continue to work closely with our rotisserie and food service customers, promoting the introduction of new products and developing communication and marketing strategies for consumers. This allows us to continue innovating and offering solutions tailored to market needs.

These achievements would not have been possible without the dedication of our employees, the support of our customers and suppliers, and the preference of our consumers. We are convinced that, through joint effort, we will continue moving toward sustainable growth—the cornerstone of our long-term success.

We deeply appreciate those who are part of this journey and reiterate our commitment to excellence, social responsibility, and environmental stewardship.

CEO
Ernesto Salmón Castelo



KEY FIGURES

2024

Our Business

At Bachoco, we guarantee quality and excellence in each of our business lines, evaluating 100% of our products to ensure they meet the highest standards.



In 2024, our value-added category **grew by 21%**, reflecting our commitment to innovation and continuous improvement.



We prioritize animal welfare by **implementing practices aligned with the five fundamental freedoms**, ensuring optimal conditions for their development.

We make a positive impact on our community

We are committed to the development of the communities in which we operate and promote actions that generate a positive impact.



In 2024, we allocated **2.3 million pesos** to projects in collaboration with the DIF in Celaya, Puebla, and Mérida.



We benefited **18,606 people** with in-kind donations, strengthening our social commitment.

We take care of our planet

Our environmental strategy focuses on reducing our ecological footprint and adopting sustainable models.



We fully comply with the **Five Freedoms of animal welfare**.



We strengthen the circular economy by **optimizing our packaging and containers**, reducing our environmental impact.



We continue **installing solar panels** at **300 operating centers** across **19 states in Mexico**, reaffirming our commitment to renewable energy.

We empower our people

The development and well-being of our employees is a priority in our growth strategy.



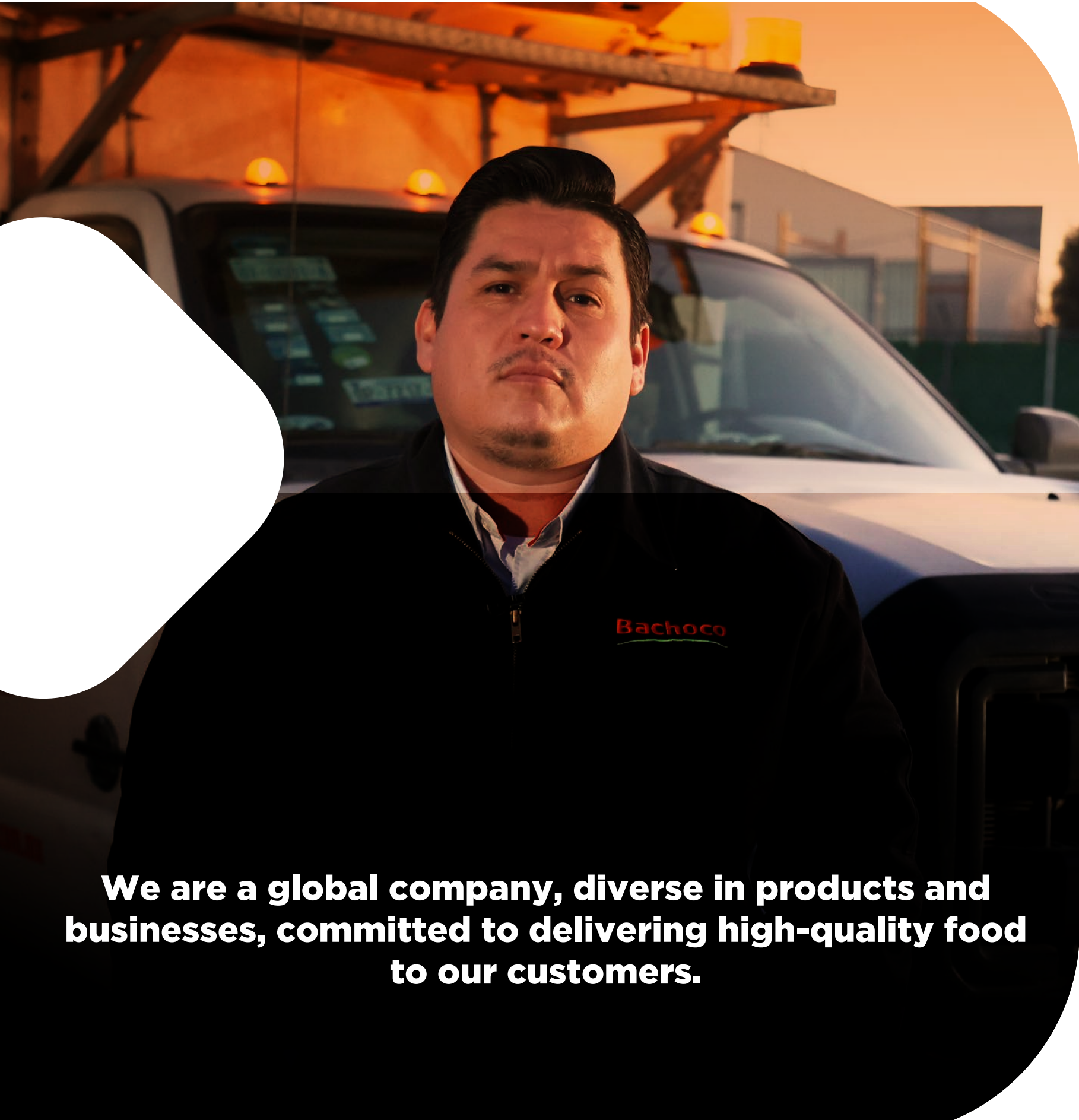
In 2024, we delivered **324,717 hours of training**, strengthening our team's knowledge and skills.



We implemented the **Road Safety and Customer Service Program** to minimize traffic-related risks and improve customer experience.



We strengthen the protection of our information by **implementing a Cybersecurity Program** that ensures compliance with the highest digital security standards.



We are a global company, diverse in products and businesses, committed to delivering high-quality food to our customers.

OUR CULTURE

This commitment is realized through innovation in our processes and sustainability as a cross-cutting axis of our business strategy. We implement actions that enable continuous improvement in environmental, social, and governance aspects, prioritizing optimal environmental performance, the development of our employees, support for communities, and ethical and transparent governance.

Below we present our corporate philosophy, which guides our daily work:



Our Mission

Offer fresh, nutritious, and healthy products, improving the nutritional quality of our consumers.



Our Vision

To be the leading multi-protein food company in Mexico with an international presence, focused on public nutrition and providing superior customer service based on quality, sustainability, and excellence in all our operations.

2-29, 3-3



Our Values

- **Integrity:** We act per established standards, ensuring respectable behavior inside and outside the company.
- **Trust:** Our actions and words reflect the fulfillment of our commitments.
- **Common Benefit:** We prioritize the common good over individual interests.
- **Austerity:** We take care of and optimize the company’s resources, avoiding unnecessary waste.
- **Innovation:** We develop and promote innovative alternatives to meet our customers’ needs.
- **Efficiency:** We focus on generating results that exceed expectations.
- **Service:** We provide timely and effective service to our customers and suppliers, acting with kindness, empathy, and respect.



Our Beliefs

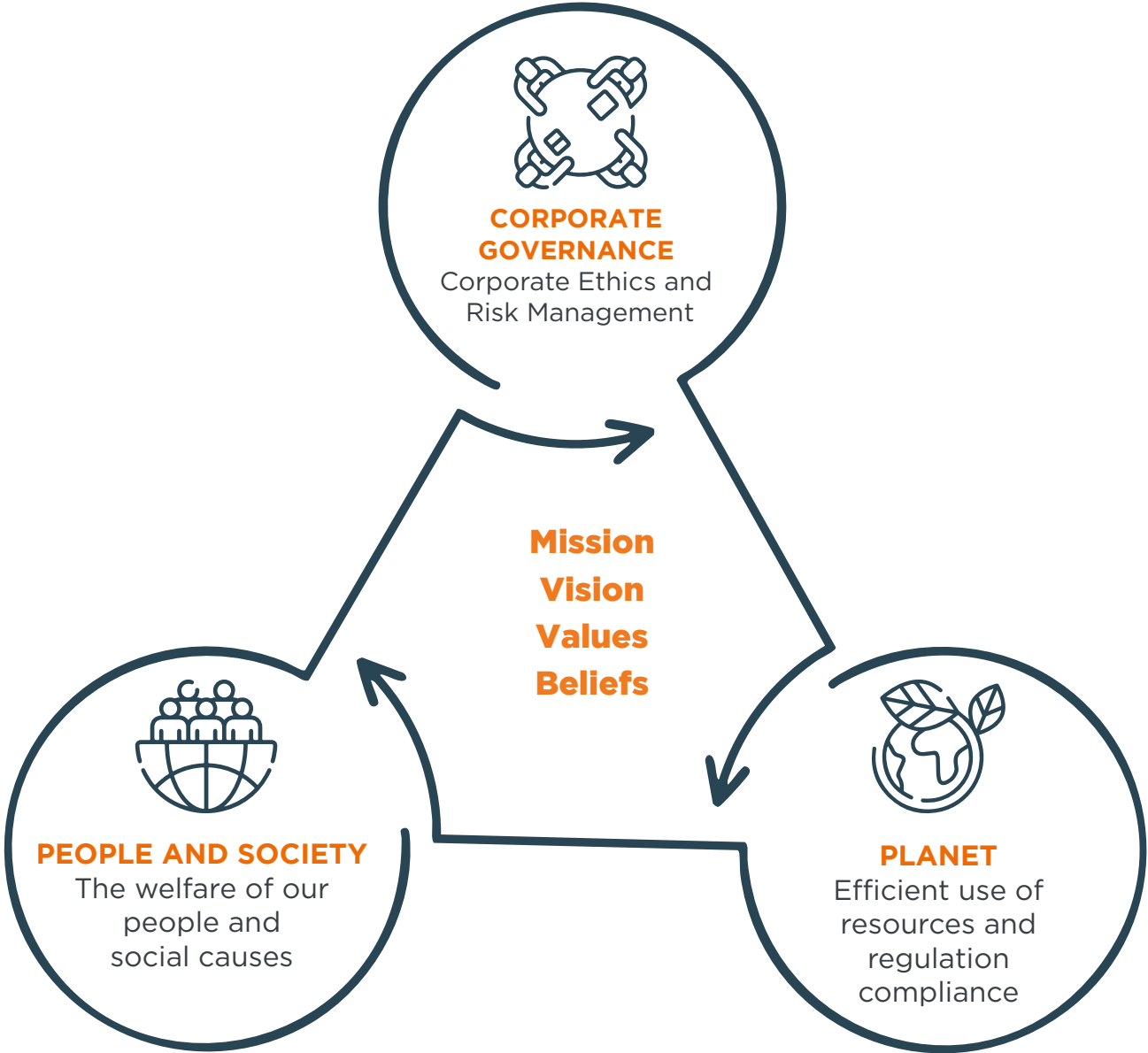
- **With our consumers:** We guarantee high-quality products that exceed your expectations and meet your needs.
- **With our clients:** We build relationships based on respect, quality, and mutual growth.
- **With our collaborators:** We promote the well-being, safety, and ongoing development of our team, ensuring fair and equitable treatment.
- **With our shareholders and board:** We seek sustainable profitability, generating value and providing accurate information for decision-making.
- **With our company:** We foster integrity, operational excellence, and innovation as key differentiators.
- **With our suppliers:** We prioritize transparent selection and collaboration, based on quality and trust.
- **With society and the environment:** We act with social and environmental responsibility, ensuring regulatory compliance and contributing to community well-being.
- **With the government:** We maintain ethical relationships, comply with our legal and tax obligations, and promote free competition.



SUSTAINABILITY

STRATEGY

Our business and sustainability strategies are interdependent; therefore, every project and initiative we implement pursues a common goal: generating shared value with our stakeholders and contributing to the fulfillment of our corporate goals.





The 2024 Sustainability Report reflects our commitment to transparency and ongoing dialogue with our stakeholders. In it, we present our progress, results, and key actions in environmental, social, and governance (ESG) matters, as well as the commitments that guide our journey toward more sustainable management.



Animal management / animal welfare

- A team of veterinarians oversees the health, breeding, and feeding of animals on our farms and production plants.
- The staff is trained to implement protocols that guarantee animal welfare.
- We conduct periodic monitoring through the Bachoco Corporate Diagnostic Laboratory to evaluate the health of poultry and pigs, maintaining high standards of hygiene and sanitary control.



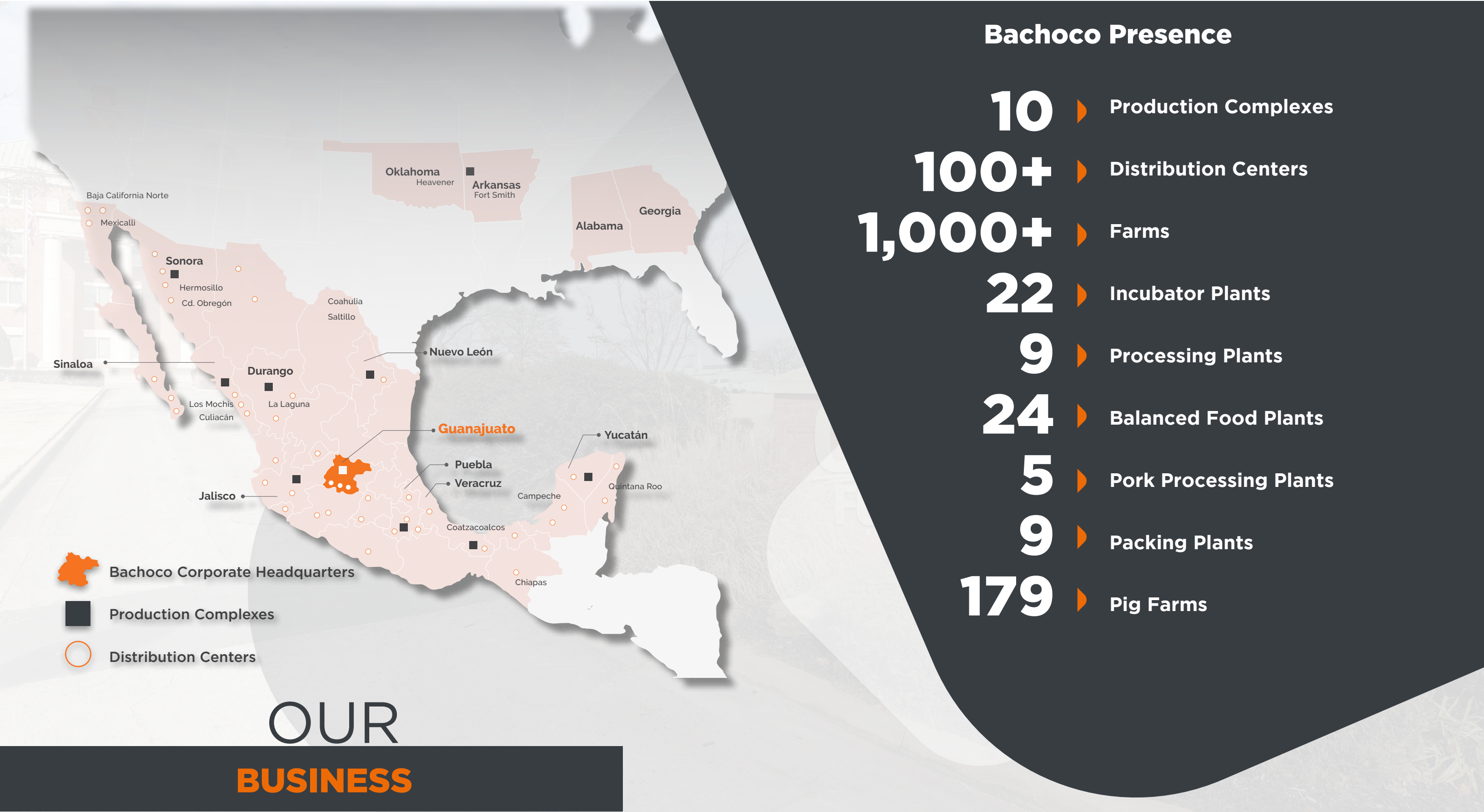
Circular economy

- We improved packaging design to reduce environmental impact.
- We promote reuse and recycling throughout our value chain, creating more efficient and responsible production.



Climate

- We install solar panels in our operating centers



Thanks to our efforts, we have expanded our presence in the food industry globally. However, our operations are focused on Mexico and the United States, where we have a solid distribution network and a strong market position.

31 We export to countries

Some of the countries where we have a strong presence are:



Albania



Angola



Argelia



Bahamas



Belize



Benin



Canada



China



Colombia



South Korea



Ivory Coast



Cuba



Ecuador



Egypt



El Salvador



United States



Ghana



Honduras



Hong Kong



Japan



Malaysia



Nicaragua



New Zeland



Panama



Puerto Rico



Republic of the Congo



Dominican Republic



Singapore

2-6, 3-3

Products

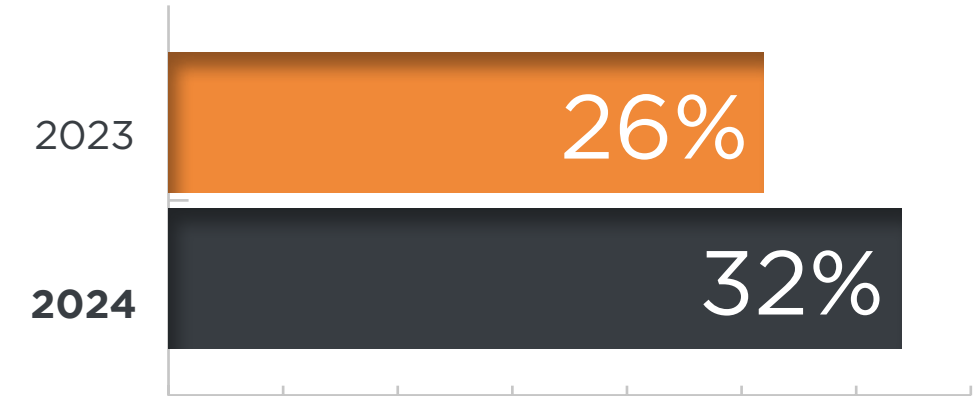
As part of our corporate strategy, we maintain a constant innovation process, both improving our current products and developing new solutions that complement our portfolio. Chicken production and marketing remains our core business; however, we also drive the growth and consolidation of other protein lines through quality and innovation. This allows us to offer a diverse portfolio that meets the needs of our customers and consumers.

The performance of our lines outpaces market growth. In 2024, the value-added category grew by 21%. Compared to the previous year, our reconfigured and relaunched lines have seen growth above the category.

With our multi-protein vision of prepackaged, self-service, value-added products, Bachoco® continues to consolidate its global presence, steadily advancing in each of the proteins in which we participate.

We raised the top of mind awareness of our newest proteins and maintained the positioning of our traditional proteins.

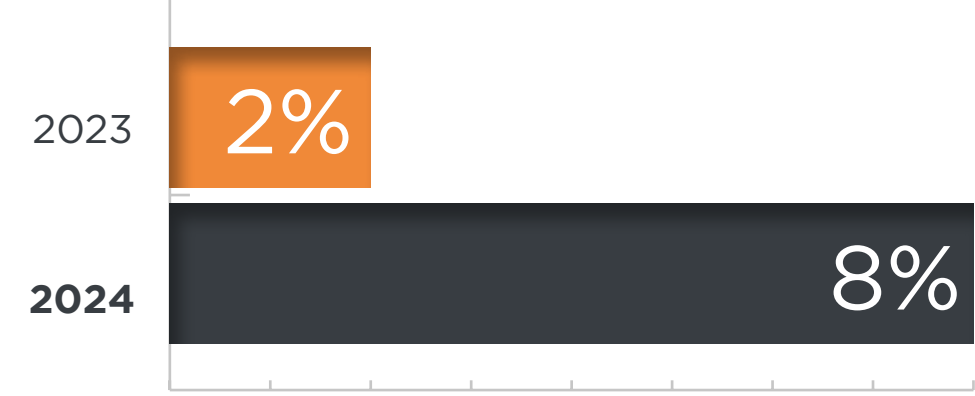
Chicken



Eggs



Pork



Beef



One of the most notable additions since last year has been the incorporation of Norson, a leading pork producer and seller. Through our CAMPI brand, we reaffirm our commitment to quality and animal welfare, offering a diverse range of products. This catalog includes balanced pet and livestock foods, supported by a team specialized in veterinary nutrition.

Our CAMPI pet line covers three categories, covering the nutritional needs of dogs and cats:

- **Dry food:** Super Premium, Premium, Medium and Economy.
- **Wet food:** Super Premium, Premium, Economy and Snack.
- **Natural treats:** Jerkys, Hybrids, Body parts and Freeze-dried foods.

Food quality and safety

In line with our commitment to the quality and safety of the products we offer, we ensure that they are not only delicious but also healthy. To this end, we have policies and procedures that comply with current regulations in the countries where we operate, guaranteeing high food safety standards.

We implement the Food Quality and Safety System (SICSA) in each of our production centers, an internal certification based on Safe Quality Food (SQF) standards. This allows us to oversee every stage of the process and ensure compliance with the strictest food safety requirements. Our business partners also join in this effort.

We have the following certifications:



Certificación Safe Quality Food (SQF)



Certificación British Retail Consortium (BRC)

In 2024, we continued to dedicate our efforts to improving the quality of our pet products. At CAMPI, we continued to refine our packaging to ensure greater protection for dry food and treats. For Pearl’s Pure Nutrition, we highlighted the implementation of a valve in 2023, which regulates pressure and prevents packaging shrinkage, thus ensuring the freshness and quality of the food.

The brand **was recognized for the trust consumers have** in Bachoco®, as well as its **recognition as the best brand strategy of 2024** for its Multi-Protein campaign.



We guarantee the **integrity and safety of our products** through the testing and analysis performed on our animals in our Diagnostic and Quality Control Laboratory.



Reader's Digest Mexico recognizes brands that have demonstrated a consistent commitment and close relationship with their consumers. In this context, our company has stood out in the food and beverage category, reflecting our ongoing efforts to offer quality and meet our customers' needs.

The **Best of the Best** awards represent much more than a simple tribute; they are a tribute to creativity, the power of captivating storytelling, and the ability to connect with consumers. This recognition honors brands, campaigns, and initiatives that stand out for their innovation and excellence.



Innovators 2025 has established itself as the benchmark for those who drive innovation at the highest level. This recognition rewards creative ideas that lead to innovations in products, services, business models, or strategies, distinguished by their novelty and usefulness.



3-3, 417-1

All our packaging contains a zero hormone declaration and customer service number.

Responsible labeling

Through the labeling of our product packaging, we provide clear and detailed information about each product. In addition to meeting regulatory requirements (in Mexico, we fully comply with NOM-051 standards), we ensure we provide our customers and consumers with the necessary information so they can make informed decisions, thus preserving the certainty and transparency that characterize our relationship with them.

The following information is detailed on the packaging we distribute in Mexico and the United States:

  	• Federal Inspection Type Number (TIF) assigned to each plant • Place of origin • Product name and description (ingredients, batch, expiration date, net contents, and nutritional information) • Storage instructions • Cooking indication for raw products • Allergen declaration • Critical nutrient octagons, in accordance with the guidelines of NOM-051
	• United States Department of Agriculture (USDA) plant identification number • Date and place of production • Product name and description (ingredients, expiration date, net contents, and nutritional information) • Storage instructions • Cooking indication for raw products • Allergen declaration (if necessary) • SKU number*
	• List of ingredients according to the percentage of participation in the formula • Authorization Number from the Ministry of Agriculture and Rural Development (SADER) • Net content • Consumption recommendations

*None of our retail packages include a SKU number.

Through innovative packaging design, we achieve greater appeal while continuing to communicate the essentials and the values we represent. CAMPI products are a clear example of this approach.

2-6, 3-3, 416-1, 417-1

Market presence

Thanks to a highly committed communications team and an exceptional strategy, we have strengthened our sales force in the regions where we operate and positioned and consolidated our market presence.

Scope of the Bachoco brand’s Top of Mind



Supply chain

We work closely with our strategic partners to implement best practices at every stage of the value chain, ensuring that our products meet the highest quality standards. This cooperation not only drives industry development but also allows us to offer solutions that effectively and responsibly meet our customers’ expectations. In this way, we reaffirm our dedication to excellence and food safety, always committed to a sustainable and trustworthy approach.

93% of our suppliers are local



GOVERNANCE

This management team focuses on aligning every decision with the business strategy and sustainability principles, ensuring that every action contributes to achieving our objectives and creating value, both financially and socially and environmentally.

Bachoco's Board of Directors leads the strategy and oversees management to ensure sustainable growth. It comprises eight Principal Equity Directors, four Alternate Equity Directors, and four Independent Directors Owners, with the participation of four Independent Directors.

To ensure that our operations align with the strategy approved by the Board of Directors and the company's principles, we have a governance structure that includes various specialized committees. These committees play an essential role in overseeing and directing key aspects of our activities.



Our corporate governance structure is fundamental to strategic decision-making, driving the **company's sustainable development.**

2-9, 2-12, 2-13, 2-23, 2-24, 3-3

The Bachoco Sustainability Committee’s main mission is to promote and implement responsible practices that integrate environmental, social, and governance criteria into all our operations and foster a culture of sustainability both within and outside the company.

This committee is organized into two complementary teams: strategic and interdisciplinary. Thanks to this structure, we ensure that the projects and initiatives developed contribute effectively to our business strategy and the company’s sustainability commitments.



Integrity and transparency

We firmly believe that integrity and transparency are fundamental pillars for establishing strong, long-term business relationships. Therefore, we are governed by principles and regulations that guide us in complying with legal requirements and adopting ethical practices throughout our organization.

Our commitment to ethics and transparency is reflected in our Code of Ethics and Conduct, a document that provides our employees with clear guidelines for acting responsibly and fairly in all their activities and interactions, both internal and external. In 2024, we updated this code, streamlining its wording for easier understanding. We also implemented a Conflict of Interest Policy, designed to identify and manage such risks, ensuring the integrity and continuity of our business.

We also developed a Protocol for Handling Reports of Workplace Violence and trained the team responsible for investigating and following up on cases reported through our reporting channel, ensuring an appropriate process and an effective response for whistleblowers.

Our **Code of Ethics and Conduct** is available for review on our corporate website.

As part of our ongoing efforts to foster an ethical culture in all our workplaces, we continue to strengthen our Integrity System through courses and communication campaigns focused on disseminating the Code of Ethics and Conduct, as well as the values and policies that embody the essence of our company.

We undergo exhaustive external audit processes covering all of our operational and commercial activities, which reinforces our commitment to the highest ethical standards.

In compliance with the Sarbanes-Oxley Act for companies listed on the New York Stock Exchange, and under the 2013 COSO framework, a specialized global firm audited the implementation of Bachoco’s Code of Ethics. This process revealed no non-compliance.

100% of new employees receive **training on the Code of Ethics and Conduct**, signing a letter of commitment.

2-25, 2-26

Reporting channels

Fostering relationships based on trust, transparency, and mutual respect is fundamental to us. Therefore, we have implemented various secure and confidential reporting channels that allow our employees, customers, suppliers, and other company stakeholders to report any action or conduct that deviate from our values or violates our Code of Ethics and Conduct.

We provide our stakeholders with several **secure and effective reporting channels** to ensure the protection and compliance of our values.

Our Bachoco Ethics Line is a confidential and secure platform, available year-round. This service is operated by an organization independent of Bachoco, to ensure impartiality and confidentiality in handling received complaints.

Bachoco Ethics Line:

Mexico: 800 123 3312

USA: 1 800 921 2240

Website: www.resguarda.com/bachoco

Email:

bachocolineaetica@resguarda.com

bachocoethicalline@resguarda.com

Reports received through the Bachoco Ethics Line are evaluated and managed by the Ethics Committee, a multidisciplinary team comprising directors and executives from different company areas.

In addition, we promote a culture of trust within the company that encourages our employees to communicate directly with their immediate supervisor, the Human Resources team, or the Audit Committee (comitedeauditoria@bachoco.net) to report any suspicious situations and receive immediate attention.



Attention to complaints and suggestions

We are deeply committed to fostering open and close dialogue with our customers and consumers to identify and drive continuous improvement opportunities. For this reason, we have enabled various channels for these audiences to share their concerns and opinions about our production processes and products.

Our primary channel for receiving complaints and suggestions is our CRM (Customer Relationship Management) system, a fundamental tool in our business processes that receives priority attention from our executives.

We have a dedicated customer service hotline, “Bachoco Close to You.” Comments are emailed to the appropriate department, and a solution is provided to the customer within 24 to 72 hours.

Bachoco Close to You (Bachoco Cerca de Ti)

Telephone: 800 607 5000
Hours of operation: Monday to Friday from 8:00 a.m. to 6:00 p.m.

Regardless of the channel our customers choose, we must address their requests and ensure proper follow-up. We maintain active communication through our social media and website as part of this commitment. Although these are not official channels for complaints and suggestions, relevant messages we receive through these channels are promptly forwarded to Customer Service for appropriate attention.

Cybersecurity

Cybersecurity is a fundamental priority for us. Therefore, we implement various actions and measures to protect our information and systems against potential cyber risks. We have a program to strengthen our infrastructure and security systems and ongoing training for our employees, all with the goal of maintaining our operations and information systems secure.

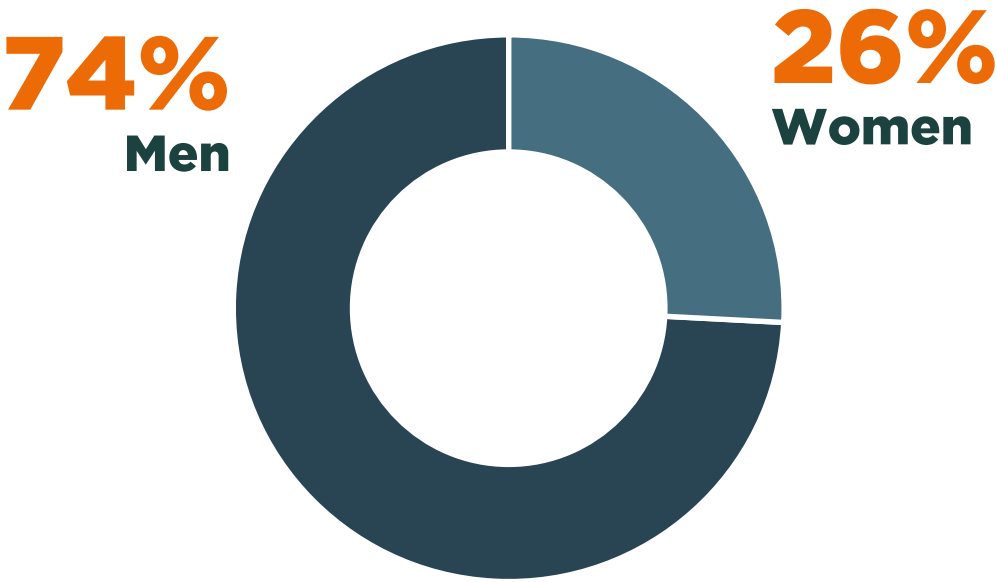


2-7, 3-3, 401-1

WE EMPOWER OUR PEOPLE

At Bachoco, we deeply value our talented and committed team. Therefore, we have established practices and processes focused on ensuring a safe and positive work environment. We are convinced that by providing them with the right conditions, our employees can fully develop their potential and contribute to the company’s growth.

 **100%** employees on the payroll



 **97%** with permanent contract **3%** with temporary contract



Our strength lies in **our employees**, whose talent and commitment take us **beyond your imagination.**

2-3, 2-7, 3-3

Breakdown of collaborators by gender, region and year

	2023			2024		
	Women	Men	Total	Women	Men	Total
Mexico	9,006	25,564	34,570	9,267	26,782	36,049
USA	1,665	2,203	3,868	1,783	2,440	4,223
	Total	38,438		Total	40,272	



Talent attraction and retention

We are committed to providing a **positive and nurturing work environment** for every team member.

At Bachoco, we apply rigorous recruitment and hiring processes, prioritizing candidates' knowledge, skills, and competencies to ensure they meet the job requirements and the company's needs. We aim to guarantee integrated processes, where professional profile is the primary selection criterion.

Likewise, we ensure that decisions regarding promotions and assignment of responsibilities are made fairly and transparently. This approach allows us to build a highly skilled and committed team, driving our organization's continued growth and success.

We believe a healthy and positive work environment is key to strengthening collaboration and building a sustainable future. Therefore, we promote initiatives that prioritize the well-being, development, and integration of each team member.

Furthermore, we understand the importance of adapting to the dynamics of the labor market and the changing expectations of our employees. To this end, we constantly monitor the integration, turnover, and growth rates of our workforce, which allows us to identify opportunities for improvement in our talent attraction and retention processes.

Average monthly labor turnover rate

	2023	2024
Mexico	3.42%	3.0%
USA	5.97%	5.52%

Training and development

At Bachoco, we reaffirm our commitment to continuous learning and professional development for our team through a robust training program. We offer a wide variety of courses, workshops, seminars, and activities designed to support our employees in acquiring new skills, strengthening their competencies, and reaching their full potential.

In Mexico, our educational offering includes the following programs:

Program	Description	Scope 2023	Scope 2024
Yellow Belt Certification	We train and certify our employees in descriptive statistics, based on the Yellow Belt methodology.	NA	16 employees certified
Double-articulated tractor-trailer operator certification	We train and certify double-articulated vehicle transport personnel in driving safety and fuel efficiency.	NA	129 employees certified
English Program	We teach English classes to executives who hold key positions in the company and need to master the language.	149 participants	131 participants
Multiprotein Business Model Certification	We guarantee exceptional service	50 participants	458 employees certified
Cybersecurity Program	We implement a combination of policies, tools, training, monitoring, and response plans, ensuring that all aspects of digital security are adequately covered and aligned with Grupo Bachoco's strategic objectives.	NA	6109 participants
Promoter Certification	We develop initiatives through guidance, advice, and the necessary resources, helping projects achieve their goals and positively impact their surroundings.	NA	818 employees certified
Road Safety and Customer Service Program	We minimize traffic-related risks by promoting responsible behavior and compliance with road regulations through our road safety program.	NA	1,403 participants

In 2024, we certified **16** of our team members in the **Lean Six Sigma (LSS)** methodology, all of whom obtained the **Yellow Belt certification**.



At our work centers in the United States, we are also dedicated to fostering the professional growth of our employees. To this end, we have implemented various training and development programs designed to meet the specific needs of our workforce in the region. These programs include:

Program	Description
New Hire Orientation Program	We welcome new team members with an induction program that introduces them to our values, Code of Conduct and Ethics, safety protocols, and corporate policies.
30-Day Training Program	We provide hands-on training for specific roles in our processing plants, offering guidance to new employees while strengthening their technical skills.
Spanish Program	We provide Spanish language learning tools for employees who need them.
Certificación Lean Six Sigma (LSS)	We implemented a training and certification program in the Lean Six Sigma methodology, aligned with the training strategy in Mexico.
Cibersecurity	We developed a cybersecurity microlearning program, providing our employees with key knowledge to identify and report information security incidents.
Animal Welfare	We equip our teams with tools to ensure ethical and responsible animal handling in all our operations.
Industrial Electricity and PLC	We offer technical training for the Maintenance and Refrigeration team on topics such as industrial electricity, lubrication, and programmable logic controllers (PLCs).
Ammonia Certification	We support Maintenance and Refrigeration team members in obtaining RETA Operator I certification, validating their knowledge of industrial refrigeration principles and practices.

	2023**	2024
Training hours provided	498,820	324,717
Training hour average*	13	3.2

*The average training hours are calculated by dividing the total training hours provided during the year by the number of employees.
**Starting in 2023, employee training data from Mexico and the United States will be integrated.

3-3

Each year, we conduct two evaluation processes to monitor and measure the results of our employees’ professional development. These evaluations provide us with a comprehensive view of each company member’s performance and potential, allowing us to identify areas for improvement and training needs.

We conduct Performance Evaluations to measure the impact of our professional development programs and assess each employee’s performance. This process is supported by the leaders in each area.

In 2024, we also implemented improvements to our talent development processes. We replaced the RETO assessment with Talent Calibration, a process that incorporates the best tools to identify our employees’ potential, with the goal of generating plans and actions that offer them new growth opportunities.

	2023**	2024
Collaborators who participated in the Performance Evaluation	15,123	12,579
Succession-ready employees identified through Talent Calibration	335	4,769

Equal opportunities

In line with our corporate values, we are committed to promoting positive work environments in all our workplaces, where inclusion is encouraged, and equal opportunities are guaranteed for all our employees.

Our approach to equal opportunities ensures that every candidate or employee, regardless of their background or other distinction, receives the utmost respect and attention during the recruitment, selection, and promotion process. We always focus on identifying talent and potential, prioritizing these qualities above all other characteristics.

As part of our ongoing efforts to promote equal opportunities, our Peninsula Business Unit, in collaboration with the Yucatan state government, launched a program to hire people with disabilities.

At the moment, 65 Collaborators with different abilities are part of our workforce.

As a result of this program, in 2024 we will begin designing an Implementation Model that will allow us to expand this initiative to other regions of the country where we operate.





26% of our workforce is made up of **women.**

13.73% of **management positions** are held by women.

Safety, health and hygiene

One of Bachoco’s main priorities is ensuring safety throughout all operational phases. To create safe and healthy work environments, we comply with rigorous internal protocols and initiatives and adhere to the regulatory requirements in force at each of our locations.

Protecting the physical and mental integrity of our employees, contractors, and visitors is essential to us. We achieve this through a robust structure comprised of policies and procedures focused on accident prevention and risk management. These include:



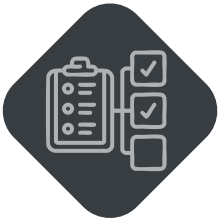
Safety and Hygiene Policy



Risk Analysis



Accident Investigation



Contractor Control



Occupational Health and Safety Management System based on Loss Control

At Bachoco, we promote a culture of risk prevention by adhering to the 10 principles that are an integral part of our Health and Safety Policy. These principles guide us in creating safe and healthy work environments, focusing on protecting our employees and minimizing risks, thus ensuring the integrity of everyone involved in our operations.

1. Health and safety come first

2. I am responsible

3. I act with integrity

4. I prevent incidents

5. I take care of myself and my co-workers
6. I take care of machinery and equipment

7. I execute high-risk tasks with a permit to work

8. I have approved experience

9. I avoid the repetition of incidents

10. Zero tolerance for the breach of principles and guidelines



At Bachoco, new employees receive general training on workplace health and safety guidelines. They then receive specific training in safe operating procedures tailored to their position and the tasks they perform.

To foster a culture of prevention, we encourage our employees to report any situation that could endanger their safety or that of their colleagues. We also provide them with the necessary instructions to stop any activity, machinery, or equipment that poses a potential risk.

The following programs are designed to guide employees in identifying and controlling risks and hazards, promoting a safe work environment for all.

 Golden Helmets Program	We encourage the creation of teams specialized in good security practices. These teams are responsible for identifying and reporting any operational risks, ensuring a safe environment for everyone.
 Secure Machine Program	We conduct periodic machinery inspections using a specialized checklist to identify potential risks in its operation, ensuring that each piece of equipment is in safe operating condition.
 Safety Day	Each month, we dedicate a day for facility managers and their teams to tour the facilities. This day aims to improve workplace safety and follow up on implemented preventive measures.

The Health and Safety Committees play a crucial role in preventing workplace accidents, protecting employee health, and creating safe and healthy work environments. Their main activities include:

- **Communication of deviations** of the security system.
- Conducting **periodic safety tours** on the premises.
- **Management of corrections and continuous improvements** of the security system to the senior workplace management.





We implement a **medical screening and breathalyzer program** to ensure the road safety of our drivers before each route.

At Bachoco, we measure the injury frequency rate, an indicator that allows us to identify incidents and implement preventive measures. Through this monitoring, we strengthen a culture of workplace safety.

Injury frequency index

2023	2024
1.83	1.89

In addition to ensuring access to social security, most of our workplaces have a medical team that provides primary care, promotes health, and performs occupational diagnoses. Through this work, we identify and control risks in the workplace, reinforcing our commitment to the well-being of our employees.

In 2024



We provide more than **116,470 hours** of occupational health and safety **training**, promoting a culture of prevention in the workplace.



We carried out **308** occupational health **campaigns**, benefiting **41,200 employees**.



As part of our monitoring and prevention efforts, we performed clinical examinations on **14,113 members** of our team.



We organized **vaccination campaigns** in which **11,483 employees** participated, ensuring their protection and well-being.

WE MAKE

A POSITIVE IMPACT ON OUR COMMUNITY

Since our inception, social responsibility has been an essential component of our organizational culture. Throughout our history, we have implemented various initiatives to generate value and leave a positive impact on the communities where we operate.

Today, we implement several institutional programs to promote the well-being and development of our neighboring communities. In each of these projects, we foster collaboration with our stakeholders to maximize the reach and effectiveness of our actions.

United for nourishment

As part of our commitment to social well-being and food security, we carry out the “United for Nourishment” initiative. This collective effort seeks to generate a positive impact in the neediest communities.

Actions Taken

During November and December 2024, we organized the MMB Social Cause Race, which brought together business partners, collaborators, and the community to contribute to a worthy cause. Thanks to this initiative and our collaboration with municipal authorities and the DIF (National Institute of Income), we were able to channel significant resources to support various institutions.



Beneficiaries

The funds and donations collected directly benefited:

- **Municipal DIF** of Celaya, Cholula and Mérida
- **BANMEX** Caritas Puebla
- Mérida State **DIF**



We support the **well-being and growth** of communities by providing healthy and nutritious food.

3-3, 413-1



Investment and support provided

- **Total investment:** 2.3 million pesos, allocated to infrastructure improvements at DIF facilities in Celaya, Puebla, and Mérida.
- **Food donation:** 5.9 tons of chicken, distributed among beneficiary institutions to improve the nutrition of vulnerable families.



Beneficiary States

- Celaya, Guanajuato
- Puebla, Puebla
- Mérida, Yucatán

Recognitions and achievements

Thanks to our efforts and commitment to the community, we were recognized as a Socially Responsible Company in Celaya.

In addition, we achieved greater brand positioning, strengthened our relationships with our business partners, and promoted active participation in social causes.

With initiatives like this, we reaffirm our commitment to building a more just and supportive future, ensuring that every action positively impacts the lives of those most in need.



3-3, 413-1



The **Bachoco Half Marathon** is more than a race; it's a **socially impactful initiative** where every step contributes to the **fight against food shortages**.

Bachoco Half Marathon

The Bachoco Half Marathon transcends its nature as a sporting event to become a driving force for social impact. Through this initiative, we encourage the participation of our stakeholders in a common cause, channeling resources to rehabilitate community and school cafeterias. Thanks to the funds raised, we can continue strengthening our United for Nourishment program, ensuring the delivery of donations that contribute to the well-being of those most in need.

For the 2024 edition of the Bachoco Half Marathon, we invited our employees, clients, consumers, and other stakeholders in Celaya, Guanajuato, to join our cause. Through the race, whether running, jogging, or walking, they logged kilometers in support of food. We also implemented a virtual option so participants in Puebla could also participate in this initiative.

Our commitment is to **donate 1 kilo of chicken** for each participant

At this event, we also incorporated an environmental focus. In partnership with Celaya “Ponte Bonita”, we sorted, collected, and recycled plastics along the route and at the finish line. The collected PET was used to manufacture sustainable packaging, thus reinforcing our commitment to reducing plastic waste and promoting environmentally responsible practices.

The **funds raised** at the 2023 Bachoco Half Marathon were donated to the **DIF Community Kitchens** in Celaya and Puebla.

Results of the Bachoco Half Marathon

	2023	2024
Participants	4,000*	5989
Money raised	\$893,500	\$2,096,150.00

* 3,071 participants in Celaya, Guanajuato and 1,321 participants from Puebla (purchase of commemorative kits).

3-3, 413-1

Institutional Donations Plan

We believe that by joining forces, we can have a greater positive impact on our communities. For 30 years, we have collaborated with various organizations focused on addressing key issues such as nutrition, health, education, and social assistance.

Through our Institutional Donations Plan, we provide support, whether financial or in kind, to institutions, civil associations, and government entities so they can continue carrying out their work for the benefit of the community.

Results of the Institutional Donations Plan

	2023	2024
Financial donations	MXN 6.1 million	MXN 21.7 million
Donations in kind	177 tons of chicken + 1,200 egg cartons = MXN 4.5million	12.72 tons of chicken + 30,918 egg cartons = MXN 5.4 million
Total investment	MXN 10.6 million	MXN 63.17 million



18,606+ people benefited in 2024

Humanitarian support in Acapulco

SUMA	1.4 tons of chicken and eggs
Food Bank	29.7 tons of chicken and eggs
CEDIS	18.3 tons of chicken, value-added products and pork



50,000+ people benefited from extraordinary food donations

OK Foods Community Support

Our commitment to social responsibility extends beyond borders to all our operations, including those in the United States. To improve the well-being of communities in this region, we design and support initiatives focused on improving their quality of life.

In 2024, as active members of The Poultry Federation, we participated in the Annual Poultry Festival scholarship auction. This initiative raises funds to support young people aspiring to advance in the poultry and egg industry. Additionally, throughout the year, we make donations and sponsorships to various local organizations and festivals, intending to support projects that foster community growth and prosperity.

As part of our commitment to the well-being of our employees, we deliver poultry product donations to our staff during Thanksgiving and Christmas. This initiative aims to support their family celebrations and express our gratitude for their dedication and commitment to the company.



USD \$10,045+

invested in local donations and sponsorships during 2024

WE TAKE CARE OF OUR PLANET

Commitment to Sustainability

At Bachoco, we develop initiatives that optimize the use of natural resources, improve our environmental performance, and promote responsible practices in livestock production. We implement green technologies and select sustainable materials to ensure sustainable operations and minimize our environmental impact.

Animal Welfare

We are committed to ensuring animal welfare at every stage of our production process. To this end, we implement appropriate facilities and breeding methods aligned with industry best practices.

On our farms and production plants, a veterinarian team oversees the animals' health, breeding, and feeding.

Our staff is fully trained to implement protocols that ensure the best possible animal welfare.

Through Bachoco's Corporate Diagnostic Laboratory, we conduct periodic monitoring to evaluate the health of poultry and pigs, ensuring high standards of hygiene and sanitary control.



We care for our animals by ensuring a satisfactory experience of the five fundamental freedoms



Through the Bachoco Corporate Diagnostic Laboratory, **we periodically monitor the health** of birds and pigs, and apply sanitary and cleaning controls.

Regulatory Compliance

We operate under strict national and international regulations that guarantee compliance with the highest standards in animal health and welfare. These include:

- **NOM-008-ZOO-1994:** Animal health specifications for slaughterhouses.
- **NOM-009-ZOO-1994:** Sanitary process of meat.
- **NOM-033-ZOO-1995:** Humane slaughter of animals.
- **NOM-060-ZOO-1999 and NOM-061-ZOO-1999:** Zoosanitary specifications for animal feed.
- **Federal Animal Health Law** and its Regulations establish the bases for the prevention, control, and eradication of diseases.
- **Regulations on health control of products and services,** which regulates the processing and industrialization of foods of animal origin.

15 employees certified as Animal Welfare Officers.



We promote the Circular Economy

At Bachoco, we are committed to sustainability through continuous improvement in our processes.

- **We optimize the design of containers and packaging,** reducing the environmental impact of our operations.
- **We promote reuse and recycling** throughout our value chain, fostering a more efficient and responsible production model.

Commitment to the Circular Economy

At Bachoco, we implement concrete actions to optimize resource use and reduce our environmental impact. Through our circular economy model, we promote reuse, recycling, and the use of sustainable materials in our production and distribution processes.

- **Key Actions** in Our Circular Model
- **Innovative packaging design** with a focus on reuse.
- **Incorporation of recycled and biodegradable materials** in egg cartons and trays.
- **Development of initiatives** to integrate recycled materials into our packaging.
- **Use of food-grade recyclable polypropylene bags** in various production processes.
- **Reuse of baskets and pallets** within a closed circuit for product transport.
- **Packaging recovery and recycling:** Containers, baskets, and pallets that reach the end of their useful life are returned to suppliers for conversion into new materials.



We have an innovative recycling process for our Bachoco Eco Tray



Energy

At Bachoco, we promote sustainable energy practices to reduce our carbon footprint and optimize resource use. Through innovation and the adoption of efficient solutions, we seek to minimize our environmental impact and move toward a more sustainable operating model.

As part of our commitment to sustainability, we have begun installing solar panels at 300 operating centers across 19 states in Mexico. This project represents one of the most significant renewable energy initiatives in Latin America, contributing to the transition to cleaner and more sustainable energy sources.

Through these actions, we reaffirm our commitment to energy efficiency and reducing the environmental impact of all our operations.

	2022	2024
Energy generated through solar panels	2,397 MWh	4,234 MWH
Reducing emissions through solar panels	1,050 TON CO ₂ e	1,854 TON CO ₂ e

With our **renewable energy project**, we will be able to produce more than **98,000 MWh annually** and avoid the emission of more than 42,000 tons of CO₂e.

Emissions

Reducing greenhouse gas emissions is a fundamental pillar of our sustainability strategy. By integrating renewable energy into our production processes and using recycled packaging, we work to minimize our environmental impact and actively contribute to the fight against climate change.

To ensure the effectiveness of our actions, we keep detailed and ongoing records of our emissions, which allows us to identify areas for improvement and optimize our initiatives. This way, we ensure that our efforts are aligned with our environmental commitments and contribute to environmental preservation.

	2022	2024
Direct GHG emissions (Scope 1)	313,602 TON CO ₂ e	351,743 CO ₂ e
Indirect GHG emissions (Scope 2)	229,930 TON C CO ₂ e	208,470 CO ₂ e
Total	543,532 TON CO ₂ e *	560,213 CO ₂ e

*TON CO₂e: Tons of carbon dioxide equivalent





Through our annual Sustainability Report, we report on **ESG progress and challenges**, with a focus on social well-being, environmental stewardship, and ethics.

ABOUT THIS REPORT

This document reflects our performance and reaffirms our commitment to responsible management aligned with sustainability principles.

In preparing the report, we followed the GRI Standards, ensuring a clear and transparent presentation of the results obtained during the period from January 1 to December 31, 2024.

This report is structured into five chapters, aligned with the pillars of our sustainability strategy and the priority topics for our stakeholders:

- **Our culture**
- **Sustainability strategy**
- **Governance**
- **We empower our people**
- **We make a positive impact on our community**
- **We take care of our planet**

For inquiries regarding the sustainability report:

Jorge Guadalupe Merino Aguirre
jorge.merino@bachoco.net



MATERIALITY

This report is based on the findings of our most recent Materiality Study, a detailed analysis developed through ongoing dialogue with our stakeholders. Through this process, we assess the sustainability context in which we operate to identify the most relevant topics for the company.

To ensure that the information presented is accurate, clear, relevant, and verifiable, we apply the principle of completeness in communicating the issues addressed.

Material topic	Coverage	
	Internal	External
Talent attraction and retention	✓	
Ethics, transparency and integ-rity	✓	✓
Compliance	✓	✓
Biosecurity	✓	✓
Culture of sustainability	✓	
Cultural change	✓	
Research and innovation	✓	✓
Social support		✓
Efficient execution	✓	
Packaging	✓	✓
Corporate governance	✓	
Brand value	✓	
Energy		✓
Customer service		✓
Pandemic	✓	✓

GRI

CONTENT INDEX

Declaration of Use	Industrias Bachoco S.A.B. of C.V. has reported the information cited in this GRI content index for the January 1 through December 31, 2024 period using the GRI Standards as a reference.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Content	Page / Direct Answer
Universal Standards		
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	P. 10-11 a) and b) Industrias Bachoco S.A.B. de C.V.
2-2	Entities included in the organization’s sustainability reporting	Bachoco S.A. de C.V., Bachoco USA, LLC. & Subsidiary, Campi Alimentos, S.A. de C.V., Induba Pavos, S.A. de C.V., Bachoco Comercial, S.A de C.V., PEC LAB. S.A. de C.V., Wii Kit RE LTD., Proveedora La Perla, S.A. de C.V., Sonora Agropecuaria, S.A. de C.V. Norson Holding S.A. de C.V
2-3	Reporting period, frequency and contact point	P. 38
2-4	Restatements of information	There was no update of information.
2-5	External assurance	This report was not verified by an external party.
2. Activities and workers		
2-6	Activities, value chain and other business relationships	P. 12, 16, 38
2-7	Employees	P. 21-22
2-8	Workers who are not employees	It does not apply, as there are no workers who are not employees of the company.
3. Governance		
2-9	Governance structure and composition	P. 17-18
2-12	Role of the highest governance body in overseeing the management of impacts	P. 17-18
2-13	Delegation of responsibility for managing impacts	P. 17-18

GRI Standard	Content	Page / Direct Answer
2-14	Role of the highest governance body in sustainability reporting	The highest governing body participated in the process of reviewing and validating the content in this sustainability report.
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	P. 3-4
2-23	Policy commitments	P. 18
2-24	Embedding policy commitments	P. 18
2-25	Processes to remediate negative impacts	P. 19-20
2-26	Mechanisms for seeking advice and raising concerns	P. 19-20
2-28	Membership associations	Annual Report, Best Practices Questionnaire, Shareholder Questionnaire, Bylaws and Code of Ethics. Unión Nacional de Avicultores (National Union of Poultry Farmers in Mexico) U.S. Poultry Chicken Council.
. Stakeholder engagement		
2-29	Approach to stakeholder engagement	P. 7
2-30	Collective bargaining agreements	BMEX – Total employees: 20,432, representing 55.6%.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	P. 39
3-2	List of material topics	P. 39
Topic Standards		
Cultural Change		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 6-7
Sustainability Culture		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 8-9
Research and Innovation		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 12-14

GRI Standard	Content	Page / Direct Answer
Biosecurity in Production Systems		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 13-15 In accordance with our quality and food safety system, we have documented and implemented procedures for product recall. These procedures define the methods, responsibilities, and actions required to initiate, manage, and investigate a product withdrawal. They also include the use of legal and technical advisory, essential traceability, and a timely communication plan aimed at personnel, customers, consumers, authorities, and other relevant organizations, depending on the nature of the incident.
416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	All business lines evaluate 100% of all products.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There are no cases of non-compliance with regulations or voluntary codes in any of our business lines.
Packaging		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P.15, 35-36
417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	P. 15
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2024, no cases of non-compliance with regulations or codes were detected.
417-3	Incidents of non-compliance concerning marketing communications	There are no cases of non-compliance with regulations.
301: Materials 2016		
301-1	Materials used by weight or volume	P. 36 Materials from renewable sources: Molded cellulose, corrugated cardboard, cagle bands. Materials from non-renewable sources: Injected polyethylene containers and packaging, thermoformed OPS domes, extruded polyethylene material, PET trays, thermoforming film, polyolefins, laminated bags, monomaterial film for stand-up bags, polypropylene containers.
Customer Service		
301: Materials 2016		
3-3	Management of material topics	P. 13-14

GRI Standard	Content	Page / Direct Answer
416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety im-pacts of product and service categories	100% of the products are evaluated across all business lines.
416-2	Incidents of non-compliance concern-ing the health and safety impacts of products and services	There are no cases of non-compliance with regulations or voluntary codes in any of our business lines.
418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Mexico: According to the information provided by the Customer Service department, no customer complaints were recorded in 2024.
		USA: In 2024, no substantiated complaints regarding violations of customer privacy were recorded.
Great Brand-Company Value		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 16
Corporate Governance		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 17-18
Ethics, transparency and integrity		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 18
Talent Attraction and Retention		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 21-28 At Bachoco, we adhere to the Federal Labor Law, internal policies, procedures, and the Code of Ethics and Conduct, all of which contribute to fostering healthy labor relations. We also conduct evaluations to ensure compliance with the Code of Ethics and Conduct. Internal audits are carried out by our department, as well as external audits conducted by the Ministry of Labor and Social Welfare. We perform supplier audits to ensure compliance. Records of complaints are maintained to measure and eliminate deviations. We comply with the NOM-035 standard, which aims to prevent psychosocial risk factors and promote a favorable organizational environment.

GRI Standard	Content	Page / Direct Answer																		
401: Employment 2016																				
401-1	New employee hires and employee turnover	P. 21 <table><tr><td>Albertville Baldwin</td><td>3.97%</td></tr><tr><td>Corporate</td><td>1.12%</td></tr><tr><td>Fort Smith</td><td>2.73%</td></tr><tr><td>Heavener</td><td>5.64%</td></tr><tr><td>Hermitage</td><td>8.32%</td></tr><tr><td>Muldrow</td><td>2.34%</td></tr><tr><td>Oklahoma City</td><td>6.44%</td></tr><tr><td>Stigler</td><td>4.77%</td></tr><tr><td></td><td>2.75%</td></tr></table>	Albertville Baldwin	3.97%	Corporate	1.12%	Fort Smith	2.73%	Heavener	5.64%	Hermitage	8.32%	Muldrow	2.34%	Oklahoma City	6.44%	Stigler	4.77%		2.75%
Albertville Baldwin	3.97%																			
Corporate	1.12%																			
Fort Smith	2.73%																			
Heavener	5.64%																			
Hermitage	8.32%																			
Muldrow	2.34%																			
Oklahoma City	6.44%																			
Stigler	4.77%																			
	2.75%																			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Mexico: Non-union employees: Vacation days, vacation bonus, life insurance, disability coverage, parental leave, retirement plan, savings fund, marriage bonus, death leave, Statutory Employee Profit Sharing (PTU, acronym in Spanish), PTU guarantee (days), holidays in addition to those established by law and grocery vouchers. Furthermore, executive and department lead level employees also receive Major Medical Health Insurance, Flex Retirement Plan, and Payment of Worker quotas to the Mexican Institute of Social Security (IMSS, acronym in Spanish). Unionized employees: Year-end bonus, vacation days, vacation bonus, attendance bonus, punctuality bonus, grocery vouchers, PTU, PTU guarantee (days), life insurance, help with funeral costs, support for sport-related expenses, scholarships and help with congress and convention attendance costs. USA: Life Insurance, Medical and Pharmaceutical Insurance, Dental Coverage, Vision Coverage, Short Term Disability, Critical Illness, Identity Theft Protection and FMLA.																		
402: Labor/Management Relations 2016																				
402-1	Minimum notice periods regarding operational changes	Mexico: The deadline for notifying changes resulting from contract revisions is one week, and 30 days to deposit the contracts with the Federal Center for Conciliation and Labor Registration. USA: There is no minimum. We are committed to notifying with as much advance notice as possible.																		
407: Freedom of Association and Collective Bargaining 2016																				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Bachoco complies with the provisions established by Article 390 of Mexico’s Federal Labor Act and reviews the Collective Labor Contracts yearly to improve employee remuneration conditions as part of the measures adopted to support freedom of association rights. In 2024, it completed the legitimation process involved in each CCT.																		

GRI Standard	Content	Page / Direct Answer
Efficient Execution		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 23-25 We have the Continuous Improvement Program, which incorporates the Lean Six Sigma (LSS) methodology into our organizational culture to ensure the success of projects aimed at efficiency and cost reduction. In our Continuous Improvement Program manual, we define the program’s objectives, scope, KPIs (Key Performance Indicators), as well as the model that outlines the responsibilities and functions of the committee and the organization’s employees.
Pandemics (Protocols and Measurement of Impacts)		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 28
Social Support		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 29-32
413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	P. 29-32
Compliance		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 33-34
Energy		
GRI 3: Material Topics 2021		
3-3	Management of material topics	P. 37

GRI Standard	Content	Page / Direct Answer
302: Energy 2016		
302-1	Energy consumption within the organization	
		MJ
		MWh
		Vehicle gasoline:
		171,873,816
		47,743
		Vehicle LPG:
		3,160,727
		949
		Vehicle diesel:
		958,463,063
		291,158
		LPG:
		1,383,544,661
		384,318
		Natural gas:
		1,451,549,000
		403,208
		Fuel oil:
		503,728,172
		139,924
		Total:
		4,472,319,439
		1,267,300
302-2	Energy consumption outside of the organi-zation	
		Mexico:
		Electricity consumption
		MJ
		MWh
		CFE:
		632,044,365
		175,568
		Abent 3T:
		1,440,416,599
		400,116
		Total:
		958,463,063
		291,158
302-4	Reduction of energy consumption	We did not report a reduction in energy or fuel con-sumption, and the increase was due to improved production and calculations reflecting the use of LP Gas and chicken manure management processes on farms.

