



Chihuahua
Puebla
Durango
Coahuila

EMPLOYEES

**We do things
with *great*
people.**

985

EMPLOYEES RECEIVED PERFORMANCE
EVALUATION

*excellent • professional • tenacious •
efficient • passionate*

JUMEX
Industrial Fruit Products

Produced By
Jugomex S.A. de C.V.





Employees

Having a beverage lineup that is among the most recognized by consumers in Mexico would not be possible without the dedication and commitment that our employees give every day to produce, distribute and market beverages of the highest quality.

Well-being and labor practices

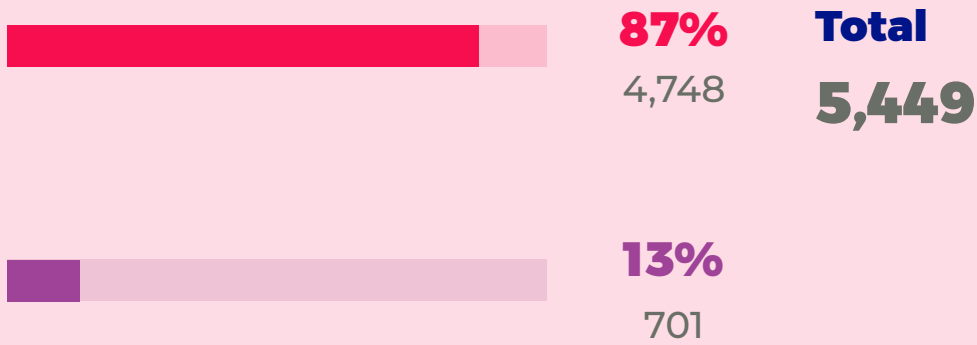
102-8, 401-1, 401-2, 401-3, 402-1, 405-1

In Grupo Jumex our staff is made up of 6,454 people who share the same mission, vision and values to offer products that have earned the trust of Mexican families.

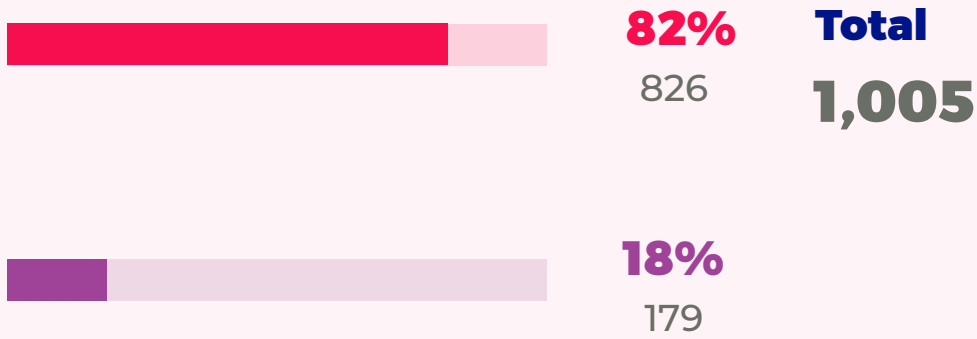


EMPLOYEES BY
CONTRACT AND GENDER

PERMANENT CONTRACT



TEMPORARY CONTRACT



EMPLOYEES BY CONTRACT AND REGION

Permanent contract employees

Total
5,449

Temporary contract employees

Total
1,005



EMPLOYEES BY GENDER AND WORKING DAY

13%
WOMEN
880



87%
MEN
5,574

EMPLOYEES BY JOB CATEGORY, GENDER AND AGE

JOB CATEGORY	Top Management		Ejecutives		Administrative		Unionized	
	W	M	W	M	W	M	W	M
GENDER	W	M	W	M	W	M	W	M
UNDER 30 YEARS OLD	-	-	3	1	182	629	86	849
BETWEEN 31 AND 50 OLD	1	4	66	150	346	2,191	148	1,121
OVER 51 OLD	-	15	10	55	18	345	20	214
TOTAL	1	19	79	206	546	3,165	254	2,184

We recognize that our employees are a fundamental element for the development of the business. In this sense, we seek that committed and passionate people join our team, offering them a competitive salary, benefits higher than what is required by law in Mexico, a work environment where they can learn, grow and develop personally and professionally, in addition to other benefits such as:



» Savings fund



» Grocery vouchers



» Bonuses



» Life insurance

Throughout the year, **217 employees took parental leave, 25 women** and **192 men**, of which 84% and 99% respectively returned to work at the end of the leave, while **67% of women** and **87% of men** are still part of Grupo Jumex after one year of enjoying this benefit.

We value diversity of age, gender, origin, nationality, marital status, ideas, opinions, religion, social or economic situation, preferences and ways of thinking because we know they complement our team and strengthen it.

We offer equal opportunities in the processes of recruitment, selection, hiring, promotion and performance evaluation, as well as universal benefits, regardless of the type of contract.

During 2021, 1,673 new employees joined our workforce.

NEW HIRES OF EMPLOYEES BY GENDER AND AGE			STAFF TURNOVER BY GENDER AND AGE		
	WOMEN	MEN		WOMEN	MEN
UNDER 30 YEARS OLD	150	661	UNDER 30 YEARS OLD	134	766
BETWEEN 31 AND 50 YEARS OLD	143	680	BETWEEN 31 AND 50 YEARS OLD	142	872
OVER 51 YEARS OLD	5	34	OVER 51 YEARS OLD	18	102
Total	298	1,375	Total	294	1,740

For different reasons, 2,034 employees were no longer part of our team. In case of significant changes in our operations, the minimum notice period we give to our employees is one week.

Training and development

404-1, 404-2, 404-3

The world evolves and Grupo Jumex too, for this reason we promote professional and personal development of our employees by offering them different training alternatives.

In 2021 we offered 11 hours of training on average per employee.



AVERAGE HOURS OF TRAINING BY JOB CATEGORY AND GENDER

WOMEN

JOB CATEGORY	FEMALE EMPLOYEES IN THE ORGANIZATION	HOURS OF TRAINING FOR FEMALE EMPLOYEES	AVERAGE HOURS OF TRAINING PER YEAR
Total	841	10,768	12.80
TOP MANAGEMENT	1	15	15.00
EXECUTIVES	226	3,926	17.37
ADMINISTRATIVE	385	4,403	11.44
UNIONIZED	229	2,424	10.59

MEN

JOB CATEGORY	MALE EMPLOYEES IN THE ORGANIZATION	HOURS OF TRAINING FOR MALE EMPLOYEES	AVERAGE HOURS OF TRAINING PER YEAR
Total	5,382	46,682	8.67
TOP MANAGEMENT	17	16	0.94
EXECUTIVES	689	6,684	9.70
ADMINISTRATIVE	2,595	28,319	10.91
UNIONIZED	2,081	11,663	5.60

Among the initiatives that we made available to our staff to improve their skills were:



» Scholar support for employees



» Instructor certification



» Development of competencies and technical and soft skills for work



» Internal audits program with international certificate



» Leadership program for directors, managers, leaders and supervisors



DEVELOPMENT PROGRAMS

	DIRECTED	OBJECTIVE	SCOPE	TAUGHT
MY MANAGEMENT ROLE	New managers Level 15 and 16	Increase confidence in decision-making and level of assertiveness	36 managers	iCAMI
INSPIRING LEADERS	Senior Managers Level 17 and above	Increase level of trust and generate action plans	53 people	iCAMI
TRANSFORMATIONAL LEADERS	Directors	Digital transformation	11 participants	Deloitte
HIGH-PERFORMANCE LEADERS	Sales, Logistics and Manufacturing	Leadership culture	210 participants	-

With the aim of developing employees with skills to prevent and solve problems in Jumex processes and technologies, as well as increase productivity and talent retention, we created **Universidad Jumex**, a program aimed for production operators and maintenance technicians.



SAFETY CLASSES TAUGHT:

LOTO	Risk identification and analysis	Introduction to security policies
Safety standards	NOM-004-STPS-2020 Safety conditions in the operation of machinery and equipment	First aid
NOM-029-STPS-2011 Safety conditions in maintenance and electrical installations		

SUCCESS STORIES:

First class:

The "Faculty of Manufacturing" consists of four semesters, currently is in the last semester.

START	ACTIVE STUDENTS	ENDS	AVERAGE SKILL LEVEL
2018	50 employees	2022	1.8
SCOPE			
PRODUCTION OPERATORS AND MAINTENANCE TECHNICIANS			

Derived from the knowledge acquired in the "Faculty of Manufacturing" these are success stories:

8 EMM Facilitators	55 Classes taught
6 Production assistants	17 Internal instructors
1 TPM Coordinator	2 External instructors
1 Focused Improvement Leader	MAIN FOCUS ON LEVEL 2 SKILL
1 Safety leader	"Putting into practice the knowledge acquired"
10 Internal instructors	

Second class:

The "Faculty of Manufacturing" consists of four semesters, currently is in the second semester.

START	ACTIVE STUDENTS	ENDS	AVERAGE SKILL LEVEL
2020	43 employees	2023	1
SCOPE			
PRODUCTION OPERATORS AND MAINTENANCE TECHNICIANS			

Derived from the knowledge acquired in the "Faculty of Manufacturing" these are success stories:

4 EMM Facilitators	
2 Production assistants	
20 Classes taught	
10 Internal instructors	MAIN FOCUS ON LEVEL 1 SKILL
2 External instructors	"Knowing the theory Understanding the theory"

Road Safety Program

Through this program **we trained our employees with support from GNP and Yamaha** with the aim of providing a safe environment and reducing risks related to road safety.

In addition, we promote road safety through internal campaigns, control of accidents by area, purchase of safety equipment and internal training for forklifters.





In order to train our employees who are about to retire we have two courses, The ABC of Retirement and Retirement Plan, with which 57 people benefited.

We recognize that everything that is measured can be improved, so this year we carried out evaluations to measure the performance and professional development of our people.

EMPLOYEES WHO RECEIVED PERFORMANCE EVALUATION BY JOB CATEGORY AND GENDER

JOB CATEGORY	WOMEN	MEN
TOP MANAGEMENT	1	14
EXECUTIVE	208	533
ADMINISTRATIVE	89	140

Occupational health and safety

403-1, 403-5, 403-6, 403-9, 403-9, 403-10

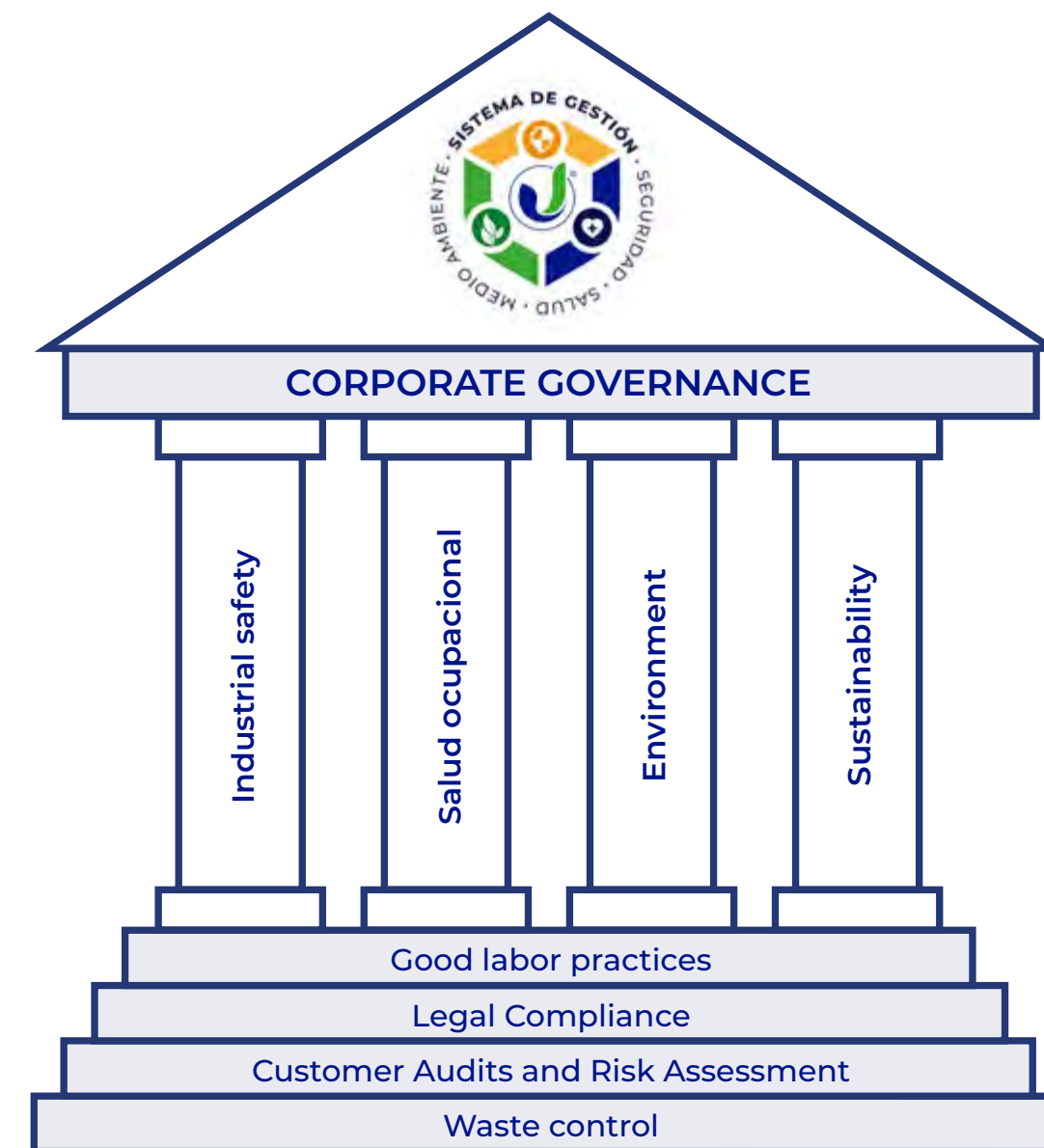
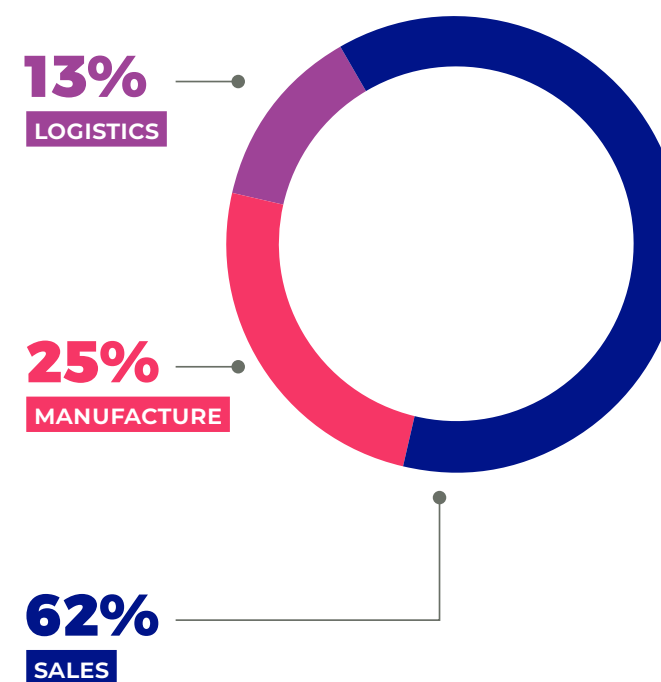
At Grupo Jumex we care about the physical and mental integrity of our people, so we implemented health and safety initiatives focused on risk prevention and assistance in cases of emergency.

We have a management system in Safety, Health and Environment (SHE), which aims to mitigate risks, reduce work accidents and control business losses by establishing good operational practices.

The SHE is aligned with the requirements of state agencies under which all our employees operate.

In addition, with the aim of promoting the integral well-being of our employees, we have the **Orienta PAE** Employee Assistance Program, a service that offers support, guidance and orientation on emotional, medical, nutritional, veterinary, legal, counseling and family economic issues. This benefit is free, confidential and available to our employees and their families.

RECORDED ACCIDENTS





0

NUMBER OF DEATHS RESULTING FROM AN ACCIDENT
INJURY AT WORK

RATE: 0

1

ACCIDENTS AT WORK WITH MAJOR CONSEQUENCES
(EXCLUDING DEATHS)

RATE: 0.01

202

NUMBER OF RECORDABLE WORKPLACE ACCIDENT INJURIES

RATE: 3.41

Number of worked hours
17,382,000