



Our Contribution

to the SDGs 2025

SDGs Annual report 2025

SDGs	N°	Target	N°	Indicators	Initiative/Program	Year	Mexico	Central america	Consolidated
3	3-8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	3.8.1	Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions, including reproductive, maternal, neonatal, and child health, infectious diseases, non-communicable diseases, and the capacity and access to services, among the general population and the most disadvantaged groups).	Access to health services		Number of health memberships sold		
						2023	1 million		
						2024	+2.7 million		
						2025	+6.2 million		
							Percentage of associates with major medical insurance		
						2023	100% Full-Time associates	100% Full-Time associates	100% Full-Time associates
					Work-Life balance	2024	100% Full-Time associates	100% Full-Time associates	100% Full-Time associates
						2025	100% Full-Time associates	100% Full-Time associates	100% Full-Time associates
							Life balance		
							Number of free vaccines provided to associates		
						2023	10,639		
						2024	25,609		
						2025	62,023		
							Percentage of associates with access to Membresía Más*		
						2023	100%		
						2024	100%		
						2025	100%		
							Percentage of associates with access to PAI (Comprehensive Care Program)		
						2023		100%	100%
						2024		100%	100%
						2025		100%	100%
							Percentage of associates with social security		
						2023		100%	100%
						2024		100%	100%
						2025		100%	100%



Ensure healthy lives and promote well-being for all at all ages.



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5	5.5	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	5.5.1	Proportion of seats held by women in national parliaments and local governments.	Female talent		Women in leadership positions		
							Percentage of female associates		
						2023	56%	49%	55%
						2024	56%	49%	55%
						2025	56%	49%	55%
							Percentage of executive positions held by women		
						2023	42%	56%	43%
						2024	42%	43%	42%
						2025	43%	42%	43%
							Percentage of female promotions		
						2023	62%	44%	59%
						2024	58%	43%	55%
						2025	57%	45%	54%
							Number of women in Engineering and Information Technology positions		
						2023	95	49	144
						2024	359	45	404
						2025	108	43	151
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8	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities.	Our talent		Number of associates		
						2023	200,464	37,141	237,605
						2024	203,355	37,817	241,172
						2025	203,024	37,755	240,779
							Number of female associates		
						2023	112,216	18,056	130,272
						2024	112,451	18,392	131,843
						2025	113,467	18,526	131,993
							Number of male associates		
						2023	88,248	19,085	107,333
						2024	89,904	19,425	109,329
						2025	89,557	19,229	108,786
			8.5.2	Unemployment rate, by sex, age and persons with disabilities.			Number of associates by age		
							Associates =< 25 years of age		
						2023	44,758	8,002	52,760
						2024	49,247	7,960	57,207
						2025	45,219	7,287	52,506
							Associates 26 to 30 years of age		
						2023	32,652	8,502	41,154
						2024	32,373	8,544	40,917
						2025	32,749	8,319	41,068
							Associates 31 to 35 years of age		
						2023	28,318	7,782	36,100
						2024	28,330	7,811	36,100
						2025	29,324	7,836	37,160
							Associates 36 to 40 years of age		
						2023	23,131	5,387	28,518
						2024	23,298	5,627	28,925
						2025	23,918	5,816	29,734
							Associates =>41 years of age		
						2023	71,605	7,468	79,073
						2024	70,107	7,875	77,982
						2025	71,814	8,497	80,311
							Associates =>41 years of age		
						2023	6,765	1,774	8,539
						2024	7,581	1,839	9,420
						2025	7,185	1,933	9,118
							Number of jobs generated		
						2023	7,508	255	7,988
						2024	7,443	2,714	10,157
						2025	7,601	3,914	11,515
							Safety and hygiene		
							Goal: Zero Accidents		
							Safety and Hygiene Policy		
							Percentage decrease in associate accidents		
						2023	7.7%	23%	
						2024	14.4%	9%	
						2025	-6.7%	-16%	
							Percentage decrease in customer accidents		
						2023	12%	20.97%	
						2024	-9.5%	-8.0%	
						2025	-24.3%	8.0%	
							Number of associates trained in safety and hygiene		
						2025			2,088

8

DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



8.8

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

8.8.1

Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status.

Health and Safety

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SDGs	N°	Target	N°	Indicators	Initiative/Program	Year	Mexico	Central america	Consolidated
12	12.2	By 2030, achieve the sustainable management and efficient use of natural resources.	12.2.2	Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP.	Responsible sourcing Zero Waste		Total materials consumed (ton)		
						2023	97,395	290,340	
						2024	53,598	12,282.39	
						2025	149,935	107,92.2	
						Renewable materials consumed (ton)			
						2023	16,588	58,979	75,567
						2024	20,545	599	21,144.3
						2025	34,629	792	35,421
						Zero Waste			
						Percentage progress towards Zero Waste goal			
						2023	81.4%	63%	78.5%
						2024	83.2%	69.18%	80.3%
2025	82.9%	69.2%	82.9%						
Percentage of recycled waste									
2023	80.6%	94.9%	82.2%						
2024	56.2%	27.07%	50.2%						
2025	42.0%	43.0%	27.0%						
Percentage of composted waste									
2023	1.4%	2.7%	5.2%						
2024	2.6%	1.4%	5.0%						
2025	1.8%	1.1%	1.1%						
Intensity of waste generation diverted from landfills (kg/m²)									
2023	50.0	44.8	49.3						
2024	53.51	75.6	49.3						
2025	55.19	85.7	59.2						
GHG emissions intensity (ton/m²)									
2023	0.12	0.79	0.11						
2024	0.14	0.11	0.14						
2025	0.13	0.09	0.13						
Food waste									
Goal: Reduce food waste generation by 50% by 2025 (In line with our Zero Waste goal)									
Goal: Zero Waste to landfill by 2025									
Tons donated to food banks									
2023	25,425	4,578	30,004						
2024	49,549	6,576	56,125						
2025	47,625	6,657	54,282						
Tons of food diverted from landfills									
2023	52,313								
2024	67,915								
2025	66,462								
Zero Waste									
Percentage progress towards Zero Waste goal									
2023	81.4%	63%	78.5%						
2024	83.2%	69.18%	80.3%						
2025	82.9%	69.2%	82.9%						
Percentage of recycled waste									
2023	80.6%	94.9%	82.2%						
2024	56.2%	27.07%	50.2%						
2025	42.0%	43.0%	27.0%						
Tons of recycled waste									
2023	311,346.9	46,899.72	46,899.7						
2024	416,485.5	52,464.40	468,949.9						
2025	346,861.2	57,569.9	420,791.3						
Percentage of composted waste									
2023	1.4%	2.7%							
2024	2.6%	1.4%							
2025	1.8%	1.1%							
Results from post-consumption programs									
Tons of waste recycled from post-consumption programs									
2023	418	64							
2024	448	155							
2025	541	289							
Annual Report									
12.6		Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	12.6.1	Number of companies publishing sustainability reports.	Annual Report		Since 2003, we have prepared and published our Annual Report covering a wide range of social, environmental, and corporate governance topics. In 2011, we produced our first Integrated Annual Report, made in line with GRI (Global Reporting Initiative) Standards for Comprehensive Reporting. We also integrated frameworks such as the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD), which guide the key topics to be shared in our reports. Since 2016, our annual report has been verified by an external auditor.		

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.





Our Business

Business Priorities

Shared Value

Financial Value

 **Annexes**

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13	13.2	Integrate climate change measures into national policies, strategies and planning.	13.2.1	Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/ plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other.	Mitigate Climate Change		CentralAmerica Internal Legal Framework Sustainability Policy Climate Change Goal: Zero emissions by 2040 Goal: Reduce GHG emissions by 18% by 2025, compared to 2015 Goal: Source 100% renewable energy by 2035		
							Consolidated Internal Legal Framework Sustainability Policy Climate Change Goal: Zero emissions by 2040 Goal: Reduce or avoid GHG emissions equivalent to 1 gigaton in our global supply chains by 2030 Goal: Reduce or avoid GHG emissions equivalent to 1 gigaton in our global supply chains by 2030		
					Sustainable Sourcing		Number of active suppliers in the Gigaton Project		
						2023	903	323	994
						2024	1,002	482	1,484
						2025	929	349	1,039 (It is not the sum of MX and CAM)
							GHG emissions intensity (ton/m²)		
						2023	0.12	0.79	0.11
						2024	0.14	0.11	0.14
						2025	0.13	0.09	0.13
							Sustainable sourcing		
							Goal: Fresh and frozen fish and seafood, as well as canned tuna, will be sourced from certified sustainable sources or fishery improvement projects by 2025		
							Percentage progress in sustainable sourcing of fish and seafood		
						2023	76.8%	68.0%	
						2024	59.9%	77.7%	
						2025	78.4%	75.2%	
							Percentage progress in sustainable sourcing of palm oil and derivatives		
							Goal: Products from Our Brands will use sustainably certified palm oil and derivatives, paper, pulp, and wood sources by 2025.		
						2023	95.6%	100%	
						2024	66.7%	84.9%	
						2025	35.8%	61.1%	
							Percentage progress in sustainable sourcing of paper, pulp, and wood		
						2023	97.2%	100%	
						2024	93.2%	94.9%	
						2025	98.7%	99.6%	
							Investment in sustainable initiatives (Million pesos)		
						2023	3,870	100.5	3,970.5
						2024	4,073	36.1	4,109.8
						2025	3,864	207	4,252.8
							Investments in sustainable initiatives made in team, technology, and programs for: Renewable Energy (%)		
						2023	74.4%	74.7%	74.4%
						2024	66.5%	76.2%	67.2%
						2025	62%	12%	59.5%
							Energy Efficiency (%)		
						2023	15.3%	15.3%	7.0%
						2024	22.7%	22.7%	8.2%
						2025	12%	12%	11.8%
							Reducción Emisiones GEI (%)		
						2023		0.7%	0.02%
						2024		0.2%	0.002%
						2025		0.0%	0.0%
							Sustainable Transport		
						2023	0.9%		0.9%
						2024	1.1%		1.1%
						2025	1.0%		1.0%
							Water Consumption - Water Management (%)		
						2023	17.6%	9.3%	17.4%
						2024	24.0%	0.1%	24.0%
						2025	25%	70%	27.4%
							Zero Waste and Circular Economy (%)		
						2023	0.3%		0.2%
						2024	0.4%		0.4%
						2025	0.0%	5.0%	0.3%
							Tons of recycled waste		
						2023	311,346.9	46,899.72	46,899.72
						2024	416,485.5	52,464.40	468,949.90
						2025	346,861.22	57,569.96	420,791.32
							Results from post-consumption programs		
							Tons of waste recycled from post-consumption programs		
						2023	418	64	482
						2024	448	155	603
						2025	541	289	830