



WE ARE **BACHOCO** **INDUSTRIES**

Everyday by your side



2022

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MESSAGE FROM **OUR CEO**

[2-22]

We reinforce our commitment to sustainability daily through the review, evaluation and improvement processes applied to our business strategy. These efforts allow us to continue moving towards consolidating our business vision while generating shared value for our stakeholders.

As part of the commitment to our more than 34,000 employees, we continuously strive to implement new programs and initiatives focused on their well-being and development.



In addition to driving our talent's personal and professional growth, we promote an inclusive work environment by offering men and women access to the same opportunities. In 2022, the company was pleased to announce the appointment of its first female Purchasing Director joining the Board of Directors Bachoco, this constitutes a major precedent in promoting diversity at the executive level.

Worker safety is a critical issue throughout our production process. Therefore, management systems and protocols focus on workplace health promotion and occupational risk prevention programs.

In 2022, following provisions established by the health authorities, we implemented measures to prevent the spread of COVID-19 in all our work centers and continued our strategy to facilitate and promote vaccination. Due to these actions, 23,130 employees, representing 82% of the workforce in Mexico, received booster shots.

Our commitment to preserving the planet and its resources is reflected in our efforts to implement sustainable practices and technologies in our operations. This is seen in our packaging and actions taken to promote a circular economy in our distribution and marketing processes. Moreover, this year we began to work on reviewing and updating our environmental policy, which will go into effect in early 2023.

Contributing to the economic and social development of the countries where we have a presence motivates us. We work hand in hand with our stakeholders in developing programs and initiatives that contribute to improving the quality of life of our communities. One example is the Bachoco Half Marathon, our race with a cause. Through this race we encourage engagement in physical activity and raise funds to repair, convert, and build school and community food kitchens.

All corporate operations strictly adhere to the regulations issued by the authorities of the countries where we operate, and the guidelines established in our Code of Conduct and Ethics.

To strengthen a culture of ethics and integrity within the company, in 2022, we revised and updated our Code of Ethics. We created two new critical documents: the Conflict of Interest Policy and the Human Rights Policy, which will be distributed in 2023. In addition, we reinforced the Ethics Committee's structure and strengthened the role of the executive president

We present this report showcasing the actions we implemented in 2022 across the four dimensions –Our Business, Our People, Our Community and Our Planet. This comprises our sustainability model and seeks to drive economic growth, promote social development and contribute to preserving the environment. We reaffirm our promise to create a better world for future generations.

Rodolfo Ramos Arvizu
Chief Executive Officer

KEY FIGURES 2022



WE STRENGTHEN OUR BUSINESS

- 61st in the MERCO ESG Responsibility Ranking.
- 2 new plants, 4 distribution centers, and 21 stores were added with the acquisition of RYC.
- 200+ products sold through the CAMPI line of business.
- 89% top-of-mind awareness in the chicken category in Mexico.



WE EMPOWER OUR PEOPLE

- 86,696 training hours provided to new hires in the United States.
- 500 employees trained to participate in the Golden Helmets safety program.
- 82% of Mexico workforce received COVID-19 booster shots.



WE TAKE CARE OF OUR PLANET

- 100% of Bachoco chicken farms are certified by the Mexican Service of Agrifood Health, Safety and Quality (SENASICA).
- 80% of the materials used in our product packaging are recycled.
- 1,516 MWh generated with solar panels.



WE CONTRIBUTE TO OUR COMMUNITY

- 5,483 runners participated in our three Bachoco Half Marathons.
- 19,864 people benefitted from our Institutional Donation Plan.
- 17,500 USD raised to support the work done by the United Way in the United States.





OUR CULTURE



[3-3]

We are a multiprotein food company founded more than 70 years ago. We bring healthy, nutritious and delicious products to family tables, contributing to the improved dietary intake of the Mexican population.

Today, our commitment is stronger than ever and continues to grow. We work every day to create strategies and projects with a sustainable approach allowing us to enhance the quality of our processes and products, promote the development and well-being of our employees and our communities and care for the environment.

Our Corporate Philosophy reflects the principles that guide us toward the fulfillment of our commitments and goals:

_Our Mission

To offer fresh, nutritious, delicious and healthy products by increasing the quality of the food we offer our consumers.

_Our Vision

To be the leading multiprotein food company in Mexico and globally. We focus on nourishing the population and providing best-in-class customerservice by leveraging quality, sustainability and excellence in everything we do.

_Our Values

Integrity: I act with integrity to earn respect inside and outside the company.

Trust: I am trustworthy since my words and actions confirm that I fulfill my commitments.

Common Good: My actions put the common good above individual needs.

Constraint: I protect and use the company's assets and resources, avoiding unnecessary consumption and waste.

Innovation: I strive to develop and promote innovative business alternatives and procedures to meet the needs of my internal and external customers.

Efficiency: I achieve efficiency by generating and promoting results exceeding my own and my co-workers' expectations.

Service: I serve effectively by promptly responding to our internal and external customers with kindness, empathy, and respect.

_Our Beliefs [2-29]

At Bachoco, we recognize the importance of establishing honest, long-term relationships with our stakeholders. Below we have defined a list of beliefs to ensure that all our interactions are carried out within a framework of respect, trust and cooperation:

Regarding our consumers

- We believe in producing high-quality food that nourishes our consumers.
- We believe our consumers should receive products and services that meet or exceed their expectations.
- We believe knowing the needs of our consumers will allow us to be their best option.

Regarding our customers

- We believe our customers are business partners, and we want to contribute to their growth.
- We believe our customers should always receive quality services and products from us.
- We believe honesty and mutual respect are fundamental to our business relationships.



Regarding our people

- We believe we are each responsible for ensuring that well-being, safety, and health come first.
- We believe in respecting the dignity of everyone who works in the organization, regardless of their hierarchical level.
- We believe in dignified, fair, and honest treatment for everyone without distinction.
- We believe in the integration, permanence, and recognition of our people.
- We believe investing in our people's training and continuing development gives us value to further our success and growth.
- We believe in ensuring our people's quality of life and prosperity in the workplace.
- We believe in being the best employment option.
- We believe in compensating our people at all organizational levels in a dignified, fair, and competitive manner.
- We believe in exceeding our goals and objectives and in giving our best daily.
- We believe in attracting, developing, and retaining the best talent in all positions.

Regarding our shareholders and the Board of Directors

- We believe in generating profitability for our shareholders, meeting their expectations, and looking after their interests.
- We believe in striving to be the best medium and long-term investment option for our shareholders.
- We believe we must provide the Board of Directors with business alternatives, innovative projects, and ample, sufficient, precise, and timely information to allow them to make the best decisions for the company.
- We believe in the importance of protecting and enhancing the excellent reputation our company enjoys.

Regarding our company

- We believe in being a single Bachoco, regardless of the geographies we serve and the nature of the businesses we manage.
- We believe our leaders should be responsible people of integrity who genuinely pursue the well-being of their teams.
- We believe in ensuring the quality of our products, processes and services and the importance of continuous improvement.
- We believe in innovation, creativity, and execution excellence as key differentiators that position us as market leaders.
- We believe in properly using, developing, and maintaining company assets.
- We believe in adhering to the current legal framework and internal regulations.

Regarding our suppliers

- We believe in fair and transparent supplier selection processes, aligned with our internal rules and regulations.
- We believe that we must obtain quality inputs and services from our suppliers that meet or exceed market standards.
- We believe our suppliers should receive friendly, fair, and quality services from our company.
- We believe in honesty and integrity in each of our business relationships.
- We believe we can obtain mutual benefits by working with our suppliers.

Regarding our society and the environment

- We believe in our company's positive social participation, adding value to everyone.
- We believe in always conducting ourselves under our legal framework with ethical behavior.
- We believe our responsibility is to create productive employment with competitive compensation.
- We believe in acting responsibly with our surroundings and protecting the environment.
- We believe in corporate social responsibility focused on the population's nutrition.

Regarding our government

- We believe in exercising our rights and complying with our civic, legal, fiscal, and environmental obligations.
- We believe in corruption-free relations with all levels of government, authority, and institutions.
- We believe in competition in a free market economy.



COMMITMENT TO SUSTAINABILITY

[3-3]

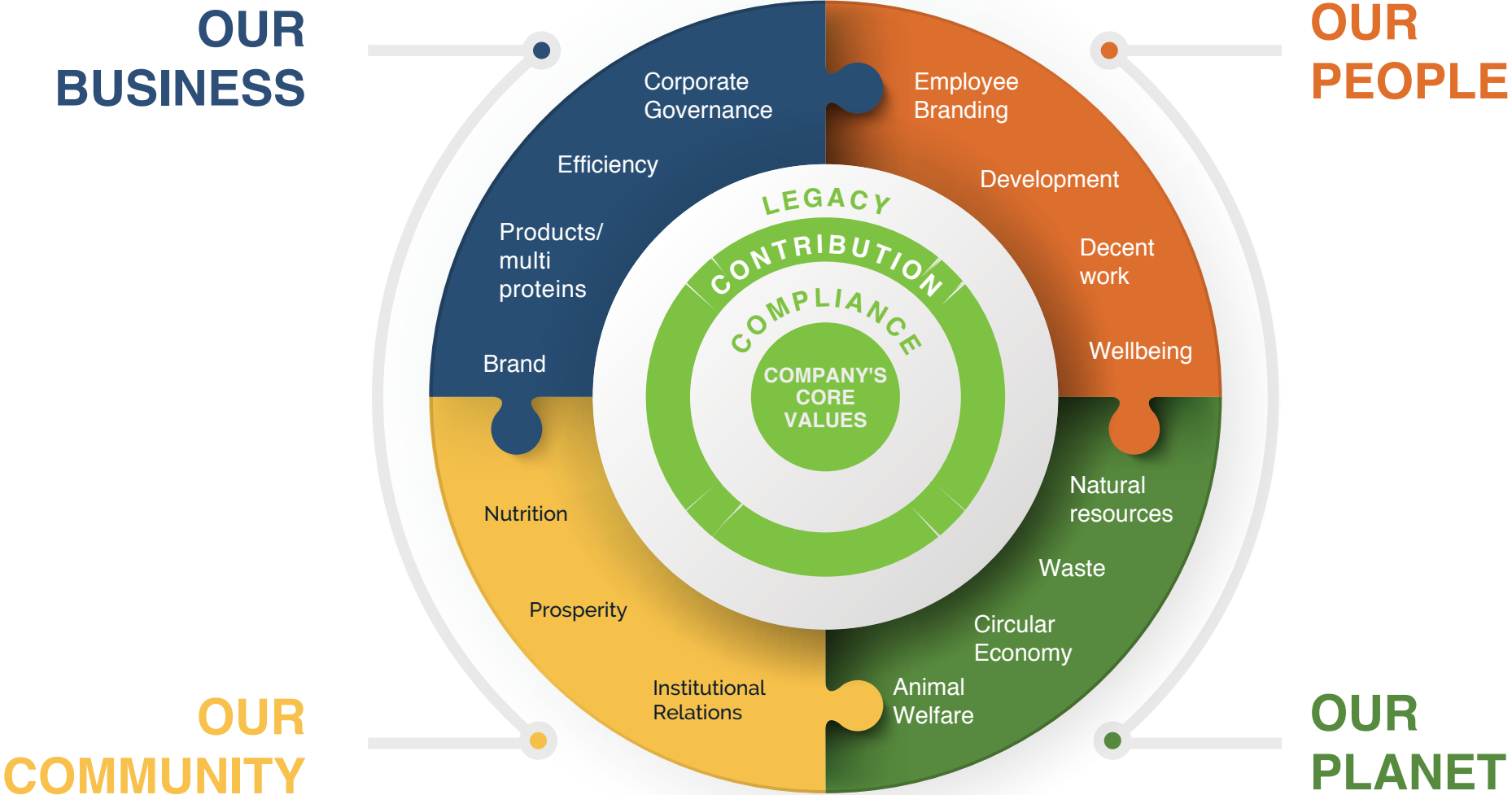
At Bachoco, we embody and promote a culture of sustainability.

In keeping with our sustainability strategy, we at Bachoco are firmly committed to developing new initiatives and projects. This allows us to have a positive impact and create shared value everywhere we have a presence.

We believe our actions must bring us closer to consolidating our vision while contributing to the four dimensions that constitute Bachoco's sustainability model: *Our Business, Our People, Our Community and Our Planet.*

Each pillar comprising our sustainability model is critical to our business strategy. They allow us to recognize the needs and expectations of stakeholders and mark a clear path toward achieving our corporate goals and objectives.

In 2022 we placed 61st in the MERCO ESG Responsibility Ranking



This report presents information on the sustainability actions we carried out in 2022 contributing to economic growth, social development and well-being, and the care and preservation of the planet.



_We Strengthen Our Business

- We comply with the highest quality and safety industry standards.
- We strengthen the culture of integrity through the Integrity System.
- We develop strategies to strengthen one of the most beloved brands in Mexico.



_We Empower Our People

- We promote skills development and continuous learning through our training programs.
- We provide the same growth opportunities and improvement to people without gender distinction.
- We have health and safety protocols and guidelines in place to safeguard the well-being of our people.



_We Take Care of Our Planet

- We are committed to animal welfare. In particular, all our employees will treat farm animals with the greatest care and respect in our production processes.
- We continue to innovate in developing sustainable packaging to promote a circular economy.
- We implement green technologies and practices in our operations.



_We Contribute to Our Community

- We raise funds to renovate community food kitchens through the Bachoco Half Marathon.
- We support our community by donating to initiatives focused on improving the quality of the education and nutrition of the vulnerable population.
- We promote community actions in our operations in the United States.





WE STRENGTHEN **OUR BUSINESS**



[2-6]

We are a multiprotein company with a history of more than 70 years in the food industry. We currently have a presence in Mexico and the United States, with a wide range of products that allow us to meet the needs of our customers and consumers.

Our main lines of business are:

	Production and marketing of chicken, egg and value-added products		Manufacture of balanced animal feed
	Production and marketing of pork		Production and marketing of pet food
	Processing and distribution of meat products		Research and development of biological and pharmaceutical products for veterinary use

In 2022, we ranked 55 out of 100 Companies on the Top Corporate Reputation Business Monitor (MERCOS)



PRODUCTION CENTERS

[2-1]

* Some production complexes are mentioned.

WORLDWIDE PRESENCE

[2-6, 2-7]

- Belice
- Benín
- Canadá
- China
- Corea del Sur
- Costa de Marfil
- Costa Rica
- Cuba
- Ecuador
- El Salvador
- Estados Unidos
- Ghana
- Guatemala
- Honduras
- Hong Kong
- Japón
- México
- Panamá
- República del Congo
- Singapur
- Vietnam
- Yemen



BACHOCO
FAMILY

34,098

PRODUCTS

[2-6, 3-3]

Fulfilling our mission of bringing nutritious and healthy food to our customers and consumers drives us to diversify our business portfolio and work continuously toward enhancing the quality of the products we sell.

Although Mexico and the United States are home to our main markets and an extensive distribution network, we also export products to other countries which allows us to position ourselves internationally.

In 2022, as part of our strategy for expanding our multiprotein business, we launched a new line of pork products packaged at the origin, backed by the Bachoco brand and produced by our subsidiary SASA.

In addition in 2022, we consolidated the acquisition of RYC Alimentos, further expanding our business portfolio and adding two new plants, four distribution centers and 21 stores to our operations.

In order to compete more actively in the economic segment of ready-to-cook foods, we worked to relaunch the Bachoco “Practical” line of products known as Prácticos Bachoco in Mexico. We were able to increase the presence of these products in the top national supermarket chains.





Our promise to offer a wide variety of healthy and nutritious products has been strengthened by the CAMPI brand. Through CAMPI we produce and sell balanced pet and livestock food with a focus on service, quality and sustainability.

200+ products offered under the CAMPI line

The CAMPI line for pets is divided into three product categories, focused primarily on the nutritional needs of dogs and cats:

Dry Food	• Super Premium, Premium, Medium, and Budget
Wet Food	• Super Premium, Premium, Budget and Snack
Natural Treats	• Jerky, Hybrids, Body Parts and Freeze-dried

To expand the distribution channels of freeze-dried products, in 2022 we exported our first shipment of freeze-dried treats for dogs and cats to the United States. This positioned CAMPI as the first Mexican company to export this product.

Being able to respond quickly and effectively to constant market changes has led us to make innovation a fundamental element of our business strategy. Specifically we added a New Product Research and Development Department to CAMPI to support new domestic and export businesses and products.



We have a specialized team in nutritional veterinary for the development of the products of CAMPI

FOOD QUALITY AND SAFETY

[3-3]

One of our most important commitments is ensuring our products are safe and healthy for consumption. We deliver on this promise by adhering to internal policies and procedures that comply with the food safety regulations of the countries where we operate.

To ensure the highest quality and safety standards in each phase of the production process, we apply the Food Quality and Safety System (SICSA), following Safe Quality Food (SQF) requirements in all our plants.

We ensure our suppliers follow production best practices and comply with these safety and quality standards, to reinforce our commitment to consumers.

Our work in this area has been recognized by:

- **A Safe Quality Food (SQF)** certification in all our packing, poultry, agricultural and animal feed processing plants in Mexico.
- **A British Retail Consortium (BRC)** certification in our plants in the United States.

Six of the eight Bachoco plants audited by the Safe Quality Food Institute obtained a rating of Excellent in 2022

Responsible Labeling

[3-3, 416-1, 417-1]

Our packaging is essential to guaranteeing the quality and safety of the products we offer

To maintain consumer trust and peace of mind, at Bachoco, we know we must conduct ourselves transparently and offer full disclosure about our products. Therefore we provide the information described below on all packages distributed in Mexico and the United States:

Bachoco - SASA - RYC

- *Federal Inspection Type (TIF) Establishment Number assigned to each plant*
- *Place of origin*
- *Name and description of the product (ingredients, batch, expiration date, net content and nutritional information)*
- *Storage instructions*
- *Cooking instructions for raw products*
- *Allergen statement*
- *Octagons of critical nutrients, in accordance with Official Mexican Standard NOM-051 guidelines*

All CAMPI plants obtained Select Site status from the Safe Quality Food Institute

Bachoco OK Foods

- *United States Department of Agriculture (USDA) Plant Identification Number*
- *Date and place of production*
- *Name and description of the product (ingredients, expiration date, net content and nutritional information)*
- *Storage instructions*
- *Cooking instructions for raw products*
- *Allergen statement*
- *SKU Number**

CAMPI

- *List of ingredients listed in order of percentage in the formula*
- *Secretariat of Agriculture and Rural Development (SADER) Authorization Number*
- *Net content*
- *Feeding guide*

**Not all retail packages include an SKU number.*

All packages we sell include a “no added hormones” statement and a service number customers can call to ask questions or express their concerns about our products.

The verification unit reviewed 100% of our packaging in Mexico to ensure compliance with NOM-051 guidelines

In 2022, in order to provide full service to our customers and consumers, we added a QR code on our product packaging in Mexico., Consumers can scan the code to access the “Discover” platform providing detailed information about the product purchased, including seals, certifications, nutritional data and serving suggestions.

In 2022, we worked to develop new CAMPI packaging in compliance with the guidelines established by the Secretariat of Agriculture and Rural Development (SADER)

MARKET PRESENCE

[3-3]

Thanks to our ongoing effort to renew and reinforce the Bachoco brand and enhance the products we offer to the market, we continue moving toward the consolidation of our business vision.

We are proud to be a Mexican company; our identity reflects our national culture. The simplicity, humor and ingenuity that have characterized our communications campaigns for more than 35 years allows us to position ourselves as one of the most beloved and recognized brands in Mexico.

Bachoco's Top-of-Mind Awareness in the Chicken Category in Mexico		
2020	2021	2022
69%	81%	89%

In 2022 we positioned ourselves as the leading brand in the value-added chicken product segment

Innovation and creativity have been key to adapting to new trends and maintaining a close dialogue with our customers. In addition to our iconic billboards, we have been working to increase brand presence on social media through posts that connect with the lifestyle and interests of our consumers.

We won first place in the Totem Awards in the Best Outdoor Advertising category in 2021



We were recognized in the 14th annual IAB awards in the Reactive Response category for our “Pollo a la Poblana” campaign*

In 2022, we also implemented several communication and marketing actions to enhance our brand value and expand product sales:

- We created a commemorative logo to celebrate Bachoco's 70th anniversary on our billboards in 2022.
- We added “Cerdo,” a new character who will join “Pollo” and “Huevo” in our posts on social media.
- We collaborated with Valentina, one of the top salsa brands in Mexico, to implement our first co-branded project.

We have 938 intangible property, industrial and intellectual assets registered in Mexico and the United States

** IAB Mexico is an NGO that promotes the growth of the digital advertising industry by developing and disseminating studies, educational programs and best practices.*

SUPPLY CHAIN

[2-6, 2-24]

We are convinced that it is critical to establish long-term relationships with all our suppliers. The products and services they provide are necessary to continue the company's operations and help us fulfill our commitment to provide the highest quality healthy and nutritious food products.

63% of our suppliers are certified by the Global Food Safety Initiative (GFSI)

We prioritize local suppliers to support the economy of communities where we have a presence

CORPORATE

GOVERNANCE

[2-9, 2-10, 2-12, 2-13, 3-3]

We have a strong governance structure responsible for making the right economic, social, and environmental decisions to promote the company's growth, meet our commitments and generate value for all stakeholders. Thanks to the leadership and responsible management of our Corporate Governance Team, we continue to move toward the consolidation of our business vision.

Our Board of Directors comprises eight Standing Directors, four Alternates and four Standing Independent Directors. It is the highest governance body in Bachoco, and its primary function is to define the general strategies that guide company activities.

25% of our board members are independent

In turn, the committees forming part of our Corporate Governance structure are responsible for ensuring that the business operation is aligned with the strategy approved by the Board of Directors and our corporate principles.

Board of Directors		
Governance		Operational
<ul style="list-style-type: none">• Executive Committee• Governing Committee• Ethics Committee• Sustainability Committee	<ul style="list-style-type: none">• Risk Assessment Committee• Risks Committee• Investments Committee• Sarox Committee	<ul style="list-style-type: none">• Committee for the Prevention and Handling of Illegal Proceeds (CPAI)• Business Unit Management Committees• Cash Flow Committee

Our Sustainability Committee, a group of representatives from different corporate departments, is responsible for designing plans and promoting actions that contribute to achieving business objectives and fostering a culture of sustainability in our sphere of influence.

The Sustainability Committee is comprised of an operations and strategic team to ensure that the development of projects and the definition of performance indicators are aligned with our corporate strategy.

Sustainability Committee	
Strategic Committee	Interdisciplinary Committee
<ul style="list-style-type: none">• Office of the CEO• Finance• Operations• Purchasing• Human Resources	<ul style="list-style-type: none">• Ecology and Environment• Operational Health and Safety• Human Resources• Research and Development• Packaging• Commercial



The Interdisciplinary Sustainability Committee meets bimonthly to supervise compliance with the goals and objectives established by the Strategic Committee

INTEGRITY AND TRANSPARENCY

[2-23, 2-24 3-3]

At Bachoco, we recognize that our success and good reputation are built daily from the decisions and actions carried out by each person in the company. To ensure that all activities and interactions are conducted within a framework of ethics and integrity, we adhere to our values and beliefs and the guidelines set forth in our Code of Conduct & Ethics.

Our Code of Conduct & Ethics is key to conducting operations with integrity and transparency. It includes our corporate values and principles in compliance with the regulations of the countries where we have a presence.

In 2022 we embarked on a process to review and update our Code of Ethics. The new version will be available for consultation on our website in early 2023.



Our Integrity System includes education, dissemination and training activities, developing courses and communication campaigns that help strengthen the culture of integrity and transparency across the company and promote behaviors reflecting the Bachoco values.



100% of our new hires pledged to follow our Code of Ethics

In 2022 we also worked to develop our Conflict of Interest Policy and our Human Rights Policy, which will go into effect in 2023. With these actions, we continue to strengthen the Integrity System to ensure that all our activities are carried out with integrity and transparency.

Working towards this goal, we updated the structure of the Ethics Committee, strengthening the role of the Secretary, who is responsible for the following:

- Ensuring that all scheduled committee meetings are held.
- Compiling reports of non-compliance with corporate values and the Code of Ethics, submitting them to the committee and directing them to the corresponding area for the corresponding evaluation.

As part of our update structure, we strengthen the role of the executive president, responsible for the following:

1. Propose and implement initiatives and updates to strengthen the Integrity System, and
2. Assure the correct implementation of these updates and initiatives.

External audits of the company's operational and commercial activities reinforce our commitment to compliance with the highest ethical standards.

Deloitte S.C. conducted an external audit of the application of Bachoco's Code of Ethics in accordance with the Sarbanes-Oxley Act for companies listed on the New York Stock Exchange and the 2013 edition of the COSO framework. No non-compliance was reported in this audit.

REPORTING CHANNELS

[2-25, 2-26]

To ensure that all actions conducted on behalf of Bachoco are carried out with integrity, respect and responsibility, we have different communication channels available to our employees and external audiences. Through these channels they can anonymously and safely report any activity or behavior that contravenes our values or our Code of Conduct & Ethics.

Internally we promote a culture of trust so our employees feel safe going to their supervisor or Human Resources to receive attention and support if they have experienced or witnessed any misconduct.

We also offer the Bachoco Ethics Line, a reporting system operated by Resguarda, an independent service provider, to guarantee user safety and anonymity.



The Bachoco Ethics Line is available 24/7, 365 days a year at:

Mexico: (800) 123-3312

United States: 1 (800) 921-2240

Website: www.resguarda.com/bachoco

Email:

bachocolineaetica@resguarda.com

bachocoethicalline@resguarda.com

The Ethics Committee team comprises directors and executives from different departments across the company. Their duties include evaluating, addressing, and providing effective solutions to all reports received through the Bachoco Ethics Line.

Our employees in Mexico can also email the Audit Committee directly (***comitedeauditoria@bachoco.net***) to report any situation.

ATTENTION TO COMPLAINTS AND SUGGESTIONS

[2-25, 2-26]

The feedback provided by our customers and consumers is very important, as it motivates us to continue improving. We are interested in their opinions and provide several communication channels for them to contact us.

The CRM (Customer Relationship Management) system, our primary channel for receiving complaints and suggestions, allows us to detect areas of opportunity in our marketing processes, a key factor to our business strategy.

Another means we use to address our consumers' concerns is through the "Bachoco Close to You" (**Bachoco Cerca de Ti**) line. Each request received through this channel is emailed to the corresponding department, which responds within 24 to 72 hours.



Telephone: (800) 607-5000
Email: cercadeti@bachoco.net
Hours of operation:
Monday to Friday
from 8:00 a.m. to 6:00 p.m.

The Service Center is responsible for listening to customer comments, complaints and suggestions, as well as addressing and following up on each report received to offer clear and timely solutions.

In order to guarantee excellent service, this department regularly implements different actions that include:

- *Defining standards with response time and service commitments.*
- *Continuous training for the different sales force levels.*
- *Attention to recurring cases with ongoing improvement projects.*
- *Periodic evaluation of the quality of the products, services and attention offered by Bachoco.*

The Service Center team works with care and dedication to meet the following service standards:

- *90% of the calls answered.*
- *5 minutes average time of attention in a call.*
- *95% rating in telephone service.*

2022...

Timely closure in 87% of incidents.
81% rating in attention to claims.
SASA and RYC subsidiaries added to the Service Center.
Three ongoing improvement projects promoted in Bachoco's commercial operations.

Our website and social media have become valuable communication tools for our interactions with customers and consumers. Although they are not considered official channels for addressing complaints and suggestions, the messages we receive through them are channeled to the Service Center, which provides the appropriate follow-up.



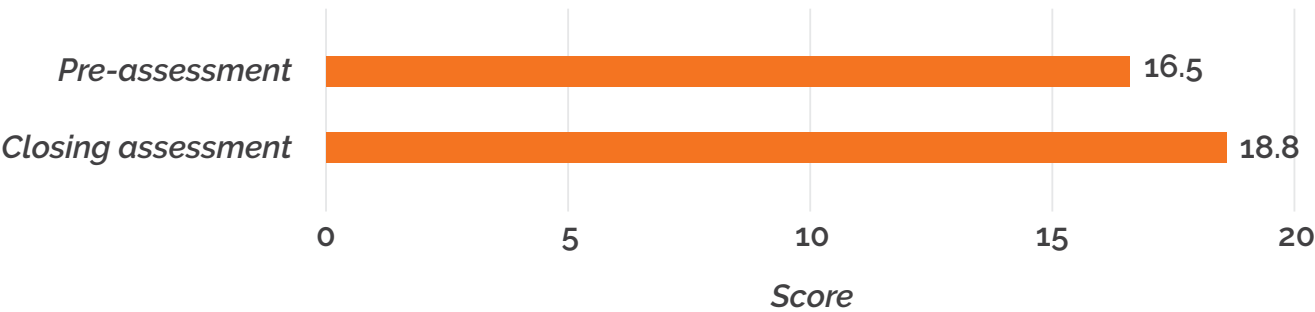
CYBERSECURITY

Aware of the challenges we face in the digital sphere, we continue to reinforce use of tools to prevent and monitor cyber risks and develop programs to promote the responsible use of information technology. This ensures the integrity of our stakeholders' data security in all processes.

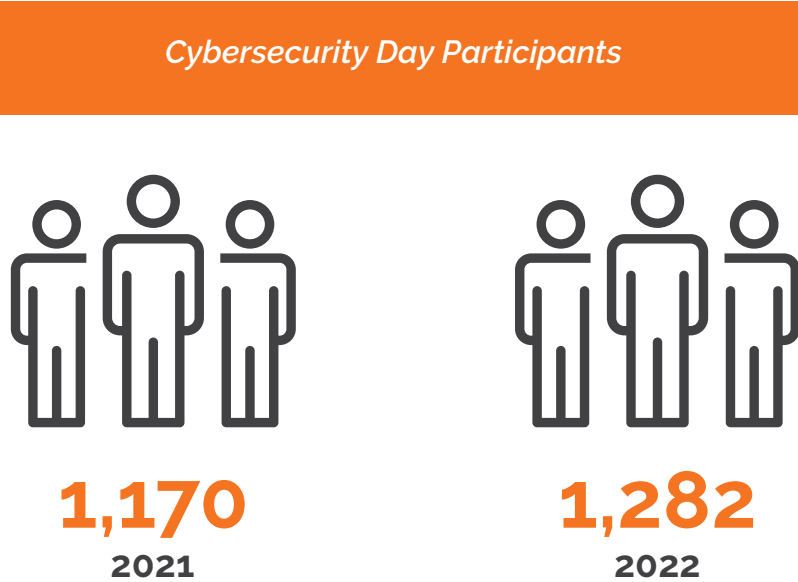
In 2022, we carried out several actions to raise the level of awareness or risk prevention in the digital environment. In October, we celebrated Cybersecurity Day. We taught a program consisting of 12 courses and workshops focused on cybersecurity risk mitigation, with the participation of the management teams of all Bachoco business units. The topics included in the training program were:

- *How to Clean your Digital Footprint*
- *Responsible Use of Corporate Technology*
- *Social Engineering*
- *Password Management*
- *Keeping WhatsApp Conversations Secure*
- *How to Prevent Information Theft*
- *Safe and Orderly Workspaces*
- *Management of Work and Personal Devices*
- *Information as an Essential Corporate Asset*
- *Social Media Privacy*
- *Internet Message and Browser Notifications*
- *Security Laws and Regulations*

Before Cybersecurity Day, we ran a phishing campaign. At the end of the event, we conducted self-assessment exercises. Doing this helped us measure the participants' learning and understanding of information technology.



In 2022 we registered an increase in employee participation on Cybersecurity Day compared to the previous year:





WE EMPOWER OUR PEOPLE

[2-7]

In order to reward the talent, dedication and support our employees provide toward fulfilling our commitments and goals, we continuously develop plans and initiatives that promote a positive work environment and contribute to their well-being and full development.

At year-end 2022, our workforce comprised 34,098 people, of whom 32,955 had permanent contracts, and 1,143 had temporary contracts.

	2021			2022			
	Women	Men	Total	Women	Men	Total	
Mexico	6,972	20,686	27,658	7,688	22,211	29,899	
United States	1,790	2,511	4,301	1,757	2,442	4,199	
Total			31,959	Total			34,098

We are proud to have extraordinary people on our team, comprised of 34,098 employees

TALENT ATTRACTION AND RETENTION

[3-3, 401-1]

Our recruitment and hiring policies ensure that these processes are carried out in a straightforward manner, prioritizing each individual's professional profile and work skills to ensure that we have the best talent in all our work centers.

We seek to offer the best working conditions and quality of life for our team. This has led us to implement initiatives focused on creating positive work environments promoting inclusion and recognizing the work done by each individual.

To meet the needs of employees and identify areas of opportunity in attracting and retaining talent, we monitor the hiring, turnover and growth rates of our workforce.

Average Monthly Employee Turnover Rate	
Mexico	United States
3.96%	8.29%

TRAINING AND DEVELOPMENT

[3-3]

Driving the professional growth of our employees is critical to the company's success. This is why we offer a solid training and development program that promotes lifelong learning and reinforces every team member's skills.

In Mexico, we offer the following educational programs:

Program	Description	Scope 2021	Scope 2022
Competency Standards Certifications	We grant valid certification by the Secretariat of Public Education (SEP) accrediting the work skills of our staff.	92 employees certified	284 employees certified
Lean Six Sigma (LSS) Yellow Belt Certification	We offer training and certification in descriptive statistics based on the Lean Six Sigma methodology.	47 employees certified	86 employees certified
Critical Process Certification	We guarantee an efficient operation by training and certifying all employees responsible for operating critical and specialized processes.	72 employees certified	1,603 employees certified
Commercial Certification	We provide comprehensive training to our sales force to ensure outstanding customer service.	9 employees certified	26 employees certified

Program	Description	Scope 2021	Scope 2022
Bachoco Update Circle	We provide our people with a digital platform with more than 22,000 educational materials that help them strengthen their skills and knowledge in innovation, finance, leadership, science and health.	5,000 licenses with over 69,000 content downloads	
English Program	We offer English courses to employees who play strategic roles in the company and require language proficiency.	65 participants	82 participants
Talent Seedbed	We designed a plan focused on the development of technical and specialized knowledge, as well as management skills, to promote the company's young talent.	Young People Building the Future: 215 completed 70 promotions	Young People Building the Future: 96 completed 31 promotions
Bachoco Leadership Seminar	We strengthen the leadership skills of employees identified with a potential for development.	88 people trained	350 people trained
Business Simulator	We conduct a simulation exercise to develop our team's analytical, leadership and decision-making capacity.	Inactive	50 participants
Technical Updating-Plants	We implemented this program to keep personnel working in plants, from supervisors to management, up to date on specialized and technical issues.	Inactive	101 employees trained

Program	Description	Scope 2021	Scope 2022
Certificate in Supply Chains	We designed a certificate program for supervisory personnel working in distribution centers that includes specialized supply chain issues and soft skills development.	101 employees trained *Program created in 2022	
Educational Model (elementary, middle, high school)	We provide support to our employees so that they can access educational opportunities that allow them to earn their elementary and middle school diplomas.	5 people certified	148 people certified

56 employees were certified at the Yellow Belt level under the Lean Six Sigma methodology

	2021	2022
Training Hours Provided	240,432	274,040
Average Training Hours	8.74	9.16*

* The average number of training hours corresponds to the total hours of training provided during 2022 divided by the number of employees.

In the United States, we offer a talent development strategy focused on three key lines of action: continuous succession planning, training and promotion opportunities.



32 improvement projects aligned with the Lean Six Sigma methodology were launched in 2022. 14 were proposed by employees certified at the Black Belt level. 18 were submitted by personnel certified at the Green Belt level.

Our training program there is based on four specialized plans through which we provide guidance to employees at different stages of their professional careers:

86,696 training hours provided to new hires in the United States in 2022

New Hire Orientation Program

We have an orientation program for new hires, through which we provide information on company values, principles, policies and procedures.

30-Day Training Program

We provide in-depth and close guidance to new members of our team to help them develop technical skills.

Leadership Training Program (front-line leaders)

We provide supervisors with the necessary tools to strengthen their leadership skills to increase their teams' competitiveness.

Language School (Spanish Program)

We offer training in Spanish to those employees who play strategic participation throughout the company and require language proficiency

At Bachoco, we recognize the importance of updating our academic programs to offer comprehensive and quality training. For this reason, each year, we apply two assessment processes that help us detect training needs:

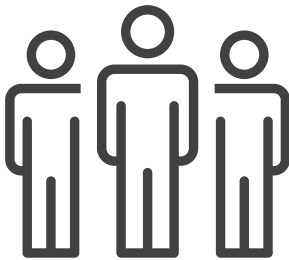
Performance Review

This assessment, which we conduct with the support of the leaders of each area, gives us a complete picture of employee performance and the scope of the professional development programs.

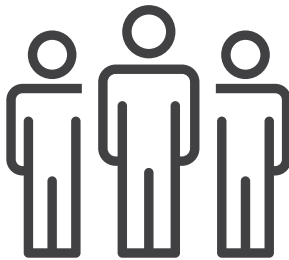
Strategic Talent Review (RETO)

This tool allows us to identify our employees' potential and, based on the results obtained, design training plans to promote their professional growth.

Employees who participated in the Performance Review

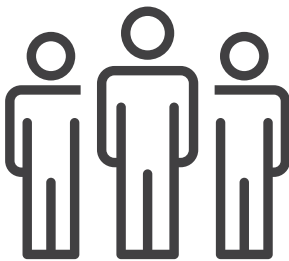


10,871
2021

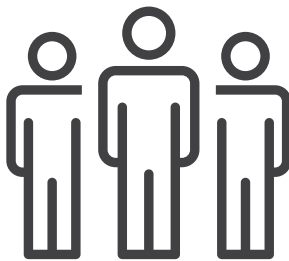


13,131
2022

Succession-ready employees identified through RETO



106
2021



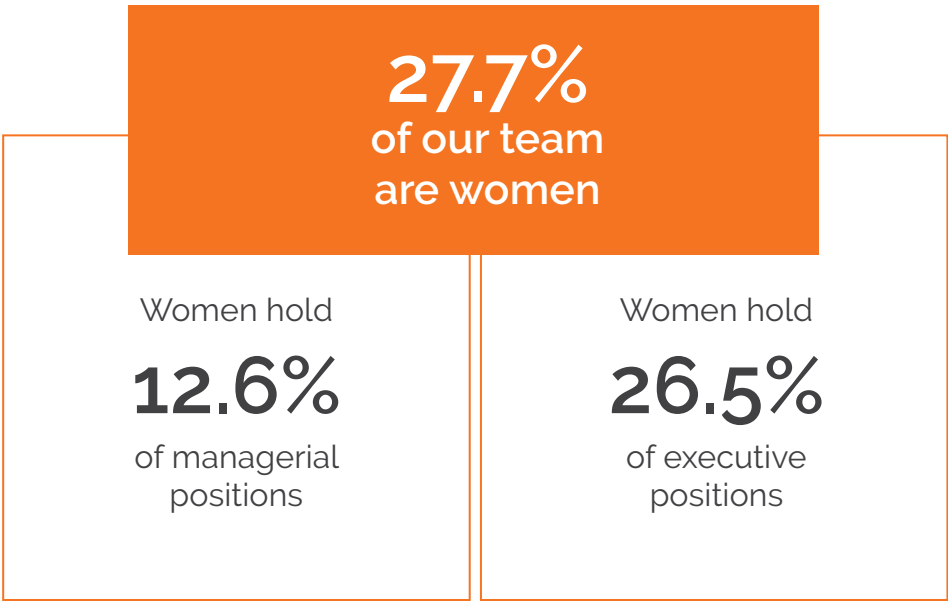
195
2022

EQUAL OPPORTUNITIES

[3-3]

Promoting the integration and full development of all employees is a priority for Bachoco. In keeping with our corporate values, we have developed actions and initiatives to create work environments promoting diversity and inclusion in the workplace.

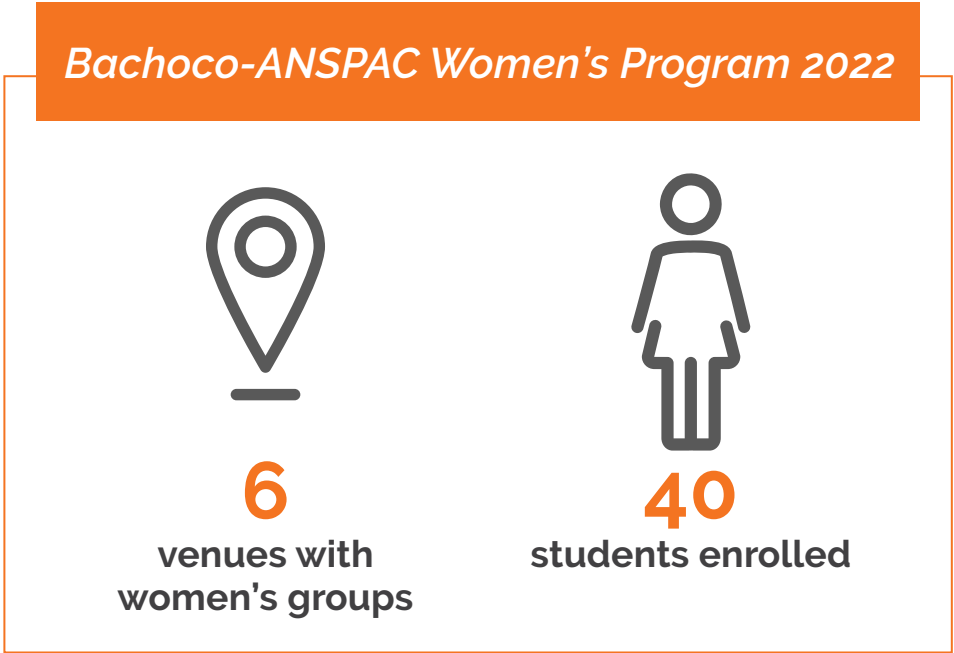
At Bachoco, we firmly believe that opportunities of growth and development are determined by the knowledge and skills of the employees, regardless of gender or any other characteristics.



Stephanie Christiane Petit
Purchasing Director

In 2022, a woman joined The Board of Directors for the first time, assuming the position of Purchasing Director.

In addition, as part of our efforts to promote women's empowerment, we created the Bachoco Women's Program in collaboration with ANSPAC. This program provides courses and workshops for female family members of our employees to nurture their comprehensive development.



SAFETY, HEALTH AND HYGIENE

[2-25]

In order to offer safe and dignified workspaces for our employees and contractors, at Bachoco, we provide a solid occupational health and safety structure in compliance with the regulations and industry standards of the countries where we have a presence. This structure comprises policies, practices and protocols focused on preventing accidents and potential risks.

The key tools with which we manage health and safety issues in the company are as follows:

- Health and Safety Policy
- Occupational Health and Safety Management System based on Loss Control
- Risk Analysis
- Accident Investigation
- Control of Contractors

In 2022 we carried out a review and update of the Health and Safety Policy based on the following principles:

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. Approved experience
9. I avoid the repetition of incidents
10. Zero tolerance for violation of principles and guidelines

We reinforce our occupational health and safety system by continuous orientation and training programs. This fosters a culture of prevention and distributes the main guidelines and protocols to ensure safe operations.

We have several initiatives to encourage employees to report any situation that may put their safety or that of their co-workers at risk. We even encourage suspending or shutting down any activity, machine or equipment unit that represents a potential danger.

Golden Helmets Program

We promote the development of teams trained in good safety practices responsible for identifying and reporting operational risks.

Machine Safety Program

We conduct periodic machinery reviews with a specialized checklist to identify potential operational risks.

Safety Day

We encourage dialogue between supervisors and operational staff to reinforce the culture of safety in our workplaces.

More than 500 employees were trained to participate in the Golden Helmets program in 2022

The Health and Safety Committees play key roles in developing projects for ongoing improvement of safety systems and compliance with the highest standards of occupational safety.

As a result of our actions on occupational health and safety issues in 2022, we registered a decrease in the injury frequency rate:

Injury Frequency Rate	
2021	2022
2.43	1.92

In 2022 our Monterrey plant was recognized by the Nuevo León State Secretariat of Labor with the Certificate for Responsible Work (TRe)

For the well-being of our team members, all our work centers have a medical service area that fulfills the following functions:

- Provide medical care
- Promote a culture of health care
- Identify and control occupational risks through the application of diagnostics and exams

In 2022

- We carried out a total of 108 occupational health campaigns in which 16,120 employees participated
- We administered 10,625 flu vaccines
- We conducted physicals for 14,625 employees

THE WELL-BEING OF OUR EMPLOYEES

[3-3]

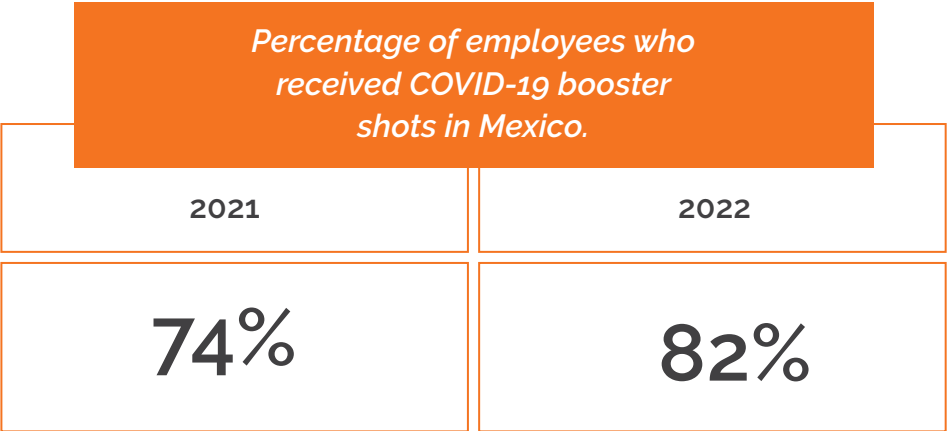
Throughout 2022 we continued our operations following the health protocols and prevention measures established under the provisions and recommendations of the government and health authorities concerning the COVID-19 pandemic.

To guarantee a safe operation and safeguard the well-being of employees, contractors and visitors, our contingency management committee was responsible for applying the following measures and protocols in all work centers:

- Screening points to take temperatures and detect COVID-19 symptoms at the entrances to the work centers
- Physical barriers around workstations
- Continuous monitoring for the detection and follow-up of positive cases of COVID-19
- Cleaning and sanitization protocols at the facilities
- Communication campaigns and training on health and prevention issues
- Sanitary measures to ensure a safe return to offices



We continued the COVID-19 vaccination strategy that we promoted last year to ensure most staff were immunized. Thanks to the efforts made during 2022 to promote and facilitate vaccination, 23,130 employees received booster shots.





WE TAKE CARE OF OUR PLANET

[2-25]

At Bachoco, we recognize that caring for our planet requires everyone to do their part. In keeping with our sustainability strategy, we have developed projects and implemented green technologies in our processes to enhance our environmental performance and contribute to preserving natural resources.

In addition, we continue to implement responsible and sustainable livestock production practices to fulfill our commitment to operate in balance with the environment.

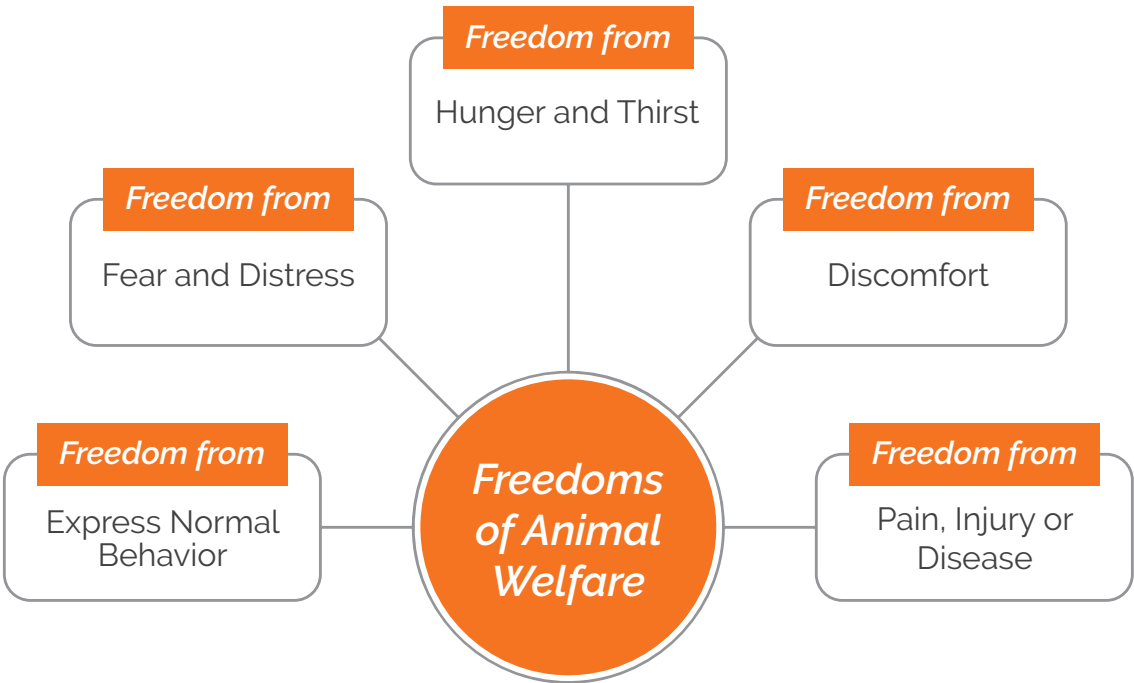


ANIMAL WELFARE

[3-3]

We ensure the welfare and full development of the animals on our farms. It is key to meeting our commitment to offering the highest quality products. For this reason, we have practices and processes, based on the principles of animal welfare, which comply with the principal regulations and industry standards of the places where we operate.

We work to ensure that our animals enjoy the five fundamental freedoms of animal welfare throughout their lives



All personnel working on our farms receive continuous training on the care they must give the animals to meet their needs and ensure their environmental comfort. In addition, activities are supervised by a team of veterinarians responsible for designing balanced feeding plans for the animals and providing them with the necessary care to prevent diseases.

All Bachoco farms have Environmental Control technology to mitigate various types of risks

In Mexico, both facilities and processes are supervised by government entities responsible for verifying compliance with the following legal standards:

- **NOM-008-ZOO-1994:** Especificaciones zoosanitarias para la construcción y equipamiento de establecimientos para el sacrificio de animales.
- **NOM-008-ZOO-1994:** Animal health specifications for the construction and equipping of establishments for the slaughter of animals.
- **NOM-009-ZOO-1994:** Health inspection process for meat.
- **NOM-024-ZOO-1995:** Animal health specifications and characteristics for transporting animals, their products and by-products, and chemical, pharmaceutical, biological and food products for use in or consumption by animals.
- **NOM-033-SAG/ZOO-2014:** Humane slaughter of domestic and wild animals.
- **NOM-012-ZOO-1993:** Specifications for regulating chemical, pharmaceutical, biological and food products for animal use or consumption.
- **NOM-022-ZOO-1995:** Animal health characteristics and specifications for the facilities, equipment and operation of establishments that market chemical, pharmaceutical, biological and food products for use in or consumption by animals.
- **NOM-060-SAG/ZOO-2020:** Animal health specifications for processing animal offal and its use in animal feed.
- **NOM-061-ZOO-1999:** Animal health specifications for food products for animal consumption.

- **NOM-194-SSA1-2004:** Health inspection specifications in establishments dedicated to slaughtering and preparing animals for the market. Health inspection specifications for such products.
- **Federal Animal Health Act:** Defines the guidelines for diagnosing, preventing, controlling and eradicating diseases and pests affecting animals.
- **Regulations of the Federal Animal Health Act:** Of general observance throughout the national territory and determining the provisions of the Federal Animal Health Act.
- **Act and Regulations for the Sanitary Industrialization of Meat:** Regulating the installation, expansion or modification of a Federal Inspection Type (TIF) establishment.
- **Regulations for the Sanitary Control of Products and Services:** Establishing the guidelines for the government control and inspection of the activities, services and establishments related to products categorized as food and beverages, among others, as well as processes, import and export.

100% of Bachoco chicken farms have Good Livestock Production Practices certification granted by the Mexican National Service of Agrifood Health, Safety and Quality (SENASICA).

Our commitment to the full development of animals is present in all our locations. This is demonstrated by the Animal Welfare plan that governs our operations in the United States, based on standards indicated by leading scientists and veterinarians in the industry, in compliance with the guidelines established by the National Chicken Council (NCC).

In order to evaluate the effectiveness of this program, we regularly conduct internal and external audits with experts certified by the Professional Animal Auditor Certification Organization (PAACO).

Production processes in the United States comply with the regulations issued by the U.S. Department of Agriculture (USDA) and the Food Safety and Inspection Service (FSIS)

WE DRIVE THE CIRCULAR ECONOMY

[3-3, 301-1, 301-2, 301-3]

Our commitment to the environment has motivated us to develop strategies, based on the principles of circular economy, which focus on improving the containers and packaging used in the distribution and marketing processes of our products. The main actions we have promoted in this area are:

- Design of Reusable Packaging**

We designed thermoformed polyethylene containers to sell the *Prácticos Bachoco* line, in addition to guaranteeing the quality and freshness of the product, which can be reused by the consumer.
- Reuse of Containers, Baskets and Pallets**

We use containers, pallets and baskets continuously reused within a closed circuit for product transport between processing plants and distribution centers.
- Decrease in Plastic Use**

We implemented the use of laminated film in the packaging of value-added products to reduce the use of plastic in our packing material.

- Increase in Recycled and Biodegradable Materials**

For the sale of eggs, we use trays and cases made of 100% biodegradable molded cellulose made with recycled paper, cardboard and paperboard.

In addition, we are working on developing initiatives to incorporate recycled material into plastic egg packaging.
- Use of Recyclable Packaging**

In the different production processes, we use recyclable food-grade polyethylene bags.

- Recovery of Materials for Recycling**

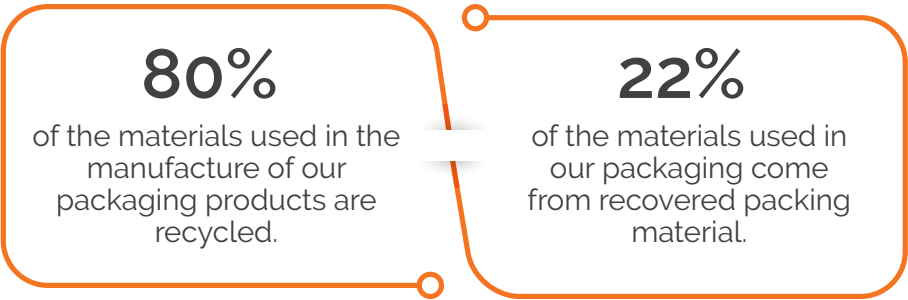
We recover containers, baskets and pallets that are damaged or have reached the end of their useful life and return them to suppliers so they can be processed and used to make new packaging.



In the manufacture of our packaging, we choose materials that allow us to maintain the quality and safety of our products but, at the same time, come from sustainable sources and can be easily recycled.

Type of Material	Kg
Materials from renewable sources	12,955,033
Materials from non-renewable sources	9,232,628
Total	22,187,661

In our U.S. operations, we are working on a plan to incorporate a higher percentage of recycled materials into our packaging.



Thanks to our packaging improvement strategy and the efforts made to promote the circular economy, in 2022, we were recognized in the first edition of the Bosque Urbano Awards



ENERGY

[3-3, 302-1, 302-4]

We continue to promote the implementation of sustainable technologies in our production centers in order to increase the use of renewable energies and optimize energy consumption in our operations. One example is the advances we made in 2022 with our solar panel project:

	2021	2022
Energy generated through solar panels	1,104 MWh	1,516 MWh
Reduction of emissions through solar panels	545 TON CO2e	659 TON CO2e*

MWh: Megawatt / Hour

TON CO2e: Tons of carbon dioxide equivalent

**Calculation using the emissions facto provided by the National Emissions Register (RENE) 2022: 0.453 TCO2e/MWh*

In 2022 we recorded a 37% increase in power generation with solar panels

EMISSIONS

[302-1, 302-4]

At Bachoco, we recognize the importance of continuous accurate measuring of our carbon emissions. This allows us to identify areas of opportunity and implement strategies to help mitigate our environmental footprint.

	2021	2022
Direct GHG emissions (Scope 1)	173,770 TON CO2e	309,331 TON CO2e*
Indirect GHG emissions (Scope 2)	270,427 TON CO2e	223,569 TON CO2e
Total	444,197 TON CO2e	532,900 TON CO2e

TON CO2e: Tons of carbon dioxide equivalent

**2022 calculation of Scope 1 emissions includes new operations, such as RYC, and with our environmental commitment, we start to quantify the emissions generated in our farms by LPG and chicken waste.*



WE CONTRIBUTE TO **OUR COMMUNITY**

[3-3, 413-1]

At Bachoco, we are genuinely interested and firmly committed to generating positive changes and promoting community development by doing what we do best: bringing nutritious and healthy food to family tables.

In order to continue creating value and enhancing the scope of our efforts, we work hand in hand with our stakeholders. By implementing programs and initiatives together, we contribute to improving the quality of life of the communities where we have a presence.



UNITED FOR NOURISHMENT

[3-3, 413-1]

We work to fulfill our commitment to actively participate in the fight against food insecurity and promote healthy eating habits. These efforts are reflected in the actions we undertake through the United for Nourishment (*Unidos por la Alimentación*) program:

Renovation of Community Food Kitchens	Product Donations
<i>We contribute to repairing, maintaining and building school and community food kitchens.</i>	<i>We donate healthy products to community food kitchens.</i>

Every year we continue the activities of the United for Nourishment program. With funds raised through the Bachoco Half Marathon and our partnerships with the National System for Integral Family Development (DIF), the Mexican Food Bank Network, and the Guanajuato State Secretariat of Education, which are responsible for ensuring the proper channeling of resources, we improve health and nutrition.

Since 2016 we have contributed to the construction, repair and conversion of 24 DIF community and school food kitchens

BACHOCO HALF MARATHON

[3-3, 413-1]

The Bachoco Half Marathon is a race with a cause, through which we promote sports and physical activity and raise funds for actions focused on nutritious and healthy eating that contribute to improving the community's quality of life.

The monies raised with the Bachoco Half Marathon fund actions go to renovating community and school food kitchens through the United for Nourishment Program

For the company's 70th anniversary celebration, the 2022 edition of the Bachoco Half Marathon, we resumed in-person races in three of the cities where we have a presence and that were key to our history:

City	Historical Milestone	Race Date
Ciudad Obregón, Sonora	Our story began	October 16
Puebla, Puebla	Our operations grew	November 6
Celaya, Guanajuato	Our corporate offices were established	November 27

In this year's race, we donated one kilo (2.2 lbs.) of chicken for each participant and allocated 100% of the proceeds from the sale of kits to the purchase of grains from the basic food basket. We fulfilled our goal of supporting the Food Bank in Hermosillo, Sonora and the Caritas Food Bank in Puebla and the renovation of DIF food kitchens in Celaya.



Results of the Bachoco Half Marathon		
	2021*	2022
Participants	6,000	5,483
Funds raised	\$ 1,051,750	\$ 2,083,540

**The 2021 edition of the Bachoco Half Marathon was held virtually, with free registration.*

INSTITUTIONAL DONATIONS PLAN

[3-3, 413-1]

For more than 30 years, the Institutional Donations Plan has been key to our community outreach strategy. Through this program, we support public government institutions and civil associations dedicated to issues of nutrition, health and education, or that offer social assistance.

Our primary objective is to contribute financial or in-kind donations to local projects focused on the development and well-being of the communities where we operate.

	Results of the Institutional Donations Plan	
	2021	2022
Financial donations	\$ 6,036,200	\$ 5,905,916
In-kind donations	110,009 kg chicken + 852 cartons of eggs = \$ 3,145,446	167,265 kg chicken + 1,183 cartons of eggs = \$ 4,191,256
Total investment	\$ 9,181,646	\$ 10,097,172
Beneficiaries*	14,874	19,864

* The monetary amounts in the table are given in Mexican Pesos

Our commitment to contributing to the well-being and development of Mexican communities has motivated us to work on the implementation of a corporate volunteer program for 2023

OK FOODS COMMUNITY SUPPORT

[3-3, 413-1]

Our commitment to community development grows stronger every day in the United States. This is reflected in the different social projects carried out in our U.S. work centers to promote the development of neighboring communities, helping them build a better future.

In 2022, we encouraged employees and community members to raise funds to support United Way, a nonprofit organization that develops projects to improve education, health and economic mobility.

17,500 USD were raised to contribute to the work of the United Way

In addition, we sponsored the Thanksgiving Food Distribution Outreach Event in Hermitage, Arkansas. More than 450 families received quality protein for Thanksgiving dinners thanks to this event.



ABOUT THIS REPORT

[2-1, 2-3, 2-4, 2-5, 2-6]

By establishing an open line and constant communication with each of our stakeholders and keeping them informed of the achievements and progress made by the company in matters of sustainability, we maintain our annual reporting cycle with this report.

Industrias Bachoco S.A.B. de C.V. prepared this report in accordance with the GRI Standards for the period from 1 January to 31 December 2022, and there was no verification or restatement of the information published annually.

This report contains the actions carried out under our sustainability strategy to contribute to the economic growth, social development and care of the environment in Mexico and the United States, where we have a presence.

To report on the actions undertaken in each of the pillars that underpin our sustainability strategy and respond to the topics relevant to our stakeholders, the contents of this report are organized as follows:

The primary change in operations during the reporting period was the acquisition of the subsidiary RYC, which resulted in growth in company operations with two new plants, four distribution centers and 21 stores. There were no significant changes to the value chain.

Regarding the presentation of contents, the following modifications were carried out:

- In the chapter “We Strengthen Our Business,” the subtopic in which the processes we carry out to ensure the quality and safety of our products are described was renamed. The current title is: “Food Quality and Safety.”
- In the “We Take Care of Our Planet” section, we changed the subtopic title describing our efforts to enhance our containers and packaging to “We Drive the Circular Economy.”

Our Culture	
We Strengthen Our Business	We Empower Our People
We Contribute to Our Community	We Take Care of Our Planet

MATERIALITY

[3-1, 3-2]

The content of this report was determined from the results obtained in our last Materiality Study, which included an in-depth analysis of the sustainability context in which we operate. This exercise allowed us to identify the most important topics for the company.

We also applied the principle of exhaustiveness to integrate and communicate the information regarding each material topic in compliance with the following principles:

- Precision
- Balance
- Clarity
- Comparability
- Timeliness
- Verifiability

Material Topic	Coverage	
	Internal	External
Talent attraction and retention	X	
Ethics, transparency and integrity	X	X
Compliance	X	X
Biosafety	X	X
Culture of sustainability	X	
Cultural change	X	
Research and innovation	X	X
Social support		X
Efficient execution	X	
Packaging	X	X
Corporate governance	X	
Brand value	X	
Energy		X
Customer service		X
Pandemic	X	X

GRI **CONTENT INDEX**

Declaration of Use		"Bachoco Industries S.A.B. de C.V. prepared this report in accordance with the GRI Standards for the period from 1 January to 31 December 2022."	
GRI 1 Used		GRI 1: Foundation 2021	
Applicable GRI Sector Standards		Not applicable	
GRI Standard	Content	Page / Direct Answer	Omission
Universal Standards			
GRI 2: General disclosures 2021			
1. The organization and its reporting practices			
2-1	Organizational details	14, 45	
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., and RYC Alimentos, S.A. de C.V.	
2-3	Reporting period, frequency and contact point	45	
2-4	Restatements of information	45	
2-5	External assurance	45	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	13, 15-17, 20, 45	
2-7	Employees	15, 28	
2-8	Workers who are not employees		Bachoco has no workers who are not company employees; hence, it has nothing to report in this regard.
3. Governance			
2-9	Governance structure and composition	21	

2-10	Nomination and selection of the highest governance body	21	
2-11	Chair of the highest governance body	For further information, please read our financial report at	
2-12	Role of the highest governance body in overseeing the management of impacts	21	
2-13	Delegation of responsibility for managing impacts	21	
2-14	Role of the highest governance body in sustainability reporting	The company's highest governance body participated in the review and validation of the contents of this Sustainability Report.	
2-15	Conflicts of interest		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-16	Communication of critical concerns		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-17	Collective knowledge of the highest governance body		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-18	Evaluation of the performance of the highest governance body		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-19	Remuneration policies		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-20	Process to determine remuneration		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-21	Annual total compensation ratio		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	3-4	
2-23	Policy commitments	22	
2-24	Embedding policy commitments	20, 22	
2-25	Processes to remediate negative impacts	23-24, 33, 36	

2-26	Mechanisms for seeking advice and raising concerns	23-24	
2-27	Compliance with laws and regulations		Due to Bachoco's confidentiality constraints, information about this specific item is not disclosed.
2-28	Membership associations	Annual Report, Best Practices Questionnaire, Stock Ownership Questionnaire, NYSE Annual Written Affirmation, Bylaws, and the Code of Ethics. National Union of Poultry Farmers U.S. Poultry Chicken Council	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	8	
2-30	Collective bargaining agreements	Mexico: 56% corresponds to the unionized workforce governed by a Collective Labor Agreement (CLA). USA 3% of the workforce is governed by a Collective Bargaining Agreement (CBA).	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	46	
3-2	List of material topics	46	
Topic Standards			
Sustainability Culture			
GRI 3: Material Topics 2021			
3-3	Management of material topics	10-11	
Cultural Change			
GRI 3: Material Topics 2021			
3-3	Management of material topics	7-9	

Research and innovation			
GRI 3: Material Topics 2021			
3-3	Management of material topics	16-17	
Biosecurity in Products			
GRI 3: Material Topics 2021			
3-3	Management of material topics	18-19	
GRI 416: Customer health and safety 2016			
416-1	Assessment of the health and safety impacts of product or service categories	All business lines assess 100% of all products.	
416-2	Cases of non-compliance related to the health and safety impacts of product and service categories	There are no cases of non-compliance with regulations or voluntary codes in any of the business lines.	
Packaging			
GRI 3: Material Topics 2021			
3-3	Management of material topics	18-19, 38	
GRI 417: Marketing and labeling 2016			
417-1	Requirements for product and service information and labeling	18-19	
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2022, none of the business lines reported cases of non-compliance with labeling and information.	
417-3	Incidents of non-compliance concerning marketing communications	There were no breaches of marketing communication regulations reported in 2022.	

GRI 301: Materials 2016			
301-1	Materials used by weight or volume	38 Renewable materials: Molded cellulose, corrugated cardboard, and paper bands. Non-renewable materials: Injected polyethylene containers and packaging, OPS thermoformed domes, extruded polyethylene, polystyrene trays, thermoforming film, polyolefins, laminated bags, film for stand-up bags, and polypropylene containers.	
301-2	Recycled input materials used	38	
301-3	Reclaimed products and their packaging materials	38	
Customer Service			
GRI 3: Material Topics 2021			
3-3	Management of material topics	18-19	
GRI 416: Customer health and safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	All business lines assess 100% of all products.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None of the business lines reported any cases of non-compliance with the voluntary codes or regulations.	
GRI 418: Customer privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Mexico: The Customer Service Department did not receive any customer claims in 2022. USA: No substantiated complaints about customer privacy breaches were reported in 2022.	

Great Brand-Company Value			
GRI 3: Material Topics 2021			
3-3	Management of material topics	19-20	
Corporate Governance			
GRI 3: Material Topics 2021			
3-3	Management of material topics	21	
Ethics, transparency and integrity			
GRI 3: Material Topics 2021			
3-3	Management of material topics	22	
Talent attraction and retention			
GRI 3: Material Topics 2021			
3-3	Management of material topics	28-32	
		At Bachoco, we are governed by the Mexican Federal Labor Act, Internal Policies & Procedures, and our Code of Ethics, which contribute to ensuring healthy labor relations.	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	28	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Mexico:</p> <p>Non-union employees: Life insurance, disability coverage, parental leave, retirement plan, savings fund, marriage stipend, funeral leave, Employee Profit Sharing guaranteed, holidays in addition to those established by law, and grocery vouchers.</p> <p>Executive-level employees also receive major medical expenses insurance, an 18-day flex plan, and the coverage of all employer fees paid to the Mexican Institute of Social Security (IMSS, acronym in Spanish).</p> <p>Unionized employees: Year-end bonus, vacation period and bonus, attendance award, punctuality award, grocery vouchers, Employee Profit Sharing guaranteed (days), life insurance, help for funeral expenses, support for sports-related expenses, grants and scholarships, and to attend congresses and conventions.</p> <p>USA:</p> <p>Life Insurance, medical and pharmaceutical insurance, dental coverage, vision coverage, short-term disability, critical illness, identity theft protection, and FMLA.</p>	

401-3	Parental leave	<p>877 employees took paternity leave, including 245 women and 632 men</p> <p>704 employees returned to work at the end of their parental leave and continued to work for the company</p> <p>The break-down of the return to work and retention rates after parental leave is as follows:</p> <p>Women: 75% Men: 82%</p>	
GRI 402: Labor-management relations 2016			
402-1	Minimum notice periods regarding operational changes	<p>Mexico:</p> <p>The term to report changes made to contractual revisions is one week, with a 30-day period to deposit the contracts with the Federal Center for Conciliation and Labor Registry.</p> <p>USA:</p> <p>There are no minimum requirements. We promise to send the notification as far in advance as possible.</p>	
GRI 407: Freedom of association and collective bargaining 2016			
407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	<p>At Bachoco, we act in accordance with Article 390 of the Federal Labor Act (LFT, acronym in Spanish). Moreover, part of the measures adopted to support the right to freedom of association includes annual reviews of the Collective Bargaining Agreements to improve employee conditions and compensation.</p> <p>In 2022 and part of 2023, the company will comply with the legitimization processes established for each CLA.</p>	
Efficient Execution			
GRI 3: Material Topics 2021			
3-3	Management of material topics	<p>29-31</p> <p>Mexico:</p> <p>Bachoco has a Continuous Improvement Program in place to ensure the incorporation of the Lean Six Sigma (LSS) methodology into our organizational culture to improve our cost efficiency and cost reduction.</p> <p>Our Continuous Improvement Program Manual establishes the program's objective, scope, and Key Performance Indicators (KPIs), as well as the model describing the responsibilities and functions assigned to the committee and the organization's employees.</p>	

Pandemics (Protocols and Measurement of Impacts)			
GRI 3: Material Topics 2021			
3-3	Management of material topics	34	
Compliance			
GRI 3: Material Topics 2021			
3-3	Management of material topics	36-37	
Energy			
GRI 3: Material Topics 2021			
3-3	Management of material topics	40	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	461,001 MWh through cogeneration provided by Abent 3T Vehicular fuel - Gasoline: 5,540 cubic meters / 182,612,502 MJ Vehicular fuel - LP Gas: 98 cubic meters / 9,594 KJ Vehicular fuel - Diesel: 22,210 cubic meters / 836,779,229 MJ LP Gas: 51,448 cubic meters / 9,594 MJ Natural gas: 28,530,810 cubic meters / 850,993,836 MJ Fuel oil: 15,821 cubic meters / 498,579 MJ	
302-2	Energy consumption outside of the organization	Mexico: Electric power consumption: 558,797 MWh	
302-3	Energy intensity	1,078,550 MWh / 2,358,390 Tons Energy intensity is calculated with the tons of protein sold. .4573 MWh / TONS of protein	
302-4	Reduction of energy consumption	There was no reduction in energy or fuel. The rise is due to the inclusion of new operations, such as RYC, and the start of measuring of LP Gas and farm poultry manure management processes in the calculations.	
Social Support			
GRI 3: Material Topics 2021			
3-3	Management of material topics	42-44	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments and development programs	42-44	