

## Independent Limited Assurance Report

To the Board of Directors of Grupo Herdez S.A.B. de C.V.:

### Scope of our Work

We have been engaged by Grupo Herdez, S.A.B. de C.V. ("Grupo Herdez" or the "Company" to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Grupo Herdez's performance indicators included and presented in the Annual Integrated Report (the "Report") and mentioned in the annex A; as of December 31, 2021.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by Grupo Herdez, S.A.B. de C.V.

In preparing the performance indicators, Grupo Herdez, S.A.B. de C.V. applied the criteria set forth in the GRI Standards (Criteria). Such Criteria were specifically designed for the construction and reporting of non-financial information; As a result, the subject matter information may not be suitable for another purpose.

### Grupo Herdez, S.A.B. de C.V.'s responsibilities

Grupo Herdez, S.A.B. de C.V.'s management is responsible for selecting the Criteria, and for presenting the Annual Integrated Report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the performance indicators included in Annex A based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with Grupo Herdez, S.A.B. de C.V on March 03, 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the performance indicators and related information and applying analytical and other appropriate procedures.

### **Our procedures included:**

- Conducted interviews with personnel to understand the business and reporting process
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- Undertook analytical review procedures to support the reasonableness of the data
- Identified and testing assumptions supporting calculations
- Tested, on a sample basis, underlying source information to check the accuracy of the data

### **Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the performance indicators as of December 31, 2021; for it to be in accordance with the Criteria.

Mancera, S.C.

A Member Practice of Ernst & Young Global Limited



Saúl García Arreguín

Partner

May 12<sup>th</sup> 2022; Mexico City

## Appendix A

### Grupo Herdez's sustainability indicators

#### Disclosures

GRI/KPI/SASB	Disclosure title	GRI/KPI/SASB	Disclosure title
102-18	Governance structure	403-8	Health and safety management system
204-1	Significant operating expenses	404-2	Programs to improve employee skills and transition assistance programs.
303-1	Interactions with water as a shared resource	416-1	Assessment of the health and safety impacts of product and service categories
303-2	Management of water discharge related impacts	417-1	Requirements for product and service information and labeling
306-4	Transport of hazardous waste	IP-6	Agricultural Sustainability Program
403-2	Hazard and risk identification	IP-8	Communication with consumers
403-5	Safety and health training	IP-9	Health Care and Nutrition Strategy Development
403-6	Employee health promotion	FB-FR-206a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers

#### Performance indicators

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
102-8	Information on employees and other workers	Grupo Herdez, S.A.B. de C.V.	10,342	Total number of employees
			5,226	Total number of permanent men employees
			3,788	Total number of permanent women employees
			778	Total number of temporary men employees
			550	Total number of temporary women employees
			976	Total number of permanent employees at the corporate office
			3,242	Total number of permanent employees at plants
			669	Total number of permanent employees at distribution centers
			1,801	Total number of permanent employees at stores
			2,296	Total number of permanent employees on sales routes

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
			83	Total number of temporary employees at the corporate office
			814	Total number of temporary employees at plants
			97	Total number of temporary employees at distribution centers
			45	Total number of temporary employees at stores
			289	Total number of temporary employees on sales routes
102-9	Supply chain	Grupo Herdez, S.A.B. de C.V.	312	Active suppliers
			171	Number of non-perishable raw material suppliers
			\$6,485,972,197 MXN	Amount of non-perishable raw material suppliers
			109	Number of packaging material suppliers
			\$3,911,836,165 MXN	Amount of packaging material suppliers
			32	Number of agricultural suppliers
			\$1,097,000,000 MXN	Amount of agricultural suppliers
102-17	Mechanisms for counseling on ethical concerns	Grupo Herdez, S.A.B. de C.V.	87.7%	Percentage of domestic raw material suppliers.
			249	Number of anonymous complaints
			98%	Percentage of cases resolved
102-41	Collective bargaining agreements	Grupo Herdez, S.A.B. de C.V.	2%	Percentage of cases in process
			32%	Percentage of employees covered by collective bargaining agreements.
205-2 <sup>1</sup>	Communication and training about anti-corruption policies and procedures	Grupo Herdez, S.A.B. de C.V.	9	Total number of members of the governing body to whom the organization's anti-corruption policies and procedures have been communicated
			100%	
			7,095	Total number of employees to whom the organization's anti-corruption policies and procedures have been communicated
			69%	
			1,148	Total number of business partners to whom the organization's anti-corruption policies and procedures have been communicated
			100%	
			4,143	Number of employees trained on anti-

<sup>1</sup> Information on anti-corruption training for members of the governing body is not included, nor is the breakdown by job category and region

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
			40%	corruption policies and procedures: Culture of ethics and legality
			5,078	Number of employees trained on anti-corruption policies and procedures: Update of the Code of Ethics
			49%	
205-3	Confirmed incidents of corruption and actions taken	Grupo Herdez, S.A.B. de C.V.	7	Confirmed cases of corruption
			7	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption
			0	Business partners fired for corruption cases
			0	Public legal cases for corruption cases
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Grupo Herdez, S.A.B. de C.V.	0	Number of actions
301-1	Materials used by weight or volume	Plants y CEDIS	163740	Tons of agricultural raw materials
			304729	Tons of raw materials
			120484	Tons of packing materials
			1789	Tons of non-renewable materials used
			587164	Tons of renewable materials used
301-2	Recycled input materials used	Plants y CEDIS	11.5%	Percentage of recycled input materials
302-1	Energy consumption within the organization	Plants y CEDIS	1,187,741.15	GJ Total energy consumption
			902,353	GJ Total fuel consumption
			285,388	GJ Total electricity consumption
302-3	Energy intensity	Plants y CEDIS	2.05	GJ/produced ton
302-4	Reduction of energy consumption	Plants y CEDIS	0	GJ
303-3	Water withdrawal	Plants y CEDIS	1295	ML Total water withdrawal
			737.80	ML Surface water (Rivers, lakes)
			531.92	ML Groundwater (Wells)
			25.21	ML Third party water (Municipal, others)
			1294	ML Total water withdrawal with water stress
			1295	ML Total water withdrawal with from freshwater (≤1,000 mg/L Total Dissolved Solids)
303-4	Water discharge	Plants y CEDIS	777	ML Total water discharge
			543	ML Federal (Rivers, lakes)
			69	ML Groundwater (wells)
			165	ML Third party water (Municipal, others)

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
			777	ML Total water discharge to freshwater areas ( $\leq 1,000$ mg/L Total Dissolved Solids)
			776	ML Total water discharge to areas with water stress ( $\leq 1,000$ mg/L Total Dissolved Solids).
303-5	Water consumption	Plants y CEDIS	515	ML Total water consumption
			515	ML Total water consumption in areas with water stress
305-1	Direct (Scope 1) GHG emissions	Plantas y CEDIS	51,334	Ton CO <sub>2</sub> equivalent
305-2	Energy indirect (Scope 2) GHG emissions	Plants y CEDIS	10,337	Ton CO <sub>2</sub> equivalent
305-5	Reduction of GHG emissions	Plants y CEDIS	5,809	Ton CO <sub>2</sub> equivalent
306-1	Discharge of water according to its quality and destination	Plants y CEDIS	776,969	Total m <sup>3</sup>
			542,566	Federal drainage m <sup>3</sup>
			165,246	Municipal drainage m <sup>3</sup>
			69,156	Groundwater m <sup>3</sup>
306-2	Waste by type and disposal method	Plants y CEDIS	45,515	Total tons of waste
			64	Tons of total hazardous waste
			14	Tons of hazardous waste recycled
			50	Tons of hazardous waste sent to final controlled disposal sites
			45,450	Total tons of non-hazardous waste
			39,383	Tons of non-hazardous waste recycled
			6,067	Tons of non-hazardous waste sent to landfill
306-3	Significant spills	Plants y CEDIS	0	Number of significant spills
307-1	Non-compliance with environmental laws and regulations	Grupo Herdez, S.A.B. de C.V.	0	Number of non-compliance incidents
308-1	New suppliers that were screened using environmental criteria	Grupo Herdez, S.A.B. de C.V.	100	%
401-1	New employee hires and staff turnover	Grupo Herdez, S.A.B. de C.V.	2,952	Number of new hires
			43%	Porcentaje de nuevas contrataciones mujeres
			57%	Percentage of new hires women
			63%	Percentage of new hires <30 years old
			35%	Percentage of new hires 30-50 years old
			2%	Percentage of new hires >50 years old
			23%	Percentage of new hires Corporate Offices
			30%	Percentage of new hires Plant

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
			5%	Percentage of new hires CEDIS
			31%	Percentage of new hires Stores
			11%	Percentage of new hires Sales Routes
			15%	Turnover rate
			1,515	Total number of departures
			12%	Turnover rate women
			17%	Turnover rate men
			36%	Turnover rate <30 years
			55%	Turnover rate 30-50 years
			9%	Turnover rate >50 years
			10%	Turnover rate Corporate Offices
			46%	Turnover rate Plant
			11%	CEDIS turnover rate
			33%	Turnover rate Sales Routes
404-1	Average hours of training per year per employee	Grupo Herdez, S.A.B. de C.V.	25	Average hours per male employee
			23	Average hours per female employee
404-3	Percentage of employees receiving regular performance and professional development evaluations.	Grupo Herdez, S.A.B. de C.V.	42%	Percentage of women evaluated in reference to their job performance
			58%	Percentage of men evaluated in reference to their job performance
			4%	Percentage of evaluations per category Strategic
			40%	Percentage of evaluations by Operational category
			44%	Percentage of evaluations by category Operational/Normative
			12%	Percentage of evaluations per category Tactical
405-1	Diversity of governance bodies and employees	Grupo Herdez, S.A.B. de C.V.	22.2%	Percentage of women on the Board of Directors
			57.5%	Percentage of male employees at the Operational level
			42.5%	Percentage of female employees at the Operational level
			59.3%	Percentage of male employees at the Regulatory Operational level
			40.7%	Percentage of female collaborators at the Regulatory Operational level
			61.6%	Percentage of male collaborators at the

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
				Tactical level
			38.4%	Percentage of collaborators at the Tactical level women
			70.8%	Percentage of male collaborators at the Strategic level
			29.2%	Percentage of collaborators at the Strategic level women
			41.1%	Percentage of employees at the Operational level under 30 years of age
			49.9%	Percentage of employees at the Operational level between 30 and 50 years old
			9.0%	Percentage of employees at the Operational level over 50 years old
			24.8%	Percentage of employees at the Regulatory Operational level under 30 years of age
			67.4%	Percentage of employees at the Regulatory Operational level between 30 and 50 years
			7.9%	Percentage of employees at the Regulatory Operational level over 50 years of age
			8.0%	Percentage of collaborators at the Tactical level under 30 years of age
			76.0%	Percentage of collaborators at the Tactical level between 30 and 50 years old
			16.0%	Percentage of collaborators at the Tactical level older than 50 years
			0%	Percentage of collaborators at the Strategic level under 30 years of age
			68.9%	Percentage of collaborators at the Strategic level between 30 and 50 years old
			31.1%	Percentage of collaborators at the Strategic level older than 50 years
405-2	Ratio of basic salary and remuneration of women to men	Grupo Herdez, S.A.B. de C.V.	93%	Ratio at the Operational level
			101%	Ratio at the Regulatory Operational level
			99%	Ratio at the Tactical level
			114%	Ratio at the Strategic level
406-1	Incidents of discrimination and corrective actions taken	Grupo Herdez, S.A.B. de C.V.	0	Number of discrimination incidents
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Grupo Herdez, S.A.B. de C.V.	0	Number of non-compliance incidents



GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
417-2	Incidents of non-compliance concerning product and service information and labeling	Grupo Herdez, S.A.B. de C.V.	0	Number of non-compliance incidents
417-3	Incidents of non-compliance concerning marketing communications	Grupo Herdez, S.A.B. de C.V.	0	Number of non-compliance incidents
FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Plants y CEDIS	1,187,741.00	GJ Energy consumed
			69.2	% Renewable energy
			30.80	% Grid electricity energy
FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Plants y CEDIS	1,295	Thousand m <sup>3</sup> Total water withdrawal
			515	Thousand m <sup>3</sup> Total water consumption
			99.9	% Total water withdrawal in regions with High or Extremely High Baseline Water Stress
			100	% Total water consumption in regions with High or Extremely High Baseline Water Stress
FB-PF-410a.1.	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Plants y CEDIS	120484	Tons of packaging material
			11.50%	Percentage of packaging made from recycled and/or renewable materials
			99.50%	Percentage of packaging that is recyclable, reusable or compostable
FB-PF-140a.2.	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Grupo Herdez, S.A.B. de C.V.	0	Number of non-compliance incidents
FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) nonconformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances <sup>2</sup>	Grupo Herdez, S.A.B. de C.V.	3.4	% of nonconformance rate
			0	% of corrective action rate for suppliers'
FB-PF-440a.1.	Percentage of food ingredients sourced from regions with High or Extremely High Baseline	Grupo Herdez, S.A.B. de C.V.	93.23	%

<sup>2</sup> The rate calculation only considers suppliers of agricultural raw material, non-conformity rates are not divided by major and minor conformances

GRI/KPI/SASB	Title of disclosure or performance indicator	Scope of the information	Reported information	Unit
	Water Stress <sup>3</sup>			
IP-4	Environmental and social investments	Grupo Herdez, S.A.B. de C.V.	\$109,046,493.0	Amount of social investment
			\$73,320,786.0	Environmental investment amount
IP-5	Type and rate of injuries, occupational diseases, lost days, absenteeism, and number of work-related fatalities	Grupo Herdez, S.A.B. de C.V.	36	Number of accidents women
			0.66	Accident rate women
			609	Lost days women
			11.2	Lost days rate women
			43	Number of accidents men
			0.57	Accidents rate men
			681	Lost days men
			9.1	Lost day rate men
			79	Number of total accidents
			1.24	Total accident rate
			1,290	Total lost days
			20.3	Total lost days rate
			10,827,648	Man-hours worked men
			14,985,984	Man-hours worked women
			25,813,632	Total man-hours worked
IP-10	Clean or renewable energy	Plants y CEDIS	69.2	%

<sup>3</sup> Calculation made based on tons of food ingredients purchased