

ABOUT this report

We share our integrated January 1 through December 31, 2022 report. This document summarizes our global economic, social, environmental and corporate governance initiatives and achievements based on our business strategy, focusing on sustainability. During this period, there are no restatements of information or significant changes for previous periods in terms of coverage.

The report was prepared with the information requested by the Mexican Stock Exchange through the S&P/BMV Total México ESG Index for listing on the Sustainable index, referring to the GRI standards, the SASB sustainability frameworks and our actions focused on contributing to the UN Sustainable Development Goals. Alsea's internal departments and divisions generated and verified its content with financial information examined through an external auditing process.

As part of our initiatives to reduce our environmental impact, this report was created in a digital format, which you can download <https://www.alsea.net/informe-anual/2022>

Please direct your feedback, questions or comments on this report to:

Corporate Affairs
Valeria Oslon Fernández
rp@alsea.com.mx



FEATURED data,

+442 million
of served customers

 **90%**
of suppliers
ARE SMALL AND MEDIUM-
SIZED ENTERPRISES (SMES)

 **185**
openings
NET

 OUR FIRST
double
MATERIALITY
REPORT,
INTEGRATING IMPACT AND
FINANCIAL ASPECTS



1,534,670
meals delivered
TO VULNERABLE POPULATIONS

it's  on
me



2022

THIS BOX **100%**
MADE OF **RECYCLED MATERIAL**



ALSEA UNITS

Restaurants 4,447

	Brands	Restaurants
America		
Argentina	2	245
Chile	4	226
Colombia	3	239
Mexico	11	2,248
Uruguay	2	13
Europe		
Belgium	1	34
Spain	9	1,098
France	1	218
The Netherlands	1	97
Luxembourg	1	4
Portugal	2	25

Alsea S.A.B. de C.V.

We are the leading restaurant operator in Latin America and Europe, with globally recognized brands within the Fast Food, Cafeteria, Casual Dining, Fast Casual Dining, and Family Restaurant segments. We operate more than 4,400 units in Mexico, Spain, Argentina, Colombia, Chile, France, Portugal, Belgium, Netherlands, Luxembourg, and Uruguay. Our business model supports all business units through the Shared Services Center, providing support in administrative, development and supply chain processes.

Segments



RESTAURANTS
fast food



cafeteria



DINING
RESTAURANTS
casual



RESTAURANT
family



% corresponding to all units



2022 was a very good year for OUR COMPANY in terms of business growth and positioning.

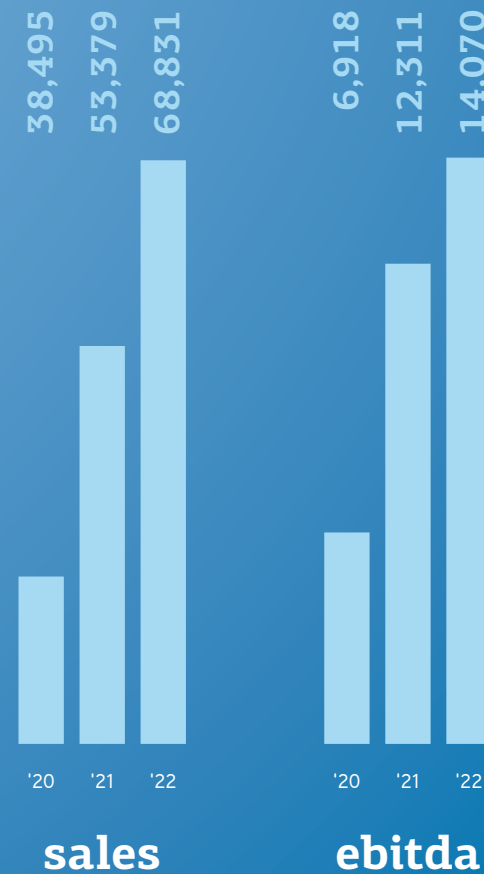
THROUGH RESPONSIBLE AND EFFICIENT MANAGEMENT, WE MITIGATED INFLATION IN INPUTS AND FACED THE INCREASE IN THE COST OF ENERGY IN EUROPE. THESE RESULTS ARE A REFLECTION OF THE TALENT AND COMMITMENT OF OUR TEAM MEMBERS, LEADING US TO AN OPTIMISTIC OUTLOOK WITH SIGNIFICANT OPPORTUNITIES LOOKING FORWARD.

1,648
Net income

18.6%
ROE⁴

34.8%
SSS

4,447
Units



RESULTS	CAGR 2017-2022 ⁵	ANNUAL GROWTH	2022	%	2021	%
Net Sales	10%	28.9%	68,831	100%	53,379	100%
Gross Profit	9%	26.5%	46,319	67.3%	36,626	68.6%
Operating Profit	11%	54.1%	6,368	9.3%	4,133	7.7%
EBITDA ²	17%	14.3%	14,070	20.4%	12,311	23.1%
Consolidated Net Income	6%	110.2%	1,648	2.4%	784	1.5%

Balance

Total Assets	(5.4%)	78,457	82,978
Cash	(11.7%)	6,087	6,893
Liability Costs	(12.4%)	27,789	31,729
Stockholders' Equity	3.1%	7,879	7,639

Profitability

ROIC ³	510 bps	10.5%	5.4%
ROE ⁴	870 bps	18.6%	9.9%

Stock Market Data per Share

Price	(2.9%)	\$36.86	\$ 37.95
Earnings per Share	116.0%	\$2.03	\$ 0.94
Dividend	N.A.	-	-
Book Value per Share	5.5%	\$9.61	\$ 9.11

Operation

Total Number of Units	5%	4,447	4,262
Collaborators	1%	76,382	70,827

1. Figures in millions of nominal pesos reported under IFRS standards (including the IFRS 16 effects and the effects of the restatement due to hyperinflation in Argentina), except data per share, number of units and collaborators.
 2. EBITDA is defined as operating income before depreciation and amortization.
 3. ROIC means dividing the Company's net operating profit after tax (total assets-cash and temporary investments-liability at no cost).
 4. ROE measures our Company's net income divided by our shareholders' equity.
 5. CAGR Compound Annual Growth Rate from 2017 to 2022.

Our purpose is...

We bring
happiness
&

EXPERIENCES

FULL

-Of-

flavor



... and it entails a huge responsibility to our excellence and service to make each consumption occasion an unbeatable experience when, how and where our customers desire. To achieve this, we have a team of collaborators who live our values and bring Alsea's philosophy to each geography in which we have a presence.

Thanks to the ethics and transparency of our Corporate Governance, we are moving towards fulfilling our long-term vision, putting our hearts and focus on our customer's experience in everything we do.



**Winning
Attitude**



**Engaged
Leadership**



**Amazing
Service**



**Collaborative
Spirit**



**Attention
to Detail**

We surprise
OUR
CUSTOMERS 

We are #1
AND ALWAYS GO
FOR MORE 

We take care
OF BUSINESS 

We do
WHAT
WE SAY 

We empower
OUR
TEAMS 

We are more agile
AND
STRAIGHTFORWARD 

We have fun,
LEARN AND ENJOY
WHAT WE DO 

GUIDING PRINCIPLES OF OUR

Code of ethics

We live our Code of Ethics with great pride and a sense of belonging.

CODE OF ETHICS

Each of us who are part of Alsea promotes our values and culture. We work with passion and common goals to fulfill our purpose under the principles of integrity and transparency established in our Code of Ethics.

This ideology guides our business decisions to focus on the customer experience, looking after our relationships with stakeholders, incorporating sustainability aspects and establishing the regulatory framework for our supplier and franchisees' behavior.



1.
Compliance with the law, regulations and internal and external rules

2.
Our customer service

3.
Equal opportunity

4.
Harassment-Free workplace

5.
Job security

6.
About conflicts of interest

7.
Acceptance of gifts

8.
Transparent business practices free of bribery

9.
Taking care of our work tools

10.
About fraud

11.
Financial information

12.
Taking care of our private and confidential information

13.
About the environment and our responsible use of resources

CORPORATE GOVERNANCE

At Alsea, sustainability is part of our business strategy, and we live it at all levels of the operation. Our Corporate Governance policy guides our efforts to improve Alsea's economic, social and environmental impacts, allowing us to be exemplary, innovative and sustainable. Every individual at Alsea is committed to promoting leadership in sustainability, transparency and the adoption of corporate best practices.



BOARD OF DIRECTORS

The Board of Directors is the highest governance body of the Company. It supervises the implementation of strategies and our decision-making processes, supported by the Audit, Corporate Practices, and Corporate Governance Committees to recommend and instruct Senior Management on risk control mechanisms, business performance, stakeholder relations policies, compensation and regulatory compliance.

It has 11 members, three of which are related equity directors, two are independent equity directors, and six are independent. A related equity director chairs the Board.

Alsea does not have Alternate Directors since it believes that Directors who do not attend a Board meeting dilute their obligations among the rest of the board members. Alsea allows 25% of the board members to call a meeting.

Related Equity

Alberto Torrado Martínez

President

Cosme Alberto Torrado Martínez

Board Member

Armando Torrado Martínez

Board Member

Independent Equity

Federico Tejado Bárcena

Board Member

Fabián Gerardo Gosselín Castro

Board Member

Independent

León Kraig Eskenazi

Board Member

Adriana María Noreña Sekulist

Board Member

Carlos Vicente Salazar Lomelín

Board Member

Alfredo Sánchez Torrado

Board Member

Luiz Carlos Ferezin

Board Member

Leticia Mariana Jáuregui Casanueva

Board Member

Board Secretary

Xavier Mangino Dueñas

Board Diversity

At Alsea, we are committed to applying Diversity and Inclusion policies and initiatives at all levels of the organization. In 2022, our Board had two women, and the average age of the members was 56 years.

Board Experience

Our Board members include professionals with extensive business experience in the food sector and robust credentials in finance, international business, social and philanthropic organizations, entrepreneurship and innovation.

Furthermore, all our board members are or have served as board members of leading companies, social organizations and relevant associations.

Leaders in Sustainability

The directors are involved in the areas where they have the most experience and participate in developing strategies, studies and strategic inputs on social, environmental and governance issues.

We have various governance instruments that guide our relationships and business conduct and establish the general guidelines for adherence to integrity, such as our Code of Ethics, Conflicts of Interest Policy, Diversity and Inclusion Policy, Code of Best Practices, and Global Policy on Human Rights.



In 2022, our Board Members received training on ethical and transparency issues.

50%
of our Board is made up of independent members

20%
are women



Further details about our Corporate Policies, please visit <https://www.alsea.net/integridad-corporativa>.

*Board as of January 2023

BOARD MEMBER SELECTION AND REMUNERATION PROCESS

The Nominations and Compensation Committee is responsible for our Board's selection, appointment, and renovation procedures. These must ensure a breakdown of the entity's corporate bodies that permit the proper exercise of the functions attributed to them by law, our Corporate Bylaws and regulations in the Company's best interest.

The appointments or re-election proposals that the Board of Directors presents to the Company's Regular General Shareholders' Meeting and its direct appointments to fill vacancies in the exercise of its powers of co-optation are approved at the Committee's proposal, in the case of independent members, and following a report from this Committee, in the case of all other members.

The proposals submitted for approval to the General Meeting of Shareholders are accompanied by a justifying report from the Committee with an assessment of the proposed candidates' competence, experience and merit. The assessment is supported by an evaluation of the balance of knowledge, skills and experience on the Board of Directors, as well as the conditions that each candidate must comply with to fill the vacancies, assessing the time they must dedicate to fulfill their mission adequately, based on the needs of the Company's governing bodies at all times.

We are aware of our responsibility as a public Company to implement institutionalization measures following the provisions of the Code of Best Corporate Practices established by the Mexican Stock Exchange. Therefore, as of January 24, 2022, Alberto Torrado left his position as Executive President to serve as Chairman of the Board of Directors and Armando Torrado was appointed CEO of Alsea on July 11, 2022.

The Nominations and Compensation Committee is also the body empowered to propose to the Shareholders' Meeting the remuneration of the members of the Board of Directors. Alsea has determined this remuneration as a fixed amount for attendance. We have also implemented mechanisms and objectives to evaluate their performance management and, where appropriate, propose the necessary training on issues relevant to the Company's development.

All Board Members are elected and re-elected annually and individually.



Audit Committee

Alfredo Sánchez Torrado
President



Luis Carlos Ferezin
Member

Federico Tejado Bárcena
Member

Elizabeth Estrella Garrido López
*Secretary
(without being a member)*

Roles and Responsibilities

- Recommend to the Board of Directors the Company's external auditors, their contracting conditions and scope of work, and oversee compliance.
- Serve as the communication channel between the Board of Directors and the external auditors, and ensure the latter's independence and objectivity.
- Review the work program, the observation letters and the internal and external audit reports and report the results to the Board of Directors.
- Meet periodically with the internal and external auditors, without the corporate officers, to review their progress reports and hear their comments and observations.
- Give their opinion to the Board of Directors on the policies and criteria used in preparing financial information and the process for its issuance, ensuring its reliability, quality and transparency.
- Help define general internal control and auditing guidelines and evaluate their effectiveness.
- Confirm the observation of the mechanisms established to control the Company's inherent risks.
- Coordinate the internal auditor's duties.
- Contribute to the establishment of policies for operations with related parties.
- Analyze and evaluate operations with related parties to make recommendations to the Board of Directors.
- Decide to hire third-party experts who issue their opinion on operations with related parties or any other matter to ensure the proper performance of their duties.
- Verify compliance with the Code of Ethics and the mechanism for disclosure of improper acts and whistleblower protection.
- Assist the Board of Directors in analyzing contingency and information recovery plans.
- Verify the implementation of the necessary mechanisms to ensure that the Company complies with the different legal provisions.

Corporate Governance Committee

León Kraig Eskenazi
President

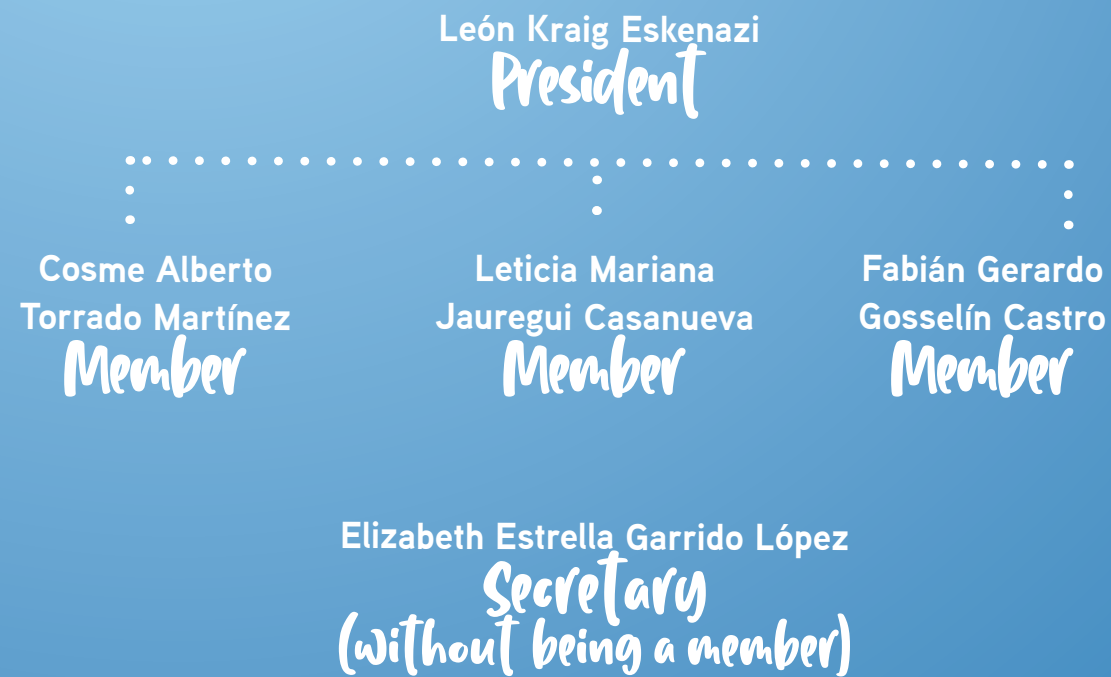


Luis Carlos Ferezin
Member

Armando Torrado Martínez
Member

Alejandro Arturo Kipper Lezama
Member

Corporate Practices Committee



Roles and Responsibilities

- Suggest to the Board of Directors the criteria for appointing or removing the CEO and C-level executives.
- Propose the evaluation and compensation criteria for the CEO and C-level executives to the Board of Directors.
- Recommend to the Board of Directors the criteria to determine the settlement for termination of the CEO and C-level executives.
- Recommend the criteria for remuneration of the Company's board members.
- Analyze the proposal made by the CEO about the staff compensation structure and criteria.
- Analyze and ask the Board to approve the statement about the Company's compliance with its corporate social responsibility, the Code of Ethics, and the information system used to report improper acts and whistleblower protection.
- Analyze and propose to the Board of Directors the approval of the formal succession system for the CEO and C-level executives, and verify compliance.
- Study and propose the Company's strategic vision to ensure its stability and permanence to the Board of Directors over time.
- Analyze the general guidelines the Office of the CEO presents to determine the Company's strategic plan and follow up on its implementation.
- Evaluate the Company's investment and financing policies proposed by Senior Management and share its opinion with the Board of Directors.
- Give an opinion on the premises of the annual budget presented by the CEO and follow up on its application and control system.
- Evaluate the mechanisms the Office of the CEO presents to identify, analyze, manage and control the Company's inherent risks and share its opinion with the Board of Directors.
- Evaluate the criteria presented by the CEO for the disclosure of the Company's inherent risks and share its opinion with the Board of Directors.

SUSTAINABILITY STRATEGY

At Alsea, we firmly believe that the future is our responsibility and that adopting a sustainability approach will lead us to face current and future challenges successfully.

We are committed to pioneering change and positively impacting society and the planet by integrating clear objectives and goals into our Sustainability Strategy.

We seek to offer unmatched customer experiences and generate value for the Company, our employees and the communities in which we operate. To achieve this, we improve our processes to positively impact the environmental and social aspects derived from our activities through a long-term sustainability vision we developed based on the adoption of corporate best practices.

Our strategy is promoted by our Corporate Governance Guidelines and implemented in all the regions in which we have a presence, thanks to the support of the local commissions and committees that work to ensure adherence to the plans that will lead us to fulfill our objectives.



MATERIALITY

In 2022, we implemented our first double materiality by integrating impact and financial aspects to identify priority issues for Alsea's sustainability strategy and focus our efforts on the common goals that facilitate impact measurement and monitoring.

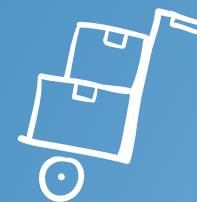
The methodology we used for this analysis was based on the Global Reporting Initiative (GRI) guidelines and the terms established by the Sustainability Accounting Standards Board (SASB). It began by identifying relevant issues and prioritizing them according to the opinions stated by the different stakeholders and the strategic perspective of Alsea and a final validation process.



The consultation exercise we conducted to update our materiality included the participation of the following Stakeholders:

2,505
collaborators
GLOBALLY

29
operations managers
MEXICO, EUROPE AND SOUTH AMERICA



98
suppliers

36
NGOs



7
COUNTRIES

4

sustainability
COMMITTEE LEADERS

2

related board members

4

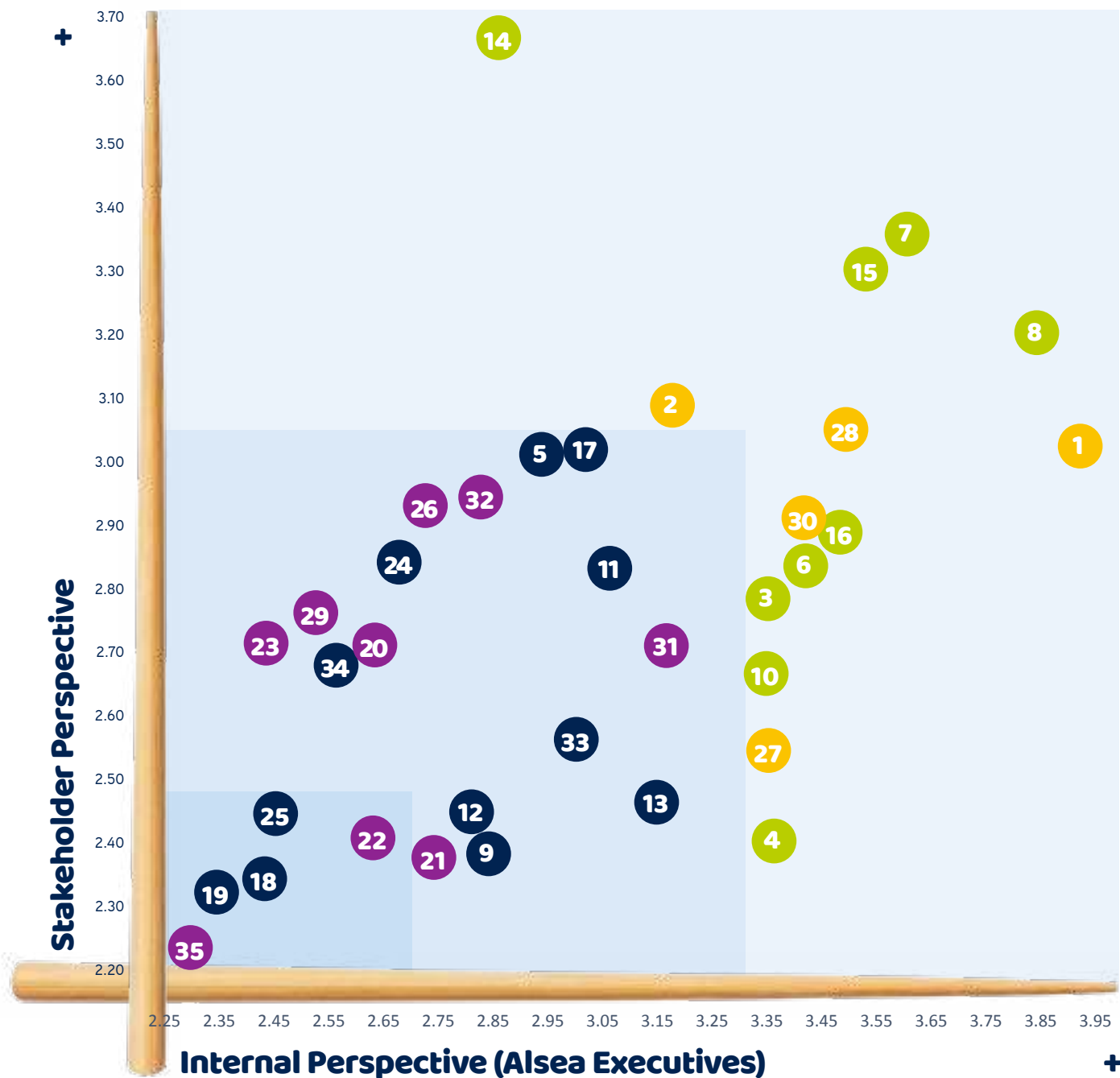
financial institutions



MATERIALITY MATRIX

GLOBALLY INTEGRATED

As a result of this effort, we identified 35 material topics grouped under our strategic pillars of sustainability.



Material Topics (14)

- 1 Talent attraction and retention
- 8 Customer and consumer satisfaction
- 7 Brand reputation
- 15 Legal compliance
- 28 Food safety and quality
- 16 Sociopolitical risk management
- 6 Economic performance
- 3 Organizational culture and climate
- 10 Digital transformation
- 27 Customer and consumer health and safety
- 4 Employee training
- 2 Diversity, equity & inclusion
- 14 Corporate governance
- 30 Energy and emissions

Potentially material topics (16)

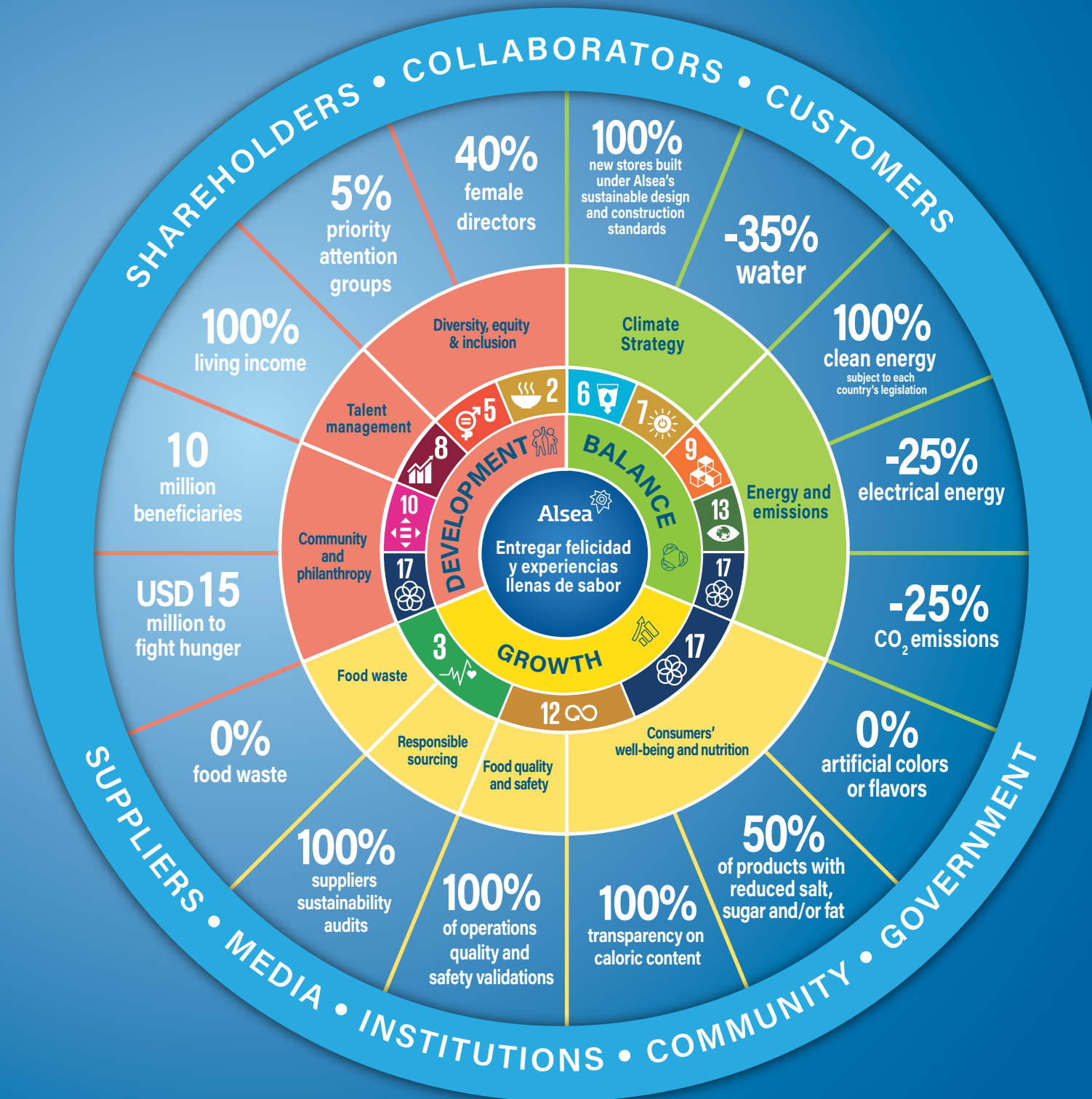
- 31 Waste management and circular processes
- 13 Ethics and integrity
- 11 Product innovation
- 17 Communication and transparency
- 5 Employee health, safety and well-being
- 32 Climate strategy
- 26 Nutritious and affordable products
- 24 Responsible communication and marketing of products
- 20 Responsible supplier assessment and development
- 21 Availability of local raw materials
- 34 Investment and social commitment
- 29 Water
- 23 Food waste
- 12 Human rights
- 33 Contribution to local food security
- 9 Data privacy and cybersecurity

Non-material topics (5)

- 22 Responsible sourcing of raw materials
- 18 Stakeholder relations
- 25 Inclusive selling practices
- 19 Fair competition practices
- 35 Comprehensive development of farmers and agricultural producers

ESG Model

To focus on our purpose To deliver happiness and experiences full of flavor in every aspect of our operation, we created our ESG model, which illustrates our sustainability strategy and links our purpose to Alsea's economic (growth), environmental (balance), social (development) and governance, as well as our goals for 2030 and their direct relationship with the Sustainable Development Goals, prioritizing, as a frame of reference, our stakeholders' needs and expectations.



DEVELOPMENT

It integrates aspects of the development of our collaborators in a fair, inclusive, diverse, dignified and safe work environment, with the flexibility required to harmonize their personal and professional lives.

It refers to providing food security for vulnerable communities and promoting human development through initiatives favoring education and employability.

BALANCE

It includes activities related to caring for our planet with the efficient use of resources, such as energy, water, inputs and waste.

GROWTH

It addresses issues related to operating responsible brands that offer professional services and products with the highest quality and safety standards, thanks to the support provided by a leading industry supply chain.

It also integrates the commitment to offer balanced dishes and menus featuring alternatives for all lifestyles, labeling, communications, responsible advertising, and food waste reduction practices.

Our contribution to the UN 2030 Agenda

Putting our hearts into everything we do involves setting specific sustainability goals to produce positive impacts through our activities. Hence, we focus on issues contributing to the UN Sustainable Development Goals (SDGs). We aim to measure Alsea's contribution further and drive positive impact initiatives that advance our focus and innovation.

Growth

Progress made in 2022

Alsea Goal for 2030

SDG RELATED TARGET

We avoided food waste (kg)

1,077,185 Mexico
62,137 South America
5,118 Europe

0% food waste



12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.

Suppliers in our operations evaluated under social and environmental criteria and standards

41% Mexico

100% suppliers audited on sustainability issues



12.6 Encourage companies, especially large and multinational corporations, to adopt sustainable practices.

80% of our menus in Mexico have updated caloric information

100% transparency in the caloric content of our dishes



3.4 By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

We started projects to improve the nutritional quality of food

50% of products with reduced salt, sugar and/or fat

0% artificial colors and flavors



Development

Progress made in 2022

Alsea Goal for 2030

SDG RELATED TARGET

77% of collaborators in Mexico receive salaries above a living income (calculation based on data from Mexico)

100% of our collaborators are guaranteed competitive compensation within the industry in each country and salaries above a living income

10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

1% of collaborators belong to priority attention groups

508 Seniors
317 People with disabilities
60 people with refugee status

5% of our collaborators belong to priority attention groups

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

We develop and promote female leadership.
 Percentage of management positions held by women

23% Overall

40% of management positions held by women

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

We support society with programs that fight food poverty

17% PROGRESS
1,726,912 beneficiaries

10 million people benefited from our programs to combat hunger

2.1 PBy 2030, end hunger and ensure access by all people, in particular, the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Economic investment in programs to end hunger

17% PROGRESS
2,069,207 USD investment in 2022

15 million investment in initiatives to end hunger

1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programs and policies to end poverty in all its dimensions.

2.1 By 2030, end hunger and ensure access by all people, in particular, the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

Balance

Progress made in 2022

Alsea Goal for 2030 

SDG RELATED TARGET

Greenhouse emissions (Tn CO₂eq)
Scopes 1 and 2. We will take the year 2022 as our baseline.

154,455 tCO ₂ e Mexico	19,305 tCO ₂ e South America	51,569 tCO ₂ e Europe
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-25%
emissions CO₂



11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

We promote the use of a clean energy infrastructure
Percentage of clean energy used

70% Mexico	30% South America	100% Europe
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100%
clean energy subject to each country's legislation



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

Water consumption in thousands of cubic meters
2022 baseline

1,710 Mexico	19 South America	944 Europe
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-35%
water consumption



6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

We designed and built

2
restaurants certified as Green Stores in 2022

100%
new stores built under Alsea's sustainable design and construction standards



9.1 Develop quality, reliable, sustainable and resilient infrastructure.

Electrical energy (kWh)
2022 baseline

259.613 GWh Mexico	58.300 GWh South America	146.288 GWh Europe
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-25%
electricity consumption



7.3 Double the global rate of improvement in energy efficiency by 2030.





STAKEHOLDER ENGAGEMENT

At Alsea, Delivering happiness and experiences full of flavor also implies caring for our relations with all the sectors with which we interact and that impact or are impacted by our operation. Based on our stakeholders' concerns, we analyze our sustainability strategy, business risks and opportunities, and our strategic plan and global challenges.

We strive to identify and prioritize those groups with whom we must collaborate on strategic issues for Alsea. For example, guaranteeing the quality and safety of the food we offer in our restaurants, improving our environmental impact or ensuring regulatory compliance for our business are some activities that require the establishment of relationships and collaboration frameworks with different stakeholders such as government agencies, industrial chambers or associations, partnerships with institutions, and civil society organizations.

Below we explain the channels we use to maintain ongoing and regular communication with our key stakeholders:

Customers

- Communication in restaurants
- Social media
- Mass media
- Annual report
- Email and website
- Communication campaigns
- Marketing campaigns
- Apps
- Loyalty programs
- Monthly newsletter
- Correct line

Collaborators

- Internal newsletters
- Communication boards
- Workplace
- Communications from the Office of the CEO
- Internal communication campaigns
- Screens
- Annual report
- Email and website
- In person and remote events and conventions
- Monthly newsletter
- Correct line

Media

- Evaluation visits
- Participatory diagnoses
- Work meetings
- Reports and control meetings
- Annual report
- Email and website
- Participation in forums and events
- Monthly newsletter
- Correct line

Suppliers

- Visits
- Annual report
- Email and website
- Monthly newsletter
- Phone calls
- Correct line

Government

- Participation in events
- Reports
- Meetings
- Annual report
- Email and website
- Phone calls
- Official announcements
- Monthly newsletter
- Correct line

Community

- Evaluation visits
- Participatory diagnoses
- Work meetings
- Reports and control meetings
- Annual report
- Email and website
- Participation in forums
- In person and remote events
- Social media
- Monthly newsletter
- Correct line

Partners and Investors

- Shareholder meetings
- Results report
- Phone calls
- Annual report
- Email and website
- Meetings
- In person and remote conventions
- Investor and Analyst Day
- Sending relevant communications
- Monthly newsletter
- Correct line

AWARDS, CERTIFICATES AND SUSTAINABILITY INITIATIVES

At Alsea, standing out as a responsible Company working with the best industry standards and as a leader in the sectors and markets we participate in is the result of many years of efforts to achieve and endorse relevant recognitions, certificates, and awards.

These recognitions guide us and lead us towards the corporate best practices in social, economic and environmental matters and reaffirm our commitment to excellence in everything we do.

UN Global Compact

Since 2011, we have followed the UN Global Compact, the leading corporate sustainability initiative worldwide. This adherence represents a commitment to promote and comply with its Ten Principles in human rights, labor, and the environment.

ESR Certificate

For the 11th year in a row, the Mexican Philanthropy Center (CEMEFI) gave us this distinction highlighting our performance in five pillars of sustainability: Quality of life, environment, ethics, community engagement, and corporate social responsibility management.

Company Committed to Labor Inclusion Certificate

For our progress and contribution to including people with disabilities in our workplace, according to the inclusion strategy established by the Labor Inclusion Index for people with disabilities.

Éntrale.org.mx is a digital platform that promotes labor inclusion by connecting companies with civil society organizations that assist with implementing inclusion programs and programs for people with disabilities. This year we received an award for our progress in favoring the Labor Inclusion of People with Disabilities in Mexico.

S&P/BMV Total Mexico ESG Index

Since 2013, we have been listed on the IPC Sustentable Index, now known as the S&P/BMV Total Mexico ESG Index, aimed at providing exposure to the Mexican market and boosting the performance of companies that meet sustainability criteria.

Dow Jones Sustainability Index

Since 2018, Alsea has been included in the Dow Jones Sustainability Index (DJSI) in the Latin American Integrated Market (MLA), a benchmark index that measures the ESG performance of publicly traded companies. For the Company, being listed on this index means being recognized for identifying and managing risks and opportunities on the economic, social and environmental fronts and creating value for all its stakeholders.

The Sustainability Yearbook 2022

Recognition from Standard & Poor's (S&P) Financial Services LLC Global. This year we were listed among the ten Mexican companies recently added to the Yearbook for our efforts to promote the development of ESG matters. It is important to note that we were the only Mexican Company in the restaurant industry that received this recognition.

