

ESG REPORT 2021



*Born
Sustainable*

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Sustainable*

GRUMA ESG REPORT 2021

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(1) ESG: Environmental, Social, and Governance factors integrated into the business strategy.

“GRUMA’s history is one of collaboration and respect for nature, for the communities where we operate, and of leadership committed to sustainable development. We are inherently sustainable; our process revolutionized the tortilla industry by being more environmentally friendly, scalable and resource-efficient.”



Juan Antonio González Moreno
Chairman of the Board and CEO

Message from the Chairman and CEO

GRI 102-14, 102-15

TCFD: Governance; Risk Management

I am pleased to share GRUMA’s 2021 ESG Report with you, which highlights the key environmental, social, and governance milestones and achievements in the year; the challenges we faced amidst exceptionally demanding global conditions, and the strategies we have in place to both enhance the Company’s resilience and materially advance its path to sustainability.

GRUMA’s history is one of collaboration and respect for nature. We are inherently sustainable, having converted the traditional method of tortilla production to our method of using corn flour as the main raw material for tortillas and other corn-based products. Our process revolutionized the tortilla industry by being more environmentally friendly, scalable and resource-efficient. Furthermore, we branched out into the tortilla manufacturing market and now, hold a leading position across the world, leveraging the popularity and versatility of tortillas as a complement to any meal. For more than 70 years, GRUMA has worked tirelessly to optimize its corn flour and tortilla operations, investing in state-of-the-art technology, and offering a product portfolio that benefits both the suppliers across our value-chain and our customers around the world.

Recent years have presented us with extraordinary challenges, which also provide an opportunity to reinforce our commitment to our values, priorities, and to the difference we want to cultivate in the world. In line with our goal of continuous optimization and responsible business growth, in 2021 we established a Sustainability Committee composed of high-level executives from all strategic departments and areas of the Company. The Committee’s purpose is to address the challenges and capitalize on the opportunities in the evolution of the environmental, social, and governance landscape, ensuring the effective management of programs and initiatives that contribute to significant progress in our business continuity and, thus, sustainable development.

I am proud of how GRUMA’s employees have taken the lead during a unique historical moment. As a leader in the food industry, GRUMA responded to the COVID-19 contingency by ensuring the uninterrupted supply of its products and by implementing practices and procedures that not only complied with, but exceeded recommendations stipulated by the health authorities of the countries where we operate, thus protecting the health and safety of employees, contractors, and customers. Additionally, accident rate remained below the industry’s average as we strengthened all safety measures across operations.

Even when the pandemic limited our engagement with surrounding communities, we continued to support them through the collaboration with food banks, as well as through Fundación GRUMA, and Patronato de Cerralvo, among other activities, positively impacting more than 280,000 people.

As part of our environmental stewardship efforts, in 2021 we significantly reduced our water and energy consumption, as well as CO₂e emissions with initiatives such as machinery replacement, equipment upgrades, and strategic investment in advanced technology.

We invite you to learn about our progress, and the opportunities still ahead to evolve and strengthen the ESG framework in our Company.

2021 Highlights



73 plants operating globally
110+ countries where there is presence



22,492 employees globally



Ps.94,250 million in net sales



27 developed patents



286,132 benefitted people through donations

Global Presence

GRUMA is one of the world's leading corn flour and tortilla producers. With leading brands in most of its markets, GRUMA operates mainly in the United States, Mexico, Central America, Europe, Asia, and Oceania.

GRI 102-2, 102-4, 102-6, 102-7, 102-9



NET SALES BY GEOGRAPHICAL AREA

- USA: 56%
- MEXICO: 26%
- EUROPE: 7%
- CENTRAL AMERICA: 6%
- ASIA AND OCEANIA: 5%

Contribution to the UN Sustainable Development Goals



Furthermore, through its subsidiaries in Mexico, GRUMA signed its adherence to the United Nations Global Compact Mexico Division at the end of 2021, strengthening the commitment to comply with its 10 Principles in the fight for Human Rights, anti-corruption practices, and the promotion of fair labor practices and environmental care. By doing this, GRUMA seeks to enhance its collaboration with the international community in building a more sustainable future.

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

GRUMA's Values and Purpose

GRI 102-16, 102-26
TCFD: Governance

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



MISSION

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

VISION

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

CORE VALUES

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

PERSEVERANCE: Through perseverance, GRUMA has always maintained a great business vision, successfully reaching all corners of the world over time. It has overcome complex financial crises and environments, turning them into opportunities and achieving formidable knowledge and growth.

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

TRANSCENDENCE: GRUMA has transcended with great success in Mexico and the world for more than 72 years, being a proudly Mexican company with a commercial presence in more than 110 countries, with 73 plants distributed in America, Europe, Asia, and Oceania, and around 22,500 employees.

ESG Model

TCFD: Governance; Risk Management

Material issue: ESG Strategy and Risk Management

GRUMA promotes a sustainable approach in its operations by making business decisions that ensure a positive impact and mitigate risks while creating value, enhancing competitiveness, and sustainable growth. The Company operates under strict ethical regulations, transparency, compliance with the law, and a long-term vision that contributes to boosting nutrition and innovation, the economic and social development of communities, environmental care, and business profitability. Concurrently, GRUMA considers and aims to meet its consumers, customers, suppliers, employees, shareholders, and communities' needs.

This will allow the Company to categorize, address and respond more efficiently to the needs of its stakeholders and set feasible targets and metrics on environmental, social, and governance issues that contribute to a better future for all.



Materiality Analysis

GRI 102-21, 102-29, 102,-31, 102-46, 102-47, 102-48

TCFD: Risk Management

As part of its evolving business strategy, GRUMA has conducted a Materiality Analysis, adopting an integrated approach to identify issues that could influence its ability to create value sustainably in the short, medium, and long term. As a result, 25 issues were identified, 18 of those of high materiality. The Company is aware that, in a constantly changing world, these may differ slightly or drastically at different periods and under various circumstances.

PROCESS OF THE ANALYSIS

GRUMA's Materiality Matrix is the product of an extensive and in-depth analysis of its stakeholders' needs and perceptions, the industry advances and its peers' performance in sustainability, and the Company's effectiveness in offering sustained and reliable solutions. Based on this study's results, a gap analysis will be carried out during 2022, in order to identify the Company's maturity level on environmental, social, and governance matters, the improvement opportunities, and the strengths that need to be enhanced.

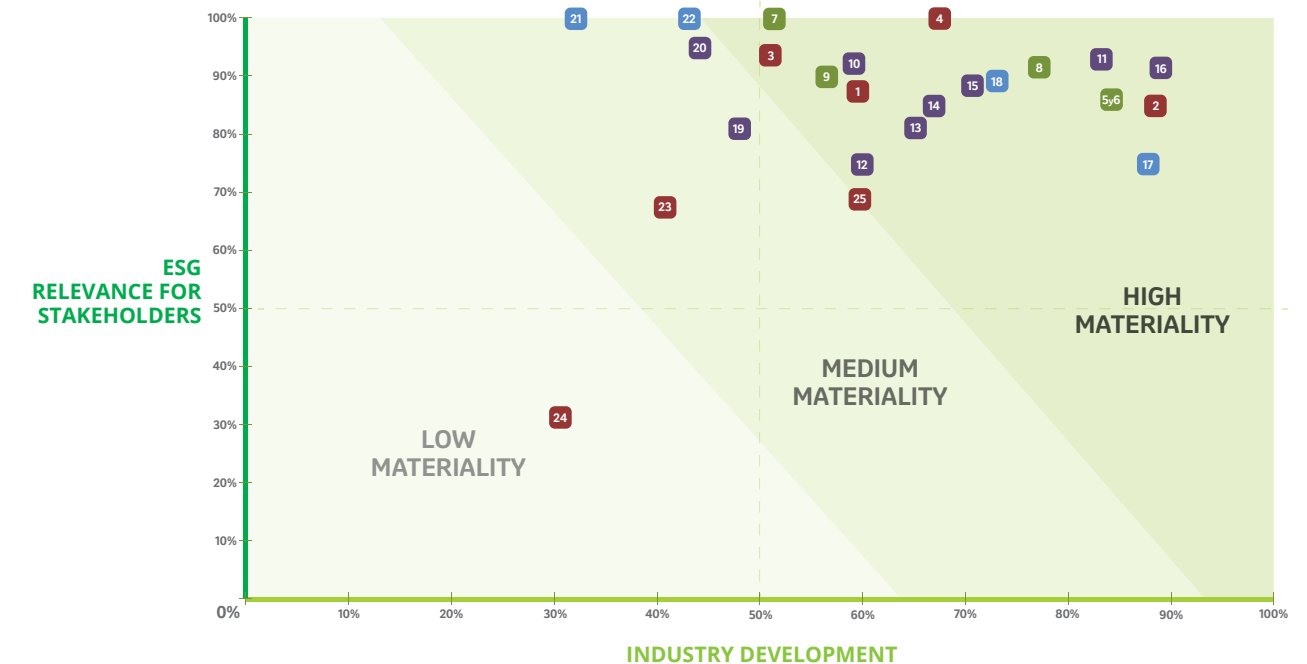
By integrating its Vision and Purpose, the industry's international scenario, and the SMETA⁽³⁾ methodology, GRUMA has integrated its Social Responsibility action pillars into an ESG Model, herewith presented.

(3) SMETA (Sedex, Members, Ethical, Trade, Audit) is an audit methodology governed by the Ethical Trade Initiative standard, establishing human rights, health and safety, business ethics, and environmental criteria.



MATERIALITY MATRIX

These issues inform the strategy to manage risks and maximize opportunities in environmental, social, governance, and even responsible economy matters. The 18 high materiality issues, represent the aspects that the Company must take into consideration in its operational context and the management of ESG factors.



According to the matrix, out of the 25 issues analyzed, with more than 200 performance indicators, 18 were identified as high-materiality status for GRUMA. For practical purposes, issues 5 and 6 have been grouped into one, due to the interrelationship of the necessary management to address them effectively.

Governance

1. Corporate governance with a sustainable approach
2. Ethics and Integrity
3. ESG Strategy and Risk Management
4. Information Transparency and Accuracy

Environment

- 5 & 6. Climate Change strategy: Emissions and Energy efficiency
7. Soil protection and restoration
8. Environmental Management Systems
9. Water Management

Social

10. Health and Safety
11. Promotion of Human Rights
12. Diversity and Inclusion
13. Community Engagement
14. Food Safety and Quality
15. Supply Chain development
16. Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators

Economy

17. Sustainable Agriculture
18. Investor relations regarding ESG management

These issues represent the areas in which GRUMA's ESG Strategy will focus to establish key performance indicators, targets, and feasible goals in the coming years. Likewise, the Company will continue to actively manage the remaining seven issues⁽⁴⁾ of the 25 analyzed, as it has done so far, to maintain the level of effectiveness, quality and response to meet its stakeholders' expectations.



(4) 19. Talent and Human Capital Management; 20. Labor practices; 21. Corporate Risks Management; 22. Product Liability; 23. Corruption, Bribery, and Transparency; 24. Privacy, cybersecurity, and digitization of processes; 25. Tax obligations and reporting.

Communication with stakeholders

GRI 102-21, 102-40 to 102-44

GRUMA defines its commitment to the environment and society as the determination to satisfy the needs of its different stakeholders in a comprehensive, co-responsible, and mutually beneficial manner. This is done by maintaining a constant dialogue under strict ethical standards, compliance with regulations, and a long-term vision that combines economic and social development, and care for the environment.

STAKEHOLDER	COMMUNICATION CHANNEL	FREQUENCY	EXPECTATIONS
INVESTORS	Conference calls, reports, conferences with investors organized by financial institutions, meetings, website, email, etc.	Ongoing	Profitability, value creation, liquidity, sustainability and ESG management, long-term profitable growth potential
EMPLOYEES	Meetings, conferences, anonymous reporting line (Ethics Point), email, direct communication	Ongoing	Integral development
CONSUMERS	Toll free 01800 number, email	Ongoing	Quality, nutrition, availability, fair price
CLIENTS	Meetings, calls, email	Ongoing	Quality, transparency in ESG management, product availability, and commercial conditions
COMMUNITIES	Events, direct communication when necessary, dialogue with local authorities	Ongoing	Environment, community development
CHAMBERS AND ASSOCIATIONS	Meetings, conferences	Monthly	Sector development
AUTHORITIES	Meetings	Ongoing	Quality, sustainability, nutrition, regulations
UNIVERSITIES	Meetings, conferences, email	Monthly	Development, sustainability, products
SUPPLIERS	Interviews and meetings	Ongoing	Quality, sustainability, innovation, collaboration

Participation in chambers and associations

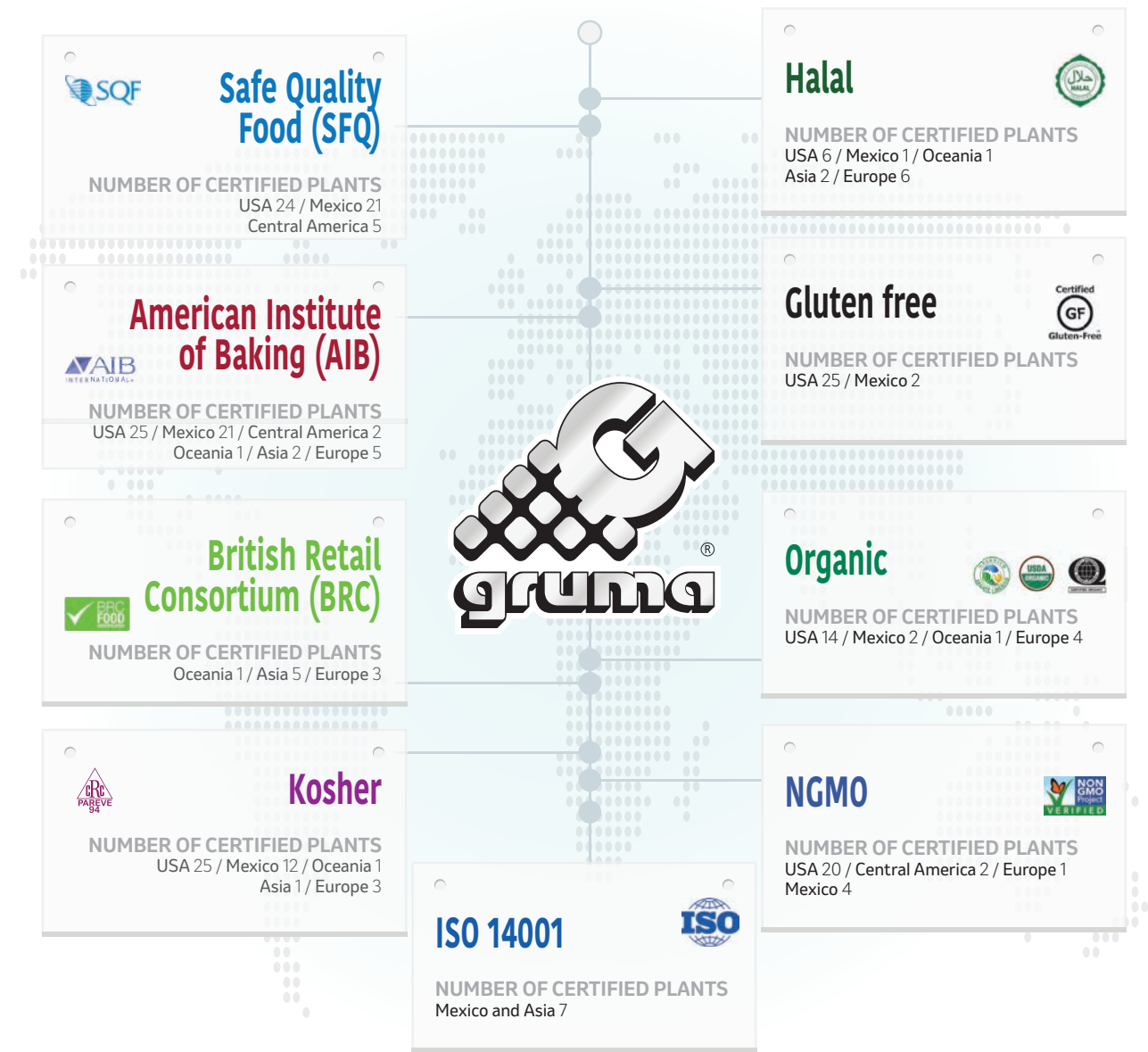
GRI 102-13

COUNTRY	CHAMBER OR ASSOCIATION
MEXICO	ANAM (Asociación Nacional de Abarroteros y Mayoristas) BAMX (Banco de Alimentos de México) CAINTRA (Cámara de la Industria de Transformación de Nuevo León) COPARMEX (Confederación Patronal de la República Mexicana) CONMEXICO (Consejo Mexicano de la Industria de Productos de Consumo A.C.) CYMMYT (International Maize and Wheat Improvement Center) INIFAP (Instituto Nacional de Investigaciones Forestales, Agrícolas y Pecuarias)
CENTRAL AMERICA	CAMEX (Cámara Guatemala - México) CASALMEX (Cámara Salvadoreña Mexicana) CEHM (Cámara Empresarial Honduras- México) CAMENIX (Cámara Empresarial Mexicana Nicaragüense) CAMEXPAN (Central América, México y Panamá)
HONDURAS	CCIC (Cámara de Comercio e industrias de Cortés) BAH (Banco de Alimentos de Honduras)
GUATEMALA	CIG (Cámara de Industria de Guatemala) CCG (Cámara de Comercio de Guatemala)
COSTA RICA	INDARROZ (Asociación de Industriales del Arroz) CACIA (Cámara Costarricense de la Industria Alimentaria) CANACODEA (Cámara Nacional de Comerciantes Detallistas y Afines) ILSI (Institute of Life Science) AED (Alianza Empresarial para El Desarrollo) ABACOR (Asociación Banco de Alimentos de Costa Rica)
AUSTRALIA	APCO (Australian Packaging Covenant)
ITALY	Unindustria (Unione Degli Industriali e Delle Imprese) Euromaisiers (European Maize Milling Sector) AGER Bologna (Camera Di Commercio Industria Artigianato e Agricoltura Di Bologna) Mexican Economic Association in Italy CONAI (Consorcio para el desecho de materiales de empaque)
TURKEY	TABADER (The Association of Cereal and Pulses Processing Technologies, Storage and Analysis Systems) GAFTA (Gran Zona Árabe de Libre Comercio) UkraAGro Consulting HUBUDER (Cereal Suppliers Association)

National and international certifications

GRUMA is committed to working in line with national and international norms to meet the highest trade, ethics, safety, and quality standards.

At the end of 2021, GRUMA has:



Additionally, 28 environmental audits were carried out, as well as others related to safety in operations, environmental management systems, and sustainability.

Business Ethics

Pillar 1.

Large companies thrive due to the trust of their customers, consumers, employees, suppliers, investors, and communities. GRUMA has earned that trust and a reputation for integrity for more than seven decades and will continue working to uphold it.

Sustainable Leadership

GRI 102-18 to 24

TCFD: Governance

Material issue: Corporate Governance with a sustainable focus

GRUMA believes that good corporate governance practices are instrumental in protecting the long-term interests of its shareholders, strengthening the actions of the Board of Directors and its Senior Management, and reinforcing the trust gained by the Company for more than 70 years.

These principles govern the way GRUMA conducts its operations, enabling it to continuously improve its results and lead the way towards sustainable growth. They provide a framework that defines the roles, rights, and responsibilities of different groups within the organization, the role of the Board of Directors in monitoring and managing risks, as well as the commitment with public policies and to society.

STRUCTURE OF THE BOARD OF DIRECTORS AND COMMITTEES

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



- **A Chairman of the Board** who also serves as the CEO of the Company.

- **A solid structure of committees** made up of independent directors who supervise the different risks to which the Company is subject.

- **A committed Board.**

The current Board of Directors was elected at the Ordinary General Shareholder's Meeting held on April 22, 2022. In said Meeting, Mr. Juan A. González Moreno was ratified as Chairman of the Board of Directors, and Mr. Carlos Hank González as Vice Chairman.

Juan González Moreno Shareholder, Related

Age: 65

Principal Occupation: Chairman of the Board and Chief Executive Officer of GRUMA.

Experience: Several positions in GRUMA, including Chief Executive Officer of Special Projects of GRUMA USA, President of Azteca Milling, Vice President of Central and Eastern Regions of Mission Foods, President and Vice President of Sales of Azteca Milling, Chief Executive Officer of GRUMA Asia-Oceania.

Carlos Hank González Shareholder, Related

Age: 51

Principal Occupation: Vice-Chairman of the Board of GRUMA; Chairman of the Board of Grupo Financiero Banorte and Banco Mercantil del Norte; Chief Executive Officer of Grupo Hermes; Chairman of the Banorte Foundation.

Experience: Chief Executive Officer of Grupo Financiero Interacciones, Casa de Bolsa Interacciones, Banco Interacciones, Grupo Industrial Hermes, Automotriz Hermer, and Assistant Managing Director of Grupo Financiero Banorte.

Homero Huerta Moreno Related

Age: 60

Principal Occupation: Chief Administrative Officer of GRUMA.

Experience: Several positions within GRUMA including Corporate Internal Audit Vice President, Management Information Systems Vice President, Controller Vice President of GRUMA USA, and Finance and Administrative Vice President of GRUMA Venezuela.

Laura Dinora Martínez Salinas Related

Age: 39

Principal Occupation: Partner at Martínez Salinas Abogados, S.C.

Experience: Several positions in local and international law firms, mainly with a financial and securities approach.

Gabriel A. Carrillo Medina Independent

Age: 66

Principal Occupation: President and shareholder of Mail Rey and Detecno.

Experience: President of Asociación de Casas de Bolsa de Nuevo León and Club Deportivo San Agustín, several positions within Interacciones Casa de Bolsa, including Chief Financial Officer.

Everardo Elizondo Almaguer Independent

Age: 78

Principal occupation: Economics Professor at EGADE/ITESM, Economics Professor at UANL, and regular columnist of Reforma/El Norte.

Experience: Economic Investigations Director of Grupo Industrial Alfa, Economic Studies Director of Grupo Financiero Bancomer, and Deputy Director of Banco de México.

Jesus Oswaldo Garza Martínez Independent

Age: 65

Principal Occupation: Advisor to CEO of Grupo Financiero Afirme and Financial Consultant.

Experience: Director of Grupo Financiero Banorte, Casa de Bolsa Banorte, Banorte-IXE Tarjetas, Seguros Banorte and Afore XXI Banorte, President of Centro Bancario del Estado de Nuevo León, Regional Director of Banco de México, Chief Commercial Officer of Banco Mercantil del Norte, Profesor at the Graduate School of Banking at LSU, and several executive positions at Banco Bilbao Vizcaya, Casa de Bolsa Probusa, and Valores Finamex.

Thomas S. Heather Rodriguez Independent

Age: 67

Principal Occupation: Of Counsel of Creel, García-Cuellar, Aiza y Enriquez, S.C.

Experience: More than forty years of professional independent practice; Director and Administrator of Satélites Mexicanos, Director of Grupo Financiero Banorte, Scotiabank, JP Morgan, Bank of America

Mexico, Hoteles Nikko, Grupo Modelo and Grupo Bimbo; Collaborator in the Ethics and Law Committees of the Consejo Coordinador Empresarial, and arbitrator in international courts and a fellow of the American College of Bankruptcy.

Javier Martínez-Ábrego Gómez
Independent

Age: 80
Principal Occupation: *Chairman and Chief Executive Officer of Grupo Motomex.*
Experience: *Businessman since 1959.*

Alberto Santos Boesch
Independent

Age: 51
Principal Occupation: *Chairman of the Board and Chief Executive Officer of Ingenios Santos.*
Experience: *President of Aeropuerto del Norte, Director of Arena Monterrey, Chief Executive Officer of Mundo DeaDeveras, Councillor of the municipality of San Pedro Garza García, N.L., Vice-Chairman of Grupo Tres Vidas Acapulco, and Board Member of DIF Nuevo León.*

Joseph Woldenberg Russell
Independent

Age: 55
Principal Occupation: *President of the Board and Executive President of Tubacero.*
Experience: *Vice President of Aceros Generales, Assistant Managing Director of Tubacero and Director of CAINTRA.*

AUDIT AND CORPORATE GOVERNANCE COMMITTEES

As required by the Securities Market Law and the Company's Bylaws, an Audit Committee and a Corporate Practices Committee were appointed at the meeting of the Board of Directors held on April 20, 2022. The members of the Audit and Corporate Governance Committees were elected from among the members of the Board of Directors. Consequently, in accordance with the requirements of the Securities Market Law and the Company's Bylaws, a chairman was elected for each Committee

at the Ordinary General Shareholders' Meeting held on the aforementioned date, from among the members appointed by the Board. To date, the Audit and Corporate Governance Committees are composed of four members who are Independent Directors. The names of the members, their positions within each Committee, and the type of membership are mentioned below.

Thomas S. Heather

Position: Chairman of the Audit and Corporate Governance Committees.
Directorship Type: Independent

Gabriel A. Carrillo Medina

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

Everardo Elizondo Almaguer

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

Jesús Oswaldo Garza Martínez

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

SUSTAINABILITY COMMITTEE

To support the decision-making process on environmental, social and governance issues, GRUMA has established a Sustainability Committee made up of members of its Senior Management body, from several critical areas of the Company. The committee's responsibility is developing, executing, and monitoring the strategy that allows GRUMA to be an increasingly sustainable company. It is also responsible for communicating all matters, risks and opportunities related to the ESG Strategy to the members of the Board of Directors, so that they can be discussed in the agenda of the quarterly meetings of its Audit Committee and when required by the Board of Directors itself.

Ethical Commitment

GRI 102-16, 102-17, 205-1 to 3

Material issues: Ethics and Integrity; Information Transparency and Accuracy

GRUMA has a Code of Ethics that is mandatory for all its employees, directors and counterparties, and applies in all the countries where GRUMA operates.

It states that an essential part of GRUMA's corporate culture is to act ethically, with integrity, respect, and honesty. These values must always govern the conduct of every person in any area of their life, leading by example. Acting ethically is the basis of GRUMA's image as a solid, socially responsible, and reliable company in all the countries where it is present.

In this way, the actions of GRUMA's members must always be based on values such as integrity, honesty, trust, loyalty, impartiality, respect, tolerance, freedom, responsibility, and legality, as well as full respect for the environment and recognition of human rights.

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

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

GRUMA provides training for new employees on the behavioural guidelines and standards defined in the Code of Ethics, as well as on issues related to workplace safety, health and hygiene, policies, regulations, and manuals, strengthening the culture of integrity. Likewise, GRUMA promotes anonymous

reporting regarding situations, practices, or behaviours that are or may be illegal or inappropriate in relation to GRUMA's operations, guidelines, and policies, its internal control system, internal auditing, accounting, and transparency records, as well as in relation to conducts or actions that are or could be violations of GRUMA's Code of Ethics or legislation. As a result, in 2021, 102 complaints of possible violations to the Code of Ethics were received, of which 95% were resolved. The GRUMA Whistleblowing System platform is available on the website, 24 hours a day, 365 days a year, with the aim of increasing the trust of the Company's stakeholders, strengthening the processes of transparency and dialogue, and consequently, GRUMA's ethical culture.

COMMITMENTS 2022 - 2025

Continue strengthening the governance of environmental and social issues, establishing governing bodies from Senior Management and the Board of Directors, to oversee these issues.



Promotion of Human Rights

Pillar 2

At GRUMA, fostering a culture of respect for human rights, as well as staying vigilant of their preservation both within its operations as well as in its day-to-day actions, is essential to create an inclusive work environment, attract and retain talent, and contribute to the integral well-being of employees and communities.

Internal Wellness

GRI 102-8, 201-3, 401-1, 401-2, 404-1, 404-2

Material issues: Human Rights Promotion; Diversity and Inclusion
SDG 8: Decent work and economic growth

Since its foundation, GRUMA has placed its employees at the center of its growth strategy. In 2021, the workforce was composed of approximately 22,500 people whom, as a team, have bolstered the Company's image, and contributed to the fulfillment of its Vision.

	2021	2020
Men	15,746	15,298
Women	6,471	6,294
Unionized	5,827	6,129
Non-unionized	16,390	16,125

GRUMA ensures to provide its employees a fairly remunerated employment through open-ended contracts covering 98% of the workforce and supporting their professional and personal development on an ongoing basis.

In 2021, most training programs implemented across operations focused on addressing safety, health, and hygiene issues due to the COVID-19 pandemic, as well

as on courses for upgrading technical skills. Likewise, other courses and workshops were executed to improve overall professional knowledge and skills, first aid, hot, height, and confined spaces work, forklift handling, and handling of chemical risk among others. The average training hours per employee were broken down as follows:

Men	Women	Category
8.0	11.2	Executive and management
10.3	12.3	Employees
13.5	13.8	Workers
7.2	- - -	Salesmen

Diversity and Inclusion

GRI 406-1, 412-2

Material issue: Diversity and Inclusion

GRUMA establishes in its Code of Ethics the rejection of any distinction, exclusion, restriction or preference that, by action or omission, intentionally or unintentionally, has the purpose or result of hindering, restricting, preventing, impairing or annulling the recognition, enjoyment or exercise of human rights and freedoms, including without limitation for one or more of the following reasons: ethnic or national origin, skin colour, culture, gender, age, disabilities, social, economic or health conditions (including, without limitation, having suffered from COVID-19 or living with someone who is suspected or has been confirmed with said disease), religion, physical appearance, genetic characteristics, immigration status, pregnancy, opinions, sexual preferences, identity or political affiliation, marital

status, family situation, family responsibilities, or any other reason.

BASED ON THIS CONVICTION, IN 2021 THERE WERE NO CASES OF DISCRIMINATION IN OPERATIONS.

Working with communities

GRI 413-1

SDG 2: Zero Hunger; SDG 10: Reduced inequalities

Material issue: Community engagement

GRUMA has a history of supporting its communities since its foundation. The year 2021 was no exception, and even when the habitual coexistence with them was limited due to the pandemic contingency, donations and volunteering continued through various means, such as the *Fundación GRUMA* in Monterrey, or directly through facilities in other countries.

As an example, Mission Foods in China donated computer equipment to the AmCham initiative in Shanghai, which will be used in the Net Spring Green IT Classroom program, for the benefit of vulnerable young people in the learning stage. Additionally, the *Patronato de Cerralvo* in Mexico continued fostering a culture of education through the introduction of projects in order to promote the personal and professional improvement of the beneficiaries. It was possible to have a greater impact on the community with the application of hybrid projects and through social networks. In Costa Rica, the donation of tons of food benefitted more than 40,000 community members in vulnerable situations.



These and other actions, represented an investment of more than US\$9.3 million, impacting more than 200,000 people.

COMMITMENTS 2022 - 2025

GRUMA seeks to enhance its practices as an advocate of human rights, through various fronts:

- Promote personal and professional development of employees through the establishment of policies that lead to the implementation of actions in favor of diversity, labor equity, and constant training.
- The development of a Community Engagement Framework, to provide guidelines for its worldwide operations to implement community engagement programs and initiatives.



Health, Nutrition, and Safety

Pillar 3

GRUMA's growth strategy is firmly planted in its vision of nurturing the heart of its consumers. This is the foundation of its business philosophy and its performance as an international Company. Protecting the health and safety of its employees, customers, suppliers, and consumers leverages its business continuity and allows the Company to offer the best quality, reaffirming its leadership position as one of the most responsible multinational food companies.

The Company has evolved its product portfolio in accordance with consumer trends, its vision of sustainable growth, and its commitment to health. Some of the examples of the products are listed below:

Gruma USA



- KEY BENEFITS:**
- Low in carbohydrates
 - High fiber content
 - Low in calories
 - No trans fat
 - Cholesterol free
 - Sugarfree
 - Whole Wheat

- KEY BENEFITS:**
- Gluten free
 - High fiber content
 - No artificial colors
 - Vegan



GIMSA



- KEY BENEFITS:**
- Enriched and fortified with vitamins and minerals such as folic acid, iron and zinc and restored with vitamins B1, B2 and B3
 - Helps improve digestive health, as it is a source of insoluble fiber
 - MASECA 1 kg flours are certified by the Whole Grain Council, as they are made with 100% whole grain corn.

- KEY BENEFITS:**
- Fortified with folic acid, iron and zinc and restored with vitamins B1, B2 and B3
 - High fiber content
 - High content of antioxidants
 - Gluten free



Mission Mexico



- KEY BENEFITS:**
- Whole wheat flour
 - High fiber content
 - No artificial colors
 - Contains chia and quinoa seeds which support a healthy digestive system

- KEY BENEFITS:**
- Low in calories – less than 20 kcal per tortilla
 - Good source of calcium and fiber
 - Gluten free
 - No trans fats
 - Cholesterol free



Gruma Europe



- KEY BENEFITS:**
- These wraps are made with high-quality ingredients such as quinoa, chia, spelt, oatmeal and olive oil, among others, that provide nutritional benefits and taste great.

Gruma Central America



- KEY BENEFITS:**
- High fiber content
 - Gluten free
 - Supports digestive health
 - Enriched and fortified with vitamins and minerals such as niacin, iron, thiamin, riboflavin and folic acid

- KEY BENEFITS:**
- Low in calories – 23 kcal per toast
 - Cholesterol free
 - Gluten free
 - Low fat



Gruma Asia and Oceania



- KEY BENEFITS:**
- High fiber content
 - Good source of protein
 - Low in sugar
 - 48.3% fewer carbs than original Mission wraps

- KEY BENEFITS:**
- High fiber content
 - No artificial colors
 - Enriched and fortified with vitamins and minerals



Physical Integrity of Employees

GRI 403- 1 to 10
 SASB: FB-AG-320a.1
 SDG 3: Good health and Will-being
 Material issue: Health and Safety

Through its Code of Ethics and other related policies, GRUMA encourages employees to report safety hazard related to their work activities, via their line of command, or through the transparency mailbox, which is an anonymous grievance tool. Safety training emphasizes the right and freedom of each employee to report any anomaly detected through the suggested communication channels. In addition, GRUMA is working on the development of a Hazard and Risk Identification Policy.

All safety processes are based on compliance with internal regulations and applicable local legal requirements globally. Several procedures are in place for identifying hazards within the facilities, such as daily tours and inspections to detect possible effects, the probability of occurrence, the level of vulnerability, as well as the emergency protocols that must be enabled to mitigate them.

Internal audits are carried out every year to verify the effectiveness of the described processes. Remediation activities include a detailed incident investigation, gathering of evidence, and interviews, among other activities. This results in corrective actions to eliminate or minimize the root cause of the incidents, always prioritizing engineering actions followed by administrative actions. Also, through various activities such as feedback meetings, Health and Safety Committees, among others, employees can communicate any ideas they have on how to improve safety in their workplaces, which are then integrated into the improvement evaluations.

In 2021, because of the actions implemented for the safety of employees, the accident rate behaved as follows:

INCIDENCE	2021
Severe Work-Related Injury Rate	1.23 ⁵⁾
Fatalities	0



Boosting employees' health is just as important. Since the beginning of the pandemic in 2020, GRUMA formulated a global biosecurity protocol, which was adapted according to the guidelines dictated by local health institutions in each jurisdiction where the Company holds operations. During this period and until the end of 2021, GRUMA has applied more than 32,000 virus tests, in addition to providing all its subsidiaries with basic protective equipment such as antibacterial gel, masks, faceshield, etc.

Additionally, in Mexico GRUMA is part of the *Queremos Mexicanos Activos* Association, which promotes physical activity, a healthy body mass index (BMI),

participation in fitness competitions, and the implementation of work breaks that include physical activation, among others. In 2021, GRUMA obtained the Gold Level certification from this Association, having at least 30% of employees participating in these activities.

Working with the Value Chain

GRI 204-1, 301-1, 308-1, 308-2
 SASB: FB-AG-250a.1, FB-AG-430a.3, FB-AG-430a.1
 SDG 3: Good health and Will-being
 Material issues: Supply chain development; Sustainable agriculture; Food Safety and Quality

One of the main actions that ensure product quality is working hand in hand with the supply chain. As a company in the food industry, GRUMA establishes mutually beneficial relationships with its main suppliers to develop comprehensive growth strategies. In 2021, the percentage of purchases from local suppliers, that is, from the same country

in which the operations are located, was 74%. This is the result of the Company's commitment to boosting the local economy and contributing to its value chain's development.

Among the various qualities that corn presents, GRUMA also manages organic varieties as well as corn that have not been Genetically Modified (Non-GMO); these are exhaustively analyzed and segregated for later use according to the needs of the customers. Likewise, it is also verified that the levels of mycotoxins (aflatoxin and fumonisin) are within the regulatory parameters.

To ensure responsible sourcing practices, GRUMA establishes several supplier selection criteria, among which is strict compliance with environmental legislation, or certifications such as the RSPO (Round Table on Sustainable Palm Oil). Also, 10% of maize in Italy is certified according to Unilever's Sustainable Agriculture Code, which aims to integrate important aspects of sustainability in agriculture practices, and how these can be applied to its supply chain.

Operations in GRUMA Mexico and the USA have a *Departamento de Maíz* (Corn Department), in which they carry out several projects such as the Test Plots, through which hybrids that adapt to the climatic conditions of each area are identified. This allows GRUMA to ensure the supply of raw material that meets quality parameters, and, in turn, the farmer increases its productivity by bettering its commercialization process.

GRUMA also has a department of comprehensive pest management, in which personnel have been trained and certified by suppliers specialized in fumigations, making them aware of the use of these products.

In 2021, the amount of GRUMA's main raw materials acquired was:

RAW MATERIALS	Tons (Mt)
Corn	4,364,964
Wheat flour	463,366
Oils and lard	86,798

GRUMA's operations in Oceania have a Sustainable Procurement Policy, which dictates the guidelines for the sustainable criteria to consider when executing the supplier selection process. In 2022, the possibility of replicating these guidelines in a global policy will be explored.

Sustainable Agriculture

GRI 203-1, 203-2, 301-1, 308-1, 308-2
 SASB: FB-AG-250a.1, FB-AG-430a.3, FB-AG-430a.1
 SDG 3: Good health and Will-being
 Material issues: Supply chain development; Sustainable agriculture; Food Safety and Quality

The Corn Department in Mexico has developed the *Plan Agrícola Nacional* (GRUMA's National Agricultural Plan), seeking the efficient and rational use of available resources to achieve a grain supply in consumption areas, through the implementation of demonstration plots where agricultural technologies that promote sustainable resource management are evaluated.

The specific objectives of the Plan are:

- Identify areas of opportunity and execute the plan in areas with grain marketing potential
- Plan, organize, and lead agricultural projects to solve the needs of corn and wheat procurement
- Ensure the corn and wheat supply near to the manufacturing plants
- Ensure that agricultural projects promote a WIN-WIN outcome between the farmer and GRUMA
- Generate synergy and collaboration with companies in the value chain to produce agricultural raw materials
- Engage with research, technological innovation, and scientific excellence organizations in the agricultural field for technology development and project validation
- Collaborate in projects focused on the sustainability and health of agricultural products

5) Rate calculated by the number of disabling accidents per 200,000 / man-hours worked.

- Intensively promote and sustain the development of technical abilities in the *Escuela de Campo* (Field School)
- Issue a list of approved inputs according to grain quality parameters for agricultural raw materials
- Characterize corn according to its use

the provision of liquidity, to promote productive capitalization, through direct support, which may be complemented with strategic technical support schemes and the linking of different productive services for crops, regions, entities or specific localities.

GRUMA has implemented the strategies mentioned above, among others, to promote sustainable agriculture and responsible sourcing.

In 2018, together with the CIMMYT, International Center for the Improvement of Maize and Wheat (*Centro Internacional de Mejoramiento del Maíz y Trigo*), GRUMA developed several sustainability goals related to the sustainable fostering of quality, reliability, and wheat supply in selected States in Mexico. This includes supporting and accompanying suppliers with intensive and sustainable agricultural production.

Several actions implemented from 2018 to 2021, include the evaluation of the effect of antagonistic bacteria in corn: capacity building, technical support, promotion of technologies and sustainable intensification practices for farmers, as well as training on aflatoxins for maize producers, collectors, and GRUMA staff. Specifically, in 2021, 500 hectares with four technologies were established in the state of Tamaulipas.

Likewise, in 2020 GRUMA signed agreements with the INIFAP, *Instituto Nacional de Investigaciones Forestales Agrícolas y Pecuarias* (National Institute of Agricultural and Livestock Forestry Research) with the aim of promoting the development of sustainable technologies for maize and sorghum production; the generation of easy-to-replicate development models and methodologies, and the creation of hybrids varieties in specific regions, among other activities.

In conjunction with the *Secretaría de Agricultura y Desarrollo Rural* (Ministry of Agriculture and Rural Development), GRUMA aims to increase the productivity, mainly of basic grains, sugar cane, and coffee, of small and medium-scale producers through

COMMITMENTS 2022-2025

- Develop and implement a Sustainable Procurement Policy at a global level.
- Establish environmental, social, and governance criteria for supplier evaluation.
- Develop joint work programs with suppliers in each country where the Company holds operations.



Teaming up with Nature

Pillar 4

Since its foundation, GRUMA has been a company convinced of the fundamental importance of sustainability and responsible practices, as well as fulfilling the commitment to support the planet and its natural resources. Efficiency and process improvement is part of the way it operates. The Company recognizes the environmental impacts of its operations, the importance of reducing greenhouse gas (GHG) emissions, its water and non-renewable energy consumption, as well as promoting sustainable agriculture and preserving biodiversity. As part of this responsibility, GRUMA constantly invests internal and external resources to identify opportunities for improvement and mitigation.

Environmental Management

GRI 103-1, 2 and 3

Material issue: Environmental Management Systems

TCFD: Risk Management; Strategy; Targets and Metrics

GRUMA constantly manages its environmental performance through the development and use of state-of-the-art technology in its processes. This is also essential to strictly comply with regulations on the matter at the international level.

GRUMA has environmental policies related to the reduction and prevention of environmental pollution in all its plants, and programs for the protection of the environment. Its environmental system, through its subsidiaries, INTESA and CIASA, has carried out research and developed technologies focused on keeping plants within the discharge parameters allowed by the ecological standards and laws applicable to its operations. Likewise, the



Company seeks to minimize the risks associated with environmental impact through (i) facility and manufacturing equipment upgrades that reduce water consumption, (ii) the implementation of procedures that identify environmental aspects in the discharge of treated water and the impacts of contamination on the soil and groundwater, (iii) investment in Research and Development (R&D) for efficient technologies, focused on reducing wastewater discharges and direct CO₂e emissions, and, (iv) programs for biodiversity conservation.

As of the last quarter of 2021, GRUMA has seven ISO 14001 certified plants, six in the mill operations in Mexico and the Mission Foods plant in Shanghai.

In accordance with the guidelines suggested by the TCFD (Task Force on Climate-Related Financial Disclosures), GRUMA has carried out the first projection of its financial risks related to climate change, considering the results of its materiality analysis, the processes of identifying internal risks, as well as what was identified by international groups such as the WBSCD (World Business Council for Sustainable Development).

Financial risks related to climate change

GRI 201-2

Category	Possible related risks	Possible financial impacts	
TRANSITION RISKS			
		Category	Description
Policy and Legal	Increased pricing of GHG emissions.	Increased operating costs	Possibility of additional investment needed in more efficient equipment and machinery.
		Capital investment	
	Competitiveness	Increase in the demand for more sustainable products. Companies that reduce their exposure to GHG emissions will be less sensitive to changes in fuel costs and, as a result, more competitive.	
	Increased requirements to provide detailed environmental information at the product level.	Operational costs	Requirements for measuring and providing new environmental information, particularly if standards or methodologies vary regionally.
		Revenues	Changes in product demand based on more detailed environmental information.
	Production costs	Rise in the cost of raw materials.	
	Increased cost of raw materials due to policies that prevent agricultural expansion to new areas.	Revenues	Decrease in production capacity.
		Operational costs	Efficiency gains, cost reductions, or diminished reliance on external input sources (for example, lower water consumption and reliance on external sources, lower risk of shutting down operations due to water scarcity). Expenditures on Research and Development (R&D) in new and alternative technologies. Capital investments in technological development. Additional costs to adopt/implement new practices and processes.
Technological advances	Technological advances that allow efficiency gains in the use of resources, production and distribution processes (for example, development of ultrafiltration systems to allow the reuse of wastewater)	Operational costs	
Market	Change in consumer preferences towards products that are considered better or worse for the environment.	Revenues	Changes in demand for products and services based on a Company's ability to reflect changing consumer preferences in its product portfolio and provide new solutions.
		Operational costs	Significant increase in energy required to operate.
Reputation	Diverse perceptions about the means to achieve food security and the impact of food production practices on the environment and communities. There may be a threat to the Company's reputation and license to operate if strategic decisions are made to ensure business resilience, but do not consider the resilience of the communities in which it operates and on which it depends.	Revenues	Changes in the demand for products and services based on the perception of their impact.
		Revenues	Depends on the recognition of value investments made for soil restoration in the communities where the Company operates.

Category	Possible related risks	Possible financial impacts	
PHYSICAL RISKS			
		Category	Description
Acute and Chronic	Increased incidence and severity of extreme weather events, such as cyclones and floods.	Operational costs	Reduced revenue due to decreased production capacity (e.g., transportation difficulties, supply chain disruptions).
		Capital investment	
		Remediation costs	Reduced revenue and higher costs due to negative impacts on the workforce (e.g., health, safety, absenteeism). Damage to assets and facilities
	Inability of farmers to adapt to climate change and build physical resilience to extreme weather conditions.	Operational costs	Demand for new products and services to help farmers adapt and build resilience in the transition.
		Revenues	Provisioning costs to find new suppliers.
	Increased average temperatures and changes in precipitation patterns cause water stress in certain regions.	Operational costs	Decreased production capacity as a result of price changes and supply chain disruption.

Climate Change: Emissions and Energy Efficiency

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

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

SDG 13: Climate Action

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

Material issues: Climate change: emissions, and Energy Efficiency

GRUMA recognizes climate change as a phenomenon to which, as a Company participating in the food industry, it must respond effectively and consistently. It also understands that its operations have a climate footprint and is committed to developing strategies that contribute to reduce it.

Therefore in 2021, GRUMA implemented several actions that allowed it to reduce both its energy



consumption and the emission of polluting substances into the environment, such as the manufacturing equipment upgrade that allowed savings of 214.6 cubic millions of natural gas, reducing the release of 11,703 tCO₂e emissions per year. The intensity of tCO₂e equivalent per ton of product was 0.2563 in 2021.

Likewise, seven heat recuperators have been scheduled to be operational in 2022, which represents an investment of US \$3.4 MM.

The direct emissions of tCO₂e of the last three years, by operations, are presented below:

Business division	Country	2021		2020		2019	
		Direct (Scope 1)	Indirect (Scope 2)	Direct (Scope 1)	Indirect (Scope 2)	Direct (Scope 1)	Indirect (Scope 2)
GIMSA	Mexico	351,698	118,347	363,723	119,234	331,790	117,863
Mission Foods	Mexico	22,485	8,870	20,651	8,476	20,106	8,440
Mission Foods	USA	173,057	98,867	168,925	95,396	157,673	92,523
Azteca Milling LP	USA	172,510	67,213	175,721	68,541	170,998	65,385
GRUMA CA	Costa Rica	36,385	17,001	40,262	17,076	35,876	15,221
Mission Foods EU	England	11,426	20,728	12,584	21,845	13,531	20,976
Azteca Milling EU	Italy	4,881	5,569	3,937	5,669	3,618	5,216
Mission Foods Asia-Oceania	Australia	4,233	21,136	3,830	19,797	3,956	19,985
TOTAL		776,675	357,731	789,633	356,034	737,548	345,609
Grand total		1,134,406		1,145,667		1,083,157	

The energy consumption in its operations, in the last three years, was as follows:

Source	2021	2020	2019	Energy from renewable sources			
	(GJx10 ⁶)	(GJx10 ⁶)	(GJx10 ⁶)	Source	2021	2020	2019
Natural gas	10.12	10.84	10.70				
LP Gas	0.83	0.86	0.81				
Gasoline	0.070	0.06	0.06				
Diesel	1.09	1.07	0.95				
Total	12.11	12.83	12.52	Other renewable energy sources (solar, wind, geothermal)	0.005841	0.005646	0.005593

The energy intensity per ton of finished product was:

Year	GJ
2021	3.30
2020	3.40
2019	3.46

This represents a reduction in emissions of 62,089 tCO₂e from 2020 to 2021.

To provide additional transparency in its operations and environmental impact, in 2021 GRUMA responded for the first time to the Climate Change questionnaire of the Carbon Disclosure Project (CDP), a not-for-profit organization that runs the global environmental disclosure system and focuses investors, companies, cities and governments on building a sustainable economy by measuring and managing their risks and opportunities on climate change.

Water management

GRI 303-1 to 5

SASB: FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3

SDG 6: Clean Water and Sanitation

Material issue: Water Management

GRUMA is aware that water scarcity poses a substantial risk to its operations. Therefore, it is important to reduce water use by improving processes or upgrading water-using equipment for the Company to ensure a continuous supply, committed to complying with the highest quality standards in its water extraction and discharge processes, in order to reduce its use and lower the risk of water scarcity having an impact on its operations.

For this reason, the Company only extracts water through permits that ensure that the access of other users to the resource is not affected. For discharges, a water balance is carried out to avoid using more than the soil and plants can store and use, to avoid a negative impact on the water source from which other users are supplied. Since 1968, GRUMA has developed a continuous cooking and washing

process to produce nixtamalized corn flour. Since then, water savings have been significant compared to the traditional nixtamalization process in low-capacity mills. Likewise, it has increased efficiency and production capacity, managing to reduce the loss of corn solids in wastewater discharge.

Due to the above strict measures that the Company has in place, there haven't been any issues so far, regarding water availability. In addition, to the Company undergoes periodic audits by local and national authorities, to achieve regulatory compliance.

RELATED RISKS

In adherence to the guidelines of the ISO 14001 standard, the Company has procedures in place, where significant environmental aspects related to the use of water and the discharge of treated water are identified, as well as others derived from wastewater treatment, and the negative impacts in the case of soil and groundwater contamination, and withdrawal of water against authorized levels.

The approach to managing these risks is based on using the least amount of water possible in the industrial process by complying with the authorized consumption limits, as well as with the criteria for the treatment of wastewater with such efficiency that it can be used in the irrigation of green area, or be discharged to the municipal sewage system, complying with environmental standards for that purpose.

Likewise, the Company has carried out an analysis of operations to identify water stress areas through the WRI Aqueduct platform, whose results show that there are 18 plants in areas with high water stress and four with extreme risk in general. This first approach will allow the company to develop the necessary strategies for the prevention, remediation and/or elimination of related impacts.

In 2021, the corn-cooking equipment was upgraded to switch from batch processes to continuous processes in some of the plants. Likewise, water consumption is monitored daily to modify the production process

conditions if needed, in order to remain within authorized water consumption levels. In addition, the Company continued on researching of water-efficient cooking processes, and tertiary water treatment is being analyzed, to increase the reuse rate of treated wastewater in the Company's manufacturing plants.

Through the implementation of these and other measures, such as the installation of high-efficiency cooking units, a reduction in water withdrawal of 239 MM liters per year has been achieved. This is equivalent to the supply of a population of 4,600 inhabitants, considering a consumption of 140 liters per person per day.



Water withdrawals by source, in m³, in the last three years was as follows:

Sources	2021	2020	2019
Surface water: rivers, lakes and natural wells	750,872	806,777	744,442
Municipal supply	2,124,671	1,932,888	1,856,881
Renewable groundwater	4,603,541	4,616,200	4,424,849
TOTAL	7,479,084	7,355,865	7,026,172

GRUMA is self-sufficient in the design, and manufacture of equipment and wastewater treatment processes, and has developed wastewater treatment systems for cooking (nejayote).

The Company's Technology Division has developed two water treatment methods:

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

GRUMA's cooking technology reduces the use of water by 70%: from 5.07 m³/t of corn to 1.5 m³/t of corn when compared to the traditional method.

In order to further reduce wastewater discharges, GRUMA continues to invest in Research & Development (R&D), which will enable even more efficient technologies. Currently, all manufacturing plant discharges comply with regulations imposed in the countries in which it operates.

In 2021 the total discharges (in m³) were as follows:

Destination	2021	2020	2019
Irrigation water	2,765,284	2,420,692	2,800,794
Municipal supply	1,286,557	1,035,368	1,076,338
TOTAL	4,051,841	3,456,060	3,877,132

As a result, the Company's water consumption in m³ in the last three years was:

Consumption	2021	2020	2019
Total consumption	3,271,744	3,759,148	2,863,420

*NOTE: The mathematical difference of 2% between the sum of consumption and destination concerning the total withdrawal sources is due to measurement and evaporation estimates, so this variation is considered as usual.

Protection and Restoration of Biodiversity

GRI 304-1 to 4
 SDG 13: Climate Action
 TCFD: Strategy
 Material issue: Soil Protection and Restoration

GRUMA has several programs in place to protect and restore biodiversity and recognizes the importance and benefits of working together with local authorities and communities.

Since 1995, *El Sabinal* National Park has been overseen by the *Patronato de Cerralvo*, which is responsible for the administration, maintenance, conservation, and surveillance of this critical ecological reserve located in the municipality of Cerralvo, Nuevo León, Mexico.

Declared a National Park on August 25th, 1938, and framed within the nine categories of Protected Natural Areas, established by the General Law of Ecological Balance and environmental protection, article No.46, where together with the unique reserves of the biosphere and areas of protection of flora and fauna, as well as other categories, It is considered an area of national interest, for public activities related to the protection of its natural resources, recreation, tourism, and ecological education.

El Sabinal is an ecological park with 80,000 m² of extension, and more than 700 cypress trees; located on the western edge of the urban area of Cerralvo, it has become the most important green area in the municipality and is also embodied in its Coat of Arms.

The park's administration promotes educational, ecological, cultural, sports, and recreational activities to benefit its community and the general public. These are some of the actions that GRUMA undertakes as a socially responsible company.

Likewise, in 2009 the Rescue and Conservation Project for the *Procambarus regiomontanus* (*Acocil Regio*, a freshwater crab) began with the participation of the National Commission for Protected Natural Areas (CNANP), *Patronato de Cerralvo A.B.P.*, *Universidad Autónoma de Nuevo León* and *El Sabinal* National Park. Within the facilities, GRUMA has established a reproduction laboratory for the *Acocil Regio* to have a safe place to produce offspring that can repopulate the areas where it previously lived.

Currently, a new generation of hundreds of specimens of *Acacia Regio* will be planted in the ecosystem of *El Sabinal* and thus help preserve the species.

COMMITMENTS 2022 - 2025

- To continue investing to make processes, machinery, and technologies more efficient, to further reduce water, emissions, and energy consumption.
- Implement the TCFD's physical risk and climate change transition scenarios comprehensively to develop action plans according to obtained results.
- Establish actions, prevention, and response plans in water stress areas within our operations.
- Analyze the use of plastic in the Company's product packaging, to develop optimization initiatives to reduce its use.



Procambarus regiomontanus (*Acocil Regio*)



About this Report

This report covers GRUMA's environmental, social, and governance activities between January 1st and December 31st, 2021. The Company has aligned this report to follow three essential sustainability reporting standards. This report has been prepared in accordance with the Global Reporting Initiative Standards: Core option. The disclosures also align with the requirements of the Task Force for Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). Content indexes for the referenced standards are included in each section and at the end of the report.

This report covers GRUMA's global operations unless otherwise indicated. The content of this report is guided by the structure of the ESG Model's pillars and by its materiality analysis's results to identify and prioritize the environmental, social, and governance issues that matter most to the stakeholders and the Company. As GRUMA adapts to the rapidly evolving ESG frameworks, standards and guidelines, these material topics are the guide for disclosures and the effective communication of its progress, which are also expected to evolve constantly.

GRI and SASB Index

GRI 102-48, 102-49, 102-50, 102-51, 102-52, 102-54, 102-56

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status	
GRI 101: Foundation						
Company's Profile						
1. Strategy and Analysis						
GRI 102: General Contents 2016	102-14	Statement from senior decision-maker.	Page 5.	Corporate governance with a sustainable approach ESG strategy and risk management Investor relations regarding ESG management	TCFD: a) Governance SDG 17: Partnership for the goals	Fully
	102-15	Key impacts, risks, and opportunities.	Page 5.	Corporate governance with a sustainable approach ESG strategy and risk management Investor relations regarding ESG management	TCFD: a) Governance c) Risk Management SDG 17: Partnership for the goals	Fully
2. Company's Profile						
102-1	Name of the organization.	GRUMA S.A.B. DE C.V.			Fully	
102-2	Activities, brands, products, and services.	Page 9. Website: https://www.gruma.com/		SD2 2: Zero Hunger	Fully	
102-3	Location of headquarters.	Av. Calzada del Valle 407 Ote., Colonia del Valle, San Pedro Garza García, N.L., C.P. 66220			Fully	
102-4	Location of operations.	Page 9.			Fully	

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status	
GRI 101: Foundation						
Company's Profile						
GRI 102: General Contents 2016	102-5	Ownership and legal form.	GRUMA Is a public stock corporation with variable capital.		Fully	
	102-6	Markets served.	Page 9.	Food safety and quality	Fully	
	102-7	Scale of the organization.	Page 9.		Fully	
	102-8	Information on employees and other workers.	Page 22.		SDG 8: Decent work and economic growth SDG 10: Reduced inequalities	Fully
	102-9	Supply chain.	Page 9.	Supply chain development	SDG 12: Responsible production and consumption	Fully
	102-10	Significant changes to the organization and its supply chain.	During the reporting year there were no significant changes in size, structure, share ownership or in the supply chain.	Supply chain development		Fully
102-11	Precautionary Principle or approach.	Page 27.	Food safety and quality Sustainable agriculture	TCFD: c) Risk management	Fully	

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status		
GRI 101: Foundation							
Company's Profile							
GRI 102: General Contents 2016	102-12	External initiatives to which the organization subscribes.	GRUMA Mexico began the process of joining the United Nations Global Compact at the end of 2021.	Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators	TCFD: a) Governance	SDG 17: Partnership for the goals	Fully
	102-13	Membership of associations.	Page 16.	Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators	TCFD: a) Governance	SDG 17: Partnership for the goals	Fully
3. Ethics and Integrity							
102-16	Values, principles, standards, and norms of behavior.	Pages 11 and 21.				SDG 16: Peace, justice and strong institutions	Fully
102-17	Internal and external pro ethics mechanisms related to enhance the integrity of the organization.	Page 21. Any fact, situation, practice, action or conduct that is considered to be or could be illegal or inappropriate in relation to the operations, guidelines and operating policies of GRUMA, its internal control system, internal audit, accounting and registration is the subject of a complaint. Also, any action in relation to conduct or actions that are considered to be or could be breaches or violations of GRUMA's Code of Ethics or applicable legislation, or that could represent damages against GRUMA. https://www.gruma.com				SDG 16: Peace, justice and strong institutions	Fully
4. Governance							
102-18	Governance structure.	Pages 18 to 20.	Corporate governance with a sustainable approach	TCFD: a) Governance			Fully

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status		
GRI 101: Foundation							
Company's Profile							
GRI 102: General Contents 2016	102-21	Consulting stakeholders on economic, environmental, and social topics.	Pages 15 to 18.				Fully
	102-22	Composition of the highest governance body and its committees.	Pages 18 to 20.	Corporate governance with a sustainable approach Investor relations regarding ESG management		SDG 5: Gender equality SDG 16: Peace, justice and strong institutions	Fully
	102-23	Chair of the highest governance body.	Pages 18 to 20.				Fully
	102-24	Nominating and selecting the highest governance body.	Pages 18 to 20.				Fully
	102-25	Conflicts of interest.	PREVENTION OF CONFLICTS OF INTEREST. All GRUMA members must always act with loyalty towards it, avoiding getting involved in situations that represent a conflict of interest. Conflict of interest is any situation in which the existence of a personal or economic benefit or interest of a member of GRUMA may influence their professional decisions related to the fulfillment of their obligations with GRUMA, being this interest or personal benefit contrary to the interests of GRUMA. Therefore, GRUMA members must not put, directly or indirectly, their personal, financial, political, religious or any other interests to the detriment of the legitimate interests of GRUMA.	Corporate governance with a sustainable approach Investor relations regarding ESG management		SDG 16: Peace, justice and strong institutions	Fully

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
GRI 101: Foundation					
Company's Profile					
GRI 102: General Contents 2016		Please see pages 3 and 4 of GRUMA's Code of Ethics.			
102-26	Role of highest governance body in setting purpose, values, and strategy.	Page 11.	Corporate governance with a sustainable approach		Fully
102-28	Evaluating the highest governance body's performance.	<p>The Company's Bylaws and the Securities Market Law stipulate that the Directors must act in good faith and in the best interest of the Company. In order to fulfill this duty, our Directors may: (i) request information from the Company that is reasonably necessary for decision-making; (ii) require the presence of relevant directors and other persons, including external auditors, who can contribute elements for decision-making in the board sessions; (iii) postpone the sessions of the board of directors, when a director has not been summoned in time or, as the case may be, because the information delivered to the other directors has not been provided; and (iv) deliberate and vote, requesting that only the members and the secretary of the board of directors be present, if they so wish.</p> <p>The Directors of the Company may be liable for damages caused to the Company or its Subsidiaries, in the event of breach of their duty of care. Likewise, the Directors will incur liability if: (i) they refrain from attending, except for just cause in the opinion of the shareholders' meeting, the sessions of the board or of the committees, and that due to their absence the body could not meet concerned; (ii) they do not disclose to the board of directors or the committees, relevant information that they know and that is necessary for proper decision-making, and/or; (iii) fail to comply with the duties imposed by the Securities Market Law or our</p>	Corporate governance with a sustainable approach		Fully

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
GRI 101: Foundation					
Company's Profile					
GRI 102: General Contents 2016		bylaws. The members of the Board of Directors may not represent shareholders in any meeting. Pursuant to Mexican law, shareholders may bring an action for civil liability against any director through a resolution approved by a majority of shareholders at an Ordinary General Shareholders' Meeting. In the event that the majority of the shareholders decide to file said lawsuit, the director against whom said lawsuit is filed, will immediately cease to be a member of the Board of Directors. In addition, shareholders representing at least 5% of our outstanding shares may bring such suit against such directors. Any recovery of damages with respect to said claim will be for the benefit of the Company and not for the benefit of the shareholders who present it.			
102-29	Identifying and managing economic, environmental, and social impacts.	Page 12.	Corporate governance with a sustainable approach Investor relations regarding ESG management	TCFD: a) Governance b) Strategy c) Risk management	Fully
102-30	Effectiveness of risk management processes.	In 2021, the Sustainability Committee was implemented, to begin with the analysis of ESG risk processes in the company.	ESG Strategy and risk management	TCFD: c) Risk management	Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
GRI 101: Foundation						
Company's Profile						
GRI 102: General Contents 2016	102-31	Review of economic, environmental, and social topics.	Pages 21 and 22.	ESG Strategy and risk management	TCFD: c) Risk management	Fully
	102-32	Highest governance body's role in sustainability reporting. Communicating critical concerns.	Pages 21 and 22.	Corporate governance with a sustainable approach Investor relations regarding ESG management	TCFD: c) Risk management	Fully
	102-33	Communicating critical concerns.	GRUMA has various communication channels for its stakeholders, such as the Complaints System, materiality analysis, email, face-to-face meetings, community meetings, etc.			Fully
	102-34	Main concerns issued to the Board of Directors.	Pages 21 and 22.	Investor relations regarding ESG management		Partially
5. Stakeholder Engagement						
	102-40	List of stakeholder groups.	Page 15.	Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators Community engagement Supply chain development	SDG 17: Partnerships for the goals	Partially

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
GRI 101: Foundation						
Company's Profile						
GRI 102: General Contents 2016	102-41	Percentage of employees in collective bargaining agreements.	All employees can join to a collective bargaining agreement according to the country's legislation.		FB-FR-310a.2	SDG 8: Decent work and economic growth
	102-42	Identifying and selecting stakeholders.	Page 15.	Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators		SDG 17: Partnerships for the goals
	102-43	Approach to stakeholder engagement.	Page 15.	Community engagement Relationship with government agencies, Non-Governmental Organizations (NGOs), and regulators		Fully
	102-44	Key topics and concerns raised.	Page 15.			Fully
6. Reporting Practices						
	102-45	Entities included in the consolidated financial statements.	GRUMA reports its financial statements in its annual report to shareholders.			Fully
	102-46	Defining report content and topic boundaries.	Pages 12 and 13.			Fully
	102-47	List of material issues.	Pages 12 and 13.			Fully
	102-48	Restatements of information.	This is GRUMA's first report on ESG results.			Fully
	102-49	Changes in reporting.	None.			Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
GRI 101: Foundation						
Company's Profile						
GRI 102: General Contents 2016	102-50	Reporting period.	January 1st to December 31st, 2021.			Fully
	102-51	Date of most recent report.	Not applicable.			Fully
	102-52	Reporting cycle.	Annual.			Fully
	102-53	Contact point for questions regarding the report.	Investor Relations Department email: ir@gruma.com			Fully
	102-54	Claims of reporting in accordance with the GRI Standards.	The reporting option chosen for 2021 is Core, in accordance with the GRI standards. This means that this report fully covers at least one standard of the material issues identified.			Fully
	102-55	GRI content index.	Herewith.			Fully
	102-56	External assurance of the report.	This report has not been verified by a third-party.			Fully
Economic Issues						
201: Economic Performance						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 30 and 31.		SDG 8: Decent work and economic growth	Fully
	103-2	The management approach and its components.			SDG 9: Industry, innovation and infrastructure	
	103-3	Evaluation of the management approach.			SDG 13: Climate action	
	201-1	Direct economic value generated and distributed.	Please see page 12 of GRUMA's Annual Report 2021, in www.gruma.com	Investor relations regarding ESG management		SDG 8: Decent work and economic growth

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Economic Issues						
201: Economic Performance						
GRI 103: Management Approach 2016	201-2	Financial implications and other risks and opportunities due to climate change.	Pages 30 and 31.	Investor relations regarding ESG management Climate change strategy: emissions and energy efficiency	TCFD: a) Governance b) Strategy c) Risk management d) Metrics and targets	SDG 13: Climate action Fully
	202: Market Presence					
SASB	FB-AG-000.A	Main crops production.	GRUMA does not have crops, but obtains them from specific suppliers.	Sustainable agriculture	SASB	Fully
	FB-AG-000.B	Number of production facilities.	Page 8.			Fully
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 20 and 21.			SDG 5: Gender equality SDG 8: Decent work and economic growth SDG 10: Reduction of inequalities Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	202-2	Proportion of senior management hired from the local community.	Approximately 75% of senior managers come from the community (country) in places where GRUMA holds operations.			SDG 8: Decent work and economic growth Fully
203: Economic indirect impacts						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 27 and 28.	Sustainable agriculture Value chain development		SDG 10: Reduction of inequalities Fully
	103-2	The management approach and its components.		Community engagement		

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Economic Issues						
203: Economic indirect impacts						
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach.	Pages 27 and 28.			Fully
	203-1	Infrastructure investments and services supported.	Pages 27 and 28.		Sustainable agriculture	Fully
	203-2	Significant indirect economic impacts.	Pages 27 and 28.		Value chain development Community engagement	Fully
204: Procurement practices						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 26 and 27.		Value chain development	SDG 12: Responsible production and consumption
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	204-1	Proportion of spending on local suppliers.	Pages 26 and 27.		Value chain development FB-AG-250a.1 FB-AG-430a.3 FB-AG-430a.1	Fully
205: Anti-corruption						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 21.		Ethics and Integrity Information transparency and accuracy	SDG 16: Peace, justice and strong institutions
	103-2	The management approach and its components. riesgo de corrupción.				Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Economic Issues						
205: Anticorrupción						
	103-3	Evaluation of the management approach.				Fully
	205-1	Operations assessed for risks related to corruption.	100%		Ethics and Integrity	Fully
Environmental Issues						
SASB	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs).	Pages 27 and 28.		Food safety and quality	SASB SDG 2: Zero hunger
	FB-AG-440a.1	Identification of the main crops and description of the risks and opportunities presented by climate change.	Pages 27 and 28.		Sustainable agriculture	Fully
Environmental Issues						
302: Energy						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 32 and 33.		Climate change strategy: emissions and energy efficiency	SDG 7: Affordable and clean energy
	103-2	The management approach and its components.				SDG 12: Responsible production and consumption
	103-3	Evaluation of the management approach.				SDG 13: Climate action
	302-1	Energy consumption within the organization.	Pages 32 and 33.		Climate change strategy: emissions and energy efficiency	SDG 7: Affordable and clean energy SDG 13: Climate action

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Environmental Issues						
302: Energy						
GRI 103: Management Approach 2016	302-2	Energy consumption outside of the organization.	Pages 32 and 33.	Climate change strategy: emissions and energy efficiency		Fully
	302-3	Energy intensity.	Pages 32 and 33.	Climate change strategy: emissions and energy efficiency		Fully
	302-4	Reduction of energy consumption.	Pages 32 and 33.	Climate change strategy: emissions and energy efficiency	TCFD: a) Governance b) Strategy c) Risk management	Fully
303: Water management						
GRI 103: Management Approach 2018	303-1	Interactions with water as a shared resource.	Pages 33 and 34.	Water management	SDG 6: Clean water and sanitation	Fully
	303-2	Management of water discharge-related impacts.	Pages 33 and 34.	Water management	SDG 12: Responsible production and consumption	Fully
	303-3	Water withdrawal.	Pages 33 and 34.	Water management		Fully
	303-4	Water discharges.	Pages 33 and 34.	Water management		Fully
	303-5	Water consumption.	Pages 33 and 34.	Water management		Fully
SASB	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	At the beginning of 2022, GRUMA began with the identification of plants in areas with water stress. The next step in the analysis will be the identification of these data.	Water management	SASB	Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Environmental Issues						
303: Water management						
SASB	FB-AG-440a.1	Percentage (by cost) of agricultural products from regions with high or extremely high reference water stress.		Water management	SASB	Fully
	FB-AG-140a.2	Description of the risks of water management and discussion of strategies and practices to mitigate those risks.	Page 33.	Water management		Fully
SASB	FB-AG-140a.3	Number of non-compliance incidents associated with water quantity and/or quality permits, standards and regulations.	In 2021 there were no cases of significant non-compliance with respect to water management.	Water management.		Fully
	304: Biodiversity					
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 35.	Soil protection and restoration	SDG 12: Responsible production and consumption	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status		
Environmental Issues							
304: Biodiversity							
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Page 35.	Soil protection and restoration	SDG 12: Responsible production and consumption	Fully		
304-2	Significant impacts of activities, products, and services on biodiversity.		Soil protection and restoration		Fully		
304-3	Habitats protected or restored.		Soil protection and restoration		Fully		
Emissions							
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 32.	Climate change strategy: emissions and energy efficiency	FB-AG-110a.2	SDG 13: Climate action	Fully
	103-2	The management approach and its components.					
	103-3	Evaluation of the management approach.					
305-1	Direct (Scope 1) GHG emissions.	Page 32.	Climate change strategy: emissions and energy efficiency	TCFD: a) Governance b) Strategy d) Targets and Metrics			Fully

GRI Standards	Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status		
Environmental Issues							
Emissions							
305-2	Energy indirect (Scope 2) GHG emissions.	Page 32.	Climate change strategy: emissions and energy efficiency	RT-CH-110a.1 RT-CH-120a.1 TCFD: d) Targets and Metrics"	SDG 13: Climate action	Fully	
305-3	Other indirect (Scope 3) GHG emissions.	Page 32.	Climate change strategy: emissions and energy efficiency	TCFD: d) Targets and Metrics		Fully	
305-4	GHG emissions intensity.	Page 32.	Climate change strategy: emissions and energy efficiency			Fully	
305-5	Reduction of GHG emissions.	Page 32.	Climate change strategy: emissions and energy efficiency	TCFD: b) Strategy d) Targets and Metrics		Fully	
307: Environmental compliance							
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 32 to 35.	Environmental Management Systems		SDG 13: Climate action	Fully
	103-2	The management approach and its components.					
	103-3	Evaluation of the management approach.					
307-1	Non-compliance with environmental laws and regulations.	In 2021 there were no significant fines or sanctions regarding non-compliance with environmental legislation.	Environmental Management Systems				Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Economic Issues						
308: Supplier environmental assessment						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 26.	Supply chain development	SDG 8: Decent work and economic growth SDG 12: Responsible production and consumption	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	308-1	New suppliers that were screened using environmental criteria.	Page 26.	Supply chain development		Fully
	308-2	Negative environmental impacts in the supply chain and actions taken.	Page 26.	Supply chain development		Fully
Social Issues						
401: Employment						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 22.	Promotion of Human Rights Diversity and Inclusion	SDG 8: Decent work and economic growth	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
401: Employment						
	401-1	New employee hires and employee turnover.	Page 22.	Promotion of Human Rights Diversity and Inclusion	SDG 8: Decent work and economic growth	Fully
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Page 22.	Promotion of Human Rights Diversity and Inclusion	SDG 8: Decent work and economic growth	Fully
403: Occupational health and safety						
GRI 103: Management Approach 2018	403-1	Occupational health and safety management system.	Pages 25 and 26.	Health and safety	FB0101-18 SDG 3: Good health and well-being	Fully
	403-2	Hazard identification, risk assessment, and incident investigation.	Pages 25 and 26.	Health and safety	SDG 3: Good health and well-being SDG 8: Decent work and economic growth	Fully
	403-3	Occupational health services.	Pages 25 and 26.	Health and safety		Fully
	403-4	Worker participation, consultation, and communication on occupational health and safety.	Pages 25 and 26.	Health and safety		Fully
	403-5	Worker training on occupational health and safety.	Pages 25 and 26.	Health and safety		Fully
	403-6	Promotion of worker health.	Pages 25 and 26.	Health and safety		Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status	
Social Issues							
403: Occupational health and safety							
GRI 103: Management Approach 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Pages 25 and 26.		Health and safety	SDG 3: Good health and well-being SDG 8: Decent work and economic growth	Fully
	403-8	Workers covered by an occupational health and safety management system.	Pages 25 and 26.		Health and safety		Fully
	403-9	Work-related injuries.	Page 26.		Health and safety		Fully
	403-10	Work-related ill health.	Data not available by the end of 2021.		Health and safety		Fully
SASB	FB-AG-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) fatality rate, and (3) near-miss frequency rate (NMFR) for (a) direct employees and (b) temporary and migrant employees.	Page 26.		Health and safety	SASB	Partially

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status	
Social Issues							
404: Training and education							
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 22 y 23.			SDG 4: Quality education SDG 5: Gender equality SDG 8: Decent work and economic growth	Fully
	103-2	The management approach and its components.					
	103-3	Evaluation of the management approach.					
	404-1	Average hours of training per year per employee.	Page 22.				Fully
	404-2	Programs for upgrading employee skills and transition assistance programs.	Pages 22 y 23.				Fully
405: Diversity and equal opportunities							
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 22.		Diversity and Inclusion	SDG 5: Gender equality SDG 8: Decent work and economic growth SDG 10: Reduction of inequalities	Partially
	103-2	The management approach and its components.					
	103-3	Evaluation of the management approach.					
	405-1	Diversity in governing bodies and employees.	Page 22.		Diversity and Inclusion		Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
406: Non discrimination						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 22 and 23.	Promotion of Human Rights Diversity and Inclusion	SDG 5: Gender equality SDG 8: Decent work and economic growth SDG 16: Peace, justice and strong institutions	Partially
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	406-1	Incidents of discrimination and corrective actions taken.	Pages 22 and 23.	Promotion of Human Rights Diversity and Inclusion		Partially
408: Child labor						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 27.	Supply chain development	DG 8: Decent work and economic growth SDG 16: Peace, justice and strong institutions	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	408-1	Operations and suppliers at significant risk for incidents of child labor.	In 2021, no such practices were identified among the assessed suppliers.	Supply chain development		Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
409: Forced or compulsory labor						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 27.	Supply chain development	SDG 8: Decent work and economic growth	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor.	In 2021, no such practices were identified among the assessed suppliers.	Supply chain development		Fully
411: Rights of indigenous people						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 23.			Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	411-1	Incidents of violations involving rights of indigenous peoples.	In 2021, there were no cases of this nature identified.			Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
413: Local communities						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Page 23.		SDG 2: Zero hunger SDG 10: Reduction of inequalities	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	413-1	Operations with local community engagement, impact assessments, and development programs.	Page 23.			Fully
	413-2	Operations with significant actual and potential negative impacts on local communities.	Page 23.			Fully
414: Suppliers social assessments						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Pages 26 to 28.		SDG 3: Good health and well-being	Fully
	103-2	Explanation of the material issue and its boundary.				
	103-3	Evaluation of the management approach.				

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
414: Suppliers social assessments						
	414-1	New suppliers that were screened using social criteria.	Pages 26 to 28			Fully
	414-2	Negative social impacts in the supply chain and actions taken.	Pages 26 to 28.			Fully
SASB	FB-AG-430a.1	Percentage of agricultural products obtained that are certified according to a third-party environmental and/or social standard, and percentages by standard.	Pages 26 to 28.	SASB		Fully
	FB-AG-430a.2	Percentage of agricultural products obtained that are certified according to a third-party environmental and/or social standard, and percentages by standard.	Pages 26 to 28.			Partially
	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract farming and commodity sourcing.	Page 27.			Fully

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
416: Customer health and safety						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Food safety and quality		SDG 2: Zero hunger	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				
	416-1	Assessment of the health and safety impacts of product and service categories.	All GRUMA products and services are regularly evaluated to identify opportunities for improvement.	Food safety and quality		Fully
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	In 2021, there were no significant cases of this nature identified.	Food safety and quality		Fully
417: Marketing and labeling						
GRI 103: Management Approach 2016	103-1	Explanation of the material issue and its boundary.	Food safety and quality		SDG 12: Responsible production and consumption	Fully
	103-2	The management approach and its components.				
	103-3	Evaluation of the management approach.				

GRI Standards		Page number or answer	Material Issue	Linkage to SASB and / or TCFD	Linkage to SDGs	GRI Status
Social Issues						
417: Marketing y etiquetado						
GRI 103: Enfoque de Gestión 2016	417-1	Requirements for product and service information and labeling.	GRUMA complies with all national and international regulations regarding this matter.	Food safety and quality		Fully
	417-2	Incidents of non-compliance concerning product and service information and labeling.	In 2021, there were no significant cases of this nature identified.	Food safety and quality		Fully
	417-3	Incidents of non-compliance concerning marketing communications.	In 2021, there were no significant cases of this nature identified.	Food safety and quality		Fully
418: Customer privacy						
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	In 2021, there were no significant cases of this nature identified.			Fully
419: Social-economic compliance						
	419-1	Non-compliance with laws and regulations in the social and economic area.	In 2021, there were no significant cases of this nature identified.			Fully

