

CLORALEX

PNOL

ensueño

flash

Eficioz



# Go Beyond



Sustainability Report 2022





Proud of those who are part of the AIEn family, we work every day to fulfill every commitment towards 2030 and build a cleaner and more sustainable world for you. We have big challenges, and we know that together we can do more. At Grupo AIEn we want to **Go beyond.**

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# Innovating with balance

GRI: 2-22

Sustainability is a fundamental part of our purpose as an organization. We work to build a cleaner and more sustainable world for you with innovation, agility, and commitment.

In 2022, we made public our goals for 2030 through our sustainability strategy, Go Beyond. We brought together our stakeholders to invite them to be part of this vision. We seek to generate shared value in economic, social and environmental matters and we know that we can only achieve this if we work as a team.

We want to go beyond in circularity and regenerative practices; become a water and carbon positive company; continue with transparency in our products; promote a sustainable lifestyle; ensure the well-being and safety of our employees and suppliers, as well as develop healthy communities.

Going beyond is possible, we are a great team that works every day to provide innovative cleaning and hygiene solutions for homes in Mexico, the United States, Central America and the Caribbean. We are making a positive impact on consumers who have opened doors for us in 97% of Mexican homes. And our brands Cloralex®, Ensueño®, Pinol® stand out in the top 10 of the most chosen brands in Mexico for Home Care according to the Kantar Brand Footprint 2022 survey.

We continue to strengthen our commitment to give plastic a new life and care for the environment. Through our Reciclar para Ganar® program, we have collected 44% more plastic than last year, and more than 19 thousand agents of change have been part of it. Today we have more than 80 routes and 89 collection machines that have made this great achievement possible.

With Uumbal®, an agro-industrial company, we share the vision of sustainability through its regenerative practices. For the second consecutive year it has obtained RSPO certification for palm oil and, for the last three years, Forest Stewardship Council® (FSC®) certification for pine resin. Uumbal® generates more than 1,500 direct jobs in southeastern Mexico and has rescued more than 10,000 hectares of cattle ranches with pine and palm plantations, protecting and caring for the biodiversity in the area.

Given the situation of water shortages in different states of Mexico, AIEn Foundation and Cloralex® took action to support the affected school communities in Nuevo León and Chiapas.

Working hand in hand with the social sector, the “Agua en mi Escuela” (Water in my School) program was launched, providing access to clean water to 9 schools through rainwater harvesting systems. More than 2,300 m<sup>3</sup> of water were collected during the year, benefiting more than 2,500 people.

**Our vision in sustainability has led us to be leaders in recycling, innovate for well-being and materialize commitments for people and the planet.**

**Co-Presidency and Co-General Direction**

**Grupo AIEn**

# Significant data 2022



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



Cloralex®, Pinol® and Ensueño® stand out in the **top 10** of the most chosen brands in Mexico for Home Care (Kantar Brand Footprint 2022).

### We reduced:

- direct emissions per produced ton of GHG scope 1 **by 2%**
- electricity consumption per ton produced in chemical plants **by 15%**
- the amount of hazardous waste generated per ton produced **by 15%**
- water discharges per produced ton **by 5%**
- water consumption **by 5%** per ton produced in Vertical Integration Plants



### With Agua en mi Escuela:

**2 states** in México benefited  
**9 schools** benefited  
**+2,300 m<sup>3</sup>** of water collected annually  
**+2,500** beneficiaries

**+30 years**

recycling plastic to produce our bottles

**+10 years**

using bottles made from 100% recycled PET material



**100 %**

of our production plants are equipped with **water treatment plants**



**100 %**

of our production operations are certified as **Clean Industry**

**14 consecutive years**

with the Socially Responsible Company Distinction



We participate in the protection of **~300 species of flora and wildlife** in Uumbal® preservation areas.



Through Uumbal® we produced **RSPO certified palm oil and Forest Stewardship Council® (FSC®) certified pine resin**

### Advantage Survey 2022

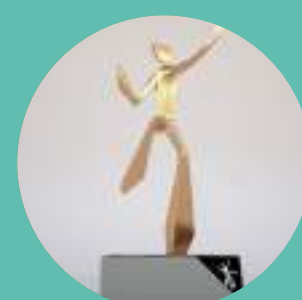


**1st place** in wholesale channel for the 7th consecutive year

**Top 3** in modern channel for the 3<sup>rd</sup> consecutive year



Ensueño® was recognized as a **Famous Trademark** by the Mexican Institute of Industrial Property (IMPI).



Cloralex® Nuevo León **Water Saving campaign** won in the Influencer Marketing category of the AMAPRO Festival.



**+5,600** AIEn family members



**29** learning hours per employee



**24 %** of employees participate in Social Responsibility activities



**+1.2 millions** people benefited from social impact initiatives

# Grupo AIE

*from within*

ODS

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO



16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS



# Our essence

## Proudly Mexican company

Building a cleaner and more sustainable world for you is the purpose that unites us. We are more than 5,600 employees, women and men who share the same values.

To meet the needs of our consumers, we have a diversified portfolio of more than 600 cleaning and disinfection solutions, and with brands present in 97% of the homes in Mexico. In addition, we produce and supply natural products, chemicals and plastics to industrial markets in Mexico and abroad. We are a family that works hand in hand to generate a positive impact on our environment.



### Purpose

We build a cleaner and more sustainable world for you.

### Value proposition

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

### Our values



# Home Cleaning & Disinfecting Categories



## Laundry Care

- Softeners
- Bleach
- Laundry soaps
- Stain removers



## Household Cleaning

- High-efficiency cleaners
- Aromatic Cleansers
- Degreasers
- Dishwashers



## Disinfection

- Cleaners for the pet area
- Disinfectant spray
- Sanitary pills
- Bathroom descalers
- Antibacterial hand gel




















Our products are made in Mexico and have crossed borders reaching homes in the United States, Central America and the Caribbean.

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

-  **5 Cleaning products manufacturing plants**
-  **2 Recycling plants**
-  **2 Raw material and chemical plants**
-  **6 Distribution centers**




Jalisco	Nuevo Leon	Baja California	Puebla
	 		
	 		
Queretaro	Estado de Mexico	Tabasco	Texas
		 	




**Products proudly made in Mexico**



## Mexico

-  Corporate offices and production facilities
-  6 distribution centers
-  +800,000 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



# Leadership in action

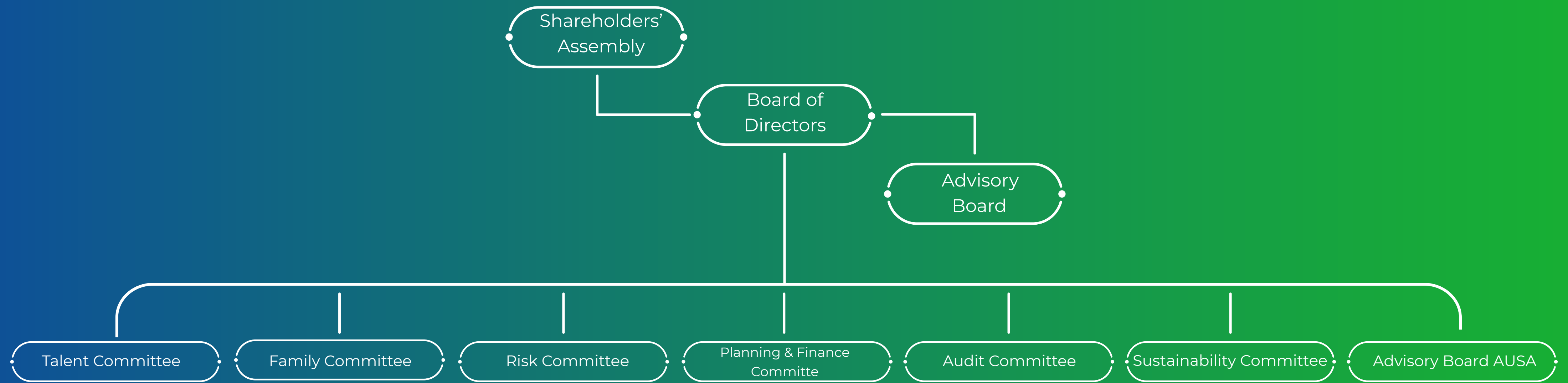
The Co-Presidency and Co-General Direction leads the daily operations of Grupo AIE and directs the Advisory Board, the backbone of the corporate governance structure.

The Advisory and Management Boards oversee due diligence and compliance with the precautionary approach with the support of specialized internal committees that identify and address the company's economic, environmental and human impacts. They monitor business strategy, talent management, auditing, performance evaluation and compensation allocation.

In order to strengthen the collective knowledge of the corporate governance bodies, strategic issues are constantly identified and addressed through individual or group trainings for directors and executives, including the relevance of Environmental, Social and Governance (ESG) criteria for strategic decision making.

## Advisory Board

- 2 executive members
- 4 shareholder members
- 5 independent members
- Different generations and business backgrounds



# Sustainability Committee

The Executive Sustainability Committee, delegated by the Advisory Board, is responsible for managing Grupo AIEA impacts on the economy, the environment and people. Every three months, it reviews the progress of the Going Beyond Sustainability Strategy.

## Executive Committee



Global



Follows up on global objectives and goals



Co-Presidents and area directors participate

## Technical Committees



Mexico and the United States



Overseeing the implementation of the strategy locally



Corporate, operational and research and development areas are involved



# Ethics and integrity

Grupo AEn establishes principles and values that form the basis of our relationships with our various stakeholders. The Code of Ethics guides employees in their daily actions and relationships, in order to preserve integrity and work culture.

In 2022, we updated our Code of Ethics to be more precise and inclusive in our principles, to promote respect for the dignity and diversity of people.

As part of a series of wellness talks for employees, webinars were given on topics related to ethical behavior: conflict management at work, intergenerational labor relations, and recognition and motivation at work.

The Human Resources, Internal Control and Audit areas are empowered to guide employees to promote ethical behavior.

## Transparency mailbox

The transparency mailbox is the mechanism that allows stakeholders to make suggestions and complaints anonymously. It is a secure and confidential means, managed by a third party who is responsible for gathering information and evidence of each case so that the responsible areas can address each situation.

## We have communication channels to report breaches or violations of the Code of Ethics

### Means of contact to report potential fouls



**By telephone:**  
800-062-3171



**Web site:**  
<https://buzontransparencia.alen.com.mx/>



**E-mail:**  
[alen@ethic-line.com](mailto:alen@ethic-line.com)

[Here you can read the complete Code of Ethics](#)

## Compliance with legislation, regulations and voluntary codes for our products



### Mexico

- Mexico's General **Health Law**
- Federal **Consumer Protection Law**; and Respective Regulations
- Federal **Precursor Control Act Chemicals**, Essential Chemicals & Machines for Making Capsules, Tablets and/or Tablets; and Respective Regulations
- Federal **Substance Control Act** Divertable Chemicals for the Manufacture of Chemical Weapons
- Regulations of the General **Health Law on the Advertising Matter**
- Regulations on **Sanitary Control of Products and Services**
- **Medical Device Supplement**, FEUM 4th Edition
- Labelling and packaging standard for domestic products **(NOM-189-SSAI/SCFI2018)**
- Commercial Information Standard - Statement of quantity on label - specifications **(NOM 030-SCFI-2006)**
- Pre-Packaged Products Standard – Net Content - Tolerances and Verification Methods **(NOM-002-SCFI-2011)**
- General Specification Standard for ethyl alcohol-based topical antiseptics, or Isopropyl - Commercial & Health Information **(NOM-EM-022-SE/SSAI-2021)**
- Medical Device Labeling Standard **(NOM-137-SSAI-2008)**
- Code of Advertising Ethics of the Council of Advertising Self-Regulation and Advertising Ethics **(CONAR)**
- Harmonized System Standard for Identification and communication of hazards and risks by hazardous chemicals in the facilities **(NOM-018-STPS-2015)**
- Clean Industry Certification, **PROFEPA**
- Good Manufacturing Practice Standard for establishments engaged in the manufacture of Toiletries **(NMX-Q-016-SCFI-2011)**



### United States

- Inventory of substances of the Law on the Control of Toxic Substances **(TSCA)**
- **Product Regulations California Consumption**, Article 2: Regulations to Reduce Product Emissions Consumption



### Central America and the Caribbean

Technical Regulations Central American for:

- Registration and **Sanitary Registration of Hygienic Products**
- **Product Labeling Hygienic**; and the Acknowledgment of the Registry or Health Registration of Hygienic Products
- Veterinary medicinal products and Related Products, Requirements **Sanitary Registration and Control**






# Shared value

At Grupo AEn we ensure that we share the same purpose and values with our value chain. Our Code of Ethics and Conduct establishes the principles and standards that govern our company's activities.



Our sourcing process includes the identification of social and environmental criteria, thus confirming the alignment of our suppliers' practices and commitments.



## Types of suppliers

-  Inputs for product manufacturing
-  Operational and corporate products and services
-  Other logistics and assembly inputs

## Origin of suppliers essential for manufacturing and Packaging of our products

-  Mexican suppliers: 32
-  International suppliers: 7





# Go beyond

ODS





# Towards 2030

At Grupo AIEEn we do more than just hygiene and cleaning products. We are committed to the families that use them, to our employees who make them possible and to the planet that belongs to all of us.

This is how we developed the strategy that allowed us, to integrate our vision of sustainability in a clear and coordinated manner throughout our processes. We dedicated ourselves to communicating our objectives, adjusting the goals with which we contribute to sustainable development, and starting to obtain results. We implemented a measurement and monitoring system to evaluate the performance and progress of our actions. In addition, we trained the AIEEn family in each of the commitments we have made to go beyond a neutral planet and healthy homes.

**One year after the deployment of the Going Beyond Sustainability Strategy, we are making steady progress towards our goals**



## Materiality and Stakeholders

In our daily practice and relationship with stakeholders, we confirm the validity of our material topics, defined in 2019 and updated in 2021, prior to the development of the Go Beyond strategy.

At that time we analyzed global sustainability methodologies and priorities; identified priority issues for consumers, labor market and sustainable investment practices; assessed the influence of these issues on our industry, partners and employees.

The exercise of identifying priority stakeholders since 2015 has been part of materiality studies and other mappings to optimize our management.

### Grupo AIEA stakeholders



Shareholders



Authorities



Clients



Employees



Civil Organizations



Community



Consumers



Suppliers







### Material topics and lines of action where it impacts

Communication with consumers and clients					
Responsible packaging					
Environmental excellence					
Hygiene promotion					
Water management					
Energy management and greenhouse gas (GHG) emissions					
Sustainable products and ingredients					
Relationship with employees					
Health and safety in everything we do					







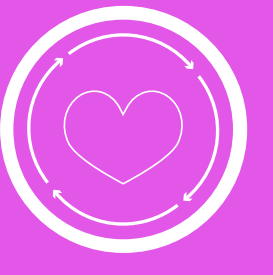

# Neutral Planet

	Target	Goals to 2030		Advance to 2022
 <p><b>Circularity</b></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 %	121 %
		Use recycled plastic to make our packaging and caps (%)	100 % PETr   100 % PEADr   100 % PPr	100 % PETr   66 % PEADr   40 % PPr
		Recyclability of our packaging portfolio, according to APR standards (%)	100 %	12 %
		Zero waste production plants and distribution centers (%)	100 %	16 %
 <p><b>Regenerative</b></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 %	Definition of scope and plan By 2030
		Train all UUMBAL® employees in regenerative practices (%)	100 %	74 %
		Implement regenerative practices in UUMBAL® plantations (%)	100 %	100 %
 <p><b>Water Positive</b></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 %	22,000 m <sup>3</sup> of replenished water
		Recycle or reuse the water we use in our operational processes (%)	≥ 90 %	We invested in technology to increase water recycling in our process
		Reduce water consumption in our portfolio of cleaners, detergents and fabric softeners vs. 2021 (%)	10 %	We worked on the definition of the plan to 2030 to accomplish the goal through of innovation
 <p><b>Carbon Positive</b></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	Reduced: 2% direct emissions per tonne of GHG produced Scope 1 15% energy consumption Electric Per Ton Produced in chemical plants
		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		Advance to 2022
 <p><b>Product Transparency</b></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 %	We made progress in the Construction of the new Standards Generation AIEn.
 <p><b>Sustainable Lifestyle</b></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	19,500 people have adopted the habit of recycling through our “Reciclar para Ganar®” program
		Encourage water saving and plastic recycling (millions of people)	2	
 <p><b>Well-being</b></p>	Promote inclusion, safety, and well-being of our employees and suppliers.	Modernized workspaces with wellbeing standards (%)	100 %	9 projects implemented in 923 m <sup>3</sup>
		Staff vacancies filled with internal talent (%)	50 %	33 %
		Strengthen company policies and processes with inclusive standards (%)	100 %	Definition of our inclusion strategy towards 2030
		Suppliers assessed against ethical, labor, safety, and rights standards	100 %	Development & tuning internal methodologies for supplier evaluation
 <p><b>Healthy Communities</b></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	3.6



## External initiatives and membership in associations

At Grupo AIE n we know that working as a team for sustainable development generates better results. That is why we participate in representation activities before the public sector and business and international organizations, in order to generate actions for continuous improvement and the reduction of potential risks related to the industry to which we belong. In particular, we participate in labor, circular economy, water, plastic and waste issues.

In 2022, we participated in two Global Compact working groups on biodiversity and circular economy and we were present at the Circular Plastics Packaging LATAM, held in Mexico City.

**We are present in more than 29 institutions. In some we are members of the corporate governance bodies; in others, as members, we share strategic or economic considerations that position us as leaders and help us mitigate risks.**

### Focus: Sustainability

Institution	Grupo AIE n 's Participation
Institute for Environmental Protection in Nuevo León (IPA)	Active member
Forestry Business Council (CONAF)	Active member
ECOCE (Ecology and Corporate Engagement)	Active member
Nuevo León SumaRSE Network	Presidency 2021-2022
Monterrey Metropolitan Environmental Fund	Active member
The Sustainability Consortium (TSC)	Active member
ANDAMOS Corporate Foundations Committee	Active member
Queretaro Plastics Cluster	Active member

### Focus: Responsible advertising

Institution	Grupo AIE n 's Participation
Council for Self-Regulation and Advertising Ethics (CONAR)	Active member Member of the Board of Directors
National Advertising Division (NAD)	Active member
A Favor de lo Mejor	Active member



**Focus: Industrial**

Institution	Grupo AIE n ´ s Participation
National Association for Chemical Industry (ANIQ)	Active member
Nuevo León Chamber of the Transformation Industry (CAINTRA)	Active member Chairmanship of the Social Responsibility Committee (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 Consumers Goods Forum (CGF)	Active member

**Focus: Cleaning products**

Institution	Grupo AIE n ´ s Participation
American Cleaning Institute (ACI)	Active member
National Chamber of the Oils, Greases Industry, Soaps & Detergents (CANAJAD)	Member of the Board Director since 2017 Vice-Presidency of Legislative Liaison President of the Industrial Security Commission

**Focus: Business**

Institution	Grupo AIE n ´ s Participation
American Chamber of Commerce of Mexico	Active member
Association of Industrialists of Salto	Active member
National Association of Wholesale Grocers (ANAM)	Active member
Mexican Employers' Confederation (COPARMEX)	Active member
Nuevo León Institutions Civic Council	Active member
Mexican Business Council for Foreign Trade, Investment and Technology (COMCE)	Active member
Mexican Consumer Products Industry Council (CONMÉXICO)	Presidency 2021-2025 Participant in working groups
ERIAC Human Capital	Active member
GSI Mexico (business standards regulator)	Active member
Puebla Industrial Group	Active member





# Go beyond *a Neutral Planet*

ODS





# Circularity



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

**Material topics:** responsible packaging and environmental excellence.

More than 30 years ago, we began recycling plastic bottles and today we are the leading recycler in North America. We are pioneers in promoting a circular economy vision to close the life cycle of materials, reduce the extraction of raw materials and the generation of waste.

We have a multidisciplinary team that leads and manages circularity in a comprehensive way in the organization from the design of our products to the communication with the consumer.



# Pioneers in recycling

At AlEn we are pioneers in plastic bottle recycling and we have made the most of the material for our processes. For more than 10 years our PET bottles have been made from 100% recycled material and we continue working to achieve the same goal for HDPE bottles and caps.

Starting in 2020, we adopted the Consumer Goods Forum’s (CGF) Golden Design Rules that focus on improving the design, production and handling of packaging to drive a circular economy. Also, in 2022 we aligned to international standards such as the APR Design Guide for Plastics Recyclability.

In the U.S. market, we follow the How to Recycle (H2R) labeling system that indicates the consumer how to recycle their bottle.

Committed to innovation in circular economy, we participate in forums and industry to work together on solutions

### Global and regional forums:

#### Circular Plastics Packaging LATAM,

Panel discussions on Circular Economy

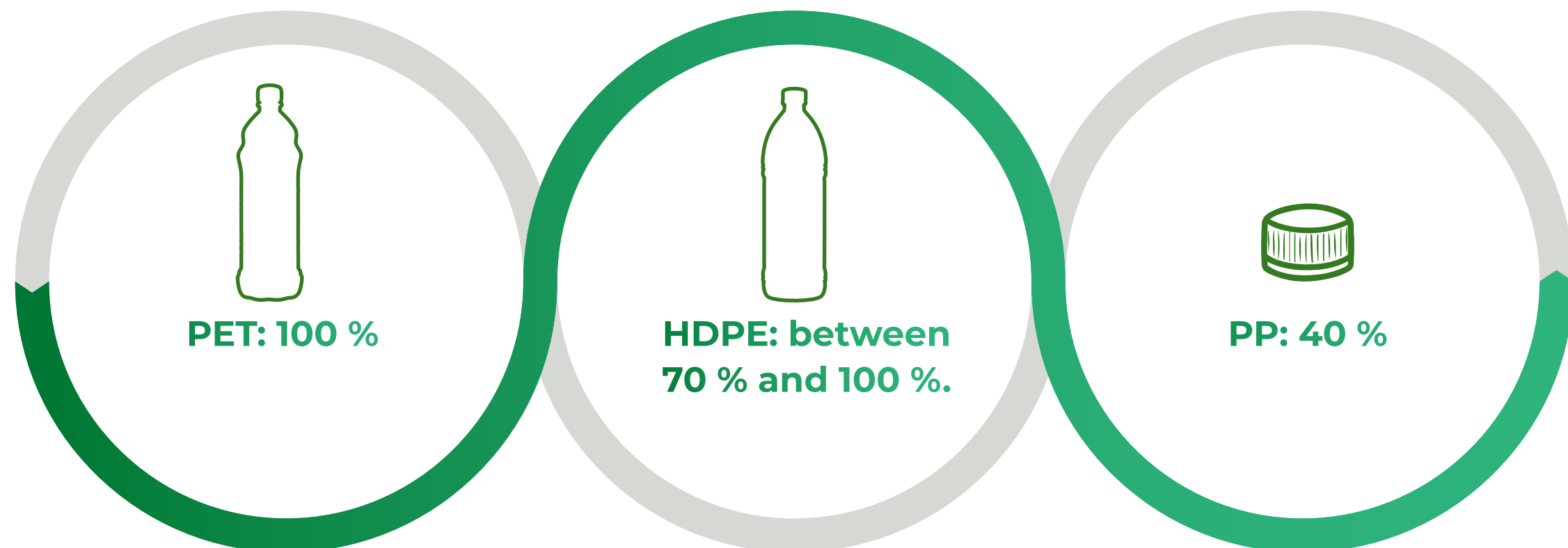
#### Consumer Goods Forum LATAM and Global,

guest panelist to share successful recycling practices.

#### Circular Economy Working Group of the Global Compact Mexico

participation in the development of a booklet of best practices for circular operations.

### PERCENTAGE OF RECYCLED MATERIAL USED IN OWN CONTAINERS AND CAPS



**Each year we gradually increase the amount of recycled material in our products, and we recycle ~50,000 tons of plastic bottles**



# Reciclar para Ganar®

The collection program is the foundation of our circular economy initiatives and supplies raw materials to our recycling plants located in Monterrey and Queretaro. We promote a culture of recycling with our communities and together we give a new life to recovered plastic bottles. It is carried out in five modalities:



Home



School



Institutional



Citizen



Recicla, gana y transforma

With the Recycle, Earn and Transform approach, in 2022 we installed new AIEn Hearts for the collection and recycling of polypropylene (PP) caps. We collected approximately 1,000 tons of the material throughout the period, which are translated into donations for associations that work for the health and well-being of vulnerable children, such as AMENEC, Banco de Tapitas A.C., Recicla vs Cáncer de Cómplices A.C., De la mano con Danny A.C., Luchando por Ángeles Pequeños, Salvemos Héroeos and Vamos Guerreros.

**89**  
collection machines

**84**  
collection routes

**+1,900**  
billion bottles  
recycled per year



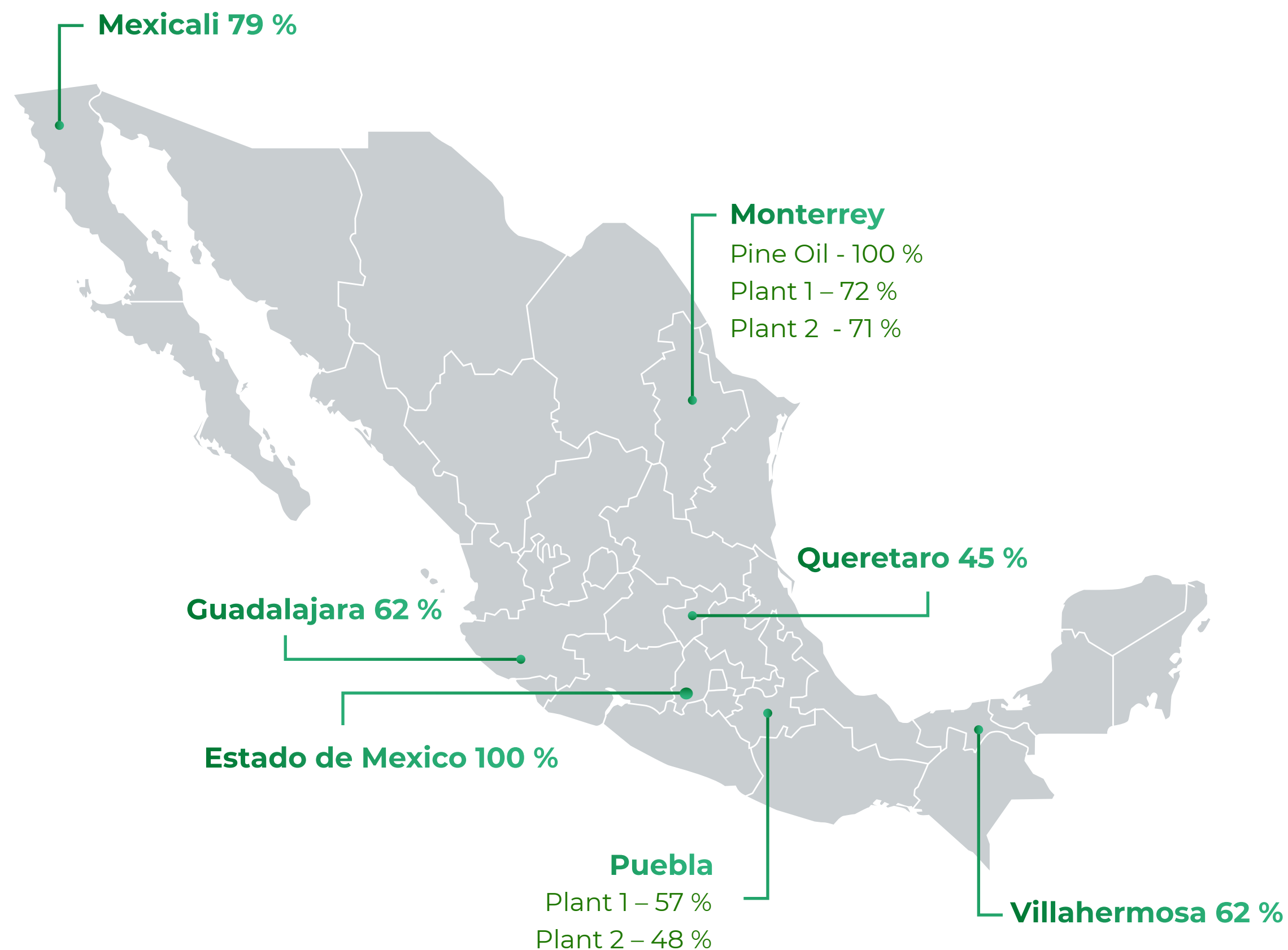
**25,360 tons of plastic bottles collected directly from the community: ~3.5 laps around the Earth lining up the bottles.**



# Zero Waste Program

Through our Zero Waste program, we are committed to minimizing the amount of waste generated, revaluing it through different processes such as recycling, composting, energy generation, among others, and thus preventing it from ending up in landfills..

## Percentage of progress towards Zero Waste



## Waste reduction practices in our locations



Development of a Zero Waste habit change plan for plants and administrative buildings.



Practices aimed at minimizing, classifying and standardizing waste management.



Vermicomposting of organic waste from the dining room and sludge generated at the Monterrey wastewater treatment plants.

**We reduced by 15 % the generation of hazardous waste per ton produced by improving cleaning habits and processes in chemical plants.**





# Regenerative

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

**Material topics:** sustainable products and ingredients.

Regenerative agriculture seeks to minimize soil disturbance and preserve it for continued use in balance with nature, while ensuring the well-being of farmers and communities. This is the perspective we seek to share with suppliers of raw materials of agricultural origin and the reason for the success of Uumbal®, who produce pine resin and palm oil with sustainable practices.



# Sustainable raw materials

To Go beyond in sourcing practices, we want to be close to our suppliers. We developed a mechanism for obtaining information on environmental and social issues to learn about the sustainability commitments shared with our value chain and analyze best practice trends in the responsible sourcing of agricultural raw materials.

## Sustainability awards received from suppliers:

### Urban Forest Award 2022 | Titan-BioPappel

For promoting recycling and the use of sustainable packaging



### Sustainability Certificate | CHEP Pallet

For logistics optimization through sustainable pallet reutilization program

Saving of **48 million m<sup>3</sup>** of wood equivalent to **+47 thousand** trees.

Reduction of **18,600 tons** of CO<sub>2</sub> equivalent to 425 truck trips around the world.

Reduction of **11,756 tons** of waste, equivalent to 12,766 truckloads of waste.

# Uumbal®, balance and equilibrium

More than ten years ago Grupo AIEEn invested in Uumbal®, an agro-industrial joint venture with the objective of converting cattle ranches into agro-forestry units to produce raw materials of the highest quality; with innovative technology; protecting and preserving the environment and improving the quality of life of farmers and neighboring communities.

Uumbal® was born with a purpose of sustainability, with conservation practices, composting, soil preservation, biodiversity protection and development of the Mexican countryside. It is a source of inspiration that we want to share with our suppliers to replicate successful practices through collaboration.

**Uumbal® is RSPO certified for palm oil and Forest Stewardship Council® certified for pine resin.**

Hectares of Cultivation		Hectares of Conservation	
Pine	Palm	Pine	Palm
2,052	8,048	1,672	3,742

Associated agricultural producers	2,943
Small owners	58 (Veracruz)
Producers	2,885 (Chiapas, Tabasco y Campeche)



**-300 species of flora and fauna in conservation  
+15,000 hectares managed by Uumbal®**



# Water Positive

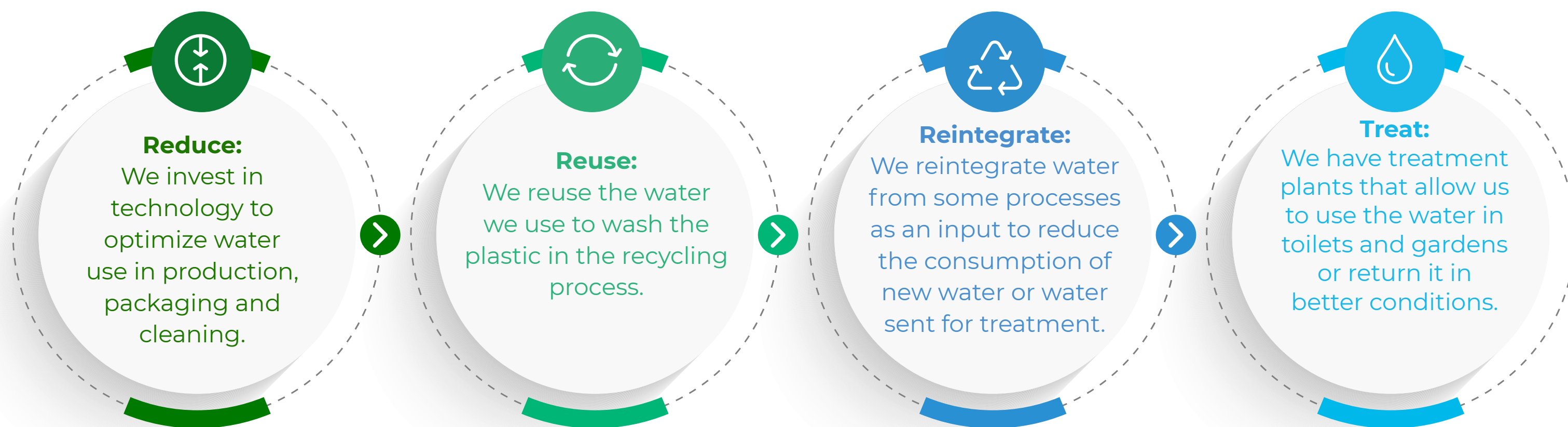
**Commitment:** to be water positive in all operations and to minimize the use of water in our products.

**Material topics:** water management and health and safety in everything we do.

Our Water Positive approach seeks to return to communities in water-stressed areas an amount of water greater than the amount used in our operations. We seek its care and availability for all. To achieve this, at Grupo AIEEn we optimize the processes associated with the use and treatment of water, and we communicate actions to consumers on how to save and reuse it by using our products correctly.







**Water saving**

Thanks to the talent and innovation that characterizes the AEn family, we improved the water treatment system and clarification process; increased the use of treated water; increased the volume of sludge from the Wastewater Treatment Plant (WWTP); and decreased water consumption and discharges.

The recycling plant in Querétaro excelled in water saving practices. Improvements were made in the treatments to ensure the quality of the treated water and thus maintain its reuse in the recycling process. We were able to use 100% treated water in line 2 of the recycling plant in Querétaro, increasing recirculation from 22% to 46% per month.

**Water reuse**

We invested in the first tertiary water treatment plant in Mexico in the industrial zone of “El Salto” in Jalisco, with the aim of increasing the use of reuse water at our Guadalajara Plant and in the rest of the area for public, agricultural and industrial use.

Water Positive is about taking care of water in our operational processes, reusing it and helping the community to also have access to the resource. 2022 was a year of optimization and promotion of initiatives to achieve our goals in our operations.



Facilities	Optimizations
Monterrey	Recirculation of treated water in the recycling process Increased sludge storage for increased water quality and water recirculation Changes in technologies for efficient water use in laboratory processes
Villahermosa	Technological optimization of the Wastewater Treatment Plant (WWTP) to increase water quality and minimize discharges
Guadalajara	Reduction of water discharge to treatment plant
Puebla	Reducing water consumption through efficiency in production processes
Mexicali	Reduction of machine-washing process and water discharges
Queretaro	Improvements in the water treatment process to increase its quality and reuse it in the recycling process

Through AIEn Foundation’s investments, we support watershed conservation projects and replenish water supplies to water-stressed communities:

- We are part of the Monterrey Metropolitan Environmental Fund (FAMM).
- With Agua en mi Escuela we benefit communities with more than 2,300 m<sup>3</sup> of water per year through rainwater collection systems

Thanks to these and more projects, we resupplied more than 22,000m<sup>3</sup> of water to communities.

### Awareness-raising activities



Communication about water care in the plant and at home



“One bucket a day” campaign and challenge with employees



Social media campaigns to inform consumers about the efficient use of water in their cleaning processes with AIEn products

**5 % reduction in discharges per ton produced at group level**

**5 % reduction in water consumption per ton produced in vertically integrated plants.**





# Carbon Positive

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

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

At Grupo AIE n we are working to be carbon positive by 2050. As part of the actions for the period, we measured our Scope 3 emissions with the objective of developing an emissions mitigation plan for the coming years. We reduced fuel consumption and through plastic recycling we mitigated CO<sub>2</sub> emissions that would be generated if we obtained this raw material from nature.



# Greenhouse gas emissions

As a complement to the annual measurement, we conducted for Scopes 1 and 2, we completed the first emissions inventory for Scope 3 under the Greenhouse Gas Protocol. This had a primary focus on identifying and accounting for indirect emitting sources in 13 categories by 2021. This measurement allowed us to understand our carbon footprint at the corporate level, as well as to identify opportunity areas.

## GHG emissions 2022



### We are Clean Industry

All of our plants are certified in Clean Industry Level 1 by the Federal Office for Environmental Protection (PROFECO) and, for the first time, the AlEn family celebrated the highest environmental performance certification Clean Industry Level 2 for the Querétaro Plant. This certification is the result of teamwork and the improvement of environmental practices in water, air and soil in order to have sustainable processes.



To get ever closer to our goal, we invest in new technologies, develop engineering projects that increase our productivity, and foster a culture of efficiency throughout our operations.

**We decreased:**  
**34 % of LP gas consumption per ton produced.**

**15 % of electrical energy per ton produced in Chemical Plants**

**3 % of natural gas consumption per ton produced.**

**For every ton of plastic, we recycle to make PET bottles, we avoid 1.8 tons of CO<sub>2</sub>**

# You can also go beyond a Neutral Planet



Look for products with natural raw materials and from sustainable practices.



Prioritize and promote the purchase of certified or verified products and materials.



Share with the people around you the importance of preserving biodiversity to sustain life.



Care for and minimize water use.



Organize Zero Emissions equipment at home and office, start with the simple things like turning off unused lights, using LED bulbs and installing automatic switches.



Become an ambassador for plastic recycling and reuse.



# Go beyond *Healthy Homes*

More than health, we bring prosperity to homes. More than safety and accessibility, we promote a sustainable lifestyle for all.

ODS

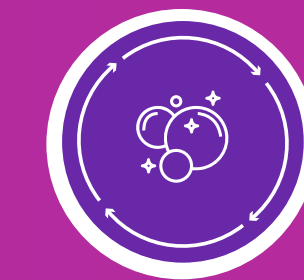


# Product Transparency

**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 topics:** sustainable products and ingredients, responsible packaging and communication with consumers and customers.

At Grupo AIEEn we aim to communicate clearly and transparently the ingredients we use in our products to increase and strengthen the trust of the families who take us into their homes. Through our different channels, we seek to inform about the specifications and quality control of ingredients, their scientific approval, and the reliability and safety of the elements we use.



# Responsible formulation and labeling

At Grupo AIEEn we focus our actions on consumers. We communicate clearly and transparently the ingredients of our formulas and follow international standards to keep up with best practices and ensure the quality of our portfolio.

To encourage responsible consumption, we design labels that show the correct use of the products, how much to use, the proportion of water to add (if any) and how to use it. This information is also available to the public on our brands' websites.

We have a team of highly qualified scientists and researchers, experts in physicochemical analysis, microbiology, synthesis processes, evaluation and development of formulas, among others. They follow agile methodologies and continuously work to scientifically support each of the resources we use in the elaboration of our products and their labeling.

We have a commitment to consumer confidence that extends to all areas of the organization.

**100% of our formulas of the categories of cleaners, fabric softeners and dishwashers are Biodegradable**



# Center for Innovation, Research and Development (CIID)

The CIID is one of the Grupo AIEEn's commitments to innovation and the development of new capabilities.

This space will have more than 10,000 m2 in Monterrey and will be equipped with world-class laboratories and technology. It will allow us to go beyond to generate new knowledge, improve efficiency and serve the preferences of our consumers and customers.

During 2022, construction, adaptation and equipment work continued, with a view to opening the space in 2024.





# Our channels for you

For those who wish to contact us and obtain an answer or channel any questions about the operation or use of our products, we offer an incoming call management service. Our telephone line has eight contact options so that each user can be served in accordance with his or her requirements.

Through this channel, we also receive feedback and suggestions that keep us focused on improving to meet the expectations of our consumers and our purpose.



 **800 8343 300**

- #1 Medical care and toxicology counseling
- #2 Sales & Orders
- #3 Point of Sale Promotions
- #4 Product Information
- #5 Propose innovative ideas
- #6 Product Quality Reports
- #7 To recycle your bottles
- #8 Job Information & Privacy Office



Matters	2021	2022
Technical data sheets and safety data sheets	174	157
Medical care	54	51
Questions	23	34
Find product	8	2
Complaints	7	8
Guarantee letter	4	2

**We provide detailed information on the use of our products on our brands' websites. We also connect through various social networks to expand the reach of our communication with consumers.**



# Sustainable Lifestyle

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

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

At Grupo AIE n we promote a sustainable lifestyle. We encourage the efficient use of water thanks to the biodegradable formula of our products and the instructions for use. We also encourage families to recycle plastic and care for the environment. We carry out learning and awareness-raising activities in our collection centers and other spaces that help us to reach more and more people.

In 2022, we were focused on learning more about those who prefer our brands to increase the effectiveness of our communication and help create beneficial habits for both our lives and the planet.



# Cloralen®

With more than 70 years of experience, Cloralex® is the expert brand in family wellness and the #1 brand chosen by consumers in Mexico for home care, according to Kantar Brand Footprint 2022, thanks to its cleaning, whitening and disinfecting power.

With its different presentations, Cloralex® meets hygiene needs in every corner of the home. It includes bleaches, gels, pets, bathroom specialties, surface disinfectant wipes, stain removers and fabric disinfectants.



Helps fight 99 % of viruses and bacteria thanks to its main ingredient, sodium hypochlorite.

Degradable formula

Bottles made from recycled material

# Ensueno®

Ensueño® stands out for being the only fabric softener in Mexico that uses a plant-based formula that has been dermatologically tested and is biodegradable. It is a leader in its sector and the first in its category to incorporate recycled materials in its packaging and to use 100% post-consumer material in several of its presentations.

Ensueño® labels provide detailed information on the sustainable characteristics of the product so that consumers know the quality of the product they are taking home.



Only plant – based softener in Mexico

Biodegradable formula: after use, the water can be used for watering plants, gardens and outdoor washing.

Bottles made from recycled material.



# Pinalen®

This surface disinfectant multi-cleaner makes household cleaning easier and provides more than a thousand uses for kitchen, bathrooms, laundry and floors. Its main ingredient of natural origin is pine oil used in its biodegradable formula.

Pinol® El Original eliminates 99% of bacteria and viruses such as SARS-CoV-2 (causing COVID-19), human coronavirus, influenza A (H1N1), human rotavirus, Escherichia coli, Salmonella choleraesuis, Staphylococcus aureus, among others. This helps to prevent diseases and maintain family health.



Bottles made of PET 100% recycled material.

Biodegradable formula

Its naturally derived pine oil is obtained through reforestation, without damaging a single tree.

# Brands that promote sustainable habits

We are present in 97% of Mexican homes. That is why at Grupo AIEEn we are committed to providing confidence to families who have opened their homes to us to bring cleaning and disinfection to their spaces. We seek to contribute to a more sustainable lifestyle in their daily lives, through our products and through various initiatives with our brands and alliances with customers at different points of sale.

## Cloralex Contigo®

Since 2021, Cloralex Contigo® has been committed to bringing health and wellness to Mexican communities through Cloralex® products. The initiative promotes a culture of hygiene that protects families. In 2022, it continued its route in the central and southeastern regions of the country, bringing information to the communities about the importance of proper cleaning and disinfection of spaces in order to prevent diseases.



## Cloralex® Institute

Cloralex® is the #1 brand chosen by consumers for home care in Mexico, being an ally in cleaning and disinfection for Mexican families. The CLORALEX® Institute was created with the objective of protecting families' well-being. With the collaboration of our specialists in cleaning and disinfection, we have worked in the generation and dissemination of relevant information for the health care and well-being of Mexican households.

## Pinol®: Protecting water

Thanks to the biodegradable formula of Pinol®, a campaign was promoted to encourage the use of water after using the product, since it can be used, among other things, for watering plants, cleaning exteriors and flushing toilets.

This initiative was carried out in collaboration with five influencers from Nuevo León, including tiktokers, entrepreneurs and television presenters. It had 430,000 views on our digital channels and an average participation rate of 14% as reach.



\*Campaigns implemented in Mexico





## Communication at collection points

To raise awareness of the importance of recycling and its positive impact on the environment, our brands joined forces in a communication campaign to invite families to recycle. We approached them with games, teaching exercises and awareness-raising activities at the collection points so that participants could learn about the recycling process and how to take care of the planet.

We are convinced that these initiatives generate changes in consumer habits and help the environment, bringing us one step closer to our sustainability goals.

## A year to get to know more about those who have chosen us

At Grupo AIE, we put consumers at the center of our actions. We approach them to learn about their habits and provide them with the best cleaning and disinfection solutions, as well as to promote a sustainable lifestyle. During the year, we were able to have a better understanding of how consumers approach sustainability in order to optimize communication initiatives and bring about a change in favor of the planet.

Listening to our consumers is essential to go beyond.

## RECOGNITION OF OUR BRANDS



**Cloralex®, Pinol® and Ensueño®**  
Top 10 ranking of the most chosen Home Care products in Mexico, by Kantar Brand Footprint, sixth consecutive year.



**Cloralex®**  
Nuevo León Water Saving Campaign Winner of the Influencer Marketing category of the AMAPRO Festival.



**Ensueño®**  
Recognition as a Famous Trademark by the Mexican Institute of Industrial Property (IMPI).



# Well-being

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

**Material topics:** employee relations and health and safety in everything we do.

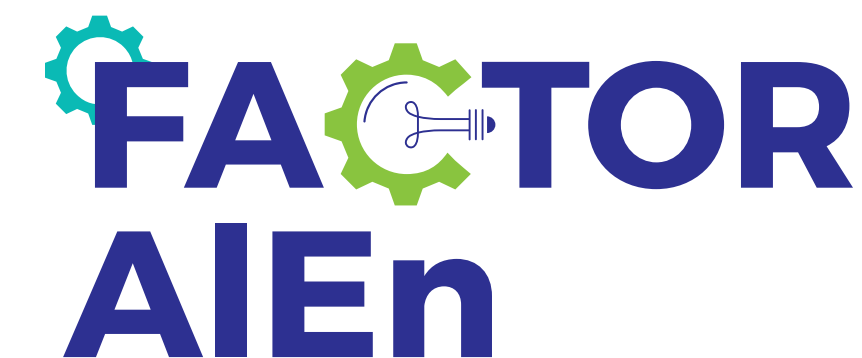
The well-being, development and inclusion of the AIEn family's talent is one of our priorities. We are committed to creating work environments where employees are respected and valued. We foster a safe and equitable environment and promote activities that contribute to the growth and preparation of our employees.



# AIEn factor

For more than 25 years, the Factor AIEn program has fostered a passion for continuous improvement and an enthusiasm for developing new and agile ways of doing things through teamwork.

Through three categories: Innovation, Operational Excellence and Rapid Kaizen, more than 500 employees presented more than 180 initiatives with methodologies for problem solving and innovation, as well as rapid projects that benefited our operational and administrative continuity. Of the 8 finalists, 3 were aimed at sustainability and were presented to the Mexican Association of Teamwork (AMTE).



### AIEn Hearts

Focused on the collection of bottle caps to support associations against childhood cancer, as part of the corporate collection program Recicla, Gana y Transforma.



### More recycling!

Proposal to incorporate a higher percentage of recycled raw materials in the manufacture of the lids of our products.



### Bottle after bottle

Project to recover materials classified as non-processable and reduce waste to increase recycling.



# Agility in everything we do

We created our strategic agility framework, which guides our evolutionary path and drives our growth objective

# Agile



## Agile strategic framework:

Agile as a culture

Agile as an enabler

Agile as a capability



### Agile as a culture

We started with organizational activities to understand the meaning of the agile mindset and conducted an initial training with more than 1,150 employees.



### Agile as an enabler

Thanks to our agility in innovation, more than 350 ideas were generated, more than 50 winning concepts validated by consumers and more than 10 successful launches. Highlights include Ensueño® Ultra, Pinol® Fragancias Finas and Cloralex® Aromas.



### Agile as a capability

We plan to create an agile development program that will allow us to further evolve the way we work and increase value creation for our customers and consumers.





# Professional development

At Grupo AIEEn, we continually strengthen the capabilities of our employees through training activities and the development of competencies and skills. Thanks to the digitalization of content, these initiatives have an increasingly wider scope, as in the case of training on manufacturing processes.

Through our Performance Management Model, we seek that each of our employees has a clear contribution to achieve our vision and organizational strategy, with organizational, team and individual objectives. We evaluate the performance of 100% of our employees in the administrative segment based on the fulfillment of organizational objectives and capabilities, this allows us to identify strengths and opportunities for training plans and programs that allow us to recognize our talent.

**94 %** of employees received some type of training in 2022

**175** training activities

**+154,000** hours in Mexico and the U.S.

**29** learning hours per collaborator

We created the Fundamentals of Sustainability course for the entire AIEEn family to raise awareness of our 2030 sustainability commitments, among other aspects of social and environmental responsibility.

Last year we also promoted the training of operational employees with the Forklift School and the Prepa AIEEn program in Mexico City, enabling 22 of our employees to complete their high school studies online. We also provided benefits for the study of technical careers.

**Sustainability training reached 89 % of the total number of administrative employees in Mexico.**



# Labor relations and equal opportunities

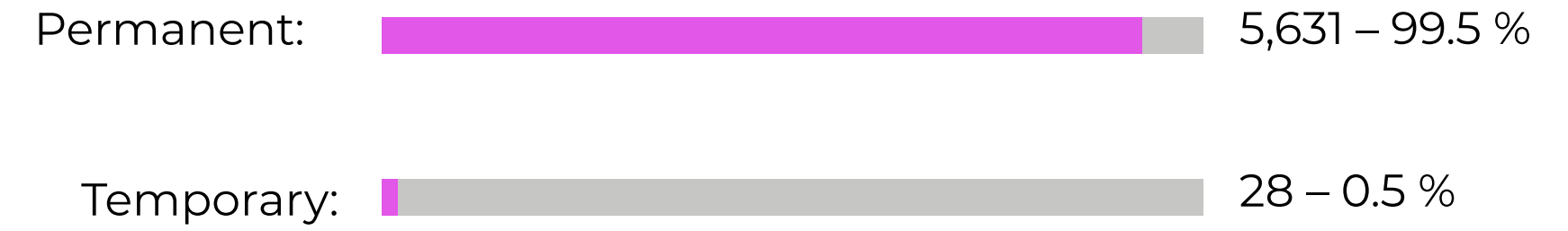
We are more than 5,600 direct employees who make up the AIEEn family. We promote the inclusion of talent, fostering a safe, respectful, equitable and empathetic environment.

We recognize and value the differences that make us unique and allow us to add value as a company to bring quality products to our consumers and customers.

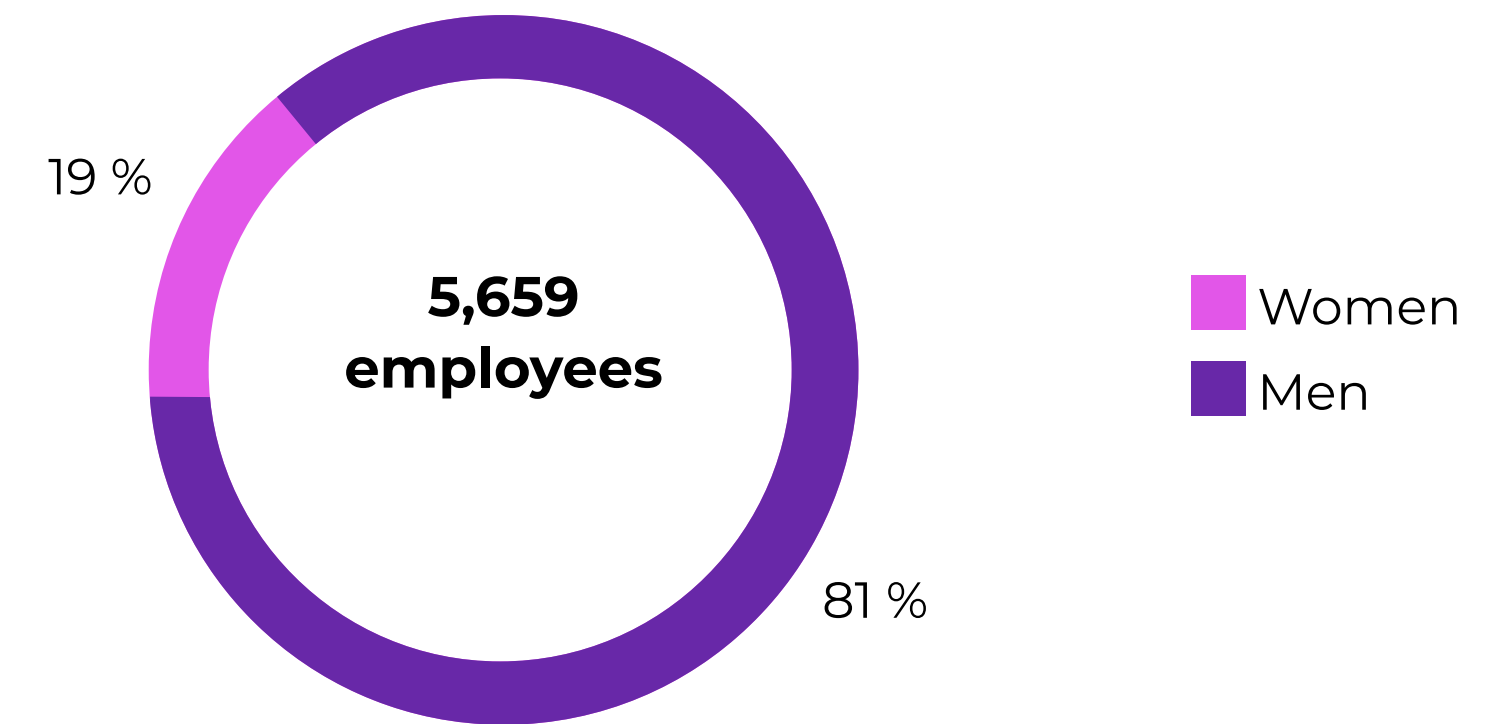
**We reached a total of 1,102 women in Grupo AIEEn nationally and internationally.**



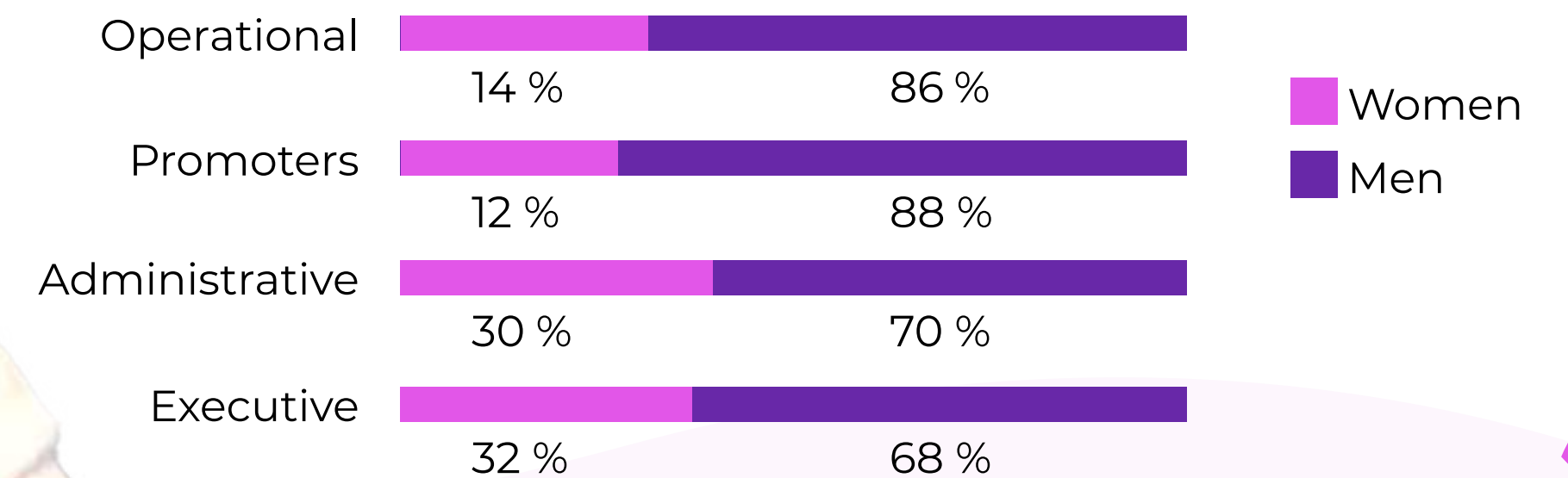
## Employees by type of contract



## Gender diversity at AIEEn



## Gender diversity by segment



At Grupo AIE n we work to achieve sustainable development through team progress. We promote the best talent and provide opportunities for growth and integral development for all our employees. We prepare them to progressively assume key positions within the organization.

Grupo AIE n annually reviews the compensation packages, compares them with the current market situation and makes the necessary adjustments to improve and offer benefits that guarantee labor competitiveness.

99% of employees in the operational area are covered by collective bargaining agreements and 2022 achieved +97% acceptance of negotiation proposals.

### Benefits for employees

<p><b>Salary benefits</b></p>	<p>Christmas Bonus Death benefit Marriage dowry Savings fund Sunday bonus</p>	<p>Vacation bonus Overtime Vacations Christmas voucher Food vouchers</p>
<p><b>Non-wage benefits</b></p>	<p>Commercial benefits Company Savings Training Personal days Corporate and sporting events Daycare Orienta: Employee Assistance</p>	<p>Program Death leave Marriage leave Maternity and paternity program Transportation Clothing vouchers or work uniforms</p>



**In 2022, we increased our internal mobility by 6 %: 186 movements at technical, professional and managerial levels.**



### More dignified work spaces

We want our employees to feel comfortable in the workplace, that's why we continued with projects to renovate and update shared work spaces to promote recreation, collaboration and accessibility. Priority was given to restrooms, locker rooms, offices and dining rooms. At the same time, new construction began, such as a gymnasium with first level equipment in Villahermosa.

**9 projects were completed in our different locations.**



## Women Who Inspire AIEn

Participation is an initiative that was created to recognize and make visible participation of our employees inside and outside the AIEn family.



## Pride Day

We are convinced that living inclusion and respecting the individuality of our people is the best engine to drive the collaboration, innovation and development of our organization.



# Health and Safety Culture

Through our Industrial Safety Management System, we are committed to maintaining and promoting safe conditions in our operations.

We ensure that our plants comply with the health and safety requirements established by regulations. We have multidisciplinary groups of employees who are responsible for organizing and carrying out drills, tours, validations, and recommendations on safety conditions in our operations. In addition, each plant has its own safety brigades made up of employees prepared to respond to any eventuality.



## I take care of me, I take care of you

We strengthened the Yo me cuido, yo te cuido (I take care of me, I take care of you) program to improve the way we work on accident rates, based on the analysis, detection and control of haste, frustration, fatigue and complacency. This has allowed us to increase the number of accident-free days in several of our plants.



## 7S Certification

In the search for operational excellence, at Grupo AIEEn we designed 7S, a tiered certification system to maintain order and cleanliness, while reinforcing the safety and sustainability of operations.



## Safety Week

Every year we dedicate a week to raise awareness and reinforce safety, health and environmental protection with our employees and their families. With activities and webinars focused on promoting order and cleanliness in homes and workplaces, as well as emotional intelligence and mental health.

## Zero Accident Facilities

**Monterrey Pine Oil Plant**  
2,000 days (+4 years)

**CEDIS Mexico**  
2 years

**Queretaro Collections Plant and Injection Plant**  
1 year



At Grupo AIE n we work for the well-being of the entire AIE n family. Through our clinics we provide medical services, care spaces, programs and health campaigns for employees and their immediate families.

We have an Employee Assistance Program (PAE) that offers a comprehensive welfare model to employees in 6 different specialties: emotional guidance, medical service, nutritional plans, veterinary service, legal advice and support, and advice on personal finances.

**+37,640**

medical consultations for employees

**+2,430**

consultations for employees' family

**+60**

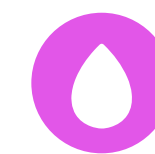
health campaigns

**6**

family clinics



### Health campaigns of the year



Blood donation



Breast, cervix and prostate cancer prevention



Lumbar, hearing, dental and eye health



Health and Safety Week



National vaccination against influenza and tetanus



Nutritional plans

# Healthy Communities

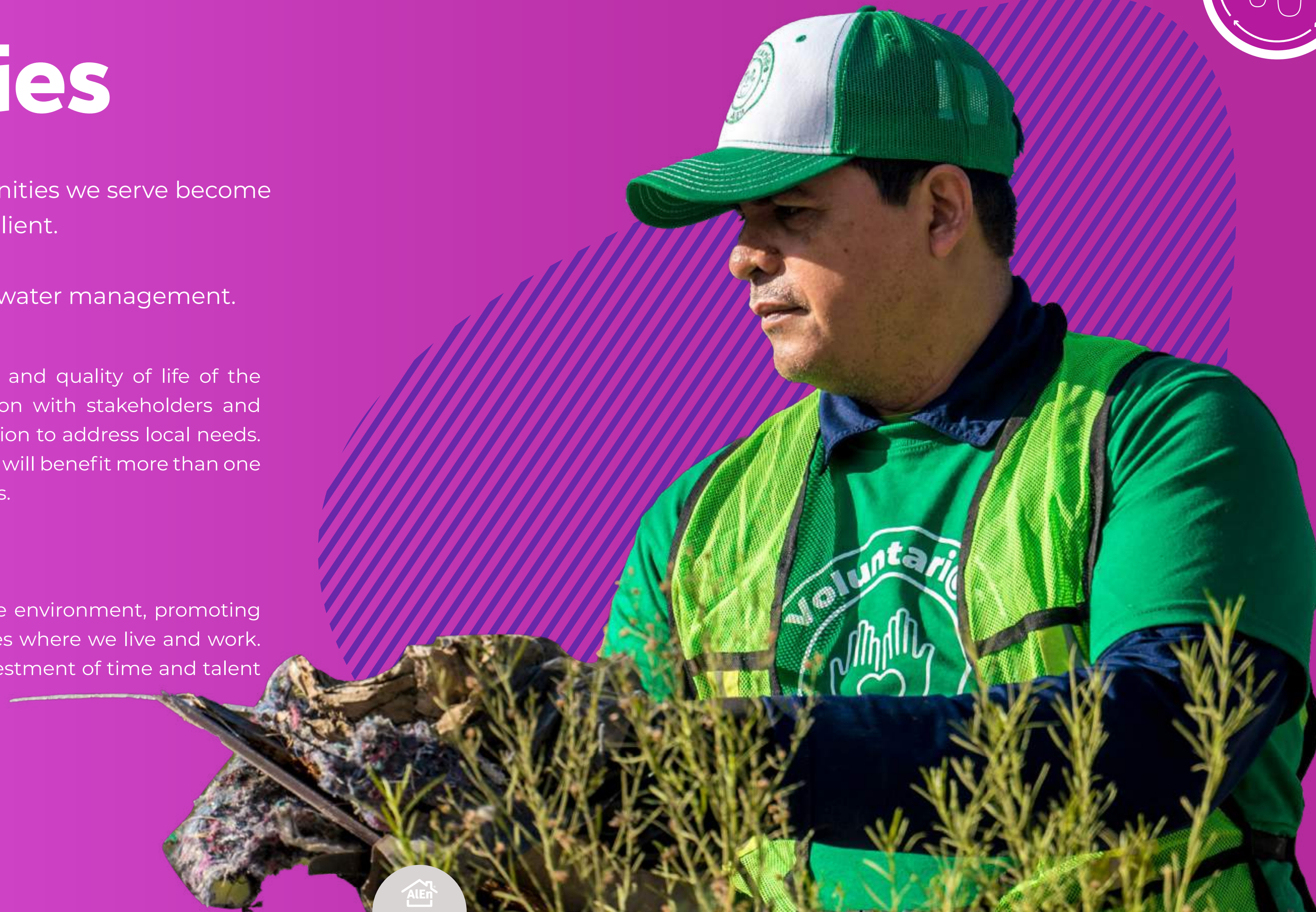


**Commitment:** invest so that the communities we serve become healthier, more prosperous and more resilient.

**Material topics:** promoting hygiene and water management.

At Grupo AEn we want to improve the health and quality of life of the communities we serve. We work in collaboration with stakeholders and maintain transparent and constant communication to address local needs. Thanks to our social impact initiatives, by 2022 we will benefit more than one million people in several Mexican and U.S. entities.

We reaffirm our commitment to society and the environment, promoting the sustainable development of the communities where we live and work. All this is thanks to our partnerships and the investment of time and talent of our people.



# AIEn Foundation

We continued creating shared value and demonstrating our commitment to our communities. We formed alliances and made a positive impact through four lines of action.

**41,558**  
boxes of donated products

**+772,000**  
items delivered

**171**  
allied civil  
organizations

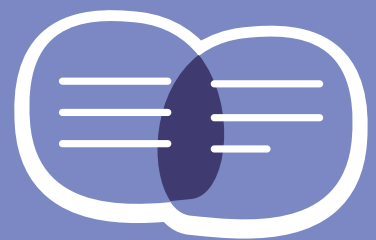
**+1.2 millones**  
million direct  
beneficiaries



**Well-being:** We provide cleaning and disinfection products to organizations that serve communities in vulnerable situations, with the objective of promoting healthy, clean and free of germs and viruses environments.



**Environment:** We are committed to protecting the environment, improving water quality and access, and promoting recycling.



**Education:** We provide scholarships and educational programs for children, youth and women facing economic hardship and/or vulnerable situations.



**Community Development:** We promote inclusion through initiatives that generate skills and empowerment for women in vulnerable situations. We support projects for the protection and security of women victims of gender violence.





# Agua en mi escuela

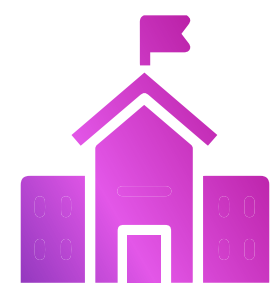


Through Agua en mi Escuela, we help to solve the lack of this resource in water-stressed areas of Nuevo Leon, facilitating access to clean water for hand washing, cleaning of school spaces, toilets and irrigation of green areas in public schools that are part of our Recycle to Earn program.

This participatory community program, in partnership with Isla Urbana, contributes to autonomy and water security of educational establishments, through the installation of rainwater collection system and environmental education workshops, which translates into the promotion of hygiene, disease prevention, environmental awareness and sustainable use of natural resources.

At the same time, the Cloralex® brand has joined forces through the Cloralex® Contigo® campaign to scale the initiative to the state of Chiapas and bring Water in My School to three educational institutions in Chiapas indigenous communities of Zinacantán.

The installed systems have a total capacity of 1,800 m<sup>3</sup> of rainwater harvested per year, equivalent to 180 pipes. This can be used to supply the liters of clean water they require, teachers and students, for up to six months. With proper maintenance, schools could have access to clean water until 2053. In 2023, we continue with the program by installing more systems.



9

schools benefited



+2,300 m<sup>3</sup>

of water collected annually



+2,500

beneficiaries



# AIEn Scholarships

We believe in the talent and dreams of our AIEn employees' children, and we seek to encourage them. Committed to education and under the belief that education is one of the most powerful tools to make a positive change in the planet, we promote the continuity and financing of their studies at high school and university level.

Since 2015, we have granted scholarships and supported the studies of 25 children of the AIEn family at institutions such as the University of Monterrey (UDEM), the Autonomous University of Nuevo Leon (UANL) and the Santa Catarina Polytechnic High School. We provide scholarships covering all expenses related to their studies, with the firm purpose of boost their academic and professional development.

In addition to the support for the sons and daughters of our employees, within the annual call of the AIEn Foundation, in the Education pillar, scholarships have been awarded to study English and diferent courses. This initiative has a national scope and is focused on children and women in a state of vulnerability.



The support of AIEn Scholarships in 2022 to the sons and daughters of our employees:

**25**  
scholarship recipients

**5**  
graduate students

**3**  
allied educational institutions



# AIEn Volunteers

At Grupo AIEn we join as volunteers to help communities through social responsibility initiatives and AIEn Foundation projects.

**44** activities  
**1,300** volunteers  
**+6,500** hours invested  
**+9,000** people benefited  
**+3 %** participation vs. 2021



## Mega Cleaning

Clean-up and waste collection

+14 tons of collected waste and +200 tires  
200 hours invested.



## Show you care, Be aware

International awareness campaign on the importance of early detection of breast cancer.



## Cloralex Contigo® Sale with Cause

Fundraising campaign through the sale of Cloralex® brand Christmas items to bring water to indigenous communities in the South of Mexico



## Adventure Week

A week full of family fun and virtual activities.

# You can also go beyond Healthy Homes



Get informed and choose products with scientifically endorsed ingredients, biodegradable formulas, recyclable and recycled packaging, brands with positive actions towards communities, employees and the planet.



Recycle your bottles, so manufacturers will use existing raw materials without resorting to new ones.



Teach your family and friends to correctly follow instructions for the use of hygiene and cleaning products to optimize resources. Promote sustainable consumption habits at home and at work.



By volunteering with cleanup, education or recycling groups in your community, you raise the quality of people's lives.

# About this report

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

Grupo AIEn's 2022 Sustainability Report showcases our environmental, social and governance (ESG) performance programs and initiatives, in alignment with the corporate sustainability strategy Going Beyond. The information reported covers actions from January 1 to December 31, 2022.

The document is an exercise in transparency with our stakeholders that we began 10 years ago, and which has been validated by the Co-Presidency and Co-General Direction of the company.

## Companies present in this report:

Industrias AIEn S.A. de C.V.

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

ALEN USA, LLC.

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

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

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

## Methodological note

This report has been created in accordance with the Global Reporting Initiative (GRI) standards and based on the reporting principles established for the preparation of high-quality sustainability reports. It shows the Sustainable Development Goals to which we contribute with our actions in each strategic pillar and commitments undertaken.

In 2022 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, México.

**Your feedback is important. Please send your comments or questions about the report to: [sostenibilidad@alen.com.mx](mailto:sostenibilidad@alen.com.mx)**



# Appendix I

## Planet Neutral: Circularity,

GRI: 301-2, 301-3, 303-5, 305-1, 305-2, 305-3, 305-4, 306-3, 306-4, 306-5

### Materials

#### Annual comparison of the type of materials used

Type of materials	2021	2022
Renewable materials used	37,446	36,367
Non-renewable materials used	54,627	57,230

#### Annual comparison of the percentage of recycled materials

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

### Waste

#### Tons of waste generated, by composition and destination

Data for the year 2022	Waste generated	Waste not intended for elimination	Waste intended for elimination
Waste Composition			
Hazardous waste	829		
Non-hazardous waste	14,078		
Cardboard		1,507	
Wooden pallets and miscellaneous wood		600	
Scrap		371	
Bags and Miscellaneous Plastic		331	
PET waste		146	
HDPE waste		86	
Shrink Wrap		0	
Other materials		1	
WWTP sludge (vermicomposting)		92	
WWTP sludge (landfill)			4,411
Office, cafeteria and cleaning waste			5,068
Cleaning waste in production areas			739
Other waste			0
WWTP sludge (other disposal)			725
<b>Total waste generated</b>	<b>14,906</b>	<b>3,135</b>	<b>10,943</b>



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

Data for the year	Outside the facilities	Total
<b>Recovered HAZARDOUS WASTE</b>		
Preparation for reuse	0	0
Recycling	622	622
Other recovery operations	0	0
<b>Total hazardous waste</b>	<b>622</b>	<b>622</b>
<b>Recovered NON-HAZARDOUS Waste</b>		
Preparation for reuse	0	0
Recycling	3,135	3,135
Other recovery operations	0	0
<b>Total non-hazardous waste</b>	<b>3,135</b>	<b>3,135</b>

**Tons of waste intended for disposal, by type of operation**

Data for the year	Outside the facilities	Total
<b>HAZARDOUS Waste</b>		
Incineration (with energy recovery)	119	119
Incineration (without energy recovery)	26	26
Transfer to a landfill	0	0
Controlled confinement	63	63
<b>Total hazardous waste</b>	<b>207</b>	<b>207</b>
<b>NON-HAZARDOUS Wastet</b>		
Incineration (with energy recovery)	0	0
Incineration (without energy recovery)	0	0
Transfer to a landfill	10,218	10,218
Other disposal operations	725	725
<b>Total non-hazardous waste</b>	<b>10,943</b>	<b>10,943</b>

## Water

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

Water consumption	2020	2021	2022
Water-stressed areas	696 (8 %)	690 (-1 %)	744 (8 %)
All areas	770 (3 %)	752 (-2 %)	775 (3 %)

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

## Emissions

Annual comparison of the intensity of direct greenhouse gas (GHG) emissions in kilograms of CO<sub>2</sub> per ton of equivalent produced.

Intensity of direct GHG emissions	2020	2021	2022
Scope 1 emissions Kilogram of CO <sub>2</sub> per equivalent ton produced	9	13 (46 %)	13 (-2 %)
Scope 2 emissions Kilogram of CO <sub>2</sub> per equivalent ton produced	38	39 (2 %)	43 (11 %)





# Appendix II

## Healthy Homes: Well-being

GRI: 2-7, 2-8, 401-1, 401-3, 404-1, 404-3,

### General information about collaborators

Data for 2022			
	Woman	Man	Total
Number of employees	1,102	4,557	5,659
Number of permanent employees	1,087	4,544	5,631
Number of temporary employees	15	13	28
Number of full-time employees	1,102	4,557	5,659

### Non-employee collaborators, by reported gender

Data for 2022			
Collaborators in Central America and the Caribbean	Woman	Man	Total
Outsourcing outside Mexico	3	3	6

### Gender diversity in the executive team

Genre	Data from 2021	Data from 2022
Woman	69 (31 %)	73 (32 %)
Man	152 (69 %)	156 (68 %)

### Staff turnover and new hires

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

Genre	Data for 2021	Data for 2022
Woman	143 (15 %)	260 (24 %)
Man	753 (17 %)	1,174 (26 %)

Grupo AIEn's total turnover rate in 2022 was 25%.

Age	Data for 2021	Data for 2022
Generation Z (-21 years)	35 (58 %)	85 (84 %)
Millennial (21-35 years old)	531 (25 %)	915 (39 %)
Generation X (35-49 years old)	273 (10 %)	342 (14 %)
Baby boomers (+50 years)	57 (9 %)	92 (14 %)

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

Genre	Data for 2021	Data for 2022
Woman	270 (26 %)	297 (27 %)
Man	1,016 (22 %)	1,103 (24 %)
Total	1,286 (23 %)	1,400 (25 %)

Age	Data for 2021	Data for 2022
Generation Z (-21 years)	105 (97 %)	121 (114 %)
Millennial (21-35 years old)	740 (33 %)	925 (41 %)
Generation X (35-49 years old)	377 (14 %)	312 (12 %)
Baby boomers (+50 years)	64 (10 %)	42 (6 %)

## Parental leave

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

Parental leave	Data for 2021		Data for 2022	
	Woman	Man	Woman	Man
Employees who have taken parental leave	21	111	17	107
Employees who returned from leave	18 (86 %)	107 (96 %)	17 (100 %)	107 (100 %)
Employees who returned after the leave and were still active after 12 months	12 (50 %)	108 (72 %)	13 (72 %)	89 (83 %)

## Training and education

### Average number of hours of employee training, by gender

Genre	Data for 2021	Data for 2022
Woman	38	36
Man	21	27

**Average hours of employee training, by labor category**

Average hours per employee	Data for 2021	Data for 2022
Operational employees	13	15
Promotional employees	3	24
Administrative employees	49	47
Executive employees	55	48

**Percentage of employees who undergo periodic performance evaluations, by employee category and gender.**

Job category	Data for 2021	Data for 2022
Promotional employees	98 %	99 %
Administrative employees	95 %	91 %
Executive employees	97 %	93 %

Genre	Data for 2021	Data for 2022
Woman	66 %	62 %
Man	50 %	50 %

All employees´ performance is evaluated every year. The variations with the total (100%) of collaborators is due to the fact that counting of the AIEn family members in the year and the performance evaluation are carried out in separate periods.



# GRI Standards 2021

Grupo AIEn has prepared the report in accordance with the GRI Standards for the period between January 1, 2022 and December 31, 2022.

GRI Sector Standards do not apply

GRI 1: Foundation 2021



**CONTENT INDEX  
ESSENTIAL SERVICE**  
+ SDG MAPPING ADD-ON

2023

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is correctly presented, and in coherent manner with the Standards, and that references for disclosures 2-1 through 2-5, 3-1, and 3-2 are aligned with the appropriate sections in the body of the report. For the SDG Mapping Add-on, GRI Services reviewed that the GRI contents included in the Table of contents are adequately linked to the SDGs. The service was carried out on the Spanish version of the report.

GRI Standards	GRI Content	Sustainable Development Goals (UN)	Location / Direct response	Omission motive	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details		About this report: pg. 61		
	2-2 Entities included in the organization's sustainability reporting		About this report: pg. 61		
	2-3 Reporting period, frequency and contact point		About this report: pg. 61		
	2-4 Restatements of information		About this report: pg. 61		
	2-5 External assurance		This report was not submitted for external verification		
	2-6 Activities, value chain and other business relationships		Grupo AIEn from within; pg. 11-12		
	2-7 Employees	8, 10	Appendix II Healthy Homes: Well-being; pg. 65		
	2-8 Workers who are not employees	8	Appendix II Healthy Homes: Well-being; pg. 65		
	2-9 Governance structure and composition	5, 16	Grupo AIEn from within; pg. 11-12		
	2-10 Nomination and selection of the highest governance body	5, 16	Grupo AIEn from within; pg. 11-12		
	2-11 Chair of the highest governance body	16	Grupo AIEn from within; pg. 11-12		
	2-12 Role of the highest governance body in overseeing the management of impacts	16	Grupo AIEn from within; pg. 11-12		
	2-13 Delegation of responsibility for managing impacts		Grupo AIEn from within; pg. 11-12		
	2-14 Role of the highest governance body in sustainability reporting		Grupo AIEn from within; pg. 11-12		
	2-15 Conflicts of interest	16	Grupo AIEn from within; pg. 11-12		
	2-16 Communication of critical concerns		Grupo AIEn from within; pg. 11-12		
	2-17 Collective knowledge of the highest governance body		Grupo AIEn from within; pg. 11-12		
	2-18 Evaluation of the performance of the highest governance body		Grupo AIEn from within; pg. 11-12		
	2-19 Remuneration policies		Going beyond Healthy Homes: Well-being; pg. 51		
	2-20 Process to determine remuneration		Going beyond Healthy Homes: Well-being; pg. 51		
	2-21 Annual total compensation ratio		3.5:100 (Mexico) 10:100 (USA)		
	2-22 Statement on sustainable development strategy		Innovating with balance; pg. 4		
	2-23 Policy commitments	16	Going beyond; pg. 19-21		
	2-24 Embedding policy commitments		Going beyond; pg. 19-21		
	2-25 Processes to remediate negative		Grupo AIEn from within; pg. 11-12		
	2-26 Mechanisms for seeking advice and raising concerns	16	Grupo AIEn from within; pg. 11-12		
	2-27 Compliance with laws and regulations		Grupo AIEn from within; pg. 11-12		
	2-28 Membership associations		Going beyond; pg. 22-23		
	2-29 Approach to stakeholder engagement		Going beyond; pg. 18		
	2-30 Collective bargaining agreements	8	Going beyond Healthy Homes: Well-being; pg. 51		
Material Topics 2021					
GRI 3: Material Topics 2021	3-1 Process to determine material topics		Going beyond; pg. 18		
	3-2 List of material topics		Going beyond; pg. 18		

Communication with consumers and customers

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond Healthy Homes: Product Transparency; pg. 39-41 Sustainable Lifestyle; pg. 42-45		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12	Periodically, 100% of the portfolio is evaluated		
	417-2 Incidents of non-compliance concerning product and service information and labeling	16	During 2022, there were no cases of non-compliance		
	417-3 Incidents of non-compliance concerning marketing communications	16	During 2022, there were no cases of non-compliance		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	During 2022, there were no complaints regarding privacy and customer data		

Responsible packaging

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond a Neutral Planet: Circularity; pg. 25-28 Going beyond Healthy Homes: Product Transparency; pg. 39-41		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	8, 12	Going beyond a Neutral Planet: Circularity; pg. 25-28 Appendix 1: Neutral Planet; pg. 62		
	301-2 Recycled input materials used	8, 12	Going beyond a Neutral Planet: Circularity; pg. 25-28 Appendix 1: Neutral Planet; pg. 62		
	301-3 Reclaimed products and their packaging materials	8, 12	Going beyond a Neutral Planet: Circularity; pg. 25-28 Appendix 1: Neutral Planet; pg. 62		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3, 6, 11, 12	Going beyond a Neutral Planet: Circularity; pg. 25-28		
	306-2 Management of significant wasterelated impacts	3, 6, 11, 12	Going beyond a Neutral Planet: Circularity; pg. 25-28		
	306-3 Waste generated	3, 6, 11, 12, 15	Appendix I: Neutral Planet; pg 62-63		
	306-4 Waste diverted from disposal	3, 11,	Appendix I: Neutral Planet; pg 62-63		
	306-5 Waste directed to disposal	3, 6, 11, 12, 15	Appendix I: Neutral Planet; pg 62-63		

Environmental excellence

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond a Neutral Planet; pg. 23 -37 Going beyond Healthy Homes: Product Transparency; pg: 39-41 Sustainable Lifestyle; pg. 42-45		
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Hygiene promotion

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond Healthy Homes: Sustainable Lifestyle; pg. 42-45 Healthy Communities; pg. 55-59		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		100% of operations have local programs with community participation, where social, environmental and gender impacts are evaluated.		
	413-2 Operations with significant actual and potential negative impacts on local communities		Not detected during 2022		

Water management

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond a Neutral Planet: Water Positive; pg. 32-34 Going beyond Healthy Homes: Healthy Communities; pg. 57		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6, 12	Going beyond a Neutral Planet Water Positive; pg. 32-34		
	303-2 Management of water discharge related impacts	6	Going beyond a Neutral Planet Water Positive; pg. 32-34		
	303-3 Water withdrawal	6	No data	Confidentiality restrictions	Strategies & internal communication practices
	303-4 Water discharge	6	No data	Confidentiality restrictions	Strategies & internal communication practices
	303-5 Water consumption		Appendix I: Neutral Planet; pg. 64		

Energy management and Greenhouse Gas (GHG) Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond a Neutral Planet: Carbon Positive; pg. 35-36		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7, 8, 12	778,518 GJ		
	302-2 Energy consumption outside of the organization	7, 8, 12	No data	Information not available or incomplete	The inventory drawn up does not details such information
	302-3 Energy intensity	7, 8, 12	0.51 GJ		
	302-4 Reduction of energy consumption	7, 8, 12	Going beyond a Neutral Planet: Carbon Positive; pg. 36		
	302-5 Reductions in energy requirements of products and services	7, 8, 12	No data	Information not available or incomplete	We're working in reviewing reduction plans and/or maintenance at different time frames. During 2022 there were no reductions.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3, 12, 13, 15	Going beyond a Neutral Planet: Carbon Positive; pg. 36		
	305-2 Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15	Going beyond a Neutral Planet: Carbon Positive; pg. 36		
	305-3 Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15	Going beyond a Neutral Planet: Carbon Positive; pg. 36		
	305-4 GHG emissions intensity	13, 14, 15	Appendix I: Neutral Planet; pg. 64		
	305-5 Reduction of GHG emissions	13, 14, 15	Appendix I: Neutral Planet; pg. 64		
	305-6 Emissions of ozone-depleting substances (ODS)	3	Going beyond a Neutral Planet: Carbon Positive; pg. 35-36		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3, 12, 14, 15	No data	Information not available or incomplete	Our inventory does not include these substances

Sustainable products & ingredients

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond a Neutral Planet: Regenerative; pg. 29-31 Going beyond Healthy Homes: Product Transparency; pg. 39-41		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	14, 15	All of Grupo AIEn's facilities are located in urban areas of low impact on biodiversity.		
	304-2 Significant impacts of activities, products and services on biodiversity	6, 15	Going beyond a Neutral Planet: Regenerative; pg. 31		
	304-3 Habitats protected or restored	6, 14, 15	Going beyond a Neutral Planet: Regenerative; pg. 31		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6, 14, 15	All of Grupo AIEn's facilities are located in urban areas with a low impact on biodiversity, so they do not affect species or habitats at risk of extinction.		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		No data	Information not available or incomplete	We've started a mechanism to know commitments and efforts on this topic.
	308-2 Negative environmental impacts in the supply chain and actions taken		No data	Information not available or incomplete	We've started a mechanism to know commitments and efforts on this topic.

Relationship with employees

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond Healthy Homes: Well-being; pg. 46-54		
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover 7	5, 8, 10	Appendix II: Well-being; pg. 65-66		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	Going beyond Healthy Homes: Well-being; pg. 46-54		
	401-3 Parental leave	5	Appendix II: Well-being; pg. 65-66		
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	8	Employees are typically given 8 days before significant operational changes are applied that could significantly affect them		
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	4, 8, 10	Appendix II: Well-being; pg. 65-66		
	404-2 Programs for upgrading employee skills and transition assistance programs	8	Going beyond Healthy Homes: Well-being; pg. 49-50		
	404-3 Percentage of employees receiving regular performance and career development reviews	5, 8, 10	Appendix II: Well-being; pg. 67		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5, 8	Appendix II: Well-being; pg. 65-66		
	405-2 Ratio of basic salary and remuneration of women to men	5, 8	Overall: 99:100 Female vs. Male Operational Employees: N/A Female vs. Male Promoter Employees: N/A Female vs. male administrative employees: 101:100 Female vs. male executive team: 100:100		

GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5, 8	According to the Protocol to Prevent, Address and Eradicate Violence and Discrimination: every case of discrimination is dealt with in a timely manner. Immediate. In 2022, 1 case was registered, which was given the appropriate follow-up based on internal bylaws and was given a resolution		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining	8	In all of Grupo AIEn operations, the right to freedom of association and collective bargaining. We also seek the responsible sourcing in the selection of suppliers that respect the human rights and collective labor rights.		

Health and safety in everything we do

GRI 3: Material Topics 2021	3-3 Management of material topics		Going beyond Healthy Homes: Well-being; pg. 53-55		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-2 Hazard identification, risk assessment, and incident investigation	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-3 Occupational health services	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-4 Worker participation, consultation, and communication on occupational health and safety	8, 16	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-5 Worker training on occupational health and safety	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-6 Promotion of worker health	3	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-8 Workers covered by an occupational health and safety management system	8	Going beyond Healthy Homes: Well-being; pg. 53-55		
	403-9 Work-related injuries	3, 8, 16	No data	Confidentiality restrictions	Strategies & internal communication practices
	403-10 Work-related ill health	3, 8, 16	No data	Confidentiality restrictions	Strategies & internal communication practices
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	5, 8, 16	No risks were identified during 2022. The recruitment process and selection guarantees admission only to persons over 18 years of age, through the documentation required and submitted by the candidates		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5, 8	No risks were identified during 2022. At Grupo AIEn you will never requires employees to perform work against their will, or stay in the position for a certain amount of time. It is encouraged the financial health of employees to promote their free will to remain in the company and the profits are not used to force the work or its permanence		
GRI 410: Security Practices 2016	410-1 Security personnel trained in humanrights policies or procedures	16	The security and surveillance team receives training from their Induction in issues of integrity, transparency and respect for dignity		



GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5, 8, 16	No data	Information not available or incomplete	We've started with a mechanism to know commitments and efforts on this topic
	414-2 Negative social impacts in the supply chain and actions taken	5, 8, 16	No data	Information not available or incomplete	We've started with a mechanism to know commitments and efforts on this topic
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Periodically, 100% of the portfolio is evaluated		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	16	During 2022, there were no cases of non-compliance		



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