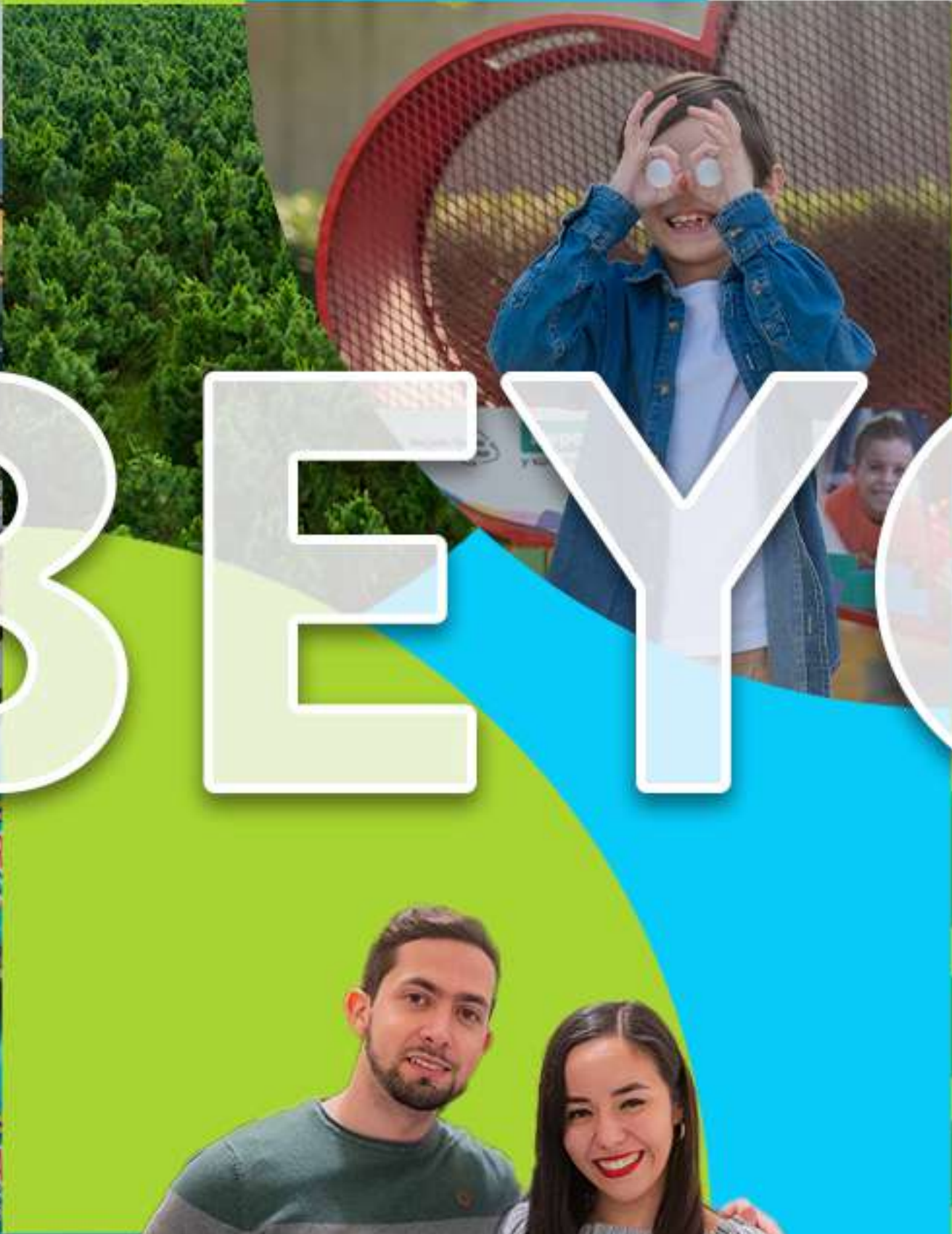




GO BEYOND



CLORALEN RNALEN

ensueño



Xtra-Pine

Content



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Innovation, commitment and vision

GRI: 2-2

At Grupo AIEEn we are transforming the way we care for our planet and people. With the help of innovation and quality, we reaffirm our commitment to build a cleaner and more sustainable world for you.

In 2023, we moved forward with our Go Beyond Sustainability Strategy generating less waste, favoring soil and agricultural allies, improving water management and reducing greenhouse gas emissions. Since our purpose is based on those who choose our brands every day, we continue with transparency in our products and promoting a sustainable lifestyle in our consumers and communities. We contribute to the well-being and safety of those who make up the AIEEn family, driving the passion and talent of each of our employees to make our company the best place to work.

At Grupo AIEEn we provide innovative cleaning and hygiene solutions, generating a positive impact with our products in 97% of Mexican homes, as well as in thousands of homes in the United States, Central America and the Caribbean, where we also have a commercial presence. Our brands such as Cloralex®, Ensueño® and Pinol® stand out in the top 10 of the most chosen brands in Mexico for Home Care in 2023, according to Kantar Brand Footprint.

With the vision of reaching more homes and placing the needs of new consumers at the center, this year we welcomed Lemi Shine, our new U.S. brand that offers safe, effective and affordable household cleaning products, to our family. Formulated with a citric acid base, it provides a deeper cleaning free of bleach and ammonia.

In 2023, we continued to increase the number of products with biodegradable ingredients and recyclable packaging; we implemented measures to reduce energy and water consumption in our operations; and we promoted responsible consumption. We also extended our sustainability vision and generated shared value by supporting various organizations with programs such as Agua en mi Escuela (Water in my School) and environmental education activities. These efforts bring us significantly closer to our 2030 goals and exemplify our efforts as an organization toward sustainability.

Our Reciclar para Ganar® (Recycle to Win) program is an example of our commitment to recycling and our communities, an initiative we pioneered in Mexico. With more than 17,000 users and 2,300 schools that have contributed to our annual recycling of around 50,000 tons of PET, PP and HDPE, we will increase our collection of recyclable material by 13% in 2023 compared to 2022.

Thanks to our Uumbal business, we have a state-of-the-art palm oil production infrastructure that positions our plant as the largest and most modern in Mexico. We have implemented sprinkler and sub-irrigation irrigation systems that cover 58% of the 7,600 hectares in production and facilitate a greater product due to the efficient use of water. We operate a unique liquid and solid biofertilizer plant where we ensure sustainable management and apply organic fertilizers.

We always seek to be close to our communities, even in the most difficult moments. Because of that, after the impact of Hurricane Otis in Guerrero, we showed our solidarity with

the affected families and, together with the AIEn volunteers, we activated the collection of food in Mexico City and supported the Mexican Red Cross, with whom we made an alliance to donate more than 58,000 Cloralex and Pinol products. At the same time, AIEn Foundation, in alliance with Isla Urbana, delivered +200 rainwater harvesting kits to families in Guerrero in order to provide clean water to 20 communities in Cacahuatepec, Acapulco. This support represents a sustainable solution to their water stress situation.

Today, we want to thank every family that trusts us to help take care of the cleanliness and well-being of their home; our valued customers and suppliers; and every member of the AIEn family who puts their heart into what they do every day. Thanks to their dedication, we are able to offer products of the highest quality and efficiency. We will continue to work with passion to transform homes and communities.

At AIEn, innovation and commitment to a sustainable future are part of our essence - thank you for being part of our path to a better future!

*Co-Presidency and Co-General Management
AIEn Group*



Highlights of 2023



We are present in **97 %** of Mexican homes



+10 years using bottles made from 100% recycled PET material



-11 % of natural gas consumption in vertically integrated plants



-9 % of GEI emissions in vertically integrated plants



-22.5 % in water discharges per ton produced at group level (vs. 2021)



We installed a **Rainwater Harvesting System** at Villahermosa Plant.



We participate in the protection of **~300** species of flora and fauna in conservation areas with Uumbal®



Through **Uumbal®** we produce palm oil certified by Roundtable on Sustainable Palm Oil **-RSPO.**



+30 years recycling plastic to produce our bottles

+5 million

people benefited through social impact initiatives in the last 5 years



Cloralex®, Pinol® y Ensueño® stand out in the **top 10** of the most chosen brands in Mexico for Home Care (Kantar Brand Footprint 2023).



Pinol® **"I clean it"** campaign is recognized at the Effie Awards for its communication target at shopkeepers



200 training activities for employees



100 % of our formulas in the categories of cleaners, softeners and dishwashers are **biodegradable.**



100 % of our production plants have water treatment plants.

+17,000 collection partners participating in our **Reciclar para Ganar®** program.



Cloralex® green becomes unique in Mexico! The iconic color is a distinctive element registered with the Mexican Institute of Industrial Property (IMPI)



Agua en mi Escuela



31 schools benefited **+4,030 m³** of water collected annually **+6,500** beneficiaries

We are
AIEn



Grupo AlEn

Innovative development, product excellence and environmental commitment

At Grupo AlEn we have a history of evolution and closeness with our consumers, customers, employees and suppliers. We were founded 75 years ago thanks to the entrepreneurial spirit of brothers Alfonso and Enrique García Leal to dedicate ourselves to the manufacture and commercialization of a wide range of home cleaning and disinfection products, including bleaches, cleaners, softeners, dishwashing and specialized products.

We use high quality raw materials under sustainability and social responsibility standards. We have seven production plants certified as a clean industry by PROFEPA and we are committed to recycling plastic bottles, a field in which we are pioneers. We recycle around 50,000 tons of polypropylene (PP), polyethylene terephthalate (PET) and high-density polyethylene (HDPE) per year.



We are recognized for leading brands such as Cloralex®, Pinol®, Ensueño®, Flash® and Eficaz®, which are present in 97% of Mexican homes and have crossed borders to reach markets in the United States, Central America and the Caribbean. We have diversified our operations into the agroforestry industry, contributing to the progress of the Mexican countryside and the development of communities.

The talent of our people is the heart of the company. The AlEn family has 5,970 employees who generate value from our plants and administrative offices.

Purpose

We build a cleaner and more sustainable world for you.



Value proposition

We generate innovative hygiene and wellness solutions by understanding what drives our consumers and customers, encouraging our talent to build high-value brands together.



At Grupo AlEn we have been committed to **innovation, quality and environmental care since our foundation in 1949.**



Household cleaning and disinfection categories

ensueño

Laundry care:

fabric softeners, bleaches, laundry soaps, stain removers.



PNALEN



Xtra-Pine

Household cleaning:

high efficiency cleaners, aromatic cleaners, degreasers.



CLORALEN

Disinfection:

pet area cleaners, disinfectant spray, sanitary tablets, bathroom descalers, antibacterial hand gel.



Kitchen cleaning:

dishwashing, food disinfection, appliance cleaners.



Industrial and commercial presence




At AIEn, our cycle continues over and over to remain close to those who choose our brands. To achieve this, we have made vertical integration a pillar. The value chain is strategically integrated from Mexico to the United States, where we have production infrastructure and distribution centers. Our commercial presence extends through points of sale in Central America and the Caribbean, positioning us in the regional market.

Our products reach more than **1 million** points of sale in Mexico, the United States, Central America and the Caribbean.

MEXICO

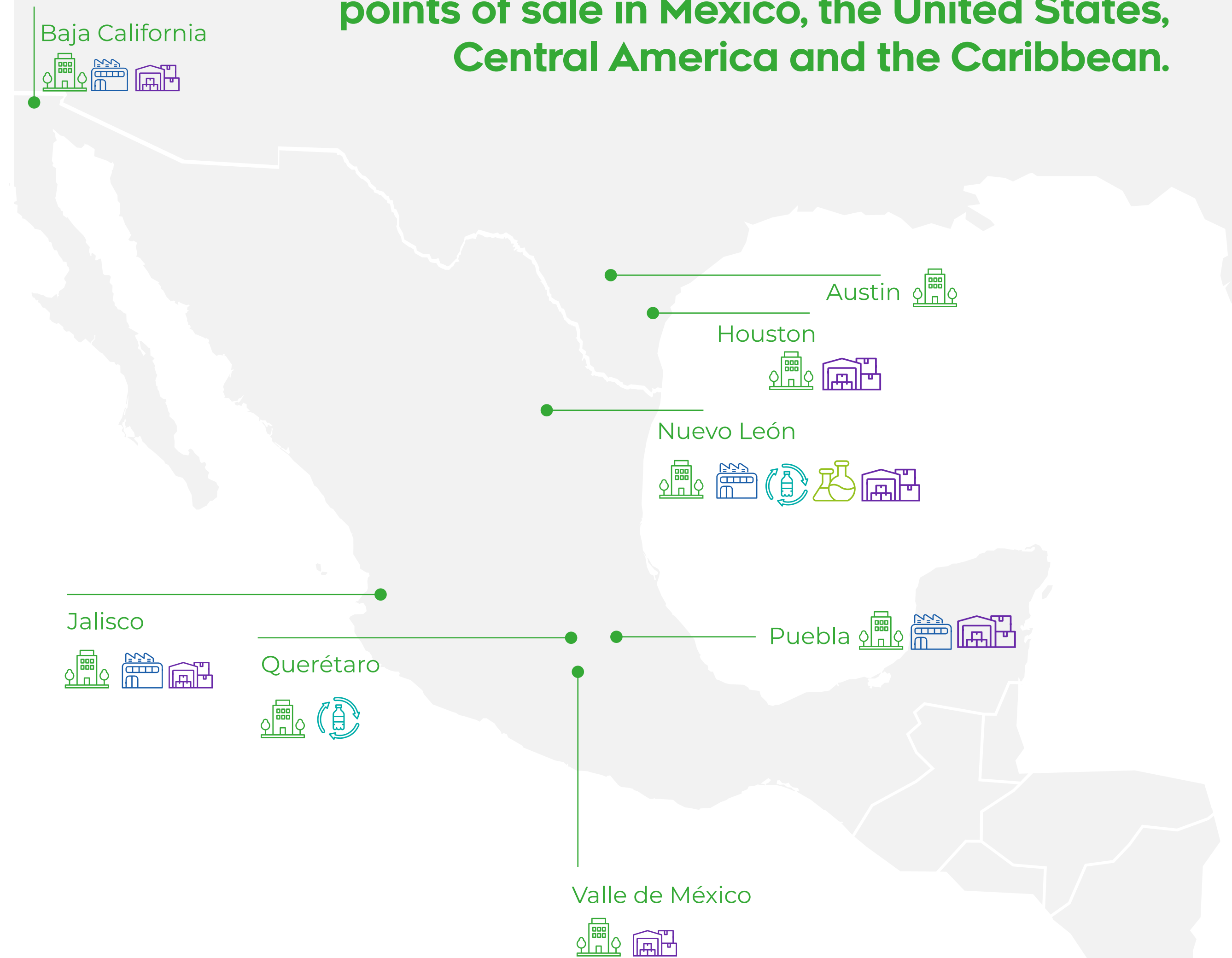
-  Corporate and administrative offices
-  5 cleaning products manufacturing plants
-  2 recycling plants
-  2 raw material and chemical plants
-  6 distribution centers
-  +1,000,000 points of sale

UNITED STATES

-  Administrative and commercial offices
-  1 distribution center
-  +290,000 points of sale

CENTRAL AMERICA AND THE CARIBBEAN

-  +130,000 points of sale



Sourcing practices

At Grupo AEn, we believe in the power of teamwork and in building strong relationships to drive both corporate and social growth. As an industry leader, we are committed to fostering increasingly sustainable sourcing practices.

Our philosophy is based on sharing our work approach and extending the same principles throughout the value chain. Therefore, we invite all suppliers to comply with Grupo AEn Code of Ethics and Conduct. We integrate sustainability criteria to jointly build commitments that will benefit future generations.

Types of suppliers



Inputs for product manufacturing



Operational and corporate products and services



Other logistics and production inputs

Origin of suppliers essential to the operation



Mexican suppliers: 32



International suppliers: 7



75 years with you

1949 Brothers Alfonso and Enrique García Leal founded **Grupo AIE** in Monterrey, Mexico



1953 **Pinol** Pinol ® Launch

The emblematic logo AIE **Little House** is born.



Launch of **Cloralex**®, the **1st concentrated bleach** in Mexico



1968 AIE is a sponsor of the **Olympic Games**.



1970 **Inauguration** of Santa Catarina, N.L. Plant



1978 Production of **pine oil**, raw material for Pinol®, begins

"Pinol Pinol, aromatiza, limpia y desinfecta..."

The famous **Pinol jingle** is born, conceptualized by two employees

1975 Vertical integration strategy starts with first hypochlorite plant

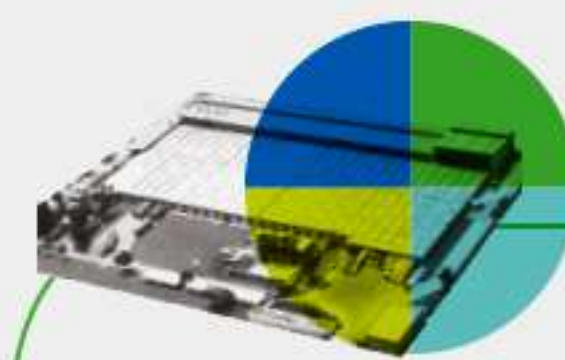
Production of **plastic caps** begins



1982 Expansion to the **United States of America**



1985 Puebla Plant **begins operations**



1989 Guadalajara Plant **begins operations**



1990 Product range expands with **Ensueño**®, **Eficaz**® and **Flash**®

1995 PET plastic recycling begins at **Monterrey plant**



1997 AIE products arrive in **Central America and the Caribbean**



2000 **Villahermosa Plant** begins operations

2004 With the AIE Recicla Program we produced for the first time **100% recycled plastic bottles**



2006 **Mexicali Plant** starts operations



2023 **Lemi Shine** joins the product family



2022 Launch of the 2030 "Go Beyond" **Sustainability Strategy**.



2020 New **disinfection** portfolio is born



2018 **Palm Benefit Plant** begins operations in Uumbal®



2017 **FUNDACIÓN AIE** AIE Foundation is born



2012 The second **recycling** plant is built in Querétaro

2011 **UUMBAL**® Agroforestral begins operations for the production of sustainable raw materials



2010 Our emblem **logo** is **modernized** with our current identity



Grupo AIEn

from within



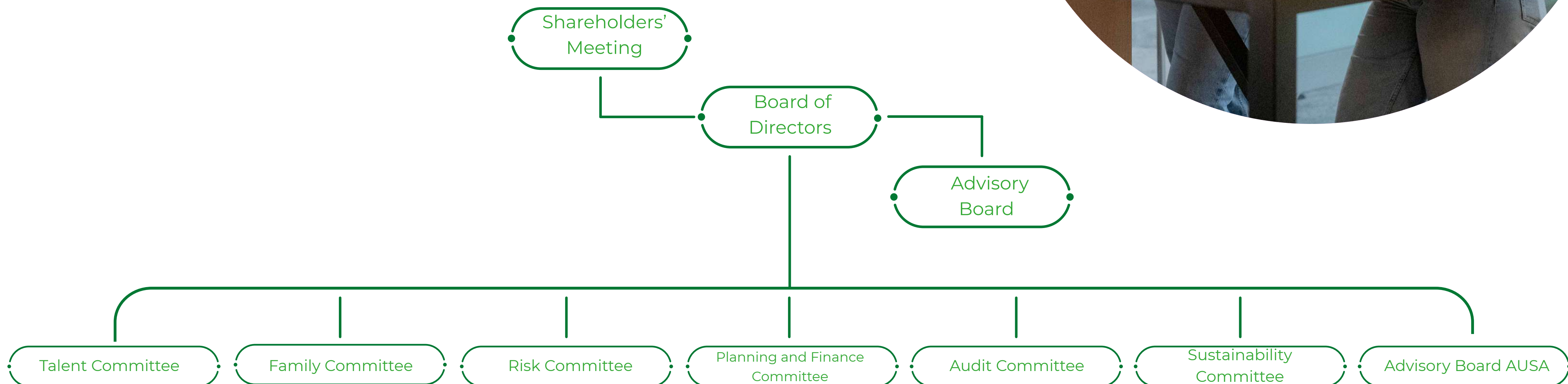
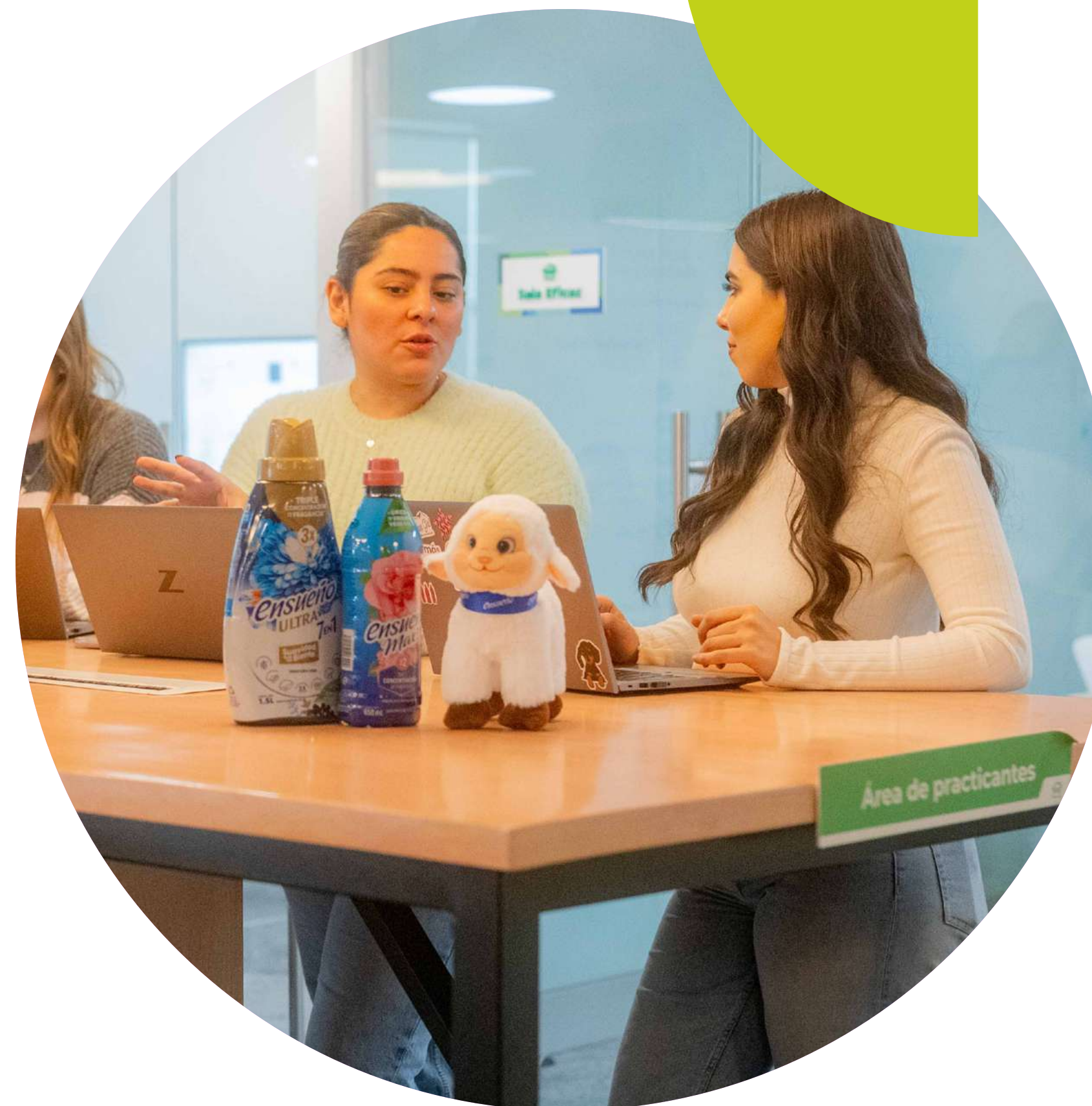
Leadership that drives

GRI: 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 2-18

The day-to-day operations of Grupo AIE are led by the Co-Presidency and Co-General Management, which in turn leads the Advisory Board, the backbone of our corporate governance structure.

The Advisory and Management Boards, in conjunction with specialized internal committees, oversee the application of the precautionary approach and due diligence in the company's activities. The committees are responsible for identifying and managing the economic, environmental and social impacts of the organization. Board oversees business strategy, talent management, internal audits, performance evaluation and compensation allocation.

To avoid conflicts of interest and promote multidisciplinary management, the Advisory Board consists of two executive members, four shareholders and five independent members. All of them come from different generations and business backgrounds.



Sustainability Committee

GRI: 2-13, 2-18, 2-25

The Executive Sustainability Committee is responsible for managing AEn Group’s impacts on the economy, the environment and people. Every three months it reviews the progress of the Go Beyond Sustainability Strategy and is directly supervised by the Advisory Board for strategic decision making.

<h4>Executive Committee</h4> <ul style="list-style-type: none">  Global  Follows up on global objectives and goals  Co-presidents and vice presidents participate 	<h4>Technical Committees</h4> <p>Mexico and the United States</p> <ul style="list-style-type: none">  Develop, implement and monitor the strategy at the local level  Corporate, operational and research and development areas participate
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Ethical behavior and legal compliance

GRI: 2-26

Code of Ethics

At Grupo ALEN we establish principles and values that create the foundation of our relationships with our different stakeholders. The Code of Ethics guides our employees in their daily interactions and relationships, in order to preserve integrity and work culture.

Our Code of Ethics guides us to be more precise and inclusive in our principles, to promote respect for people's dignity and diversity.

Here you can read the **Code of Ethics**

Transparency mailbox

The transparency mailbox is a secure and confidential channel managed by an independent entity that facilitates stakeholders to submit suggestions and complaints anonymously. Its purpose is to gather information and evidence on each case so that the Internal Audit and Human Resources areas, under the supervision of the Audit and Ethics Committees, can take the necessary measures to preserve wellbeing of the organization.

Means of **contact** for reporting potential misconduct



By telephone:
800-062-3171



E-mail:
alen@ethic-line.com



Web site:
<https://www.ethic-line.com/ALEN/>

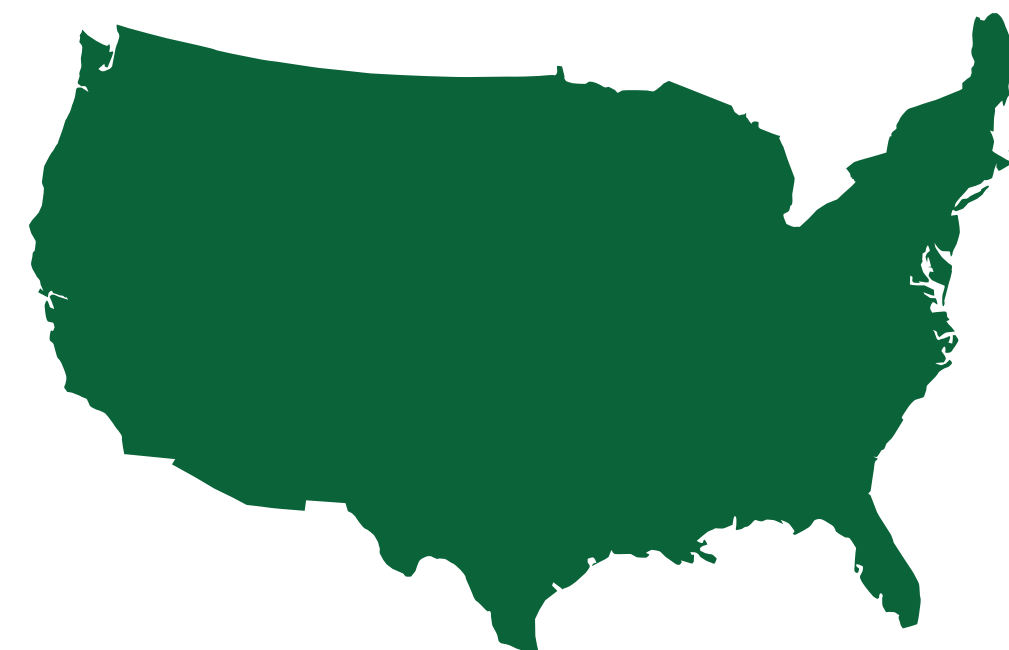
Compliance with legislation, regulations, and voluntary codes

GRI: 2-27



Mexico

- Mexican General Health Law
- Quality Infrastructure Act
- Federal Consumer Protection Law
- Regulations of the Mexican General Health Law on Advertising
- Regulation of Sanitary Control of Products and Services
- Mexican Official Standard General System of Units of Measurement (NOM-008-SE-2021)
- Mexican Official Standard on labeling and packaging for household cleaning products (NOM-189-SSA1/SCFI-2018).
- Mexican Official Standard for Commercial Information-Declaration of Quantity on the Label-Specifications (NOM-030-SCFI-2006)
- Mexican Official Standard for pre-packaged products-net content-tolerances and verification methods (NOM-002-SCFI-2011)
- Mexican Standard of Good Manufacturing Practices for establishments engaged in the manufacture of household cleaning products (NMX-Q-016-NYCE-2021).
- Responsible Production and Consumption Program of the Ministry of the Environment and Natural Resources (SEMARNAT)
- Environmental Considerations (environmental labeling type II) (NMX-SSA-14021-IMNC-2004)



UNITED STATES

- Toxic Substances Control Act (TSCA) Inventory
- State of California Cleaning Products Transparency Act (SB258)
- Control of substances listed in California State Proposition 65
- New York State Regulation of 1,4-dioxane content
- State of California Consumer Products Regulation regarding VOC content.
- Toxicological and safety evaluation of our products following the guidelines of the Consumer Product Safety Commission (CPSC).
- Federal Trade Commission (FTC) Green Guides for Environmental Pledges



CENTRAL AMERICA AND THE CARIBBEAN

- Central American Technical Regulations for Sanitary Registration, Labeling and Preparation of Material Safety Data Sheets.

Go beyond



GRI: 2-23, 2-24, 2-28, 2-29

SDG: 16, 17

Materiality and stakeholders

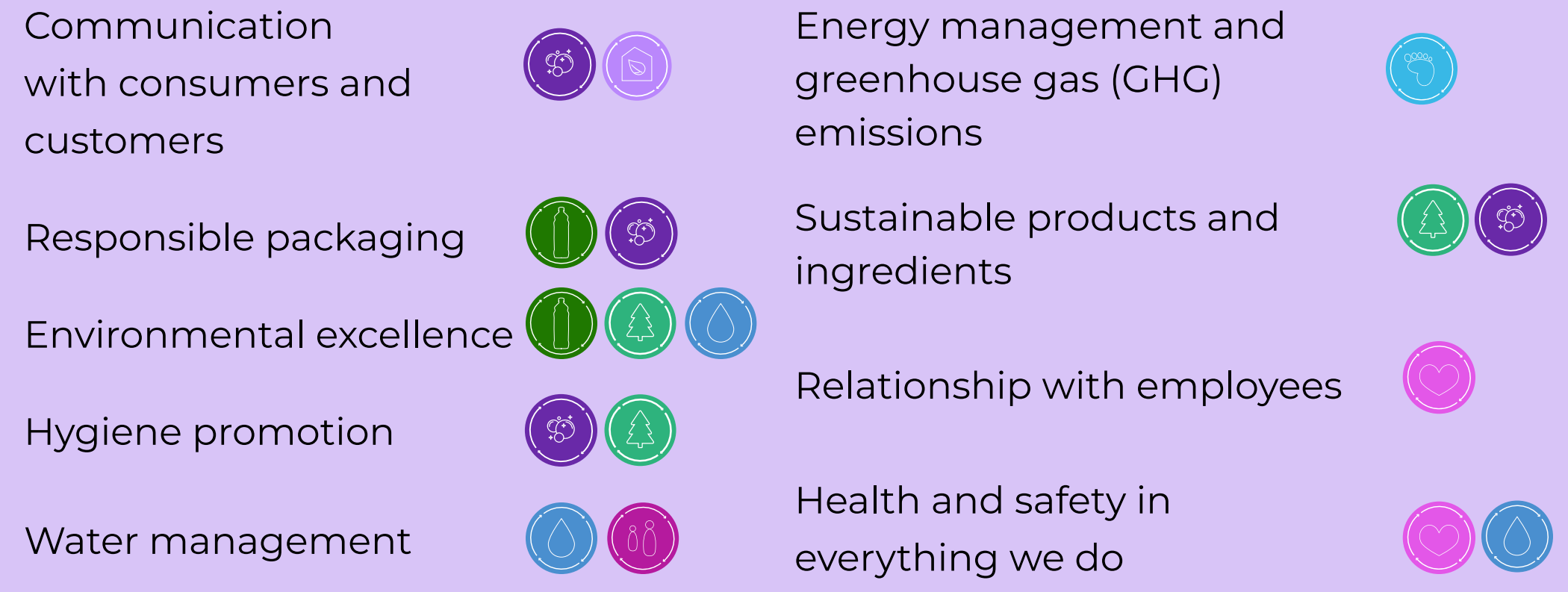
GRI: 3-1, 3-2

The material topics updated in 2021, prior to the development of the Go Beyond strategy, are becoming increasingly relevant in our daily performance and interaction with stakeholders.

Definition of materiality



Material issues



Stakeholders



Sustainability strategy

GRI: 2-23, 2-24

As a pioneer in sustainability, we have made our commitment to the environment and the future part of our business strategy.

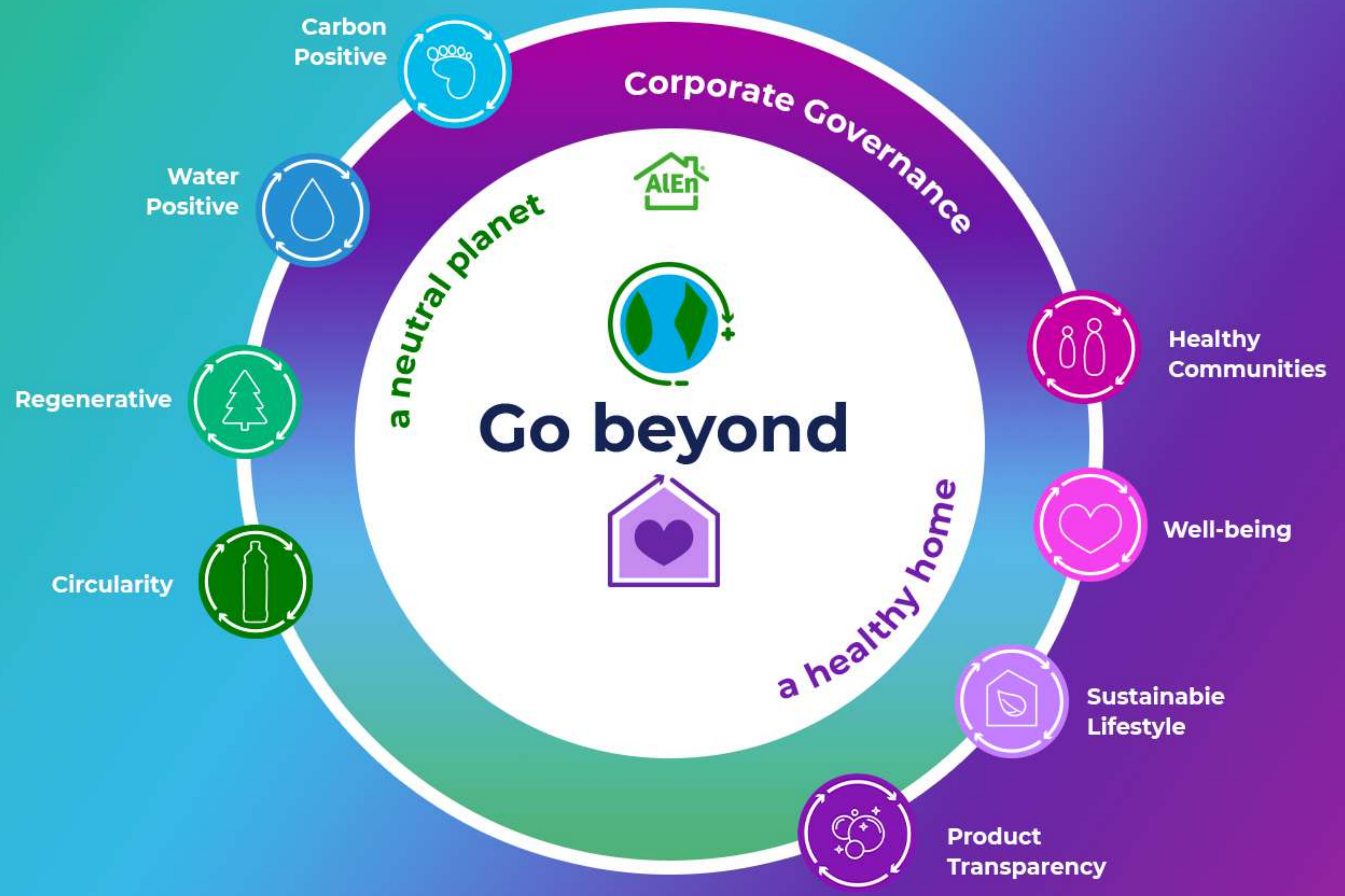
Two years ago, we published our Go Beyond Sustainability Strategy as a way to strengthen and improve our initiatives for the benefit of people and the environment. We have dedicated ourselves to defining objectives, training our work teams, and advancing towards our goals with ambition and demand. We have publicly assumed our commitments as a company and fine-tuned the measurement of our performance with respect to sustainability goals.

During 2023, we reinforced the construction of a culture of sustainability that allows those who are part of the AEn family to go beyond personally and professionally.

We have integrated into our processes the development of products with biodegradable ingredients and recyclable packaging; the implementation of energy and water saving programs in our operations; the promotion of responsible consumption practices among customers and our employees; the support of environmental organizations and environmental education programs.


We are characterized by our values and spirit of entrepreneurship, innovation and teamwork to build a cleaner and more sustainable world for you.







Neutral Planet

	Target	Goals to 2030	Indicator	Advance to 2023
 <p>Circularity</p>	Eliminate virgin plastic in packaging and offer recyclable or reusable packaging for all our products.	Continue to recycle more plastic than we use (%)	> 100 %	91 %
		Use recycled plastic to make our packaging and caps (%)	100 % PETr 100 % PEADr 100 % PPr	PETr 100 % 68% PEADr 36 % PPr
		Recyclability of our packaging portfolio, according to APR standards (%)	100 %	10 %
		Zero waste production plants and distribution centers (%)	100 %	16 %
 <p>Regenerative</p>	Promote regenerative practices in our value chain to revitalize soils and improve farmers' quality of life.	Sourcing agricultural raw materials from plantations with sustainable regenerative practices (%)	100 %	10 %
		Train all UUMBAL® employees in regenerative practices (%)	100 %	96 %
		Implement regenerative practices in UUMBAL® plantations (%)	100 %	100 %
 <p>Water Positive</p>	Be water positive in all operations and minimize water use in our products.	Replenishing communities with more water than we use in our operational processes (%)	> 100 %	13,098 m ³ of replenished water in 2023
		Recycle or reuse the water we use in our operational processes (%)	≥90 %	We invested in technology to increase water recycling in our processes
		Reduce water consumption in our portfolio of cleaners, detergents and fabric softeners vs. 2021 (%)	10 %	We are moving forward in the development of concentrated formulas
 <p>Carbon Positive</p>	To become a carbon positive company and eliminate the carbon footprint of our products throughout their production cycle.	Capture more carbon than we emit (%)	> 100 %: 2050	We reduced GHG emissions by 9% in vertically integrated plants. We made progress in developing the plan and identifying key actions to reach the goal
		Reduce Scope 1 emissions vs. 2021 (%)	50 %: 2030	
		Reduce Scope 2 emissions vs. 2021 (%)	50 %: 2030	
		Reduce Scope 3 emissions vs. 2021 (%)	50 %: 2040	

Healthy home

	Target	Goals to 2030	Indicator	Advance to 2023
<p>Product Transparency</p>	Continue providing formulas that help create safe and healthy spaces for people and the environment and provide complete transparency to consumers.	Develop the next generation of AIEn Standards of Technical and Scientific Excellence (%)	100 %	28 %
<p>Sustainable Lifestyle</p>	Encourage consumer changes in habits that benefit the planet and contribute to improve their quality of life.	Fostering sustainable lifestyles (millions of people)	20	7,000 people and more than 2,300 schools have adopted the habit of recycling through our Reciclar para Ganar® program
		Encourage water saving and plastic recycling (millions of people)	2	
<p>Well-being</p>	Promote inclusion, safety, and well-being of our employees and suppliers.	Modernized workspaces with wellbeing standards (%)	100 %	1,873.33 m ³
		Staff vacancies filled with internal talent (%)	50 %	40 % in 2023
		Strengthen company policies and processes with inclusive standards (%)	100 %	6 %
		Suppliers assessed against ethical, labor, safety, and rights standards	100 %	Development of internal methodologies for supplier evaluation
<p>Healthy Communities</p>	Invest so that the communities we serve become healthier, more prosperous and more resilient.	Invest in the development of Healthy Communities (millions of people positively impacted)	10	4.6 <small>2021-2023</small>

External initiatives and partnerships

GRI: 2-28

At Grupo AIEEn we are convinced that in order to generate a positive impact it is necessary to work as a team, which motivates us to continuously participate in representation activities before the public sector and business and international organizations. We promote actions for continuous improvement and reduction of potential risks for our industry in labor, circular economy, water, plastics and waste.

Focus: Sustainability

Institution	Grupo AIEEn Participation
Environmental Protection Institute in Nuevo León (IPA)	Active Member
Forestry Business Council (CONAF)	Active Member
ECOCE (Ecology and Corporate Commitment)	Active Member
SumaRSE Nuevo León Network	Presidency 2021-2023
Metropolitan Environmental Fund in Monterrey	Active Member
The Sustainability Consortium (TSC)	Active Member
ANDAMOS Corporate Foundations Committee	Active Member
Querétaro Plastics Cluster	Active Member

Focus: Responsible advertising

Institution	Grupo AIEEn Participation
Communication Council	Active member
National Advertising Division (NAD)	Active member
In Favor of the Best	Active member

Focus: Industrial

Institution	Grupo AIEEn Participation
National Association of the Chemical Industry A.C. (ANIQ)	Active Member
Chamber of the Transformation Industry of Nuevo León (CAINTRA)	Active Member Presidency of the Social Responsibility Commission (2022-2023)
National Chamber of the Transformation Industry (CANACINTRA)	Active Member
Industriales Regiomontanos de Poniente, A.C. (IRPAC)	Active Member Vice-Presidency
Association of Plastic Recyclers (APR)	Active Member
The Consumer Goods Forum (CGF)	Active Member



Focus: Cleaning products

Institution	Grupo AIE n Participation
Household and Commercial Products Association (HACPA)	Active Member
National Chamber of the Oils, Fats, Soaps and Detergents Industry (CANAJAD)	Presidency 2024. Member of the Board of Directors since 2017. Chairman of the Commission for Legislative Liaison.

Focus: Business

Institution	Grupo AIE n Participation
American Chamber of Commerce of Mexico	Active Member
Asociación de Industriales del Salto	Active Member
National Association of Wholesale Grocers (ANAM)	Active Member
Mexican Employers' Confederation (COPARMEX)	Active Member
Institutions Civic Council of Nuevo León	Active Member
Mexican Business Council for Foreign Trade, Investment and Technology, A.C. (COMCE)	Active Member
Mexican Consumer Products Industry Council, A.C. (CONMÉXICO)	Presidency 2021-2025. Participant in working groups
ERAC Human Capital	Active Member
GSI Mexico (business standards regulator)	Active Member
Unión de Industriales de Puebla	Active Member





Going beyond a

Neutral Planet

Now more than ever, we know that remaining neutral is not enough. At Grupo AEn we want to go beyond!

GRI: 3-3, 301-1, 301-2, 301-3, 303-1, 303-2, 304-2, 304-3, 305-1, 305-2, 306-1, 306-2



Circularity

GRI: 306-1, 306-2, 306-3, 306-4, 306-5

SDG: 3, 6, 8, 11, 12



Commitment: eliminate virgin plastic in packaging and offer recyclable or reusable options for all our products.

Material issues: responsible packaging and environmental excellence.

At Grupo AEn we understand the importance of incorporating circularity throughout the value chain, which is why we have been practicing this concept into practice for 35 years. The design of each bottle and packaging that reaches the homes of our consumers is in the hands of a multidisciplinary team dedicated to the fulfillment of our goals, which works with an innovative approach to generate new ideas that promote circularity in all our processes. In addition, in 2023 we will reinforce our leadership in bottle recycling by reaching more homes, schools and institutions with our collection programs.

We go beyond recycling! We seek to be a circular business that gives new life to materials.





Promoting the circular economy



We are pioneers in the innovation of practices for the optimal use of plastic so that our packaging is recycled and recyclable. All our PET bottles are 100% recycled material.

Starting in 2020, we adopted the guidelines of the Golden Design Rules of the Consumer Goods Forum (CGF), a set of principles to optimize the design, production and management of packaging, as well as to strengthen the vision of a circular economy in the consumer industry. Our Packaging team includes in its processes the following of international standards such as the APR Design Guide for the recyclability of plastic.

Containers and packaging

In line with the CGF design guidelines, we implemented the dotted pre-cut line on approximately 70% of our shrink-sleeve packaging, so that the consumer can remove the label and thus facilitate the bottle recycling process.

This effort, in addition to generating a positive impact on operations, encourages consumers to recycle through key messages on labels.

We stand out among the companies that implement the **Golden Design Rules** and collaborate to promote them on a global scale.



Recycled material to make our own caps and containers



PET: 100%



HDPE: between 70% - 100%



PP: 35%

We conduct continuous quality tests to increase the use of **recycled material** in our containers and caps.

Recycling to win

We continue to transform communities through recycling thanks to the different collection modalities we have in homes, schools, companies and public spaces in five Mexican states. In 2023 we expanded our collection network with 33 new routes, which helped us to obtain a 13% increase in the collection of recyclable material compared to 2022.

Thanks to this teamwork, we received directly from the community more than 29,000 tons of Polyethylene Terephthalate (PET), High-Density Polyethylene (HDPE) and Polypropylene (PP) plastic bottles and caps.



+17,000
users in our program



+100
collection routes
nationwide



+2,300
schools enrolled



+85
collection machines in
Monterrey and Saltillo



+500
AIEn Hearts for the
delivery of bottle caps in
favor of 14 associations

**RECICLAR
PARA GANAR®**



We incorporated a new collection format: the Tiendita de Reciclaje in Guadalupe, Nuevo León.

We expanded our reach to continue promoting the culture of recycling and the circular economy, offering people the option of exchanging their plastic bottles for products from our family in a permanent space and at the time that best suits their routine.

Thanks to the commitment of thousands of people, we collected more than 29,000 tons of plastic: 13% more than the previous year.



Recycle, Win and Transform

Our AIEn Hearts also saw significant growth, as they were adapted to reach new locations to collect more polypropylene (PP) caps. In order to promote a “zero waste” culture in our plants and offices, in 2023 we designed and manufactured compact versions of the AIEn Hearts. These new containers hold 1.5 kg of caps and were made from acrylic material used during the pandemic to separate spaces, as well as scrap from the production of the larger hearts.

In order to expand the reach of the program and continue to encourage our community’s participation in recycling, at the end of the year we strengthened our commercial alliance with OXXO by installing AIEn Hearts in 20 stores in the Monterrey Metropolitan Area in favor of Alianza Anticáncer Infantil.

We continue to work to expand our collection reach and provide our members with an experience that motivates them to continue to participate in recycling and sustainability.

**Through 14 associations we benefit
more than 900 boys and girls.**

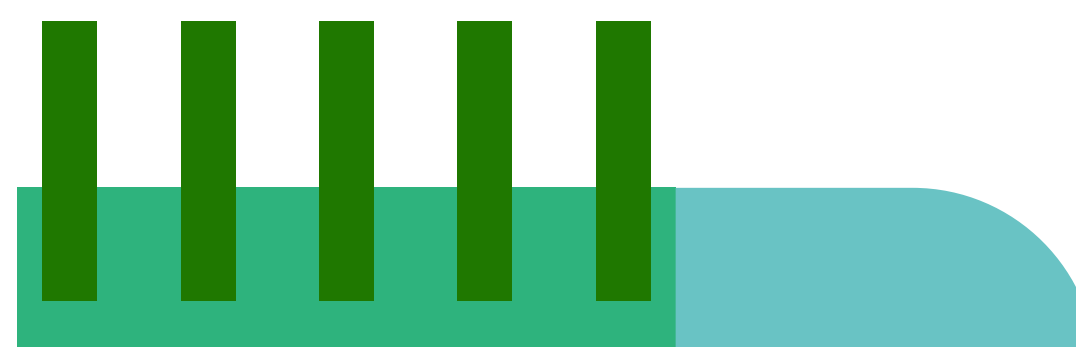
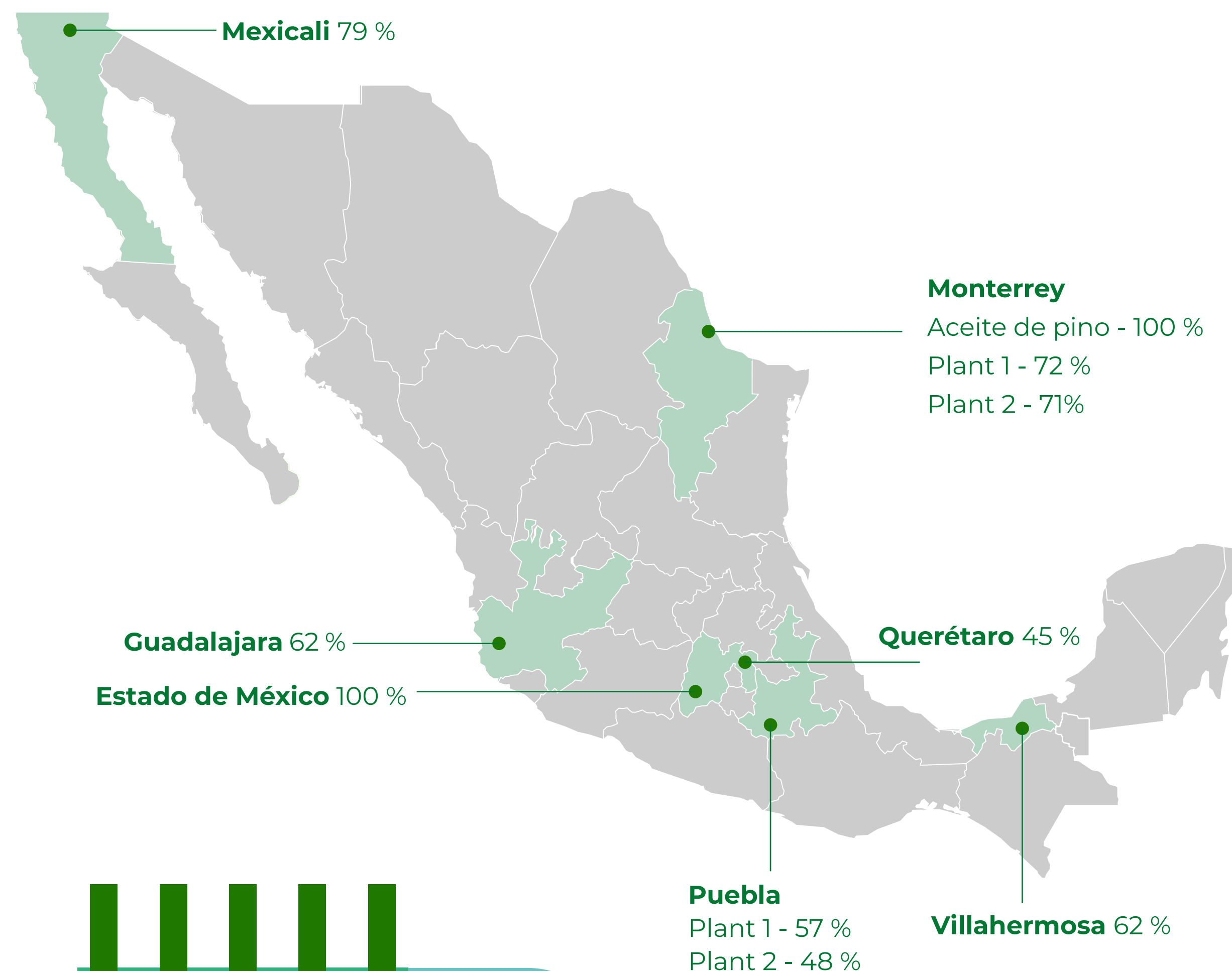


We continue on the road to zero waste



Committed to sustainability, we minimize the environmental impact of our operations. Through improved practices, partnerships and campaigns, we have made progress in reducing resource consumption and waste generation.

In 2023, we recorded a 16% progress against the 2030 target of “zero waste”. This figure reflects production operations at five plants and one distribution center. We intend to replicate the example of the CEDIS in Mexico City so that our other facilities will also be “zero waste”. We continue to promote best practices to achieve this status throughout our production operations. Similarly, regarding to the amount of waste, the manufacturing plants managed to reuse 56% of total waste and 51% of total waste in the vertically integrated plants. This means that more than half of our waste now has a new life and does not reach landfills.



Regenerative

GRI: 3-3, 304-2, 304-3

SDG: 6, 14, 15



Commitment: To promote regenerative agricultural practices throughout our value chain that allow the revitalization of soils and a better quality of life for farmers.

Material issues: sustainable products and ingredients.

AIEn Group's regenerative practices are based on the sustainable management of agricultural raw materials, land and other natural resources. To achieve this goal, it is essential to have a thorough understanding of the practices implemented by our suppliers to ensure the quality and traceability of raw materials.

More than taking care of the soil, we want to regenerate it and use sustainably sourced raw materials.



Value chain with the same vision

We are committed to sustainability throughout our value chain. We carefully select our suppliers and make sure that we share the same vision and adhere to environmental and social best practices.

In 2023, we did extensive work to learn about best practices in the pine oil and palm oil market, including the regulations and certifications that support them. This analysis allowed us to optimize strategies to achieve our goals of regenerative agriculture and responsible sourcing, ensuring a sustainable process for obtaining these raw materials. We also initiated a detailed exploration of our supply chain to establish with suppliers the best practices in pine oil forest management.

Through strategic alliances with responsible suppliers and ethical business practices, we contribute to a more **sustainable** and fair future for all people.



Urban Forest Award 2023 - Titan-BioPappel

For promoting recycling and sustainable packaging, using 100% recycled and recyclable corrugated.

CHEP Pallet Sustainability Certificate

For logistics optimization in sustainable pallet reuse program and pooling services

Thanks to this collaboration, we have saved 48,310,960 dm³ of wood, reduced 18,419,191 kg of CO emissions₂ and 11,616,425 kg of waste.

Uumbal®

More than a decade ago, Grupo AlEn started Uumbal®, a joint venture with the purpose of generating raw materials of the highest quality through the use of innovative technology and in balance and harmony with the environment.

Uumbal® transformed cattle ranches into highly productive agroforestry units, protecting and preserving the natural environment, as well as improving the quality of life of farmers and nearby communities.

Thanks to this alliance, we have a state-of-the-art palm oil production infrastructure that positions our plant as the largest and most modern in Mexico.

Through Uumbal®, we have adopted conservation, composting, soil protection, biodiversity preservation and rural development practices in Mexico.

We have implemented sprinkler irrigation systems on 1,600 hectares and sub-irrigation on 2,800 hectares, covering a total of 4,300 hectares, which represents 58% of the 7,600 hectares in production and facilitates a greater product due to the efficient use of water. We operate a unique liquid and solid biofertilizer plant, ensuring the sustainable management of the benefit and applying organic fertilizers on 1,200 hectares of plantations, replacing chemical applications.

+7,500 ha of palm trees planted

~300 species of flora and fauna protected in conservation areas



We installed a effluent treatment plant with a capacity of 500 m³ per day to produce biofertilizer for palm plantations.



Uumbal® is the largest company in Mexico producing oil certified under the Roundtable on Sustainable Palm Oil (RSPO) standards.



Collaboration and employment for more than 685 independent producers.



Water positive

GRI: 3-3, 303-1, 303-2

SDG: 6, 12



Commitment: to be water positive in all operations and to minimize the use of water in our products.

Material issues: water management, health and safety in everything we do.

At Grupo ALEn we are focused on the responsible use of water in all our operations. We have water extraction and discharge policies, as well as operating instructions that promote good water management during our processes. We focus on finding solutions to reduce discharges and go beyond the neutral by installing rainwater harvesting systems in the communities.

More than caring for water, we contribute to the water security of communities by obtaining and using water efficiently.



Management and optimization

In 2023, we implemented a telemetry flow meter system to accurately monitor and validate water collection. This initiative allows us to have greater control over water collection and make more informed decisions to optimize consumption.

We are working on projects to reduce wastewater discharges. This is achieved through the optimization of washing processes between lines, which will allow us to reduce water consumption and protect the integrity of our products.

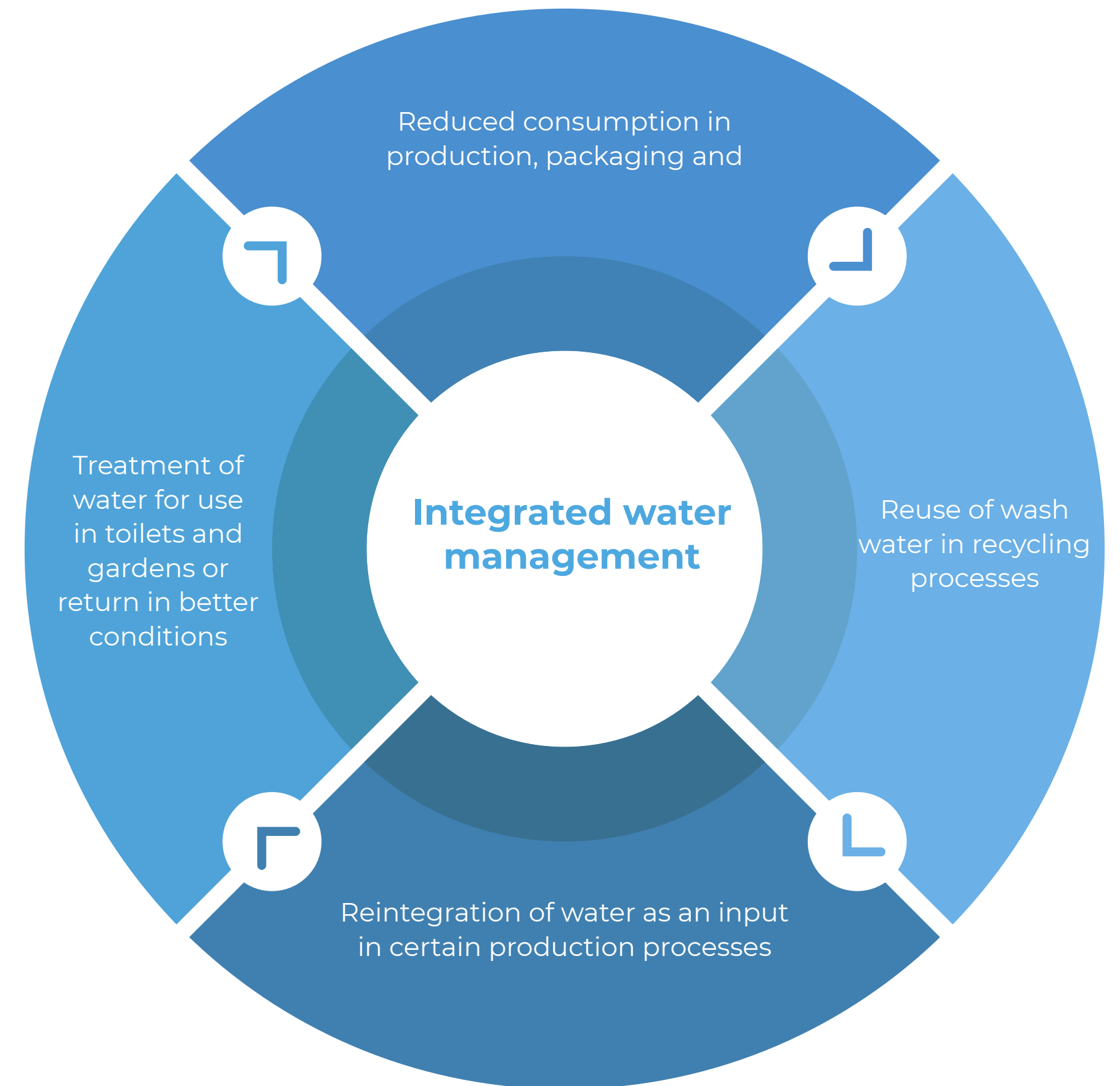
Wastewater at Guadalajara Plant

In order to increase the use of reused water at our Guadalajara Plant and in the rest of the area for public, agricultural and industrial use, in 2023 we joined the Government of Jalisco and other companies to initiate a large-scale project: we invested in the first tertiary water treatment plant in Mexico in the industrial zone of El Salto, Jalisco.

The water sent to the El Ahogado Plant receives rigorous treatment before being returned to the participating companies. The process allows us to reuse water responsibly, thus reducing our water consumption and caring for the planet.

Rainwater harvesting system at Villahermosa Plant

At the Villahermosa Plant, we have taken an important step towards sustainability with the installation of a rainwater harvesting system. It allows us to take advantage of rainwater to integrate it into our finished product processes. We increased the percentage of treated water by 30% and, during the first nine months, we collected 425,000 liters of rainwater.



-22.5 % in water discharges per ton produced at group level vs. 2021

Consumption and disposal for the community

GRI: 3-3, 303-1, 303-2

In 2023, we optimized the formulas of some of our products to increase their level of concentration, which reduces the amount of water required in their manufacture. We implemented treatments to soften the water used in the manufacture of products and improve their quality, based on the reduction of minerals and environmental impact.



100 %

implementation of the Integral Water Saving Program in plants



100 %

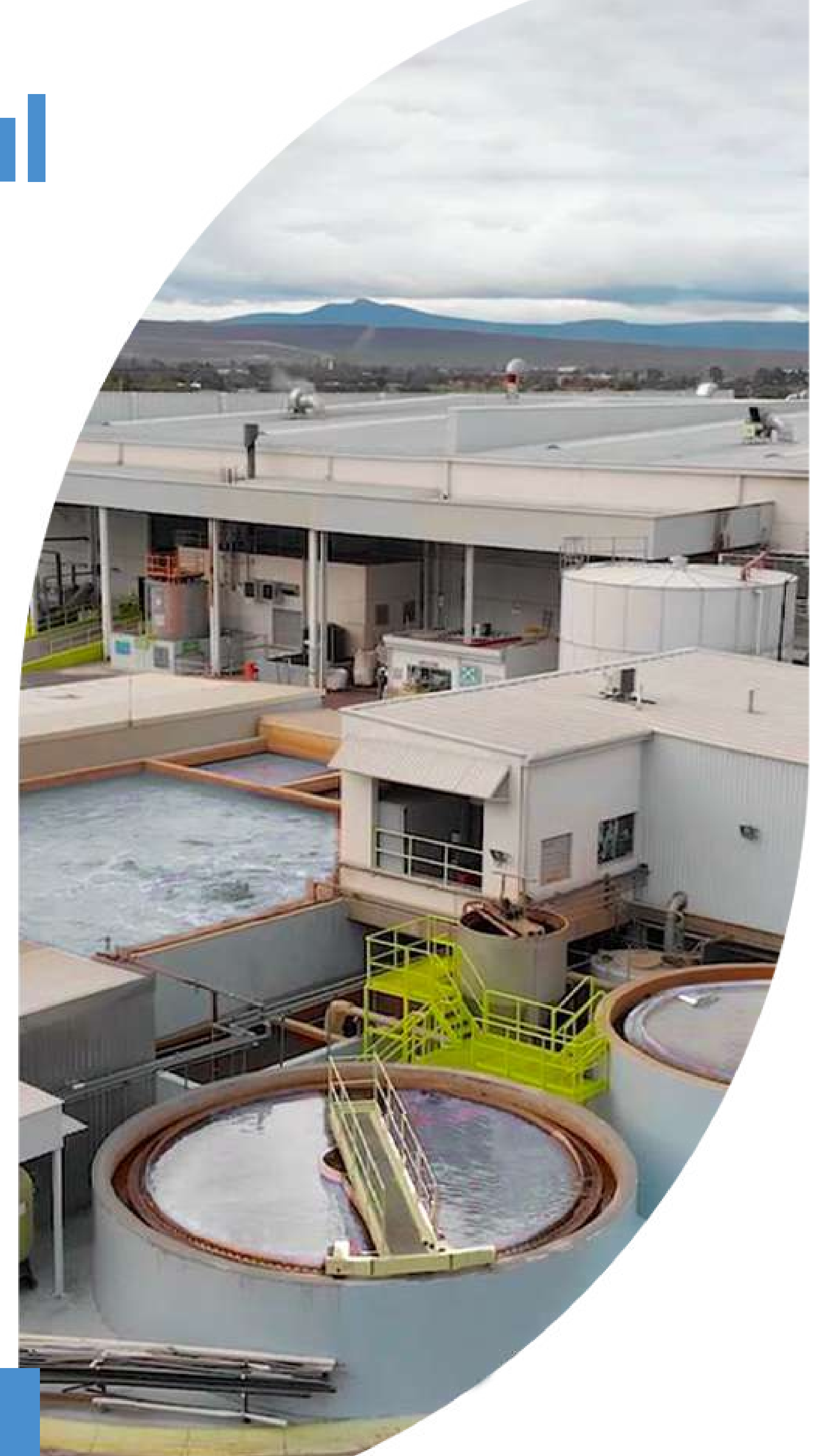
of productive operations with wastewater treatment plants



+4,030 m³

water collected through Agua en mi Escuela

We supported communities through Agua en mi Escuela by installing **31 rainwater harvesting systems** in public schools in Nuevo León and Chiapas.



Carbon Positive

GRI: 3-3, 305-1, 305-2, 305-3

SDG: 3, 12, 14, 15



Commitment: To become a carbon positive company and seek to eliminate the carbon footprint of our products throughout their production cycle.

Material issues: energy and greenhouse gas (GHG) emissions management.

We are moving towards becoming a Carbon Positive company by minimizing our environmental impact and creating a better planet for these and future generations through conscientious practices, operational efficiency and the adoption of clean technologies.

Rather than being neutral, the commitment is to reduce emissions and capture more carbon from the atmosphere.

Climate action

GRI: 305-1, 305-2, 305-3

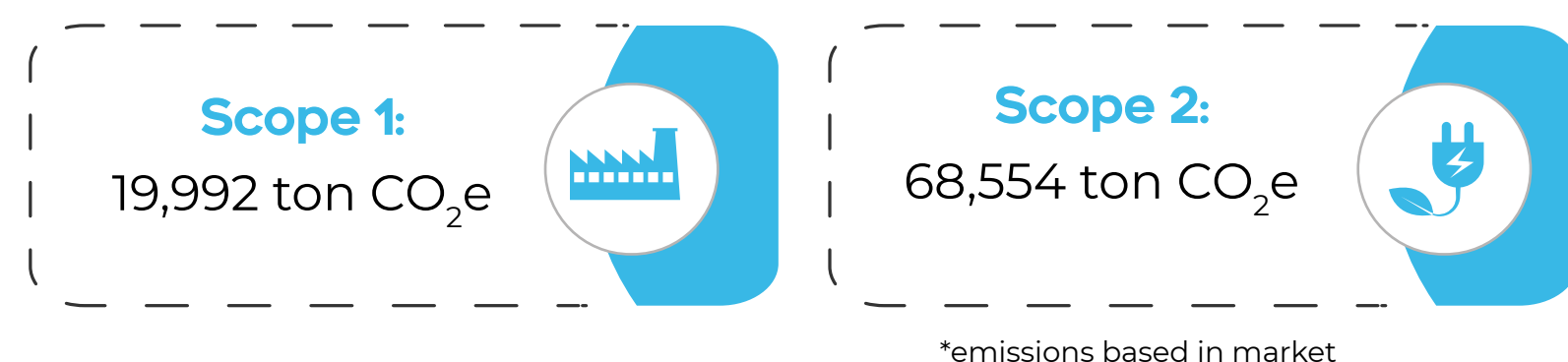
We strengthened our resources, tools and knowledge to strengthen our action plan within the framework of our sustainability strategy. During 2023, we continued to build a solid foundation for sustainable management of energy use and the reduction of environmental emissions.

We also focused on improving the management of the greenhouse gas emissions inventory to increase the quality of the information used.

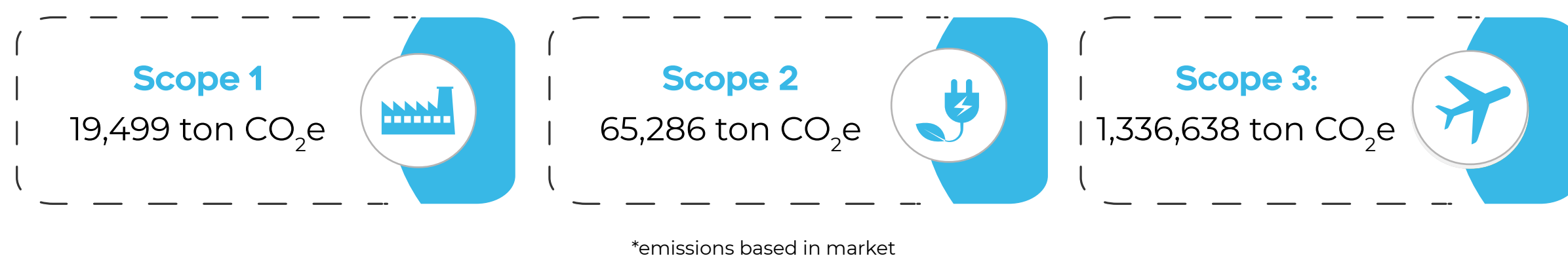
The measurement of our emissions and the quality of our information are key to our decarbonization strategy. This year, we worked hard to update and improve the internal information management process for the preparation of the emissions inventory, which is why scope 3 emissions were not calculated for 2023. The increase in overall emissions compared to 2022 was due to the increase in production and the number of products.

We reduced GHG emissions by 9% in vertically integrated plants.

Greenhouse gas emissions 2023



Greenhouse gas emissions 2022



Seeking transversality in our actions, we adjusted the Corporate Vehicle Policy by opening the possibility for executives to opt for an electric or hybrid vehicle; in 2023 we allocated the first hybrid and electric vehicles.

Logistics efficiency to reduce emissions

At Grupo AIE, we have adopted emission-saving practices in all areas of the organization. Thanks to the use of the transportation fleet's cargo capacity, we reduced the number of miles traveled, thus avoiding greenhouse gas emissions. We recorded a reduction of 484 trips, representing 94,929 kilometers.

In order to eliminate the return of empty units, we formed alliances with our customers to promote backhaul transportation, which consists of full and trailer units that the customer places in our distribution centers to pick up their product. This saves 1,182,594 kilometers on routes.

Sustainability in our processes

In our different plants we implement practices with sustainable criteria. An example of this is the Guadalajara Plant, where we have all electric forklift units to avoid emissions. We seek to replicate this type of practices in the rest of our production plants and distribution centers.

In 2023, as a result of our alliance with CHEP as a supplier of wooden pallets, we obtained the sustainability certificate for the use of pooling services and the promotion of a sustainable logistics model. The reuse of materials avoids atmospheric emissions and consolidates the efforts extended to the entire value chain to contribute to a prosperous future and a healthy planet for all.

We avoided the emission of more than **18 million** kilos of CO₂ into the atmosphere, equivalent to 420 truck trips around the world.



You're a Giga Guru

Walmart

Giga Guru for the 3rd consecutive year

We joined Walmart's Gigaton project and for the third consecutive year we were recognized as a Giga Guru due to our commitment and contribution to greenhouse gas (GHG) reduction and 2030 goals.



Going beyond Healthy Homes

More than health, we bring prosperity to homes. More than safety and accessibility, we promote a sustainable lifestyle for all people. We go beyond!

GRI: 2-7, 2-8, 3-3, 2-19, 2-20, 401-2, 404-2, 405-1, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7



Product Transparency

GRI: 3-3



Commitment: to continue to provide cleaning solutions that help create safe and healthy spaces for people and the environment and to provide complete transparency to our consumers.

Material issues: sustainable products and ingredients, responsible packaging and communication with consumers and customers.

We value the preference of families who use our products in their homes. We strengthen that trust by communicating clearly and transparently the ingredients and indications for use of all our formulas, as well as by being rigorous in the quality control and scientific validation of components and processes.



Continuous improvement in formulation

Together with our experts and state-of-the-art infrastructure, we continue to produce formulas that help create safe and healthy spaces for our consumers, backed by scientific evidence.

We formalized our best practices through the creation of the Chemical Products Policy, which establishes aspirations of continuous improvement in the formulation processes. This keeps us at the forefront of the industry, allows us to anticipate the demands of the different markets we serve, as well as to extend our commitment throughout the value chain.

Center for Innovation, Research and Development (CIID)

The AIE Group's Innovation, Research and Development Center is the space where the best talent is brought together, collaboration is fostered and science and engineering are driven to co-create solutions and products focused on our consumers.

The CIID marks the new era of AIE's transformation into the future. It responds to today's demands and lays the foundation for the company's next era of growth. During 2023, we advanced equipment, performance testing and training of specialized employees to become operational in 2024.

We increased the number of biodegradable products in our portfolio by **8%** compared to the previous year.



Communication and labeling at AIEEn USA

Responsible communication and labeling are fundamental pillars of AIEEn Group's vision of sustainable development. During 2023, we began updating the ingredient communication elements of all AIEEn USA products, in compliance with the US Chemical Policy.



Safer Choice Formulator-Product Manufacturer certification from the Environmental Protection Agency (EPA) for Lemi Shine® for six consecutive years, positioning this new product of the AIEEn family as a reference brand in the country.



USDA Biobased Certification for PINALEN® all-purpose cleaner, which confirms that it is made with ingredients of natural origin.



Permanent contact

Knowing the concerns of our consumers and customers is a priority for Grupo AIE. That is why we have an efficient and accessible telephone service available to answer questions and comments about our products.

We have eight clearly identified contact options, so that each user is served in a personalized way and according to their requirements. Through this channel we resolve doubts, provide assistance, comments and suggestions that allow us to improve and meet the expectations of all the people who choose our brands.



800 8343 300

- #1 Medical care and toxicological counseling
- #2 Sales and orders
- #3 Point-of-sale promotions
- #4 Product information
- #5 Propose innovative ideas
- #6 Product quality reports
- #7 To recycle your bottles
- #8 Work Information and Privacy Office

Issues	2021	2022	2023
Technical data sheets and safety data sheets	174	157	125
Medical care	54	51	44
Questions	23	34	19
Find product	8	2	20
Complaints	7	8	8
Guarantee Letter	4	2	1

Understanding that communication with our consumers goes beyond a phone call, we offer communication channels through our social networks and corporate website and our brands, where we provide information on the different products.



grupoalen.com/es/ | [@grupoalen](https://www.instagram.com/grupoalen)

Sustainable Lifestyle

GRI: 3-3



Commitment: to ensure that sustainable cleaning products are accessible to many by driving changes in consumer habits.

Material issues: communication with consumers and customers, promoting hygiene, cleanliness and disinfection, and environmental excellence.

We encourage families to live a sustainable lifestyle. To achieve this, we encourage the efficient use of water through biodegradable formulas in our products and detailed instructions for use, as well as promoting the culture of plastic recycling with learning and environmental awareness activities in different spaces such as collection centers, in order to reach a wider public.





CLORALEN® is the expert brand in family wellness. It offers a wide range of products to keep homes spotless and germ-free. With its cleaning, bleaching and disinfecting power, CLORALEN® provides the confidence of a clean home in every corner. From bleaches for deep disinfection to disinfectant wipes for quick and easy cleaning.

- Degradable formula
- HDPE containers made of ~60% recycled material.



The multi-purpose cleaner made from pine oil provides a deep and natural cleaning. PINALEN® is an ally for the health of Mexican families since its formula eliminates 99.9% of viruses and bacteria, including SARS-COV-2 (COVID-19), human coronavirus, influenza A (H1N1), human rotavirus, *Escherichia coli*, *Salmonella choleraesuis* and *Staphylococcus aureus*.

- Biodegradable formula made with pine oil of natural origin.
- PET containers made of 100% recycled material.



With the essence of caring for your family, your clothes and the environment, Ensueño stands out in the fabric softener market for its commitment to sustainability. Its biodegradable formula, made with plant-based ingredients, has been dermatologically tested to ensure softness and skin care, and allows the water used to rinse clothes to be reused for watering plants and gardens.

- Biodegradable formula made with plant-based ingredients
- HDPE containers made of ~80% recycled material.
- PET containers made of 100% recycled material.



Our new U.S. brand offers safe, effective and affordable household cleaning products. All products are formulated with a citric acid base, providing a deeper clean free of bleach and ammonia. Lemi Shine's mission is to bring the full power of citrus extracts to clean every corner of the home with its wide range of products. Lemi Shine is natural and effective cleaning for the entire home.

- Formula based on citric acid
- Certified with: Safer Choice Formulator-Product Manufacturer

Learning from the consumer

In 2023, we continued to conduct market research to gain an in-depth understanding of our consumers' recycling and water-saving needs. After analyzing the results, we reaffirmed that people are increasingly aware of the importance of caring for the environment and adopting healthy and sustainable habits.

One of the most relevant findings of our research on recycling is the willingness of people to change their habits, as long as they have physical spaces designated for the storage of the material. Through our collection programs, we seek to reach more places so that consumers always have a place to dispose of their recyclable containers.

+17,000 collection partners and reaching out to more and more people

In terms of water savings, we have observed greater responsibility on the part of consumers. We evaluated around 20 behaviors related to domestic use and identified positive habits already adopted by a significant percentage of the population.

Positive habits about domestic water use:



Turn off the faucet while washing dishes.



Accumulate laundry and complete the washing machine load.



Use a small container to dilute the dishwashing soap.



Sweep more frequently to reduce water consumption.

These findings allow us to define next steps to guide consumers in responsible water consumption and plastic recycling for a sustainable lifestyle.

Brand presence in the community

During 2023, our brands stood out for their active presence in the communities, carrying out various initiatives to benefit health, safety and sustainable development.



Cloralex Contigo®

For the third consecutive year, the brand focused on educating the country's indigenous population about the importance of disinfection to prevent diseases. Practical advice was given on how to disinfect different areas of the home and how to use Cloralex® safely and effectively.



The Pinol® Brigade

Was dedicated to the cleaning of four historical monuments in Monterrey, Guadalajara and Mexico City, thus contributing to the care of public space.



Cloralex®, Pinol® and AIEEn Foundation

In the aftermath of Hurricane Otis in Guerrero, we responded promptly and in solidarity with the community by donating 58,000 pieces of cleaning products.



Ensueño® and AIEEn Foundation

In the framework of Children's Day, Ensueño® held a sale with a cause together with the AIEEn family, benefiting more than 300 children in nine homes of the Ministry of Love located in different localities. In addition to giving away stuffed animals from the Borreguito Ensueño®, a donation of products was made to each of the nine homes.



Pinol®

To celebrate its 70th anniversary, Pinol® launched a campaign activating volunteers from the AIEEn family for the reforestation of three hectares in Nuevo Leon, State of Mexico and Jalisco, planting more than 2,000 pine trees.



Brands committed to Reciclar para Ganar®

We are working to strengthen our ties with the community. In 2023, we incorporated our product brands in the design of our pickup trucks and collection machines, making visible our commitment to sustainability and to those who choose us every day.

Brand Recognition



Cloralex Contigo® campaign: First place in “The Sabre Award for Superior Achievement in Measurement and Evaluation”.



Pinol® “Yo lo Limpio” campaign: Recognition in the Effie Awards in the Cleaning and Household Maintenance Products category, with its communication directed to shopkeepers.

Top 20 most chosen Home Care products in Mexico, Ranking by Kantar Brand Footprint

- Cloralex® maintains 1st place for the 7th consecutive year.
- Ensueño® is in 7th place.
- Pinol® in 9th position.



Cloralex® Green becomes unique in Mexico!

We are proud to announce that the iconic Cloralex® green has transcended to become a distinctive element registered with the Mexican Institute of Industrial Property (IMPI). Since its creation, the Cloralex® green has been an inseparable symbol of our brand, recognizable throughout the country. It represents the efficacy, freshness and trust that Mexicans place in our products to keep their homes spotless and germ-free.

The registration of Cloralex® green before the IMPI is a legal recognition and a reaffirmation of our interest in quality and innovation. This achievement encourages us to continue developing products that satisfy our customers’ needs and contribute to the well-being of their homes.

Well-being

3-3, 401-2, 404-2, 405-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7
ODS: 3, 5, 8, 10

Commitment: promote inclusion, safety, and Well-being of our employees and suppliers.

Material issues: relationship with employees in favorable environments considering health and safety at work at all times.

We believe that the well-being and development of our employees are fundamental pillars for the company's success. In 2023, we implemented several initiatives focused on the health, well-being, personal and professional development of the AIEn family.



Job opportunities for all

GRI: 2-7, 2-19, 2-20

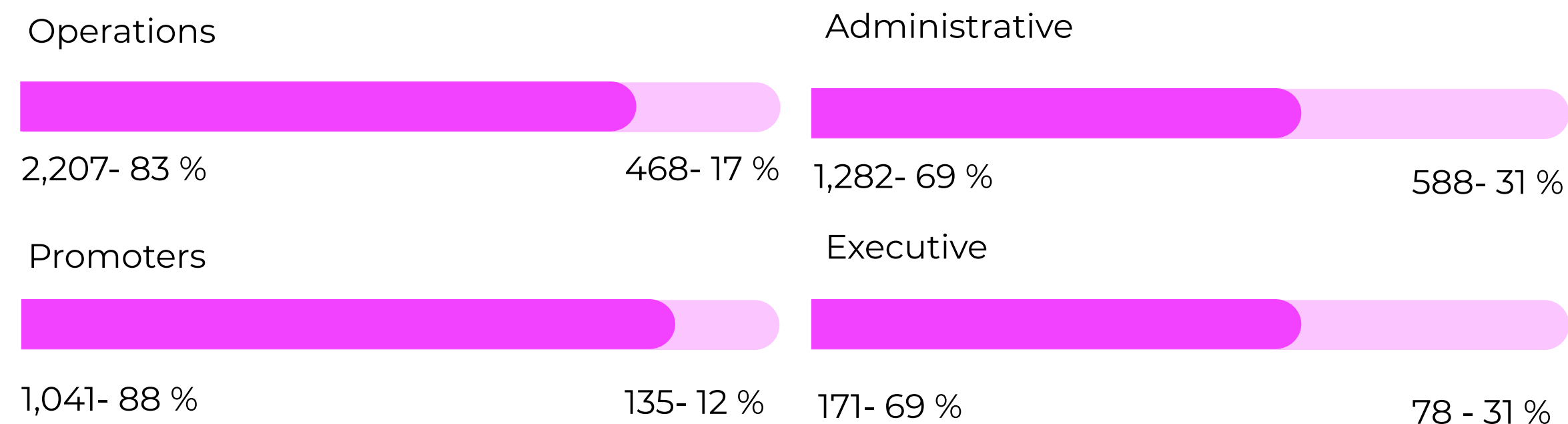
The inclusion of talent shines at Grupo AEn. That is why we work to consolidate a collaborative environment where respect and honesty are manifested.

We closed 2023 with a total of 5,970 direct employees; 99.4% of the positions are permanent. 81 interns and 33 temporary employees joined us in various projects during the year.

We reached a total of 1,271 women in operations, 13% more than the previous year.

Gender diversity, by employment segment

GRI: 405-1



Committed to the well-being and competitiveness of our employees, we annually review our compensation packages through a collective bargaining process and an analysis of the labor market situation in the industry. In this way, we identify areas for improvement in order to continue offering competitive benefits as retribution for the great talent that drives the organization every day.

Employees by type of contract



Employees, by gender



Diversidad de género en equipo ejecutivo



In 2023 we increased our internal mobility by 9% with a total of 166 movements at technical, professional and managerial levels.

Labor relations and equal opportunity

GRI: 406-1

Fair and collaborative environment

At Grupo AEn we create a collaborative work environment that enables the fulfillment of objectives and encourages the commitment of our employees, in a healthy work environment based on well-being and the generation of opportunities. We make sure to comply with the legislation of the countries where we operate, observing at all times the human rights framework that translates into decent working conditions.

We apply strict policies and procedures to prevent and combat forced labor in all our operations. We have a protocol for dealing with cases of violence and discrimination, supported by our Transparency Mailbox, managed by a third party that guarantees a fair and confidential process.

Healthy work environments are built through prevention and attention to psychosocial risk factors, which is why our employees have the Orienta PAE helpline, which offers advice on psychological, legal and financial issues, among others.

Decent workspaces

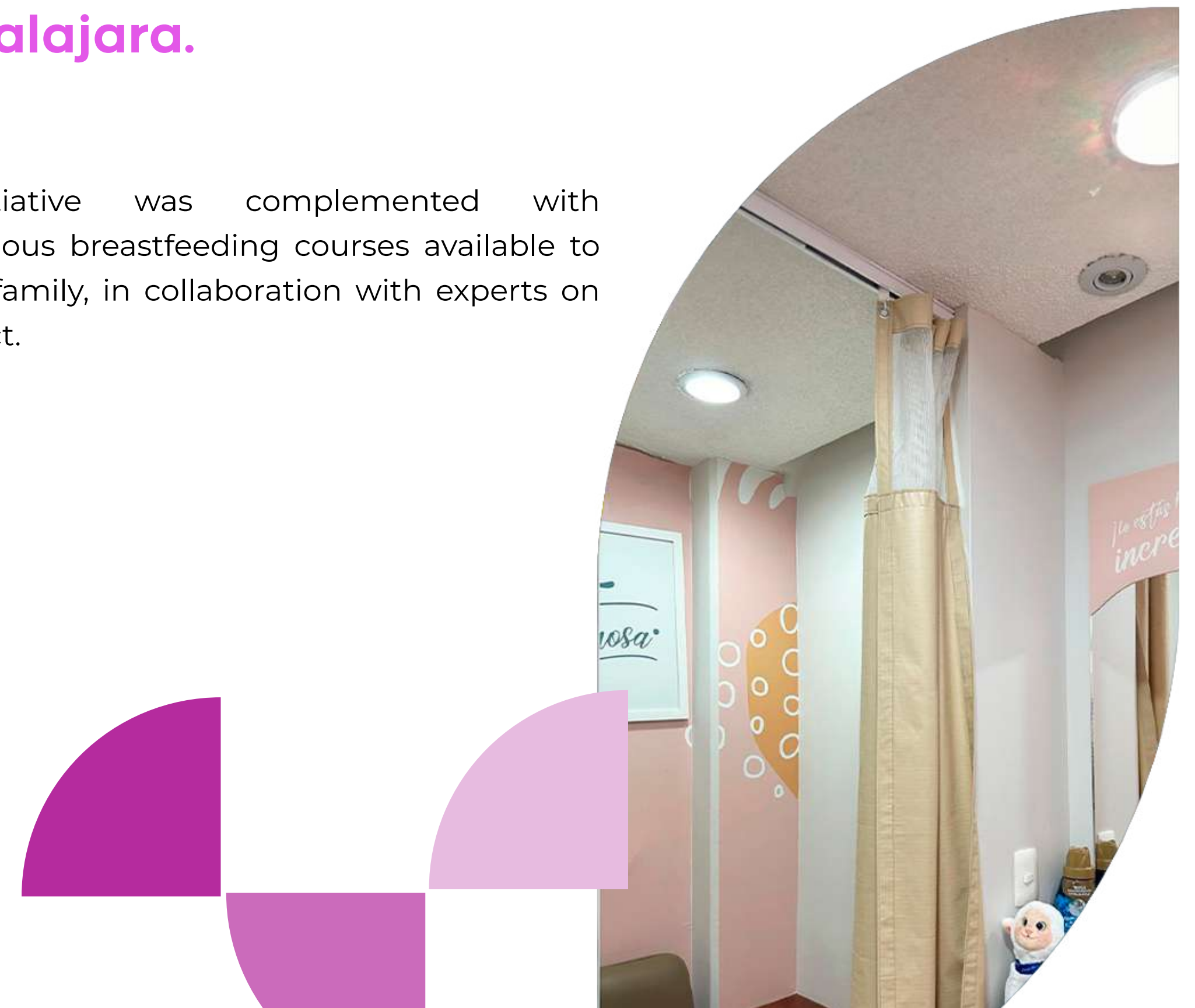
We want to offer spaces that foster collaboration, creativity and innovation among the AEn family. Also, where people feel comfortable, safe and have everything they need throughout their day to day in the company's facilities.

We continue with the kitchen and dining area renovation projects in Mexicali that started in 2022, and with new projects in 2023 focused on modernizing bathrooms, dressing rooms, and dining areas across our various locations.

At the same time, with the goal of supporting breastfeeding mothers in their reintegration and retention in the workforce,

We renovated and inaugurated four breastfeeding rooms in Monterrey, one in Mexico City, and one in Guadalajara.

The initiative was complemented with asynchronous breastfeeding courses available to the AEn family, in collaboration with experts on the subject.



Organizational climate

In order to know the perception of our employees and continue building together a great place to work, every two years we conduct, through an independent third party, the organizational climate survey and in 2023 we achieved a participation of 98% of the total AIE family.

We obtained positive results, with high levels of favorability in the aspects of commitment and empowerment. In Mexico, the commitment index reached 80%, while in the United States it was 85%. In terms of the empowerment index, both countries scored 79%. We are above the market in both dimensions, showing a high performance index in both Mexico and the United States.

5,300 employees listened to
98 % de participation from the
 entire AIE family



Employee benefits

GRI: 401-2

Salary benefits

- Marriage dowry
- Savings fund
- Vacation bonus
- Monthly or weekly salary
- Year end bonus
- Vacations
- Christmas bonus
- Food vouchers
- Vacations

Non-wage benefits

- Commercial benefits
- Savings fund
- Training
- Corporate and sports events
- Daycare
- Orienta: Employee Assistance Program
- Death leave
- Marriage leave
- Maternity and paternity program
- Clothing vouchers or work uniforms



Training and Development

GRI: 404-2

At Grupo AIEEn we strive to empower the talent of our employees through comprehensive training and development programs, providing them with the tools and skills necessary to achieve their maximum performance.

+150 thousand hours of training through digital and face-to-face platforms.

Mexico: 148,172 h

United States: 2,649 h



Highlighted learning programs:

Sales management

It consists of training and developing the AIEEn promoter team in key competencies, value generation and impact on its environment to create a conscious team that fulfills and exceeds its mission every day.

+800 promoters impacted

Leadership Academy

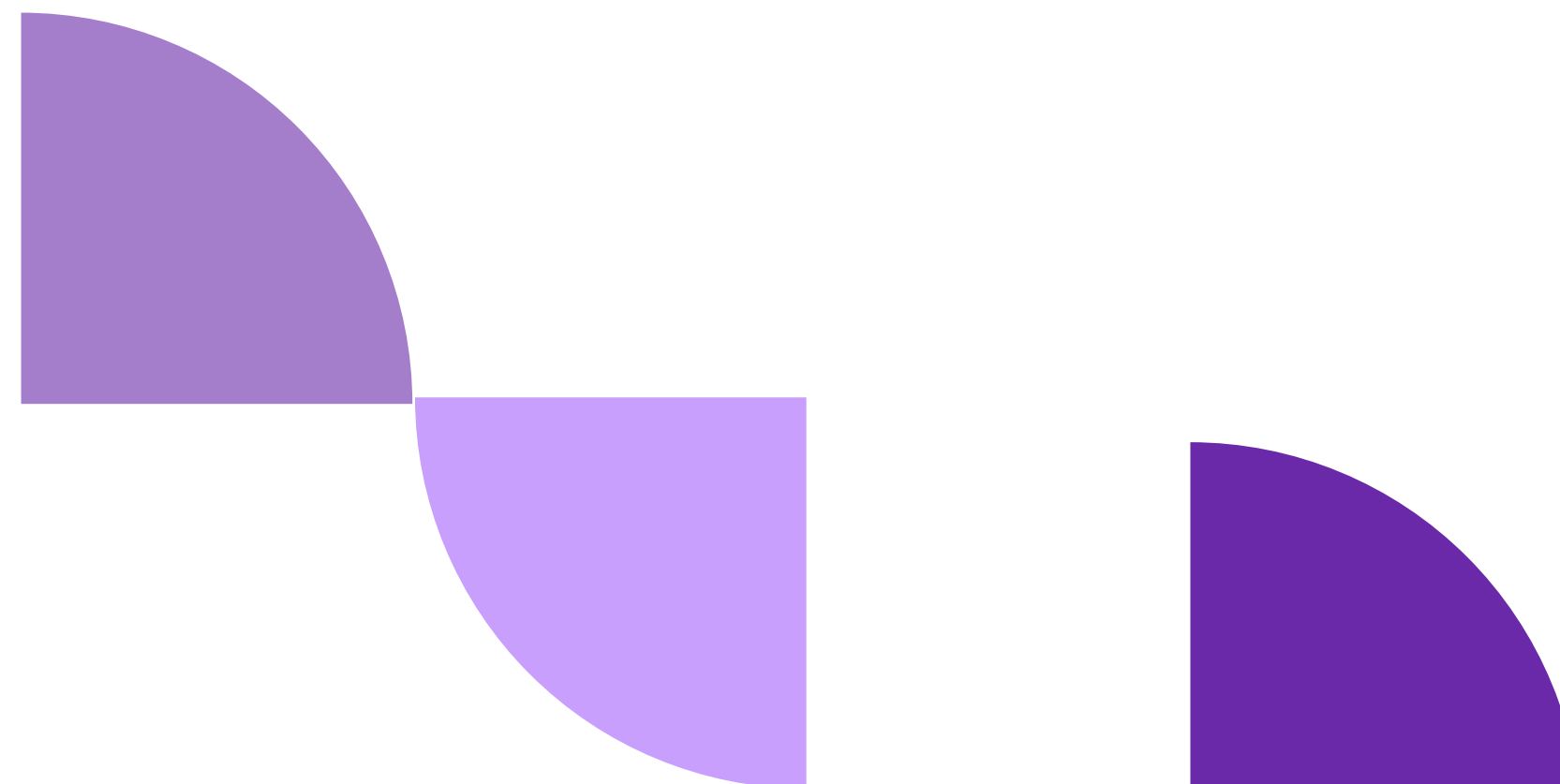
With this program we develop and reinforce the leader's profile in collaboration, innovation, team development and customer orientation.

+ 240 participating leaders

Agile development program:

With the constant search for excellence and innovation, we started this program with the first generation of leaders from different areas of the company participating in more than 10 workshops focused on strategic initiatives of the Sales, Marketing, Human Resources, AIEEn USA and Strategic Planning departments.

15 participating leaders



Technical training

Technician Training

In order to encourage our employees to continue with their academic preparation, in alliance with the National College of Technical Professional Education (CONALEP), we started with the first generation of this program aimed at specializing in Industrial Electromechanics.

11 participants from Puebla Plant

19 participants from Monterrey Plant

Forklift School

We continued to train operational employees in the role of forklift operator and promoted the production of digitized material using electronic devices.

21 participants from Mexicali

5 participants from Monterrey



Bravo: recognition program

- This program was created to strengthen a culture of recognition and appreciation for behaviors and achievements that reflect the values of Grupo AEn. The Bravo program is composed of two types of recognition:

Thank You

360° recognition among leaders, employees and pairs. Aims to recognize day-to-day achievements. Everyone can send virtual thank you notes through My Success.

+2,300 notes sent

Bravo Award

Intended for Co-Presidency employees for corporate recognition of extraordinary initiatives and achievements.



FACTOR AIEn

A program that began more than 30 years ago that promotes and recognizes the talent, creativity and innovation of the AIEn family through three categories: Innovation, Operational Excellence and Fast Kaizen.

This year around 540 employees participated, presenting more than 140 projects with innovation and continuous improvement methodologies, as well as quick projects that helped the operational and administrative excellence of the business.

Among the eight winners, three projects have a positive sustainability impact..

- **El Retorno Project:** proposal for the recovery of water from in-line cleaners and its reuse in another process to achieve zero discharges in the line.
- **A Second Chance Project:** seeks to increase the use of recycled polypropylene in new packaging.
- **Cloralex® Wipes Dispenser Project:** proposes to develop dispenser-style displays made of recyclable material for points of sale with Cloralex Plus® pocket presentations.




Health and Safety

GRI: 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Always focused on the safety of our people and caring for the environment, we have implemented an Industrial Safety Management System that allows us to maintain and promote safe conditions in all operations.



7S Certification. System that seeks the application of standards, improvement of working conditions in terms of order, cleanliness and safety, digitalization of audits and staff training.

 **Yo me cuido, yo te cuido.** **I take care of myself; I take care of you.** In order to prevent accidents and emergencies, we continue with our monitoring system of unsafe acts and conditions for the preventive analysis of possible causes of incidents, accidents and emergencies.



Health, Safety and Environmental Protection Week. As we do every year, we raised awareness among the AIE family through five webinars, 31 workshops and exhibitions at all of our plants on safe behaviors, home safety, zero waste lifestyle, diabetes prevention and emotional intelligence.

Security training

+500 people trained in environmental and industrial safety issues.

+2,600 hours of safety culture and compliance training .

+500 hours of training invested in our emergency response brigades.

+260 trained brigade members to address any situation in all locations.

2 intensive external trainings of firefighting equipment in specialized academies for Civil Protection .



Accident-free year records

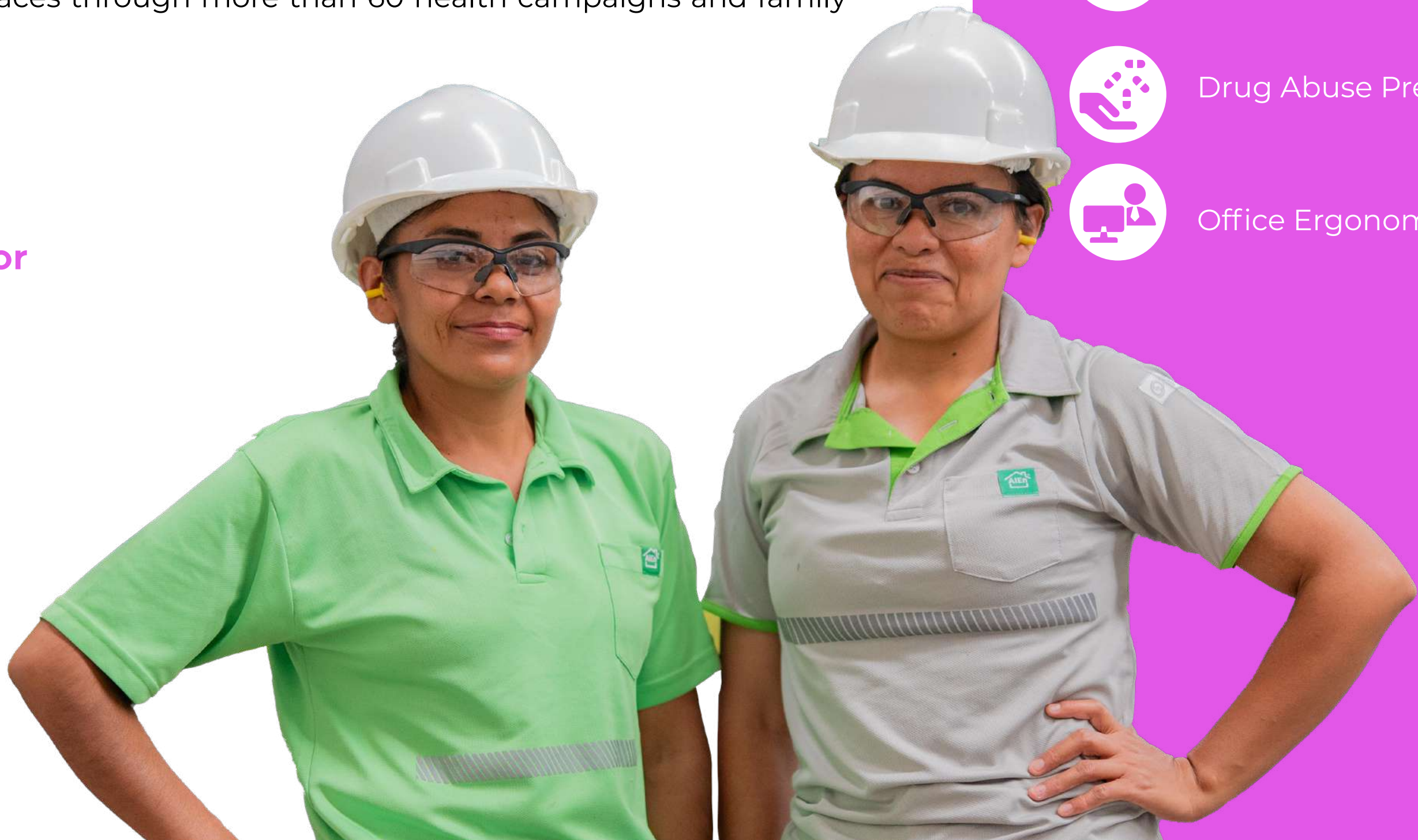
<p>7 years</p> <p>Monterrey Pine Oil Mill</p>	<p>3 years</p> <p>CEDIS Mexico</p>	<p>2 years</p> <p>Lampazos Plant</p>
<p>2 years</p> <p>Monterrey Injection Plant</p>	<p>1 year</p> <p>Monterrey Preforma Plant</p>	

We care about the well-being of our employees and their families. In 2023, we provided medical services and care spaces through more than 60 health campaigns and family clinics.

38,312
medical consultations for employees

39,903
consultations for family members

60
health campaigns



Highlighted health campaigns in 2023:

-  World Day for Safety and Health at Work
-  World Prostate Cancer Day
-  World Breastfeeding Week
-  World Breast Cancer Day
-  Hand Washing Prevention
-  Drug Abuse Prevention
-  Office Ergonomics
-  Safe Work-Advantages Calisthenics
-  So System, repetitive loading and ergonomics, Safe Summer
-  Safe Summer-High Temperature Prevention
-  First Aid Brigade
-  Prostate Cancer Prevention
-  Breast Cancer Prevention
-  Influenza Vaccination
-  Stress Management



Healthy Communities

GRI: 3-3, 413-1

Commitment: to invest in making the communities we serve healthier, more prosperous and resilient.

Material issues: promoting hygiene and water management.

We reaffirm our sustainable vision of well-being, education, environment and community development, generating a positive and lasting impact on people's lives.

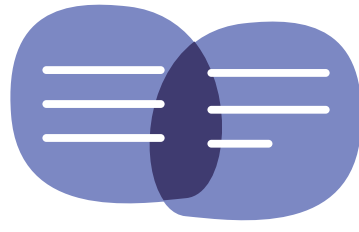


AIEn Foundation

We know the multiplying power of alliances. Through Fundación AIEn in 2023, we worked hand in hand with more than 160 civil society organizations to support 160 initiatives in our lines of action.



Wellbeing, cleaning and disinfection



Education



Environment



Community development

Through the Annual Call for Financial and In-Kind Donations in all AIEn locations, we increased our impact in the four strategic axes.

+10,000

boxes of products donated

+160

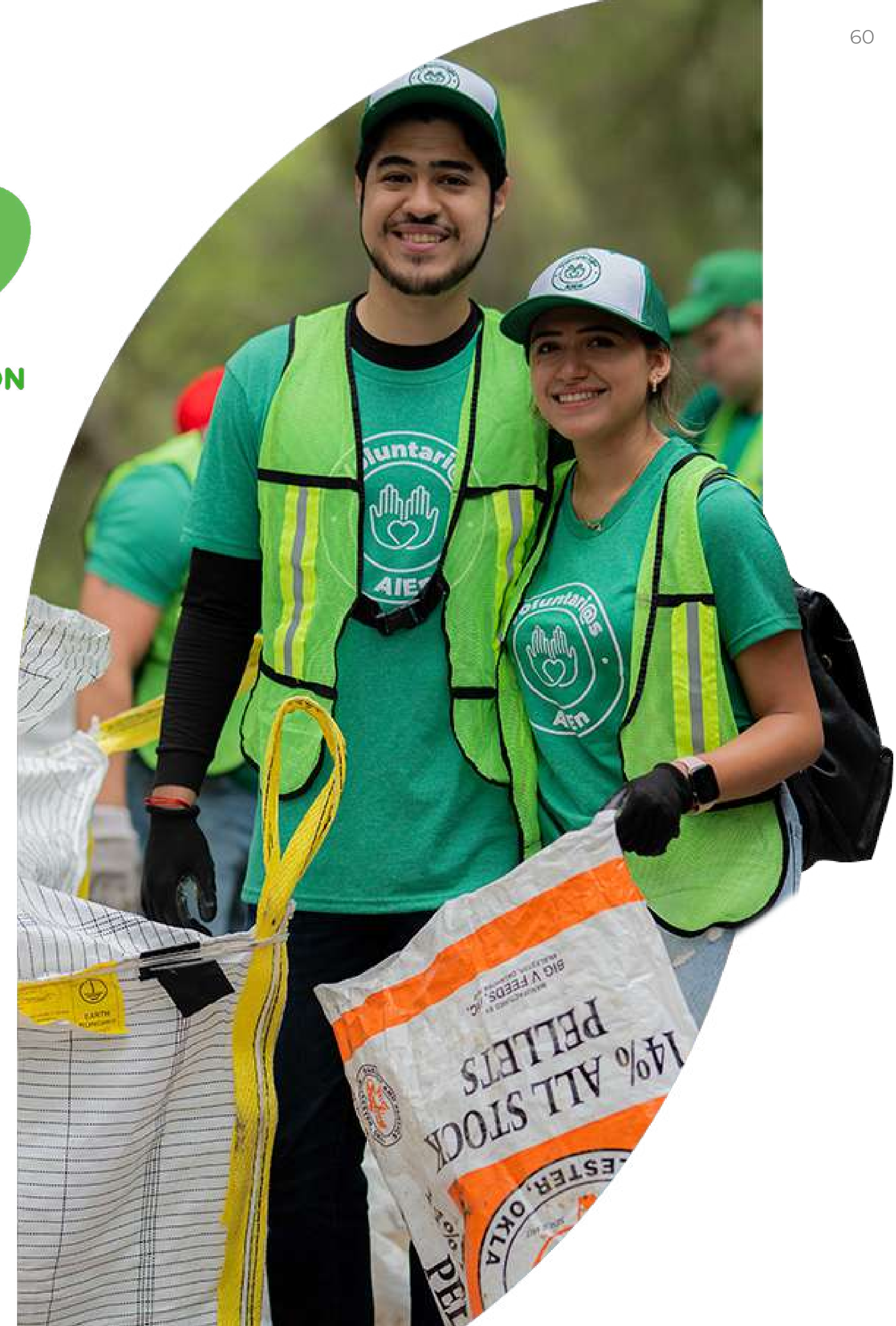
partner civil society organizations

+470 mil

thousand people benefited

Prioritizing environmental care, investments were made in soil and water conservation projects, in conjunction with the Monterrey Metropolitan Environmental Fund (FAMM), Pronatura Noreste and Pronatura Noroeste, specifically in the following areas:

- Cumbres Monterrey National Park
- Colorado River in Mexicali



Agua en mi Escuela

We contribute to water autonomy and security in public schools in Mexico. Through Agua en mi Escuela, in alliance with Isla Urbana, we combat water scarcity by providing access to clean water for hand washing, hygiene, toilets, and irrigation of green areas.

By the end of 2023, we were able to install 31 rainwater harvesting systems (SCALL) in schools that are part of the Reciclar para Ganar® program.

Together with Cloralex®, we reach more communities to strengthen and promote a culture of environmental care, for which we conduct environmental education workshops with the school community of each institution. With these actions, we contribute to the schools in an integral way, providing water safety, promoting a culture of sanitation, environmental awareness and the sustainable use of natural resources.



+6,500

people benefited

4,031 m³

of water per year for the benefit of schools

31

rainwater harvesting systems installed



AIEn Scholarships

We believe in the transformative power of education. We seek to foster the talents of the sons and daughters of the AIEn family through educational scholarship programs that enable them to achieve their academic and professional goals.

For the seventh consecutive year, together with the Universidad de Monterrey, we granted a 90% scholarship to cover the entire course of study. We also extended our offer to more locations and, for the first time, in alliance with the Tecnológico de Monterrey, we granted a 90% scholarship to cover the entire course of study. For the sixth consecutive year, together with the Universidad Autónoma de Nuevo León (UANL), we awarded scholarships for the rector's office and maintenance, benefiting six students in 2023. We also awarded two scholarships with the Santa Catarina Polytechnic High School to continue making a difference in the lives of our employees' sons and daughters, providing them with opportunities to build their future.



5 graduates, 9 scholars



2 graduates, 13 scholars



4 scholars



1 scholar

10	72	7
scholarships awarded in 2023	applications received (+180% vs. 2022)	graduates



AIEn Volunteers

Our sense of social responsibility drives us to act. Through volunteering activities, we come together as one big family to generate a positive impact on the environment and the communities where we are present.



We celebrated 70 years of Pinol® with the reforestation of three hectares of forests in Nuevo León, Jalisco and the State of Mexico.

- +100 AIEn volunteers
- +2,000 trees planted



Solidarity with Guerrero

In response to the impact of hurricane Otis in Guerrero, we immediately expressed our solidarity with the affected families. We ensure the well-being of our employees in the area and their families.

To complement our support and as a demonstration of our spirit of collaboration, the AIEn volunteers were activated with the collection of supplies in Mexico City and support for the Monterrey Red Cross, with whom we made an alliance to donate more than 58,000 Cloralex® and Pinol® products, such as chlorine, multi-cleaners and antibacterial gels, for the preparation of hygiene kits for the prevention of diseases. The kits were delivered to different communities that we were able to reach with the support of the Mexican Red Cross.

The support continues, so for 2024 we will continue to focus on water security and, in partnership with Isla Urbana, we have developed a plan to provide access to drinking water in the affected communities, thanks to the installation of rainwater harvesting systems with purifying filters.



You can also go beyond



Become a recycling ambassador

Separate your waste and recycle your bottles through our recycling programs, **learn more here**
<https://www.grupoalen.com/es/reciclarparaganar/>



Take care of the water and reuse it

Choose products with biodegradable formulas that allow you to reuse water for irrigation or different tasks in the home, **learn how** you can reuse water with our products:
<https://www.grupoalen.com/es/cuidado-del-agua/>

Do you have more ideas on how to build a more sustainable world?

Share your ideas with us at: sostenibilidad@alen.com.mx

About this report

GRI: 2-1, 2-2, 2-3, 2-4

The AEn Group Sustainability Report 2023 is an exercise in transparency with our stakeholders that shows, since 11 years ago, the environmental, social and governance (ASG) performance of the company, within the framework of the Go Beyond corporate sustainability strategy.

AEn Group companies present in this report

AEn del Norte S.A. de C.V.

ALEN USA, LLC.

Compañía General de Servicios, S.A. de C.V.

Entorno Agroforestal S.A.P.I. de C.V.

Industrias AEn S.A. de C.V.

Servicios Agrícolas y Forestales Especializados S.A. de C.V..

Methodological note

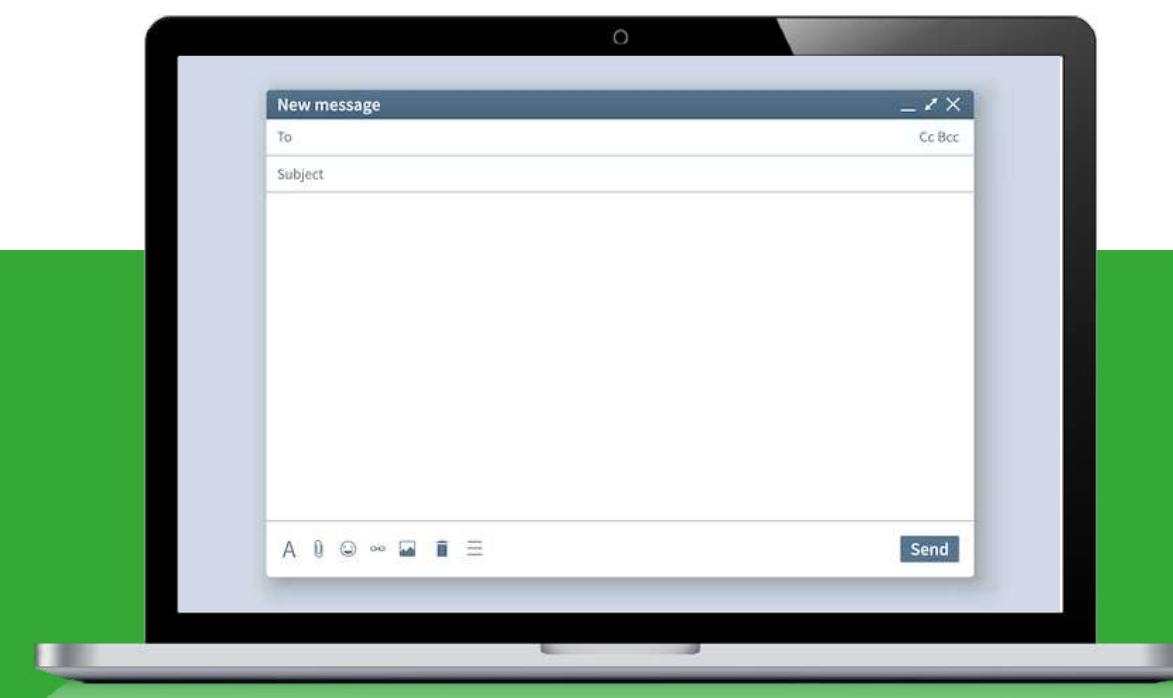
This report has been prepared in accordance with the GRI Standards and shows the results of programs and initiatives carried out from January 1 to December 31, 2023, based on the reporting principles established for the preparation of high-quality sustainability reports. It also presents the Sustainable Development Goals to which we contribute with our actions in each strategic pillar and commitments undertaken, in alignment with the material issues identified in the company.

In 2023 there were no significant changes that would require modifying the scope of the information compared to previous documents. The GRI Content Index is reviewed directly by GRI Services in the Netherlands.

Main corporate office

Boulevard Díaz Ordaz No. 1000, colonia Los Treviño, Santa Catarina, Nuevo León, CP 66150, Mexico.

**We appreciate your feedback! Please send your
comments or questions about this report to:
sostenibilidad@alen.com.mx**



Appendix I

Neutral Planet: Circularity

Materials

GRI: 306-4, 306-5

Annual comparison of the type of materials used

Type of materials	2021	2022	2023
Renewable materials used	37,446	36,367	35,529
Non-renewable materials used	54,627	57,230	63,716

Annual comparison of percentage of recycled materials

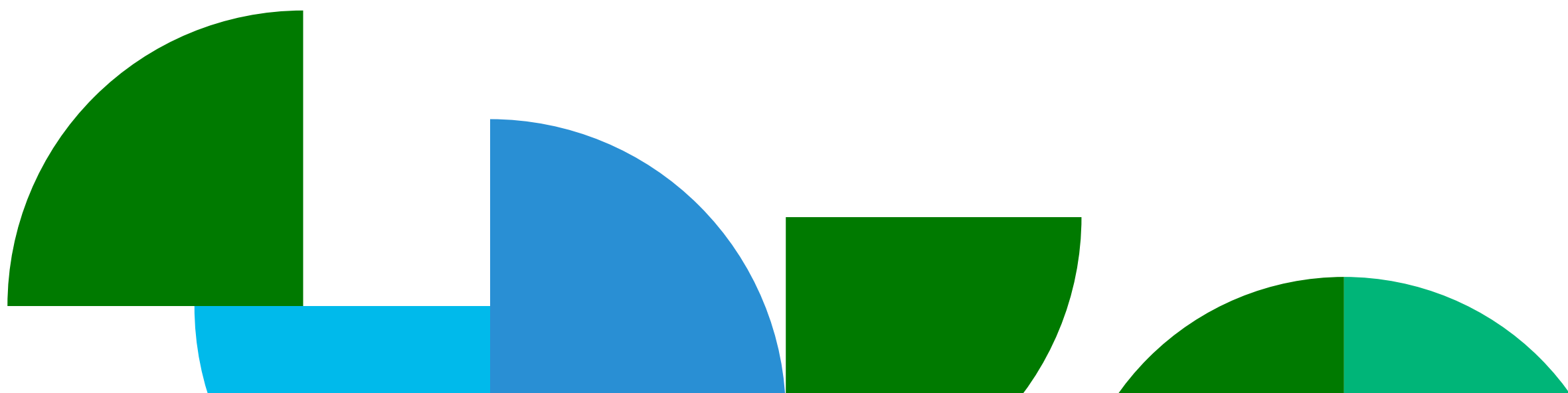
	2021	2022	2023
Recycled raw materials used to manufacture the main products and services of the company	37 %	39 %	41 %

Waste

GRI: 306-3

Tons of waste generated, by composition and destination

Data 2023	Waste generated	Waste not intended for elimination	Waste intended for elimination
WASTE COMPOSITION			
Hazardous waste	1,131		
Non-hazardous	13,875		
Cardboard		1,327	0
Wooden pallets and miscellaneous wood waste		471	0
Scrap		248	0
Bags and miscellaneous		373	0
PET waste		27	0
HDPE waste		62	0
Shrink wrap		14	0
Other materials		0	0
WWTP sludge (vermicomposting)		75	0
WWTP sludge (landfill)		0	3,972
Office, cafeteria and cleaning waste		135	4,791
Cleaning waste in production areas		0	750
Other waste		0	35
WWTP sludge (other disposal)		0	1,596
Total waste generated	15,006	2,732	11,144



Tons of waste not intended for disposal, by type of recovery

GRI: 306-4, 306-5

Data 2023	Outside the facilities	Total
Recovered hazardous waste		
Preparation for reuse	118.06	118.06
Recycling	116.6	116.6
Other recovery operations	484.81	484.81
Total hazardous waste	719.47	719.47
Non-hazardous recovered waste		
Preparation for reuse	0	0
Recycling	2,581	2,581
Other recovery operations	2,341	2,341
Total non-hazardous waste	4,922	4,922

Tons of waste for disposal, by type of operation

Data 2023	Outside the facilities	Total
Hazardous waste		
Incineration (with energy recovery)	0	0
Incineration (without energy recovery)	1.64	1.64
Transfer to a landfill	0	0
Controlled confinement	409.44	409.44
Total hazardous waste	411.08	411.08
Non-hazardous waste		
Incineration (with energy recovery)	0	0
Incineration (without energy recovery)	0	0
Transfer to a landfill	669	669
Total non-hazardous waste	4,253	4,253
Total residuos peligrosos	4,922	4,922



Annual comparison of total water consumption in cubic meters over kilogram of equivalent kilogram produced

Water consumption	2021	2022	2023
Water-stressed areas	690 (-1 %)	744 (8 %)	655 (-12 %)
All areas	752 (-2 %)	775 (3 %)	698 (-10 %)

Note: The increase in water consumption in 2022 was due to the change in category of one of the water zones to water stress zone, according to the World Resources Institute (WRI).

Emissions

GRI: 306-4, 306-5

Annual comparison of the intensity of direct greenhouse gas (GHG) emissions in kilograms of CO₂ over equivalent ton produced.

Intensity of direct GHG emissions	2021	2022	2023
Scope 1 emissions Kilogram of CO ₂ per equivalent ton produced	10 (6 %)	9 (-3 %)	12.1
Scope 2 emissions Kilogram of CO ₂ per equivalent ton produced	38	39 (3 %)	43



Appendix II

Healthy Homes: Well-being

General information on employees

GRI: 2-8

2023 data			
	Woman	Man	Total
Number of people employed	1,267	4,697	5,964
Number of permanent	1,247	4,955	6,202
Number of temporary employees	20	12	32
Number of people employed full time	1,267	4,697	5,964

Persons employed, by declared gender

2023 data			
Working people in Central America and the Caribbean	Woman	Man	Total
Subcontracting outside Mexico	2	4	6

Gender diversity in the executive team

Gender	2021	2022	2023
Woman	69 (31 %)	73 (32 %)	78 (31 %)
Man	152 (69 %)	156 (68 %)	171 (69 %)

Personnel turnover and new hires

GRI: 401-1

Annual comparison of total number and rate (%) of employee turnover, by gender and age

Gender	2021	2022	2023
Woman	143 (15 %)	260 (24 %)	293 (26 %)
Man	753 (17 %)	1,174 (26 %)	1,170 (25 %)

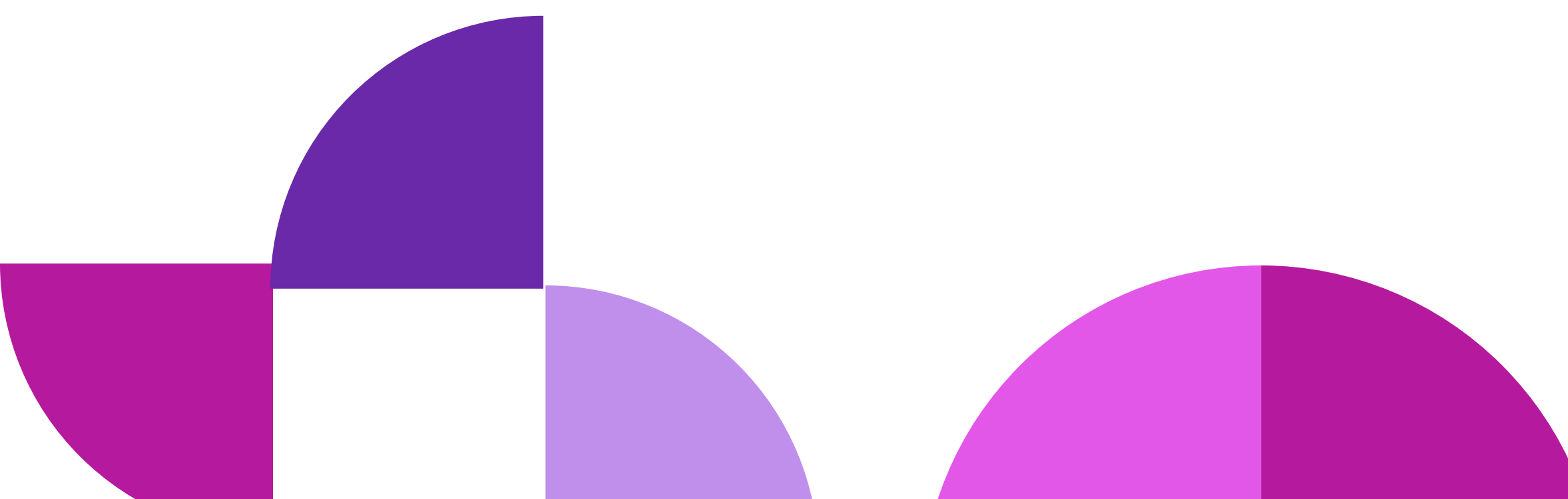
Total turnover rate in 2023 at AIEn Group was 25.7%.

Age	2021	2022	2023
Generation Z (-21 years old)	35 (58 %)	85 (84 %)	116 (86 %)
Millennial (21-35 years old)	531 (25 %)	915 (39 %)	863 (37 %)
Generation X (35 years-49 years)	273 (10 %)	342 (14 %)	386 (15 %)
Baby Boomers (+50 years old)	57 (9 %)	92 (14 %)	98 (13 %)

Annual comparison of total number and rate (%) of new hires, by gender and age

Gender	2021	2022	2023
Woman	270 (26 %)	297 (27 %)	442 (36 %)
Man	1,016 (22 %)	1,103 (24 %)	1,303 (28 %)
Total	1,286 (23 %)	1,400 (25 %)	1,745 (30 %)

Age	2021	2022	2023
Generation Z (-21 years old)	105 (97 %)	121 (114 %)	173 (130 %)
Millennial (21-35 years old)	740 (33 %)	925 (41 %)	1,091 (45 %)
Generation X (35 years old-49 years)	377 (14 %)	312 (12 %)	426 (17 %)
Baby Boomers (+50 years old)	64 (10 %)	42 (6 %)	55 (7 %)



Parental leave

GRI: 401-3

Annual comparison of the total number of workers who have taken, returned and stayed after parental leave

Parental leave	Data 2021		Data 2022		Data 2023	
	Woman	Man	Woman	Man	Woman	Man
Individuals who took parental leave	21	111	17	107	18	105
Individuals who returned to work after parental leave	18 (86 %)	107 (96 %)	17 (100 %)	107 (100 %)	17 (94 %)	104 (99 %)
Individuals who returned after the leave and were still active after 12 months	12 (50 %)	108 (72 %)	13 (72 %)	89 (83 %)	14 (82 %)	88 (85 %)

Training and education

GRI: 404-1

Average number of hours of employee training, by gender

Gender	2021	2022	2023
Woman	38	36	1,299
Man	21	27	4,755

Average hours of training for employees, by labor category

Average hours per employee	2021	2022	2023
Operations	13	15	38,573
Promoters	3	24	8,315
Administrative	49	47	49,701
Executives	55	48	13,848

Percentage of employees with periodic performance evaluations, by employee category and gender.

Job category	2021	2022	2023
Promotion Promotoría	98 %	99 %	100 %
Administrative	95 %	91 %	91 %
Executives	97 %	93 %	98 %

Gender	2021	2022	2023
Woman	66 %	62 %	92 %
Man	50 %	50 %	97 %

Performance of all personnel is evaluated each year. The variations in the total (100%) of employees are due to the fact that the number of members of the AIEn family during the year and the performance evaluation are carried out in separate periods.



GRI Standards

Grupo AEn has prepared the report in accordance with the GRI Standards for the period between January 1, 2023 and December 31, 2023.

GRI Sector Standards do not apply

GRI 1: Foundation 2021



Para el Content Index-Essentials Service, GRI Services revisó que el Índice de Contenidos GRI se presentó de manera coherente con los requisitos para la presentación de informes de conformidad con los estándares de GRI, y que la información en el índice se presenta de manera clara y accesible para las partes interesadas. Además, revisó la correlación correcta de los contenidos GRI presentadas en el Índice de Contenidos GRI con los Objetivos de Desarrollo Sostenible (ODS), basándose en la herramienta "Base de datos de objetivos y metas" disponible en el sitio web de GRI. El servicio se realizó en la versión en español del informe.

Estándares GRI	Contenidos GRI	Objetivos de Desarrollo Sostenible (ODS)	Ubicación, respuesta directa o motivo de omisión
GRI 2: Contenidos Generales 2021	2-1: Detalles organizacionales		Acerca de este informe; 65
	2-2: Entidades incluidas en la presentación de informes de sostenibilidad		Acerca de este informe; 65
	2-3: Periodo objeto del informe, frecuencia y punto de contacto		Acerca de este informe; 65
	2-4: Actualización de la información		Acerca de este informe; 65
	2-5: Verificación externa		Este informe no fue sometido a verificación externa.
	2-6: Actividades, cadena de valor y otras relaciones comerciales		Somos AEn; pp. 7-9
	2-7: Empleados	8, 10	Ir más allá de Hogares Saludables: Bienestar; p. 51 Anexo II: Hogares Saludables; pp. 69-70
	2-8: Trabajadores que no son empleados	8	Ir más allá de Hogares Saludables: Bienestar; p. 51 Anexo II: Hogares Saludables; pp. 69-70
	2-9 Estructura de gobernanza y composición	5, 16	Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-10 Designación y selección del máximo órgano de gobierno	5, 16	Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-11 Presidente del máximo órgano de gobierno	16	Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-12 Función del máximo órgano de gobierno en la supervisión de la gestión de los impactos	16	Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-13 Delegación de la responsabilidad de gestión de los impactos		Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-14 Función del máximo órgano de gobierno en la presentación de informes de sostenibilidad		Acerca de este informe; p. 65
	2-15 Conflictos de interés	16	Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-16 Comunicación de inquietudes críticas		Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-17 Conocimientos colectivos del máximo órgano de gobierno		Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-18 Evaluación del desempeño del máximo órgano de gobierno		Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-19 Políticas de remuneración		Ir más allá de Hogares Saludables: Bienestar; p. 51
	2-20 Proceso para determinar la remuneración		Ir más allá de Hogares Saludables: Bienestar; p. 51
	2-21 Ratio de compensación total anual		3.8 : 100 (México) 22.7 : 100 (USA)
	2-22 Declaración sobre la estrategia de desarrollo sostenible		Innovación, compromiso y visión; pp. 3-4
	2-23 Compromisos y políticas	16	Ir más allá: Estrategia de sostenibilidad; pp. 19-22
	2-24 Incorporación de los compromisos y políticas		Ir más allá: Estrategia de sostenibilidad; pp. 19-22
	2-25 Procesos para remediar los impactos negativos		Grupo AEn desde adentro: Liderazgo que impulsa; pp. 13-14
	2-26 Mecanismos para solicitar asesoramiento y plantear inquietudes	16	Grupo AEn desde adentro: Comportamiento ético y cumplimiento legal; p. 15
	2-27 Cumplimiento de la legislación y las normativas		Grupo AEn desde adentro: Comportamiento ético y cumplimiento legal; p. 16
	2-28 Afiliación a asociaciones		Ir más allá: Iniciativas externas y afiliación a asociaciones; pp. 23-24
	2-29 Enfoque para la participación de los grupos de interés		Ir más allá: Materialidad y grupos de interés; p. 18
	2-30 Convenios de negociación colectiva	8	Ir más allá de Hogares Saludables: Bienestar; p. 51
Temas materiales			
GRI 3: Temas Materiales 2021	3-1 Proceso de determinación de los temas materiales		Ir más allá: Materialidad y grupos de interés; p. 18
	3-2 Lista de temas materiales		Ir más allá: Materialidad y grupos de interés; p. 18

Comunicación con consumidores y clientes			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de Hogares Saludables: Transparencia en Nuestros Productos; pp. 42-44 Estilo de Vida Sostenible; pp. 45-49
GRI 417: Marketing y etiquetado 2016	417-1 Requerimientos para la información y el etiquetado de productos y servicios	12	En el marco de nuestra estrategia de sostenibilidad, nos obligamos a ofrecer información sobre el origen de los ingredientes de los productos, indicaciones para uso seguro y apropiada eliminación y sustancias que podrían generar un impacto a la salud, por lo que periódicamente evaluamos el 100% del portafolio.
	417-2 Casos de incumplimiento relacionados con la información y el etiquetado de productos y servicios	16	Durante 2023 no se registraron casos de incumplimiento.
	417-3 Casos de incumplimiento relacionados con comunicaciones de marketing	16	Durante 2023 no se registraron casos de incumplimiento.
GRI 418: Privacidad del cliente 2016	418-1 Reclamaciones fundamentadas relativas a violaciones de la privacidad del cliente y pérdida de datos del cliente	16	Durante 2023 no se registraron reclamaciones relativas a la privacidad y datos de clientes.
Empaques responsables			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30 Ir más allá de Hogares Saludables: Transparencia en Nuestros Productos; pp. 41-44
GRI 301: Materiales 2016	301-1 Materiales utilizados por peso o volumen	8, 12	Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30 Anexo I: Planeta Neutral; p. 66
	301-2 Insumos reciclados utilizados	8, 12	Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30 Anexo I: Planeta Neutral; p. 66
	301-3 Productos y materiales de envasado recuperados	8, 12	Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30 Anexo I: Planeta Neutral; p. 66
GRI 306: Residuos 2020	306-1 Generación de residuos e impactos significativos relacionados con los residuos	3, 6, 11, 12	Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30
	306-2 Gestión de impactos significativos relacionados con los residuos	3, 6, 8, 11, 12	Ir más allá de un Planeta Neutral: Circularidad; pp. 26-30
	306-3 Residuos generados	3, 6, 11, 12, 15	Anexo I: Planeta Neutral; pp. 66-67
	306-4 Residuos no destinados a eliminación	3, 11, 12	Anexo I: Planeta Neutral; pp. 66-67
	306-5 Residuos destinados a eliminación	3, 6, 11, 12, 15	Anexo I: Planeta Neutral; pp. 66-67
Excelencia Ambiental			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de un Planeta Neutral; pp. 25-29 Ir más allá de Hogares Saludables: Transparencia en Nuestros Productos; 41-44 Estilo de Vida Sostenible; pp. 45-49
Fomento de la higiene			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de Hogares Saludables: Estilo de Vida Sostenible; pp. 41-44 Comunidades Saludables; pp. 45-49
GRI 413: Comunidades locales 2016	413-1 Operaciones con programas de participación de la comunidad local, evaluaciones del impacto y desarrollo		Impulsado por Fundación AIEA, el 100% de las operaciones de la empresa cuenta con programas locales con participación de la comunidad, donde además se evalúan los impactos sociales, ambientales y de género.

	413-2 Operaciones con impactos negativos significativos –reales o potenciales– en las comunidades locales		No se detectaron durante 2023.
Gestión del agua			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de un Planeta Neutral: Agua Positiva; pp. 34-36 Ir más allá de Hogares Saludables: Comunidades Saludables; p. 58
GRI 303: Agua y efluentes 2018	303-1 Interacción con el agua como recurso compartido	6, 12	Ir más allá de un Planeta Neutral: Agua Positiva; pp. 34-36
	303-2 Gestión de los impactos relacionados con el vertido de agua	6	Ir más allá de un Planeta Neutral: Agua Positiva; pp. 34-36
	303-3 Extracción de agua		Sin información por restricciones de confidencialidad debido a estrategias y prácticas de comunicación.
	303-4 Vertido de agua		Sin información por restricciones de confidencialidad debido a estrategias y prácticas de comunicación.
	303-5 Consumo de agua	6	Anexo I: Planeta Neutral; p. 68
Gestión de la energía y emisiones de gases de efecto invernadero (GEI)			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de un Planeta Neutral: Carbono Positivo; pp. 37-38
GRI 302: Energía 2016	302-1 Consumo de energía dentro de la organización	7, 8, 12, 13	Total: 714,195 GJ Proveniente de fuentes no renovables (diesel y gas natural): 292,303 GJ Proveniente de fuentes renovables (energía comprada): 421,892 GJ
	302-2 Consumo de energía fuera de la organización		Información no disponible o incompleta, ya que estamos trabajando en mejorar los procesos de obtención de datos para contar con un inventario de emisiones mejor segmentado y más preciso.
	302-3 Intensidad energética	7, 8, 12, 13	0,47
	302-4 Reducción del consumo enérgico		Información no disponible o incompleta, debido a que estamos trabajando en la optimización de los procesos de medición a fin de contar con un indicador más preciso y comparable a lo largo del tiempo.
	302-5 Reducción de los requerimientos energéticos de productos y servicios		Información no disponible o incompleta, debido a que estamos trabajando en la optimización de los procesos de medición a fin de contar con un indicador más preciso y comparable a lo largo del tiempo.
GRI 305: Emisiones 2016	305-1 Emisiones directas de GEI (alcance 1)	3, 12, 13, 15	Ir más allá de un Planeta Neutral: Carbono Positivo; p. 38
	305-2 Emisiones indirectas de GEI asociadas a la energía (alcance 2)	3, 12, 14, 15	Ir más allá de un Planeta Neutral: Carbono Positivo; p. 38
	305-3 Otras emisiones indirectas (alcance 3)	3, 12, 14, 15	Ir más allá de un Planeta Neutral: Carbono Positivo; p. 38
	305-4 Intensidad de las emisiones de GEI	13, 14, 15	Anexo I: Planeta Neutral; p. 68
	305-5 Reducción de las emisiones de GEI	13, 14, 15	Anexo I: Planeta Neutral; p. 68
	305-6 Emisiones de sustancias que agotan la capa de ozono (ODS)		Información no disponible o incompleta, ya que nuestro inventario todavía no desglosa estas sustancias.
	305-7 Óxidos de nitrógeno (NOx), óxidos de azufre (SOx) y otras emisiones significativas al aire		Información no disponible o incompleta, ya que nuestro inventario todavía no desglosa estas sustancias.
Productos e ingredientes sostenibles			
GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de un Planeta Neutral: Regenerativo; pp. 29-31 Ir más allá de Hogares Saludables: Transparencia en Nuestros Productos; pp. 39-41

GRI 304: Biodiversidad 2016	304-1 Sitios operacionales en propiedad, arrendados o gestionados ubicados dentro de o junto a áreas protegidas o zonas de gran valor para la biodiversidad fuera de áreas protegidas	6, 14, 15	Todas las instalaciones de Grupo AIEEn se encuentran en zonas industriales de bajo impacto para la biodiversidad.
	304-2 Impactos significativos de las actividades, productos y servicios en la biodiversidad	6, 14, 15	Ir más allá de un Planeta Neutral: Regenerativo; p. 33
	304-3 Hábitats protegidos o restaurados	6, 14, 15	Ir más allá de un Planeta Neutral: Regenerativo; p. 33
	304-4 Especies que aparecen en la Lista Roja de la IUCN y en listados nacionales de conservación cuyos hábitats se encuentren en áreas afectadas por las operaciones	6, 14, 15	Todas las instalaciones de Grupo AIEEn se encuentran en zonas urbanas de bajo impacto para la biodiversidad, por lo que no afectan especies ni hábitats en riesgos de extinción.
GRI 308: Evaluación ambiental de proveedores 2016	308-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios ambientales		Por el momento solo evaluamos a proveedores de materias primas para garantizar la sostenibilidad de estas y, en consecuencia, de nuestras fórmulas. Sin embargo, en 2023 no hubo evaluaciones de nuevos proveedores.
	308-2 Impactos ambientales negativos en la cadena de suministro y medidas tomadas		En 2023 no se identificaron impactos ambientales negativos en la cadena de suministro.

Relación con los colaboradores

GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de Hogares Saludables: Bienestar; pp. 50-58
GRI 401: Empleo 2016	401-1 Contrataciones de nuevos empleados	5, 8, 10	Anexo II: Hogares Saludables; pp. 69-70
	401-2 Prestaciones para los empleados a tiempo completo que no se dan a los empleados a tiempo parcial o temporales	3, 5, 8	Ir más allá de Hogares Saludables: Bienestar; p. 53
	401-3 Permiso parental	5, 8	Anexo II: Hogares Saludables; pp. 69-70
GRI 402: Relaciones trabajador-empresa 2016	402-1 Plazos de aviso mínimos sobre cambios operacionales	8	Se suelen dar 8 días a los empleados antes de la aplicación de cambios operacionales significativos que podrían afectarles de forma considerable. Estos plazos se especifican en los acuerdos colectivos.
GRI 404: Formación y educación 2016	404-1 Promedio de horas de formación al año por empleado	8	Anexo II: Hogares Saludables; pp. 69-70
	404-2 Programas para desarrollar las competencias de los empleados y programas de ayuda a la transición	8	Ir más allá de Hogares Saludables: Bienestar; pp. 54-56
	404-3 Porcentaje de empleados que reciben evaluaciones periódicas de su desempeño y del desarrollo de su carrera	5, 8, 10	Anexo II: Hogares Saludables; p. 71
GRI 405: Diversidad e igualdad de oportunidades 2016	405-1 Diversidad de órganos de gobierno y empleados		Ir más allá de Hogares Saludables: Bienestar; p. 51 Anexo II: Hogares Saludables; p. 69
	405-2 Ratio entre el salario básico y la remuneración de mujeres y de hombres	5, 8	Los datos se mantiene igual que en 2022: Ratio del salario de entrada a Grupo AIEEn contra el salario de entrada promedio del mercado: 95% Ratio del salario base y de la remuneración de mujeres frente a hombres: 93:100 Empleados operativos mujeres frente a hombres: N/A Empleados promotoría mujeres frente a hombres: N/A Empleados administrativos mujeres frente a hombre: 96:100 Equipo ejecutivo mujeres frente a hombres: 100:100
GRI 406: No discriminación 2016	406-1: Casos de discriminación y acciones correctivas emprendidas	5, 8	De acuerdo al Protocolo para Prevenir, Atender y Erradicar la Violencia y Discriminación cada caso de discriminación es atendido de manera inmediata. Durante 2023, no se registraron casos de activación de protocolo de violencia.
GRI 407: Libertad de asociación y negociación colectiva 2016	407-1: Operaciones y proveedores en los que el derecho a la libertad de asociación y la negociación colectiva podrían estar en riesgo	8	En todas las operaciones de Grupo AIEEn se garantiza el derecho a la libertad de asociación y negociación colectiva. También procuramos el abastecimiento responsable en la selección de proveedores que respeten los derechos humanos y colectivos laborales.

Salud y seguridad en todo lo que hacemos

GRI 3: Temas Materiales 2021	3-3 Gestión de los temas materiales		Ir más allá de Hogares Saludables: Bienestar; pp. 53-55
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GRI 403: Salud y seguridad en el trabajo 2018	403-1 Sistema de gestión de la salud y la seguridad en el trabajo	8	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-2 Identificación de peligros, evaluación de riesgos e investigación de incidentes	8	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-3 Servicios de salud en el trabajo	8	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-4 Participación de los trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo	8	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-5 Formación de trabajadores sobre salud y seguridad en el trabajo	8	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-6 Promoción de la salud de los trabajadores	3	Ir más allá de Hogares Saludables: Bienestar; pp. 57-58
	403-7 Prevención y mitigación de los impactos para la salud y la seguridad en el trabajo directamente vinculados a través de las relaciones comerciales	8	Todas las instalaciones de Grupo AIEn se encuentran en zonas urbanas de bajo impacto para la biodiversidad, por lo que no afectan especies ni hábitats en riesgos de extinción.
	403-8 Cobertura del sistema de gestión de la salud y la seguridad en el trabajo	8	El 100% de los colaboradores de Grupo AIEn, incluidos terceros sujetos a auditorías, están cubiertos por el Sistema de Gestión de Salud y Seguridad.
	403-9 Lesiones por accidente laboral		Sin información por restricciones de confidencialidad debido a estrategias y prácticas de comunicación.
	403-10 Dolencias y enfermedades laborales		Sin información por restricciones de confidencialidad debido a estrategias y prácticas de comunicación.
GRI 408: Trabajo infantil 2016	408-1 Operaciones y proveedores con riesgo significativo de casos de trabajo infantil	5, 8, 16	Durante 2023 no se identificaron riesgos. El proceso de reclutamiento y selección garantiza el ingreso únicamente de personas mayores de 18 años, a través de la documentación requerida y presentada por los candidatos.
GRI 409: Trabajo forzoso u obligatorio 2016	409-1 Operaciones y proveedores con riesgo significativo de casos de trabajo forzoso u obligatorio	5, 8	Durante 2023 no se identificaron riesgos. En Grupo AIEn nunca se exige a los colaboradores realizar trabajos en contra de su voluntad o permanecer en el puesto durante un tiempo determinado. Se fomenta la salud financiera de los colaboradores para promover su libre voluntad de permanecer en la empresa y no se utilizan los beneficios para forzar el trabajo o su permanencia.
GRI 410: Prácticas en materia de seguridad 2016	410-1 Personal de seguridad capacitado en políticas o procedimientos de DDHH	16	El equipo de seguridad y vigilancia recibe capacitaciones desde su inducción en temas de integridad, transparencia y respeto a la dignidad.
GRI 414: Evaluación social de los proveedores 2016	414-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios sociales	5, 8, 16	Actualmente solo consultamos a nuestros proveedores para saber sus avances en materia social y esfuerzos en las comunidades donde sea posible. Sin embargo, sus acciones todavía no representan un filtro para la continuación o culminación de la relación.
	414-2 Impactos sociales negativos en la cadena de suministro y medidas tomadas	5, 8, 16	Durante 2023 no se identificaron impactos sociales negativos en la cadena de suministro.
GRI 416: Salud y seguridad de los clientes 2016	416-1 Evaluación de los impactos de las categorías de productos y servicios en la salud y la seguridad		Periódicamente evaluamos 100% del portafolio.
	416-2 Casos de incumplimiento relativos a los impactos de las categorías de productos y servicios en la salud y la seguridad	16	Durante 2023 no se registraron casos de incumplimiento.



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