

**SUSTAINABILITY
REPORT
2023**

CONSOLIDATING OPPORTUNITIES

CMi CAPITAL

01

Introduction

WITH THE
WARMTH
OF A FAMILY THAT
CARES, WE CREATE



OPPORTUNITIES THAT CHANGE LIVES



THROUGH IMPACT INVESTMENTS



THAT DRIVE SUSTAINABLE DEVELOPMENT

A man with a mustache, wearing a light-colored short-sleeved button-down shirt, is smiling and holding two small potted plants in black plastic bags. The background is a solid blue color with large, faint, stylized leaf shapes.

2023 SUSTAINABILITY REPORT

CONSOLIDATING OPPORTUNITIES

This report was externally and independently verified by

Ética y Estrategia Consultores, S.C., and Guatemala's Centro para la Acción de Responsabilidad Social Empresarial (CentraRSE)

If you have any questions about this report, please contact cmic-relacionespublicas@somoscmi.com

Information Update

CMI Capital 2022 Sustainability Report reproduced the information regarding Scope 1 and Scope 2 of the carbon footprint.

This report takes into consideration the:



Global Reporting Initiative (GRI) Standards



Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF)



Principles of the Global Compact



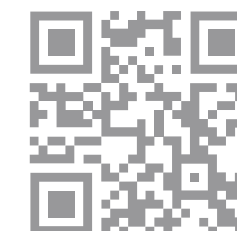
Sustainable Development Goals



ISO 26000:2010 Guidance on Social Responsibility Standards



Sustainability Accounting Standards Board (SASB) Standards



www.somoscmi.com



Since 2022, CMI Capital has participated in the UN Global Compact.

You may verify our participation at:
[CMI CAPITAL – GLOBAL COMPACT](#)

Consolidating Opportunities

With the warmth of a family that cares, our purpose is to create opportunities that change lives through impact investments that drive sustainable development.

To achieve this purpose, we consolidate opportunities for decarbonization, sustainable cities, and financing using environmental, social, and governance criteria.

We believe in building win-win relationships, so we also consolidate opportunities for our various stakeholders.

We want to express our gratitude to all our stakeholders as they contribute in different ways to our achieving our purpose.

OUR VALUE PROPOSITION

We provide integrated solutions to
lead sustainable transformations.



70% of the world's electricity is produced by burning fossil fuels -- oil, gas, or coal.



The operation and construction of buildings produce **38% of all CO₂ emissions**.



A minimum of **100 million dollars a year** is required for impact financing.



A strategy with a purpose

Our business and sustainability strategy, our **STRATEGY WITH A PURPOSE**, consists of sustainable solutions and operations with targets toward **2030**.

SUSTAINABLE SOLUTIONS TARGETS:



Expand the renewable energy matrix in the region in at least 330 MW.



Develop at least 200,000 square meters in urban or industrial spaces using sustainability criteria.



Finance at least US\$32.5 million using Environmental, Social and Governance (ESG) criteria.

We promote our businesses by driving sustainable growth.

Our Sustainable Operations Targets

Reduce our **emissions** in **30%**.

Reduce water use in **20%**.

Limit **waste sent to landfills** to **28%**.

Maintain **0 fatalities** in our operations.

Develop **conservation** and **regenerations** projects.

Execute shared-value programs and **promote diversity and inclusion**.

Assess 100% our investments using ESG criteria.

We promote sustainable growth as part of our business.

A letter from our president



JUAN LUIS BOSCH

President & Chairman of CMI Capital

Looking back, I can affirm that 2023 was a challenging year. But, above all, it was a year of great possibilities to work together in identifying opportunities to develop our potential to the fullest.

At CMI we have always stood out for having a long-term vision that focuses on finding comprehensive solutions and building win-win relationships.

Through CMI Capital, we have built a unique value proposition that integrates our three main businesses: Renewable Energy, Real Estate Development, and Finance. Thanks to this diverse and robust portfolio we offer our customers a full range of services for their business success and sustainable growth.

We have created a unique culture shared by all of us – the CMI family. We all share the values and principles on which our corporation was founded more than a century ago.

I would like to stress that in 2023 we worked in coordination with CMI Foods to support them in their transition toward the identification and implementation of the best renewable energy solutions to optimize their operations.

Today, after 103 years of our Corporation's history, we acknowledge the importance of practicing a long-term vision that allows us to consolidate opportunities not only for our business, but also for our stakeholders.

Every day we are mindful that we are a family business that cares and strives to create and foster an atmosphere of warmth at the workplace with our associates, customers, suppliers and all other stakeholders we relate with.

This way of working and making decisions is reflected in our purpose of “creating opportunities that change lives” which is coupled with CMI Capital’s purpose of “engaging in impact investments that drive sustainable investment.”

We are convinced that each task, project, process, and decision we make must be geared to changing and improving the quality of life and economy of the countries where we operate.

I invite you to read our 2023 Sustainability Report: Consolidating Opportunities, which presents the advances achieved in our Strategy with a Purpose during the last twelve months, as well as the challenges we faced and endured with resilience.

I am very proud of our team and their commitment to the work they do in each of CMI Capital’s business groups by providing integrated solutions that lead to sustainable transformations, as well as for their tireless search of functional opportunities for other businesses that to some extent also transform lives.

We are working responsibly today to create a better future.

Thank you for the time you will devote to learning about CMI Capital’s positive impact.

JUAN LUIS BOSCH

President & Chairman of CMI Capital

www.juanluisbosch.com

Message from our CEO



ENRIQUE CRESPO
CEO CMI Capital

At CMI Capital we are betting on transformation as reflected in our 2023 Sustainability Report: Consolidating Opportunities. This report shows our progress, despite the year's challenges, in CMI Capital's business groups: Renewable Energy, Sustainable Real Estate Development, and Finances using environmental, social and governance (ESG) criteria.

As a result of the El Niño–Southern Oscillation (ENSO) phenomenon, 2023 was one of the driest and warmest years, which reminded and warned us that each day that goes by we bring our planet closer to its limit. This is why we continue betting on decarbonizing the planet through a diversified energy matrix that allows us to be resilient and achieve our business commitments.

To meet another urgent need of our Latin American cities, in 2023 we invested in sustainable cities by de-

signing and developing housing and commercial offers for all of us to enjoy a better quality of life.

Regarding finances, we have the challenge to access and grant loans utilizing environmental, social, and governance criteria for others to make investments thinking of the future.

Despite all challenges, we met our financial, operational, and strategic targets, which has allowed us to offer sustainable solutions while seeking our operational excellence.

In 2023, we refined our strategic approach and advanced our Strategy with a Purpose – a business strategy that promotes sustainable development.

Throughout the year, we reinforced our position as a renewable energy provider. We were awarded a project of 60MW of firm power and 160MW of wind and solar power in Guatemala. For this competitive tender, our team worked hard to combine several renewable sources for the benefit of the country and the region. Furthermore, Plantas Eólicas SRL – the first wind plant of Latin America – is once again generating power in Costa Rica.

With regard to our Real Estate business, we opened the new phase of the Vistares apartments and broke ground in Lares San Cristóbal, Lares 16, Lares 17, and Molié. We welcomed CineStar

at the Pradera Shopping Centers, and our Finance Unit launched the Auto Leasing program for our associates.

As supporters of conscious capitalism and in alignment with our Strategy with a Purpose, we continue advancing our environmental, social, and governance initiatives. In 2023, we completed the first phase of our shared-value initiative Pradera Impulsa (Powered by Pradera). We moved forward with the community electrification initiative in Alta Verapaz, a process that we work on in partnership with others, since the legislation does not allow us to generate and distribute energy. Furthermore, we continued working on reducing our carbon footprint, water use, and waste sent to the landfills, while implementing the best occupational and industrial safety practices and supporting conservation and regeneration projects.

Thus, we have reiterated our commitment to the Global Compact Principles and the Sustainable Development Goals

to consolidate opportunities that benefit us all.

ENRIQUE CRESPO
CEO CMI Capital

How to read this report

Our 2023 Sustainability Report: Consolidating Opportunities includes CMI Capital's progress and challenges related to environmental, social, and governance matters.

As a reference, we use the Global Reporting Initiative (GRI). At the beginning of each section, you will find the corresponding nomenclature. We also use the Sustainability Accounting Standards Board (SASB) indicators and the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF). The reference indexes are located at the end of the report.

As part of this analysis, we include matters that consider CMI Capital's double materiality.

The Report covers the January - December 2023 period.

Quantitative information can be found in the Annexes.



WE ARE CMI

Corporación
Multi Inversiones

We are part of Corporación Multi Inversiones (CMI), a company with a history of more than one hundred years made up by two business groups:



**2 business
groups**



**40,000
associates**



**Presence in
16 countries**



**1 Foundation – our
corporation's social arm**

More than 100 years in business



Provides capital-intensive solutions.
CMI Capital is made up of three business units:



ENERGY

It generates renewable energy using hydro, wind, and solar technologies.



REAL ESTATE DEVELOPMENT

It builds real estate solutions for sale and rent.



FINANCE

It offers financial solutions.



Provides food solutions by developing products to feed and nourish Latin American families. It is made up of five business units:

Business for Consumer (B4C)

It produces products (such as pasta, sauces, cookies, and others) sold in the retail market directly to consumers.

Meat Solutions

It sells high-quality poultry and pork products.

Campero USA

It manages the Campero restaurants in the United States.

Business for Business (B4B)

It makes food products (such as wheat and corn flour) for industries.

Restaurants & Retail

It manages unique culinary experiences for different markets through its restaurants and food stores.

Our Purpose at CMI Capital

WITH FAMILY WARMTH,
WE CREATE
OPPORTUNITIES THAT *change lives*

THROUGH

IMPACT INVESTMENTS THAT DRIVE
 *Sustainable*
DEVELOPMENT

GRI 2-23



Our Mission

Our mission is to become an international corporation that is a leader in relevant and selectively diversified businesses that provide sustained value to our shareholders, consumers, customers, suppliers, associates, and communities.



Our Vision

Be a world-class organization in products, processes, and human capital by significantly participating in multiple markets and growing strategically with outstanding and sustainable profitability.

History CMI Capital

In 2018, CMI Capital was incorporated as a group within Corporación Multi Inversiones made up of capital-intensive businesses: Energy, Real Estate Development, and Finance.



2018-2020

The Energy, Real Estate Development, and Finance units of Corporación Multi Inversiones became CMI Capital.

2021

We issued our Green Bonds for US\$ 700 million for the first time and defined our value proposition: ***“provide integrated solutions to lead sustainable transformations.”***

2022

We consolidated our purpose through our strategy, which includes investment and sustainability targets.

We were also recognized by the Climate Bonds Initiative as a green market pioneer.

2023

We consolidated investment opportunities to meet our business and sustainability targets.

02

Governance

Governance

CMI has a robust corporate governance structure consisting of a General Assembly of Shareholders, a General Assembly of Shareholders' Representatives, a Corporate Board of Directors, a Delegate Committee at CMI Capital and a Delegate Committee at CMI Foods, as well as specific committees (such as Audit, Risk and Compliance, Ethics, Tax, etc.).

CMI's Corporate Governance model has a broad scope, based on 4 fundamental pillars (efficiency, transparency, timely and truthful information and accountability).

The General Shareholders' Meeting is attended by 100% of the shareholders of the family-owned company. Its functions include approving CMI's annual management, learning about the Corporation's main projects and risks, and approving CMI's audited financial statements.

The General Meeting of Shareholders' Representatives is attended by persons designated by the share-

holders. In this forum, equity decisions are made in accordance with a Magna Carta. One of the functions of the General Assembly of Shareholders' Representatives is to elect the members of the Corporate Board of Directors and the members of the Delegated Committees.

The Corporate Board of Directors is comprised of four family directors, three external directors, and a secretary.

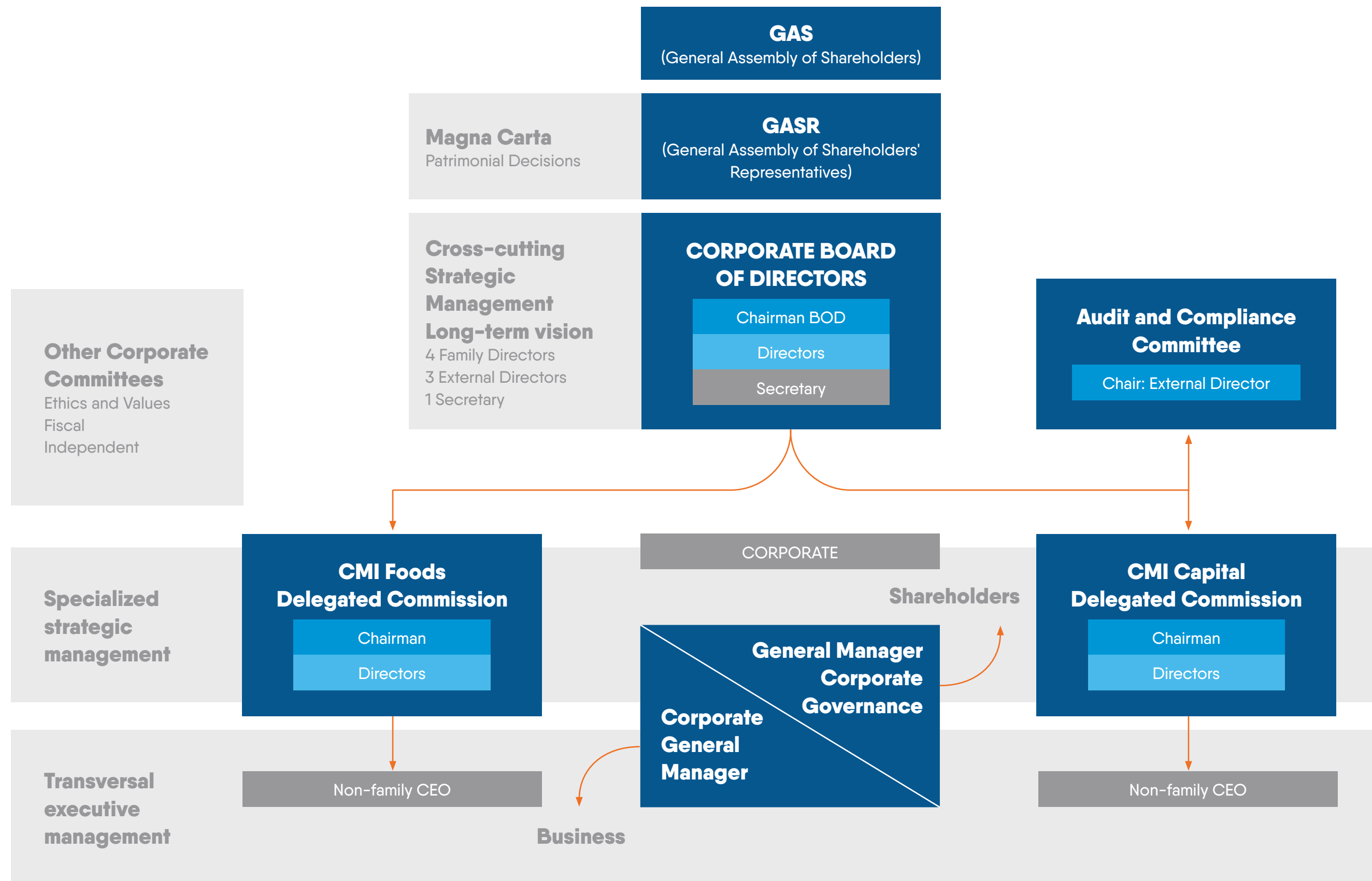
The Corporate Board of Directors has a long-term, cross-cutting focus, with responsibility for the Corporation's strategic issues.

Some of the issues under the responsibility of the Corporate Board of Directors are:

- Corporate strategy, annual plans and budget.
- CMI's performance and macro risk.
- Approve the main policies for operating CMI as “one company”.
- Approval and follow-up of the annual CAPEX.
- Capital structure and financing.
- Acquisitions, divestitures.
- Management of internal audit.
- Performance and compensation of Corporate CEO's and General Managers.
- Business Unit transformation plans.

- Succession and talent planning for top executives.

Additionally, there is a CMI Corporate Center, which is responsible for facilitating the work of the governing bodies and ensuring the necessary controls in the area of Corporate Governance, developing strategies, policies and protocols (through the Corporate Support Units), promoting the corporate culture and the direction of the Centers of Excellence and the Integrated Services Center (CSI), among other functions.



Members of the Corporate Board of Directors



Juan Luis Bosch Gutiérrez, CMI Capital President & Chairman

Juan José Gutiérrez Mayorga, CMI Foods President & Chairman

Felipe Bosch Gutiérrez, Board Member representing the Bosch Gutiérrez Family

Dionisio Gutiérrez Mayorga, Board Member representing the Gutiérrez Mayorga Family

Juan Antonio Abellan Ríos – External Director

Javier Augusto González Franco – External Director

Rafael Mac Gregor Anciola – External Director

Jorge Martínez Sanche – Secretary

Leadership team

Our Leadership Team consists of the Directors of each business unit (Energy, Real Estate Development, and Finance), as well as the Directors of the Corporation's support units: Corporate Affairs and Sustainability, Finance and IT, Human Resources, and Legal. In 2023, this team included:



Enrique Crespo
CEO CMI Capital

Enrique joined the Corporation in January 2011 as Director of Finances, and in June of that same year he was promoted to Executive Director of CMI's Corporate Unit, a position he held until 2018, when he became CMI Capital CEO.

He has more than 20 years of experience in banking and finances. He specializes in Law and has a graduate degree in Economy with emphasis in Banking from Universidad Francisco Marroquín.



Jay Gallegos
Director Energy Unit

Jay has held the position of General Director since 2016. His vision is to increase access to renewable energy in the Central American and Caribbean countries.

He has a degree in Mechanical Engineering from Universidad de Sevilla and a degree in Leading with Finance from Harvard University. He has led, trained, and guided organizations to develop their business, as well as build, operate, and manage their renewable energy assets.



Ricardo González
Director Real Estate Development Unit

Ricardo has been part of CMI since 2007, where he has been devoted to providing people and businesses access to housing, entertainment, and commercial solutions.

He has a degree in Business Administration from the University of Texas at Tyler, a graduate degree in Finances from Universidad Católica de Chile and in Business Management Strategy and Human Capital from Harvard University.



Francisco Villela
Director Finance Unit

Francisco joined CMI in 2017 as Director of Finances and provides support on strategic matters to promote the growth of the Finance Unit through differentiated solutions.

He has a degree in Industrial Engineering and an MBA with emphasis on Corporate Finances and Investment from the University of Miami.

**Aldo Vallejo***

Director Corporate Affairs and Sustainability

Aldo became the Director of Corporate Affairs and Sustainability in 2018. He has more than 20 years of experience in the area.

He has a degree in Political Sciences from the Institute of Political Sciences of Grenoble, France, and a Master's Degree in Economy of Development from the Pierre Mendés University in France.

**Rodolfo Echeverría**

Director of Finance and IT

Rodolfo has more than 25 years of experience in the areas of finance and telecommunications. He joined CMI in 2017 when he was appointed Director of Finance.

He has a degree in Industrial Engineering from Georgia Tech University and an MBA from Harvard Business School.

**Mauricio Clavijo**

Director Human Resources

Mauricio has 22 years of experience leading human resources departments. He joined CMI in 2017 as Corporate Manager of Talent Development. In 2019, he was promoted to Director of Culture and Change Management. He currently holds the position of Director of Human Resources.

He holds a degree in Psychology from Universidad Católica de Colombia and a Master's in Project Management from IEBS, Spain.

**Rubén Contreras**

Director Legal

Rubén has more than 25 years of experience. He entered CMI in 2011 and in 2018 he was appointed Legal Director.

He has a degree in Legal and Social Sciences and graduated as an Attorney and Notary from Universidad Rafael Landívar. He also holds a Master's in Economic and Commercial Law from the same university.

* By the time this 2023 Sustainability Report was completed, Aldo had changed jobs.

Once more CMI was ranked as one of the companies with the best corporate reputation



Once again, this year CMI was included in the list of companies with the best reputation by Revista Summa in its special edition on the “Ranking of the Companies with the Best Corporate Reputation” in Guatemala.

This year CMI ranked third among the top companies of Guatemala.

Moreover, the brands Multi-Proyectos, Pollo Campero, and Productos Toledano stood out in the regional ranking, and Enrique Crespo, CMI Capital’s CEO, was mentioned as one of the executives with greater professional ethics and prestige in the region.



The magazines Forbes Centroamérica, Vida y Éxito, and Summa highlighted CMI’s business leadership and its commitment to the transformation of the region.



Membership in other initiatives and organizations

We currently participate in the following organizations:

						
Alianza por la Nutrición – APN	American Chamber of Commerce – AMCHAM, Nicaragua	Asociación Bancaria de Guatemala – ABG, GT	Asociación Centroamericana de la Vivienda – ACENVI	Asociación Costarricense de Energía Solar – ACESOLAR, CR	Asociación Costarricense de Productores de Energía – ACOPE, CR	Asociación de Centros Comerciales de Guatemala – ACECOGUA, GT
						
Asociación de Desarrolladores Inmobiliarios – ADIG, GT	Asociación de Generadores con Energía Renovable – AGER, GT	Asociación de Gerentes de Guatemala – AGG, GT	Asociación de Movilidad Eléctrica de Guatemala –AMEGUA, GT	Asociación de Reservas Naturales Privadas de Guatemala – GT	Asociación de Comercializadores de Energía Eléctrica – ASCEE, GT	Asociación Dominicana de la Industria Eléctrica – ADIE, RD

Membership in other initiatives and organizations

						
Asociación Hondureña de Productores de Energía Eléctrica – AHPEE, Honduras	Asociación Nacional de Industriales – ANDI, Honduras	Bolsa de Valores Nacional – BVN, GT	Business American Council	Cámara de Administradores Inmobiliarios – CADIG, GT	Cámara de Comercio – CCG, GT	Cámara de Finanzas de Guatemala – CFG, GT
						
Cámara de Industria de Guatemala – CIG, GT	Cámara Guatemalteca de Construcción – CGC, GT	Cámara Latinoamericana de la Industria de Centros Comerciales (CLICC)	Centro de Producción más Limpia – CGP+L, GT	Centro para la Acción de la Responsabilidad Social Empresarial en Guatemala – CENTRARSE, GT	Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras – CACIF, GT	Consejo de la Industria Eléctrica – CIE, GT
						
Fundación Hondureña de Responsabilidad Social Empresarial – FUNDAHRSE, Honduras	Fundación para el Desarrollo de Guatemala – FUNDESA, GT	Global Impact Investment Network – GIIN	Green Building Council Guatemala – GGBC, GT	Gremial de Bodegas – GT	Gremial de Eficiencia Energética de Cámara de Industria de Guatemala – GEE, GT	Gremial de Grandes Usuarios de Energía Eléctrica de Cámara de Industria de Guatemala – GGUEE, GT
						
GRI CLUB LATAM	Pacto Mundial – Red GT					

Active participation in boards of directors of other organizations

We currently participate in the following Boards of Directors:

					
Asociación Costarricense de Productores de Energía - ACOPE, CR	Asociación de Generadores con Energía Renovable - AGER, GT	Asociación de Movilidad Eléctrica de Guatemala - AMEGUA, GT	Asociación de Reservas Naturales Privadas de Guatemala - GT	Asociación de Comercializadores de Energía Eléctrica - ASCEE, GT	Asociación Dominicana de la Industria Eléctrica - ADIE, RD
					
Asociación Hondureña de Productores de Energía Eléctrica - AHPEE, Honduras	Cámara de Industria de Guatemala - CIG, GT	Centro para la Acción de la Responsabilidad Social Empresarial en Guatemala - CENTRARSE, GT	Consejo de la Industria Eléctrica - CIE, GT	Pacto Mundial - Red GT	

Corporate governance directorates

Several directorates oversee our corporate governance: Corporate Affairs & Sustainability, Information Security & Analytics, Risk & Compliance; Ethics, Legal Compliance, and Audit.

These offices coordinate to promote good governance and risk management practices.





Governance for sustainability

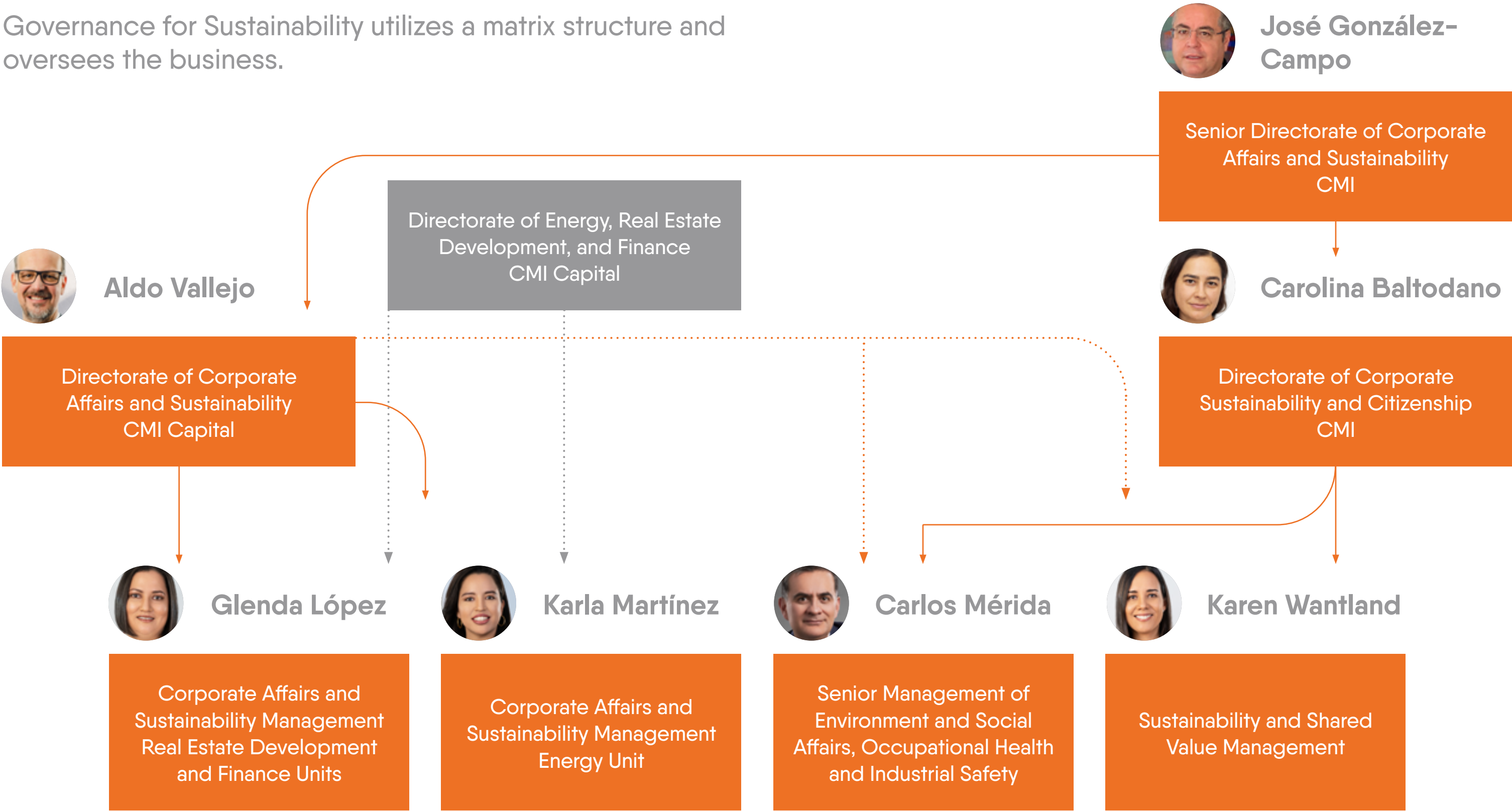
CMI's Senior Directorate of Corporate Affairs and Sustainability and the Corporate Directorate of Sustainability and Citizenship coordinate efforts with CMI Capital's Directorate of Corporate Affairs and Sustainability.

CMI Capital's structure includes the Operations Center of Excellence in Environment and Occupational Health,

the Sustainability and Shared Value Management, the Corporate Affairs and Sustainability managements of the business units.

The Governance for Sustainability Team promotes the work plans on material matters, oversees compliance with our targets, and fosters the best corporate citizenship practices.

Governance for Sustainability utilizes a matrix structure and oversees the business.



Risk Management

As part of the actions to reduce our risk exposure and vulnerabilities, CMI Capital has implemented a risk management process for strategic, tactical, and operational risks.

A total of 29 strategic risks have been identified at CMI; nine of them apply to CMI Capital. Each of these risks has an action plan to manage the risk and to reduce or mitigate its impact.

The risks to which we pay special attention and that are related to ESG matters are the following:

1. Organizational Resilience
2. Organizational Management
3. Ethics and Transparency
4. Environmental and Social Sustainability
5. Climate Change
6. Social Risks





Risk Forum

CMI Capital Directorates comprise the Risk Forum with the goal of analyzing the various risks to which the businesses are exposed and recommend risk management measures.

Project Risks

The various investment projects are analyzed using several economic, social, and environmental variables. This analysis is carried out by the teams involved utilizing a standard methodology.

Community of Risks

Since 2022 a Community of Risks was created to strengthen risk management by having the leaders of the finance, environment, occupational health and Industrial safety, sustainability and others exchange good practices, knowledge, and opportunities for improvement. In 2023, the Community of Risks focused on the ISO 31000:2018 Methodology, among others.



Compliance

CMI's Compliance area utilizes a risk-based approach with the support of the governance bodies to ensure we comply with the applicable legislation and regulations of the various countries where we operate.

The Compliance area is in the process of implementing a Compliance Management System which will incorporate a continuous improvement process to promote, foster, and maintain a culture of ethics and compliance in the Corporation.

Among other activities, CMI Capital's Compliance Management System oversees our controls on matters related to bribes and anti-money laundering.

GRI 2-23, 2-24, 3-3 | WEF 4

In 2023, as a Company, we published our commitment against corruption.

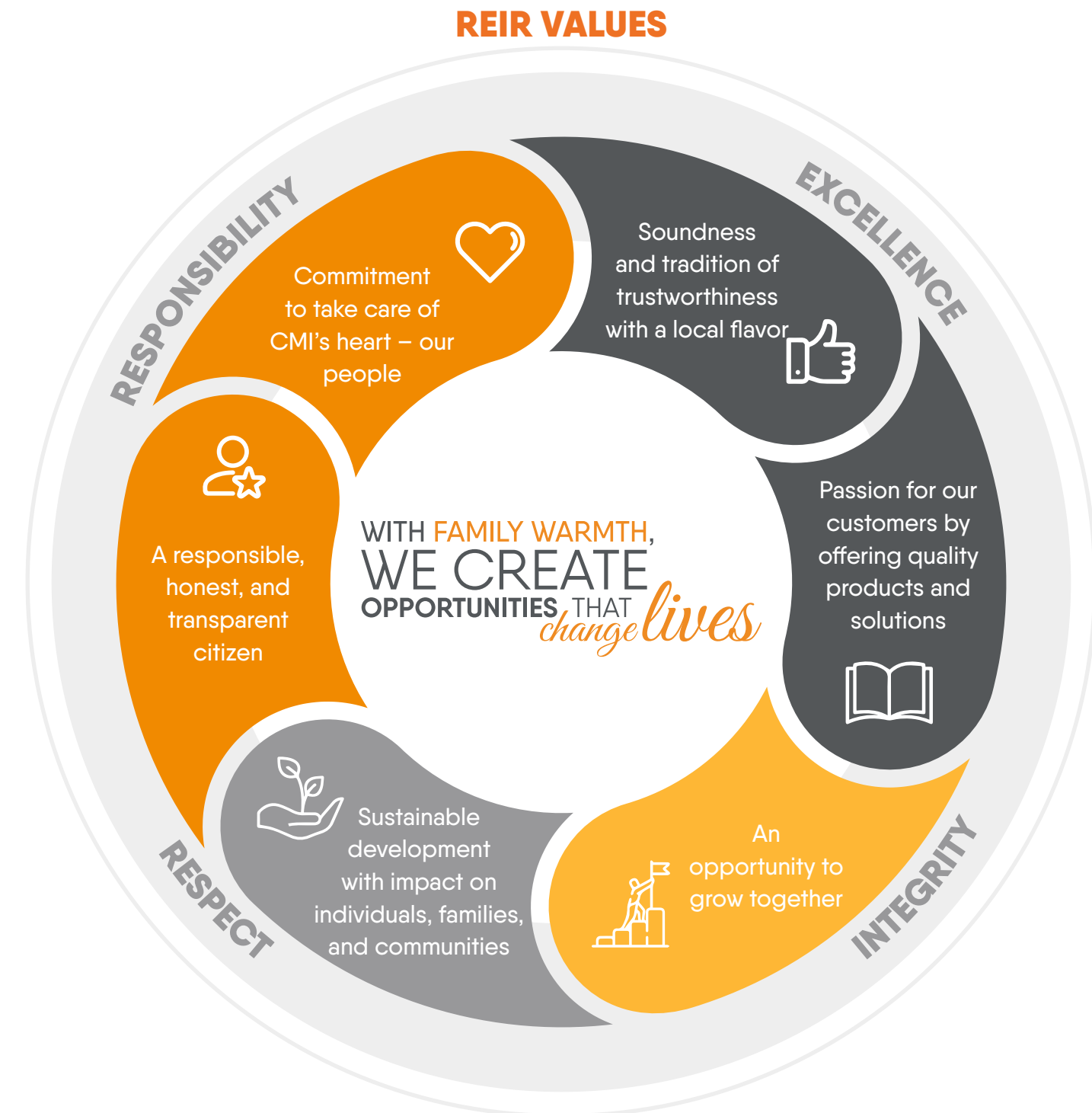


Ethics and transparency

All our actions are based on our **REIR Values: Responsibility, Excellence, Integrity, and Respect** which are set out in our Code of Ethics and our Corporate Citizenship Principles. The Corporate Citizenship Principles are the following:

- Commitment to take care of CMI's heart – our people;
- Soundness and tradition of trustworthiness with a local flavor;
- Passion for our customers by offering quality products and solutions;
- An opportunity to grow together;
- Sustainable development with impact on individuals, families, and communities; and
- A responsible, honest, and transparent citizen.

These principles drive our Corporation's purpose of creating opportunities that change lives with the warmth of a family that cares.



We also have a series of corporate policies that ensure our integrity and transparency. Some of them are:

Internal Audit Bylaws

Our Internal Audit Bylaws explain the purpose of the Internal Audit Committee and describe its governance and constitution, as well as the Committee's operations and internal rules of procedure.

Procurement Policy

Our Procurement Policy sets out a series of guidelines to promote efficiency, ethics, and accountability during a procurement process. The policy, directed to all CMI associates, explains the requirements and procedures to negotiate and purchase a product or service, including the approvals that need to be obtained to make any purchase. Since our Company is committed to transparency and respect, the guidelines include issues related to conflicts of interest, accepting gifts, sharing information with suppliers, non-eligible suppliers, and others.

Cybersecurity Policy

CMI's Cybersecurity Policy has the purpose of encouraging the responsible and secure use of the technological tools, networks, and digital information related to Corporación Multi Inversiones. The policy is geared to our associates and third parties with access to CMI's network and devices. We fundamentally seek to ensure that all our associates know the responsibilities and actions they must take to protect our information and data. Therefore, this Policy sets out the guidelines and sanctions regarding the use of accounts and accesses, the computer equipment, the corporate email, internet access, and incident reporting.

Policy to Prevent Conflicts of Interest

Given our commitment with our REIR Values, we have created a Policy to Prevent Conflicts of Interest that presents the guidelines to prevent, identify, report, and manage conflicts of interest within CMI. All CMI associates are responsible for reporting any potential conflict or irregularity that contravenes the Corporation's Code of Ethics. These reports are confidential and are reported through the independent hotline platform CMI TE ESCUCHA [CMI LISTENS]. Any failure to comply with CMI's principles will be penalized by the Ethics Committee of each country as set out in the General Policy on Disciplinary Actions.

Stakeholder Relationship and Antibribery Policy

The objective of the Stakeholder Relationship and Antibribery Policy is to strengthen our relationships with our stakeholders. Therefore, it explains the guidelines for CMI associates and representatives to interact with competitors, trade unions, government agents, political parties, and other stakeholders. As a Corporation we promote the application of our REIR Corporate Values (Responsibility, Excellence, Integrity, and Respect) in each activity and strategy and the observance of all legal provisions in the countries where we operate.

Corporate Tax Policy

The main goal of our Corporate Tax Policy is to describe the guidelines related to compliance and filing of the Corporation's tax obligations. The Policy focuses on compliance with the local legislation and the international principles in an ethical and transparent manner, as well on respecting the Arm's Length Principle in our businesses. It also promotes the analysis of scenarios, risks, and potential contingencies to allow greater agility and certainty to our organization. As a Corporation we are committed to the social and economic development of the countries where we operate. Hence, we strive to perform our obligations with integrity and properly.

General Policy on Disciplinary Actions

The purpose of our General Policy on Disciplinary Actions is to define non-acceptable behaviors according to the policies, regulations, and values of Corporación Multi Inversiones. The policy is geared to all CMI associates and subsidiaries. The document classifies the irregularities and misconducts by type. Thus, misconducts can be minor, serious, or gross depending on their impact on CMI. The Policy also establishes the procedure to assess and penalize misconducts and people involved in the procedure. Disciplinary actions are applied according to this Policy and each country's legislation.

Donations Protocol

At CMI we firmly believe that it is necessary to have a clear procedure to regulate sponsorships and donations to be transparent and apply our REIR Corporate Values. Consequently, the Policy defines the overall criteria to guarantee that our donations and sponsorships fulfill the laws of the countries where we operate and the principles of transparency and anti-corruption. It also includes the prohibitions and the due diligence process to ensure that donations and sponsorships are done honestly and properly. Moreover, because we are committed to transparency, the Compliance area annually verifies proper enforcement of this protocol.

Our Values

REIR

RESPONSIBILITY

We are a responsible company that is committed to seek the common good for all those with whom we interact.

EXCELLENCE

We aim for greatness and strive to approach perfection in everything we do. Thus, we seek continuous improvement, produce exceptionally good results, and work efficiently.

INTEGRITY

We walk the talk. Our actions and words are aligned with our values.

RESPECT

We pay attention to others' rights and the legal system that backs those rights.

Ethics Management

The Ethics Management directly reports to CMI Corporate Governance Director. It trains our associates on our values, citizenship principles, and expected behaviors on an annual basis. In 2023, it organized two workshops at CMI Capital.

The first semester

CMI's Reputation is Everyone's Responsibility

The second semester

An Opportunity to Grow Together

98%

Result of the participation indicator.

Ethics Committee

There is a central Ethic Committee and several decentralized ethics committees by geography. Some operation sites also have their own ethics committees and Code of Ethics Ambassadors. The committee members are trained regularly and must be reliable and committed to ethical conduct, as well as be role models for others.



Responsibility | Excellence | Integrity | Respect

CMI *te escucha*



CMI Te Escucha [CMI Listens] is the channel to report inexcusable behaviors according to CMI Code of Ethics and those actions that are against the legislation of the countries where we operate or that violate the Corporation's regulations and policies. This channel is available to all stakeholders and is managed by EY as an independent third party.

EY records, analyzes, and categorizes the complaints received and sends them to the Complaints Committee which includes the Ethics Committee, and the Audit, Risk and Compliance units. This Complaints Committee follows up each case and drafts a final report.

For more information, visit:

www.cmiteescucha.com

In 2023, CMI Capital received 73 complaints related to labor matters and failure to comply.

We are committed to the respect of **HUMAN RIGHTS**



We are committed to respecting human rights, so we are part of the United Nations Global Compact and have a Corporate Policy on Respect for Human Rights based on our Code of Ethics and the rights included in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.

Our Policy also recognizes and refers to (without going into details) the ten principles of the UN Global Compact, the Sustainable Development Goals (SDGs), the UN Guiding Principles of Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.



INTERNAL COURSE ON HUMAN RIGHTS

In 2023, we developed a virtual course about the Respect for Human Rights which will be taught in 2024 with the support of CMI University (Ucmi).



PARTICIPATION ON THE UN REGIONAL FORUM ON BUSINESS AND HUMAN RIGHTS

We participated in the Regional Forum held in Chile to learn and share good practices about businesses and human rights.

CMI Sustainability Approach

In 2022, we launched CMI's Sustainability Strategy toward 2030, which includes specific environmental, social, and governance targets for CMI Capital and CMI Foods.

The objective of CMI's Sustainability Strategy is:

Promote the generation of a positive impact in the region through a robust sustainability strategy and an effective governance structure.



To achieve this purpose, the strategy is based on two pillars:

SUSTAINABLE OPERATIONS

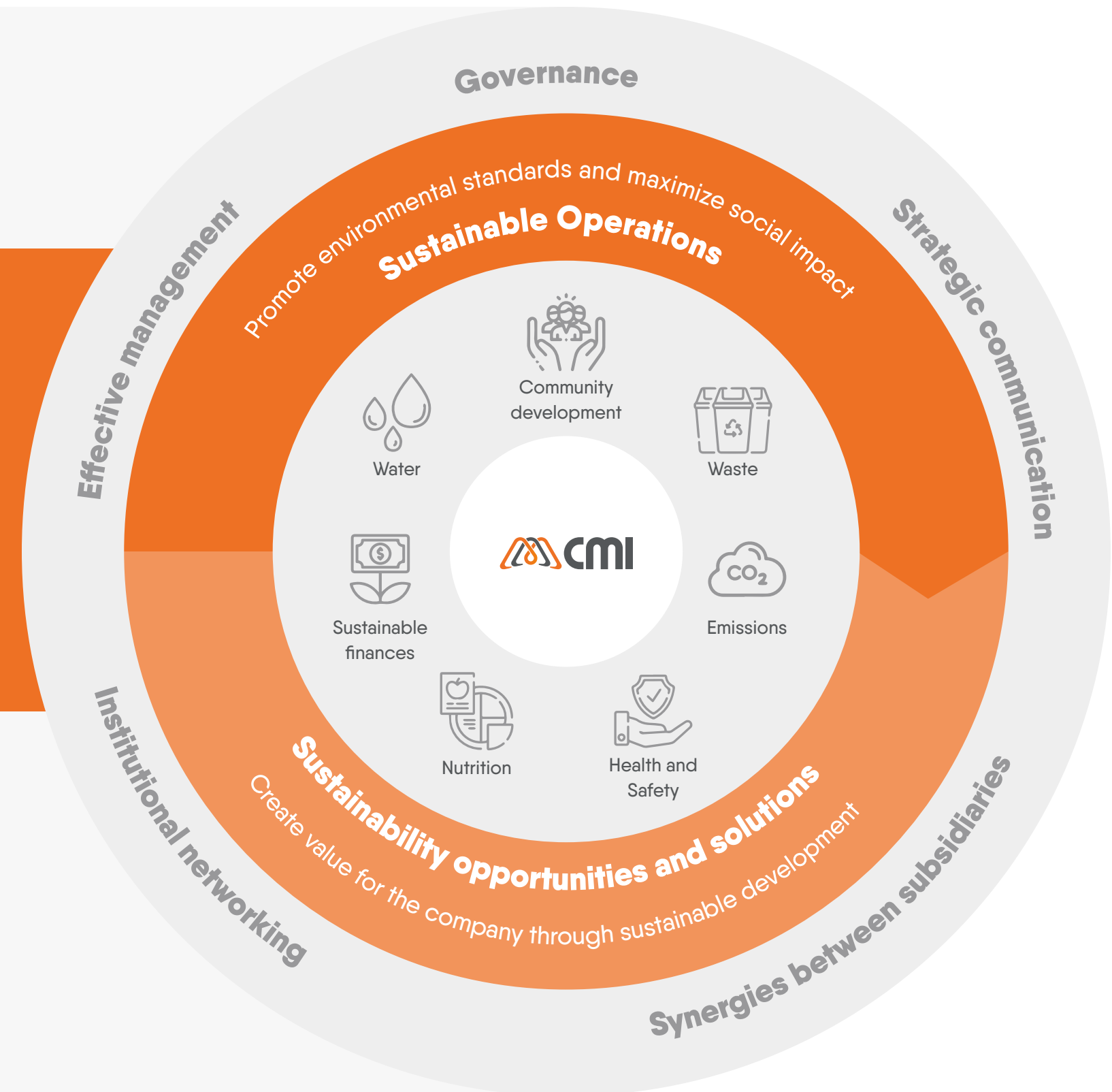
Promote environmental standards and maximize social impact.

SUSTAINABLE SOLUTIONS

Create value for the company through sustainable development.

As CMI, through sustainable operations, we seek to be more efficient in the use and discharge of water, waste, and emissions, and foster occupational health and industrial safety, while we create a positive impact on community development, sustainable finances, and nutrition.

CMI's sustainable strategy pillar focuses on good governance, which requires effective management, strategic communication, institutional relationships and building synergies between CMI Capital and CMI Foods.



Materiality

Our sustainability strategy considers all matters of relevance to our stakeholders and corporation.

Currently, the matters of relevance to CMI Capital are sustainable investments, environmental management (water, waste, biodiversity), occupational health and Industrial safety, ethics and transparency, human rights, emissions and climate change, corporate governance, a responsible supply chain, and community development.

The materiality exercise, which consulted different stakeholders during its development, was approved in 2022.

CMI Capital Materiality Matrix

Material matters are integrated in our Strategy with a Purpose and have actions plans.

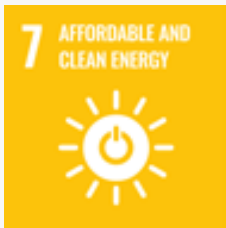
CMI Capital impact on the environment and society	MAJOR	- Ethics and transparency - Human Rights	- Sustainable investments - Environmental management (water, waste, biodiversity)
	SIGNIFICANT	- Emissions and climate change - Corporate governance - Responsible supply chain - Community development	Occupational Health and Industrial Safety
	MODERATE	SIGNIFICANT	MAJOR
Impact and importance for CMI Capital's success			

STRATEGY WITH A PURPOSE

CMI Capital's STRATEGY WITH A PURPOSE includes CMI's sustainability strategy in its operation targets and sustainable solutions.

Through our STRATEGY WITH A PURPOSE, we manage our material issues and contribute to the Sustainable Development Goals.

SUSTAINABLE SOLUTIONS TARGETS



Expand the renewable energy matrix in at least 330 MW.



Develop at least 200,000 square meters in urban or industrial spaces using sustainability criteria.



Finance at least US\$ 32.5 million using ESG criteria.

SUSTAINABLE OPERATIONS TARGETS



Reduce our emissions in 30%.



Reduce water use in 20%.



Limit waste sent to landfills to 28%.



Maintain 0 fatalities in our operations.



Develop conservation and generation projects.



Execute shared-value programs and promote diversity and inclusion.



Assess 100% our investments using ESG criteria.

We consolidate opportunities for sustainable development

2030

Expand the renewable energy matrix in the region in at least 330 MW.

Develop at least 200,000 square meters in urban or industrial spaces using sustainability criteria.

Finance at least US\$ 32.5 million using Environmental, Social, and Governance criteria.

Assess 100% our investments using ESG criteria.



Through our value proposition – PROVIDE INTEGRATED SOLUTIONS TO LEAD SUSTAINABLE TRANSFORMATION – our three business units support our customers:



Energy Unit

It provides decarbonization solutions through the renewable energy projects it operates using hydro, wind, and solar technologies. The Energy Unit also supports our customers to obtain renewable energy through ION and IELOU, which offer distributed energy services and carbon bonds.

Our decarbonization solution



Real Estate Development Unit

It provides residential and commercial construction solutions. Through the company Multi-Proyectos, our Real Estate Development Unit designs and develops construction projects for sale or rent. Through Pradera, it administers 13 shopping centers in Guatemala.

Our sustainable cities solution



Finance Unit

It provides financing, investment, and insurance solutions through COFINSA, ASEMSA and Valores CMI.

Our solution to promote economic development using ESG criteria

Sustainable investment

At CMI we are betting on investment using Environmental, Social, and Governance (ESG) criteria. We have developed ESG criteria that allow the Investment Committee to determine if a project is both economically and sustainably viable.

These criteria assess if the investment contributes to the Sustainable Development Goals (SDGs) and our sustainability strategy. The following indicators are assessed: the water stress level in the area, greenhouse effect gasses, zoning in protected natural areas, and the benefit the initiative will bring to its nearby communities, among others.

We participated in the Global Impact Investment Network Forum

In 2023, we participated in the most important Impact Investment Forum to learn the best impact investment practices and share our progress.



CMI Ventures

To identify disruptive technologies that trigger our businesses' development, in 2023, we launched CMI Ventures. This program will focus on technology, digitalization, and operations, logistics services, and food technology.

During the rollout, Pascal Finette, a specialist on these matters, participated as a keynote speaker.

www.cmiventures.com



Responsible supply chain

At CMI Capital, through our supply chain, we buy the services and inputs for our energy, construction, and finance operations and for our support units.

Our strategic suppliers undergo a certification process, and they must abide by our Code of Ethics, Procurement Policy, environmental procedures, and occupational health and industrial safety rules.

Our strategic purchases (negotiations) are made through a competitive bidding process using the Coupa platform. To foster good practices among our suppliers, we launched a project in Coupa to allow our strategic construction vendors to self-assess their own use of environmental, social, and governance criteria. The initiative will continue in 2024.

Our purchases in 2023 were distributed as follows:

Local and national	From the same municipality where the project is located	88%
Regional	From the Central American and Caribbean region	4%
International	From countries out of the region	8%

In the pilot project, construction bidding suppliers were involved.

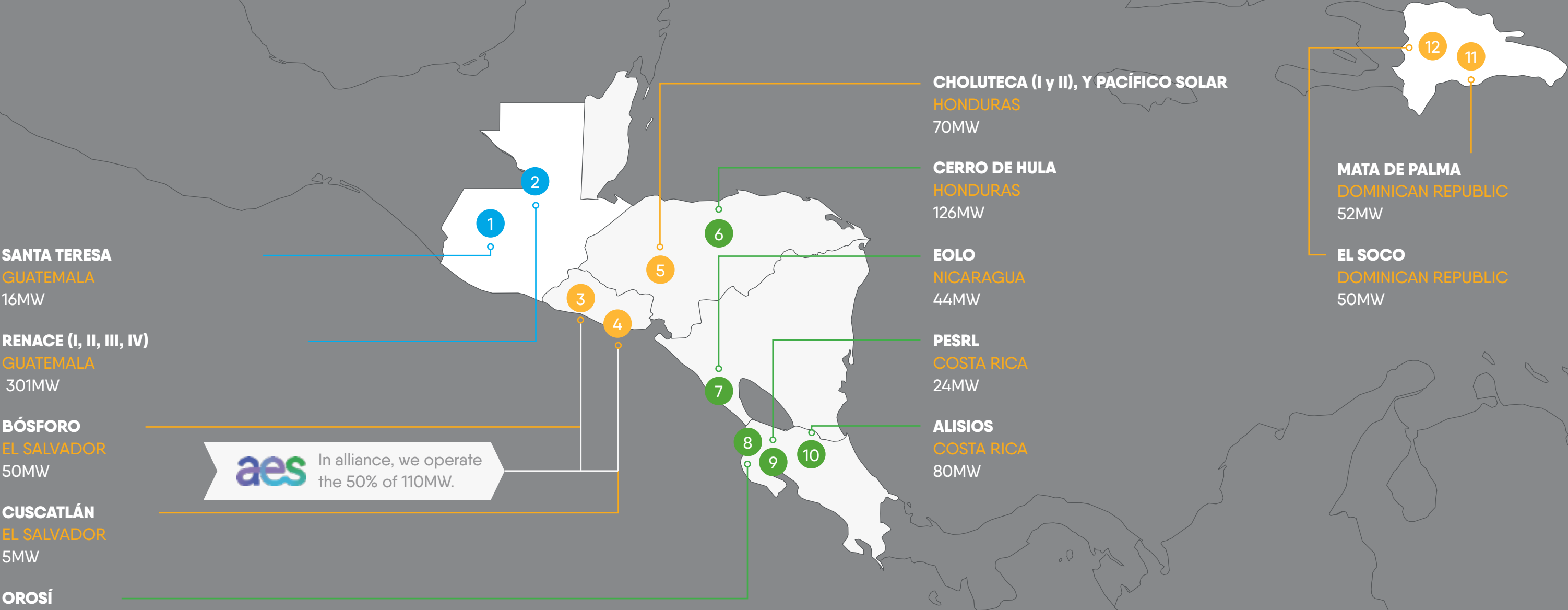
ENERGY

Our decarbonization solution



Expand the renewable energy matrix in the region in at least 330MW.

Our energy plants have a total effective generation capacity of 868 MW using hydro, solar, and wind technologies. We have operations in Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, and the Dominican Republic. In 2023, the net production of renewable energy amounted to 2,748,000 MWh.



 Wind Parks  Solar Parks  Hydroelectrical Plants


317MW
HYDRO

+


324MW
WIND

+


227MW
SOLAR

=


868MW
EFFECTIVE
CAPACITY 2023



Climate modelling and technological diversification

Our team uses climate models to determine its variability. Technological diversification allows us to respond to the energy demand using solar, wind, and hydro technologies.

Centralized operations model

To be more efficient, our energy plants use a centralized operations model that monitors all our operations in real time. This allows us to reduce downtime, improve generation efficiency, reduce maintenance costs, optimize staff allocation, and extend the useful life of the equipment, among other benefits.



Awarding of a project in Guatemala

In 2023, we were awarded a project of 60MW of firm power and 160MW of wind and solar power in Guatemala after a highly competitive process. This will expand our renewable energy portfolio in the country and region thanks to the implementation of a technological diversification strategy.

PESRL resumed operations

PESRL, one of our renewable energy plants in Costa Rica, has a special place in our hearts as it was the first wind park built in Latin America.

In 2023, PESRL resumed operations after being awarded a contract by the Instituto Costarricense de Electricidad (ICE).

Energy projects in progress

To meet our business and decarbonization targets, in the next two years we will be completing the development phases or starting construction of the following projects:

- A wind plant in Costa Rica with a capacity of 33 MW
- A wind plant in Guatemala with a capacity of 65 MW
- A solar park in Guatemala with a capacity of 108 MW

As part of the energy solutions we offer, we have two businesses that support other companies in their decarbonization goals:



IELOU offers the following services:

- Renewable energy generation using on-site and off-site turnkey projects
- PPAs for 100% renewable energy
- Energy consumption and monitoring
- Identification and implementation of energy efficiency opportunities
- Demand management
- Innovation in energy consumption
- Batteries
- Electric vehicles

In 2023, IELOU's capacity reached 8.1 MWp and generated 9,407.65 MWh.



Through ION Energy, we provide integral renewable energy solutions to industrial, commercial, and service clients. Its portfolio of products and services includes technical engineering services, energy management, electric projects, and international renewable energy certificates (I-REC).

In 2023, 592,320 MWh of energy were marketed, 89% of which were I-REC certified.

Solutions to offset or reduce the carbon footprint

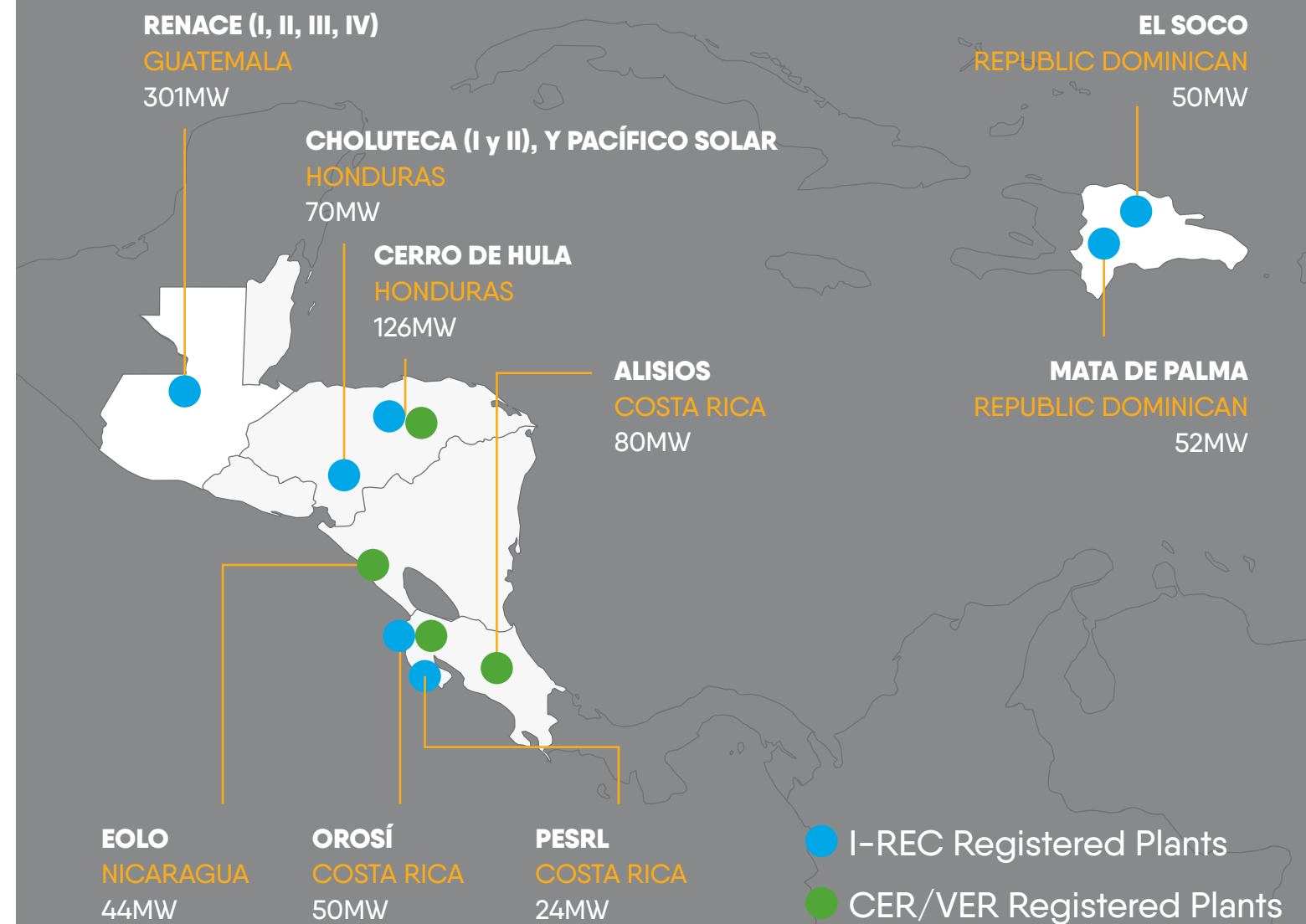
Carbon Credits

ION Energy also offers solutions to offset the carbon footprint through Certified Emission Reductions (CER) and Verified Emission Reductions (VER).

I-REC

ION Energy offers its customers renewable energy certificates used as an environmental attributes and as a proof of the renewable nature of power sources, thus guaranteeing compliance with the global generation standards.

Plants registered for I-REC and carbon credits



Electric mobility

ION Energy also offers electric-mobility solutions which allow customers to save on their CAPEX and use renewable energy in their operations.

In 2023, we worked in coordination with CMI Foods to look for low-emission solutions. Therefore, we recommended the purchase and installation of electric panels for its Business for Consumer Unit. They also developed a strategy of purchasing electric motorcycles and renewable energy chargers for the Campero restaurants. Both initiatives will be fully implemented in 2024.

ION Energy provides solutions to CMI's internal customers and to third parties.

To contact ION Energy, visit:
www.ionenergycmi.com





TENDENCIAS

hacia un nuevo modelo energético

2023

Con el apoyo de:









McKINSEY FORUM 2023

During the McKinsey Forum in Panama, we talked about the roles of electric mobility and the importance of the vehicle fleet to achieve decarbonization.



LATAM FUTURE ENERGY

We participated in the "Latam Future Energy Mexico, Central America and the Caribbean Renewable Energy Summit" in the Dominican Republic to discuss the renewable energy challenges and opportunities in the region.

REAL ESTATE DEVELOPMENT

**Our solution for
sustainable cities**



Develop at least 200,000 square meters in urban or industrial spaces using sustainability criteria.

The Real Estate Development Unit manages its product under two brands:



multiproyectos



Multi-Proyectos develops and markets real estate projects for sale, build to suit, or rent.

Multi-Proyectos has more than 30 years of experience and has built more than one million square meters of offices, houses, warehouses, and commercial units.

www.multiproyectos.com

Pradera

Pradera administers a network of 13 shopping centers in Guatemala.

The shopping centers receive about 55 million visitors a year and offer 250,000 square meters of rentable space where 1,200 business operate.

www.centroscomercialespradera.com

Over the years, we have positioned ourselves as one of the main developers of real estate solutions for sale or rent in Guatemala.

Successfully completed projects

1990-1999

- Villas de los Pinabetes
- Colinas de Monte María
- Galerías La Pradera zona 10
- Centro Empresarial
- Centro Ejecutivo

2000 - 2009

- Villas Magnolia
- Residencial Villas de San Mateo
- Residenciales Entreverdes
- Villas de Entreverdes
- Villas de San Isidro
- Pradera Xela
- Pradera Concepción
- Pradera Chimaltenango
- Pradera Escuintla
- Pradera Puerto Barrios
- Pradera Express Santa Lucía
- Pradera Express Palín
- Pradera Chiquimula
- Pradera Express Villa Nueva
- Pradera Chimaltenango
- Torre Real

2010 -2020

- Torre Pradera Xela
- Centro Empresarial Zona Pradera
- Condominio Prados de San Cristóbal
- Residenciales Torre Real
- Apartamentos San Isidro 2021 (Torre 1)
- Pradera en Vistares
- Pradera Zacapa
- El Pulté Golf
- Vistares Apartamentos Torre 1 y 2
- Telus Xela

2021 - TO DATE

- IQ10
- San Isidro 2021 (Torre 2)

Projects under construction

In 2023, we started building several real estate solutions and remodeled and/or expanded our shopping center network.

LARES 16

NUESTRO LUGAR

The Lares projects were designed to offer housing solutions to the less served segments of Guatemala's population. It is in Zone 16 and 100% has already been sold. It consists of three apartment towers with parking spaces, and amenities.

www.lares16.com



Projects under construction

LARES 17

NUESTRO LUGAR

It is in Zone 17 of Guatemala on the highway to the Atlantic. The project consists of two apartment towers and a parking tower. Lares 17 still has some units available. It has been certified by CASA Guatemala.

www.lares17.com



LARES

DE SAN CRISTÓBAL

Located in San Cristóbal, Guatemala, 100% of this project has already been sold and will be certified by CASA Guatemala.

www.laresdesancristobal.com

Projects under construction

SAN ISIDRO **2021**

San Isidro is a master plan with five apartment towers, amenities, and green areas located in Zone 16. Tower 3 is currently under construction.

www.sanisidro2021.com



MOLIÉ RESIDENCIAS ZONA 10

Located in Zone 10, Guatemala, 100% of the project has already been sold. It was designed by the prestigious architectural firm Valls Arquitectos.

www.molie.com.gt

We started the second phase of Vistares



We started the new phase of the Vistares apartments in Zone 12. This mixed-use project is part of the Vistares Master Plan that includes commercial and residential units, as well as urban public spaces and entertainment areas.

Vistares is being built using sustainable construction parameters.

www.planmaestrovistares.com



In 2023

San Isidro 2021 was recognized at the Connecta Awards

San Isidro 2021 was honored as the project of the year at the Connecta Awards. In the awarding ceremony, San Isidro's contribution to the construction sector and the project's excellence and technical characteristics were celebrated.





BUILDING A SUSTAINABLE AND RESILIENT GUATEMALA CONGRESS

We presented the portfolio of solutions offered by CMI (including our housing options) at the Building a Sustainable and Resilient Guatemala Congress organized by the Guatemala Green Building Council.



FIESTA DE LA VIVIENDA HOUSING FAIR ORGANIZED BY BANCO INDUSTRIAL

Multi-Proyectos showcased its housing options at the sixth edition of this housing fair organized by Banco Industrial.



EXPOCASA 2023

This is an outstanding event of the real estate sector where banks, builders, and developers participate. We used this opportunity to present our housing solutions.



ACENVI AWARD

The Asociación Centroamericana de la Vivienda recognized the role played by Multi-Proyectos in the promotion of housing development in Guatemala.



GREENBUILD INTERNATIONAL CONFERENCE

We participated in the Greenbuild International Conference, the most important event on sustainable construction in the world to learn about and exchange good practices.



GREEN BUILDING COUNCIL IMPACT MULTIPLIER AWARD

In an event organized by the Guatemala Green Building Council, we were recognized as an impact multiplier for our efforts to promote sustainable development.



BOOOM3 CONGRESS

Organized by the Cámara Guatemalteca de la Construcción, our participation in this congress allowed us to share the greatest challenges and opportunities of the real estate sector of Guatemala.

55M

Our network of shopping centers received 55 million visitors and kept a 98% occupation rate.

Pradera Shopping Centers

GUATEMALA, GUATEMALA

Galerías La Pradera
Pradera Concepción
Pradera Express Villa Nueva
Pradera en Vistares

HUEHUETENANGO, GUATEMALA

Pradera en Huehuetenango

QUETZALTENANGO, GUATEMALA

Pradera en Xela

ESCUINTLA, GUATEMALA

Pradera en Escuintla
Pradera Express Santa Lucía
Pradera Express Palín

ZACAPA, GUATEMALA

Pradera en Zacapa

IZABAL, GUATEMALA

Pradera en Puerto Barrios

CHIKIMULA, GUATEMALA

Pradera en Chiquimula

CHIMALTENANGO, GUATEMALA

Pradera en Chimaltenango

● Shopping Centers



FIRST LATIN AMERICAN SHOPPING CENTERS CONGRESS

We participated actively in the First Latin American Shopping Centers Congress where we were elected Vice Chairs of its Consultative Council.



SHOPPING CENTERS META SUMMIT

We participated at the Shopping Centers Meta Summit where we shared and learned experience related to the retail industry.



PRADERA BISTRO CHIQUIMULA, PRE-CERTIFIED BY EDGE

One of our innovations in the year was the opening of a different culinary option, the Pradera Bistro in Chiquimula, which has been pre-certified by EDGE.



PRADERA ONLINE

We launched the initial phase of Pradera En Línea, the first virtual shopping center of Guatemala, as an innovative concept to strengthen our shopping centers' innovation pillar.

www.praderaenlinea.com



CINESTAR AT PRADERA VISTARES

As an additional entertainment option for our visitors, we opened CineStar at Pradera Vistares in Zone 12.

FINANCE UNIT

**Our solution to boost economic
development using ESG criteria**



Finance at least 32.5 million dollars
using ESG criteria.

The Finance Unit offers several financial solutions and an investment insurance option.



As a consolidated financial institution, COFINSA specializes in investment banking operations.

It offers its solutions to both CMI subsidiaries and third parties requiring investment capital to grow.

www.cofinsa.com.gt



Valores CMI is our brokerage firm working on a range of financial investment solutions for both customers that belong to the CMI group and external clients.



ASEMSA is CMI's insurance broker. Currently, it offers policies to cover both CMI's and third-parties' assets.



Sustainable Finance Advisory Council

CMI Capital is a member of the Sustainable Finance Advisory Council which, among other matters, promotes the ESG finance taxonomy.

Leasing for CMI's associates

As a financial solution to support our associates, in 2023 COFINSA structured the Auto Leasing Initiative, which will allow our employees to buy vehicles more easily.

CABEL's loan to support small and medium enterprises

At present, COFINSA has a loan for 15 million dollars with the Central American Bank for Economic Integration (CABEL) to support small and medium enterprises (SMEs). With this loan, COFINSA supports SMEs' economic reactivation and adaptation to climate change.

Consolidating opportunities for our people

TARGETS



Maintain **0 fatalities** in our operations.



Execute **shared-value** programs and promote **diversity and inclusion**.

Our people are CMI's most important asset. In alignment with our slogan "come to work happy and go back home happy," we promote everyone's wellbeing and professional development through a variety of initiatives with the family warmth that characterizes CMI.

Our Human Resources Management sets quarterly performance goals for our associates. To assist them in achieving these goals, we offer training and professional development programs in different modalities.

CMI also promotes activities for our associates to feel close to our organization, improve and maintain their

occupational health and safety, and boost their overall wellbeing. We seek our people's development and for them to develop a feeling of belonging to a family.

As part of our REIR Values, we promote Respect. People are valued for their ideas and contributions. Discrimination, harassment, and mistreatment are not tolerated in our Corporation. Therefore, we nurture a working environment free of discrimination where women feel safe and empowered. Since we work in different countries with their own cultures, we strive to make everyone feel included and valued.



The Summa Magazine published its 2023 Best Employers Ranking, where CMI stood out as one of the best corporation at attracting talent.

Leaders CMI

CMI's LEADERSHIP MODEL allows our leaders to Create the future, Maximize their talent, and Institute the business.



CREATE THE FUTURE

CMI Leaders have a strategic vision, keep themselves up to date with regards to their surroundings and clients, foster change and learning, make decisions, and promote sustainability.

MAXIMIZE TALENT

CMI Leaders manage our culture, encourage the WE ARE CMI culture, maintain their warmth and closeness, coordinate effective teams, manage and develop our talent, and empower others.

INSTITUTE THE BUSINESS

CMI Leaders simplify, prioritize, execute, communicate, and achieve results.

GRI 404-2

LEADERSHIP TRAINING

As part of the processes to promote CMI's LEADERSHIP MODEL, a series of workshops were organized during the year to drive leadership in our Corporation. The process included identifying our LEADERSHIP AMBASSADORS from among the more than 3,000 leaders in our Corporation.



WELLBEING +

Throughout the year we organized the Wellbeing + Talks to promote good practices in the financial, physical, and mental health areas among CMI's associates. This is part of our occupational wellbeing program called Bienestar Laboral Operativo (BLO) (Occupational Wellbeing).

The BLO program, under the Wellbeing+ pillar, created in 2023 a Health Care Committee, which develops general guidelines on health matters. This Committee includes representatives of the Human Resources and Corporate Matters and Sustainability areas, which oversee everything related to occupation health and industrial safety in our Corporation. They get technical assistance from our Health Council which consists of CMI Capital's and CMI Foods' physicians.

Some of the initiatives implemented by Wellbeing + in the year:

- “La Lonchera Saludable”, a workshop on preparing a healthy lunchbox
- Renace Runners y Bikers
- “Manejo Financiero”, a webinar on finance management
- Escuela para Padres, our school for parents, program supported by the Juan Bautista Gutiérrez Foundation

The four dimensions of focus of WELLBEING+ are the following:



HEALTH CARE

We take care of you promoting your health and safety.

FINANCIAL WELLNESS

We offer you the best advice and tools to take care of your finances.

WORK-LIFE BALANCE

Enjoy your personal and work life to the fullest!

COMPANY CULTURE

We celebrate activities that promote the warmth of a family business!

More than 1,000 associates participated in each talk.



Furthermore, under the framework of this initiative, several guides have been prepared to share key information with our associates.

The guides and content programs are permanently available at CMI's intranet.



GOLD STANDARD AWARD Ucmi

Ucmi was awarded as Gold Standard Corporate University by The Learning and Performance Institute, merit achieved by having the best standards of continuous improvement.

Ucmi

CMI University (Ucmi) is our corporate university, certified by The Learning and Performance Institute (LPI). It teaches online and in-person courses to our associates and other stakeholders.

The reinforcement of our human talent’s skills is provided through specific courses or with the support of Ucmi. Sixty-seven percent of the courses are about self-development and 33% about learning opportunities. The satisfaction level with the courses is 93%.

In 2023, Ucmi courses covered areas such as digital skills, business strategies, shopper & trade marketing, and

others. We also implemented a mobile platform which allows our operations personnel to have access to the virtual courses in their phones.

Ucmi has already trained about 20,000 people, including associates and their families and some of our suppliers. In 2023, 3,600 associates from our operations in Guatemala took courses at Ucmi.

Professional development

In addition to taking courses at Ucmi, our people participate in different training processes that support their professional development. In 2023, the following topics were covered:

- Customer Service Excellence under the Dale Carnegie methodology
- Customer Experience
- Axioma Certificate in Project Management
- Project Monitoring and Assessment



Employee benefits

CMI offers other employee benefits as required by the legislation of the countries where we operate. These benefits vary by country and position:

- Birthday day off
- Additional paid vacation days for personal errands
- Flexi-Friday
- Teleworking for eligible positions
- CMI discounts
- Loans granted by the Finance Unit
- Promotion of savings
- Subsidies for life and health insurance
- Free parking at our headquarters
- Reimbursement of the IGSS (social security fund payments) to avoid impacting the salary





Remuneration system

CMI hiring is competency-based and our remuneration system uses the HAY methodology. This means that two people holding the same position may receive different salaries due to seniority and our annual salary adjustments.

Unfortunately, because of the sectors where CMI operates, the number of women is lower than that of men, particularly in leadership positions. This is why we have been promoting initiatives to gradually advance on this issue.

Women empowerment

Within the framework of the Mujeres Alcanzando Sueños (MAS/Women Reaching their Dreams) initiative, a talk and discussion entitled “Breaking Barriers and Reaching for the Stars” was organized for our female associates in 2023 with the participation of Sandra Cauffman, Director of the NASA Astrophysics Division. Another important talk entitled “Conquer your Everest” was given by Andrea Cardona, a Guatemalan mountaineer.

The purpose of our MAS initiative is to empower women to develop professional and reach their dreams.



Employee recognition program

One of our initiatives to motivate our talent is the Employee Recognition Program which celebrates our employees' accomplishments in three merit categories: Well Done, Value Generation, and Operational Excellence.

This initiative constantly praises our associates' positive aspects to recognize the achievements of their actions and how they live our REIR Values.



Culture Hacks

To promote our REIR Values, in 2023 we launched our CULTURE HACKS application. This system integrates our expected conducts, unacceptable behaviors, and rec-

ommendations to become a CMI leader. A total of 120 actions that promote CMI's culture and expected behaviors were included.

Podcast CMI

In 2023, we launched Podcast CMI that includes content developed by our associates regarding our Company's values and culture.



Town Halls and discussion groups

To get closer to our associates, the executive team periodically organizes discussion groups with our employees. Throughout the year, four Town Halls and discussion groups were held to discuss the main business challenges and opportunities with the executive teams.



Occupational health and industrial safety

Our occupational health and industrial safety (OHIS) model has the purpose of preventing occupational illnesses and accidents among our associates and visitors to our facilities.

Therefore, we measure and follow-up a series of proactive and reactive indicators. The proactive indicators include hours of training, risk matrixes, high-level meeting, and mainstreaming our Programa Cero Accidentes (POA) – zero accidents – used by CMI Foods.

Training

A total of 31,991 hours of training related to a variety of occupation health and industrial safety topics were taught during the year.



730 days

without occupational accidents at Renace I,
600 at EOLO and **365** at Cerro de Hula

In August, we commemorated 730 days without work-related accidents in Renace I in Guatemala and 365 days at Cerro de Hula in Honduras. In September, we reached 600 accident-free days at EOLO in Nicaragua.

OHIS MONTH

In April, we celebrated the OHIS Month with more than 150 different activities to foster the best practices in occupational health and industrial safety. At our various facilities, teams participated in training sessions, reflected on and stressed the importance of good OHIS practices and everyone’s responsibility on these matters.

The activities held during the OHIS Month included two webinars, one on the burnout syndrome and another on changing habits.



The podcast “**Health and Security... Everyone’s Commitment**” was published as well.

Technical competencies at the Energy Unit

At our Energy Unit, our associates specialize in technical competencies which they record in a passport to guarantee their qualifications to perform certain tasks. In the year, 146 training activities related to OHIS were added to their passport.

Preventive activities

Our Company carries out several ongoing preventive activities at our project facilities to foster occupational health and industrial safety, including:

- Five-minute talks
- Brigade Training
- Drills
- Inspections



Risk identification

All our operations utilize a risk identification system with its own management plan, procedures, and personal protective equipment (PPE) for each task.

Each project also has an occupational health and safety plan and corrective actions as applicable.

Occupational health and industrial safety integrated management system (OHIS IMS)

Some of the energy plants are ISO 45000:2018 certified:

- EOLO, Nicaragua
- Renace (I, II, III, IV), Guatemala
- Cerro de Hula, Honduras



Although only the plants mentioned above are officially certified, the ISO 45000:2018 standard is implemented in all our projects. We are currently working to mainstream the OHIS IMS to the rest of CMI Capital’s operations.

Consolidating opportunities for nature

TARGETS



Reduce our **emissions in 30%.**



Reduce **water use in 20%.**



Limit to 28% the waste sent to landfills.



Develop **conservation and regeneration** projects.

We are committed to reducing any business externalities related to our carbon emissions, water use, and waste generation.

We support several efforts to regenerate the ecosystems in areas close to our operations.



Our carbon footprint

Every year we measure our greenhouse emissions in all our projects. For this purpose, we use the ISO 14064:2006 Standard and the Greenhouse Gas Protocol (GHG Protocol). We also calculate the emissions we prevent thanks to our renewable energy generation.

GRI 305-1, 305-2, 305-3, 305-4 | SASB IF-EU-110a.1 | WEF 7

Our Carbon Footprint with Respect to our Industrial Footprint

To know the relationship between our carbon footprint and our industrial footprint, this year we calculated the energy footprint with respect to the Gross Leaseable Area (GLA) of our Pradera Shopping Centers and the energy we generated in our clean energy facilities.

Our energy footprint is 0.78 KgCO₂e/MWh.

The footprint of our Pradera Shopping Centers is 19.79 KgCO₂e/m²GLA.

It is, therefore, estimated that CMI Energy plants prevented the emission of 1,742,463.19 t CO₂e by generating renewable energy rather than using fossil fuels.



Carbon Sequestration at our Renace (I, II, III, IV) Private Natural Reserves

In addition to the emissions that we prevent due to the renewable energy generated, we have two private reserves close to Renace (I, II, III, IV), Guatemala, where it has been calculated that **approximately 9,000 tons of carbon are stored**. This data is not included in our accounting because

the reserves are not certified, but it is rather based on a preliminary study carried out by Universidad del Valle de Guatemala. A total of 144 hectares have been declared as Private natural Reserves. Furthermore, a 52-hectare biological corridor connects the two reserves.



Use of renewable energy certified at the Pradera shopping centers

As part of our commitment to decarbonization, **46% of our Praderas Shopping Centers use I-REC certified renewable energy** (through ION).



Solar panels at the Pradera shopping centers in Zacapa and Chiquimula

At the Pradera Zacapa and Pradera Chiquimula, we installed solar panels to distribute renewable energy in both shopping centers. This renewable energy is mostly used in the common areas.

Responsible and sustainable management of water resources

As every year, in 2023 we strived to manage our water resources responsibly and sustainably. Some of the action we took are the following:

- Implementation of water efficiency processes.
- Measurement of our water footprint at Renace (I, II, III, IV) and Santa Teresa.
- Replacement of conventional faucets and toilets with water-saving options.
- Installment of rainwater harvesting and utilization systems in some of the energy plant offices.
- Maintenance of water wells and treatment plants.

Our goal is to use water more efficiently and prevent waste.

Waste management

We are committed to improving waste management in all our operations.

We have been rigorously sorting waste. At the Energy Unit we already have detailed information, while the process is still ongoing at the Pradera Shopping Centers. Yet, we were able to recycle **more than 10,000 pounds of waste** at the shopping centers.



The headquarters have also joined this important effort and organized a campaign called ECONSCIENTES to raise awareness about proper waste management and implemented a strategy which managed to recycle about **2,000 kg of paper and cardboard**.

Solar Panel Recycling

An important effort is made at the solar parks to provide a second useful life to the solar panels. Thus, they are being recycled in some of the offices as partitions or parking lot roofs.



Conservation and regeneration

We are committed to the conservation and regeneration of the ecosystems that are close to our operations. Hence, all our business units undertake significant efforts in favor of nature.

This year we engaged in reforestation processes in all our renewable energy plant sites. rivers, where close to 19,205 trees have been planted.

In Costa Rica, 2,500 trees were planted while 280 plants were transplanted in Mata de Palma, Dominican Republic. In Nicaragua, 3,500 plants were planted in EOLO. Another relevant program in Nicaragua is the restoration of the micro-basins of the Limón and Amayo

Since its beginning, reforestation campaigns have been implemented in the areas near Renace (I, II, III, IV) in Guatemala, resulting in 1,144 hectares that have been reforested. An additional 1,500 trees were planted near the Renace III and Renace IV areas.

Control Towers at the Reserves near Renace (I, II, III, IV)

Two control towers are used in our private natural reserves to monitor their flora and fauna.

To date, 278 bird species, 463 plant species, 50 mammal species, 19 fish species, 87 families of macroinvertebrates, 25 reptile and amphibious species, and 218 orchid species have been identified.



Reforestation Campaigns at Pradera Huehuetenango, Pradera Chimaltenango, and Pradera Escuintla

With the slogan “Adopt a tree”, on Earth Day, Pradera Huehuetenango, Pradera Chimaltenango, and Pradera Escuintla donated trees to their visitors.

A total of **2,300 trees** were donated by these three shopping centers.

CONVENCIÓN POR
**LA PROTECCIÓN
Y CONSERVACIÓN DE
LA BIODIVERSIDAD**
KAR CHA 2023

Renace (I, II, III, IV) participated, together with the Ministry of Environment and Natural Resources, the Ministry of Agriculture, Livestock and Food, and Universidad Mesoamericana, in the first “Convention for the Protection and Conservation of Biodiversity KAR CHA 2023”, held within the framework of the World Bee Day.

At the end of the Convention, the participants signed the Declaration for the Protection and Conservation of Biodiversity.

Renace (I, II, III, IV) ranked first by the Centro de Producción Más Limpia

In 2023, **Renace (I, II, III, IV)** received **the highest score – 97.5 – in the Environmental Performance Seal** of the Centro de Producción Más Limpia.



Renace (I, II, III, IV) recognized at the XLIV International Orchid Exhibition

Renace (I, II, III, IV) was recognized by the Asociación Altaverapacense de Orquideología (AAO) for its work pro conservation, protection, and research of flora and fauna.

Integrated environmental management and quality systems

To improve our environmental and quality practices, several of our renewable energy plants are certified ISO 14001:2015 and ISO 9001: 2015.

PLANT	STANDARD
Renace (I, II, III, IV), Guatemala	ISO 14001: 2015, ISO 9001: 2015
Santa Teresa, Guatemala	ISO 14001: 2015, ISO 9001: 2015
EOLO, Nicaragua	ISO 14001: 2015
Cerro de Hula, Honduras	ISO 14001: 2015

The other renewable energy plants use the standards’ parameters but are not yet certified. We are working to mainstream these good practices throughout CMI Capital.



Consolidating opportunities as a good corporate citizen

TARGET



Execute shared-value programs and **promote diversity and inclusion.**

Since the beginning, we have been committed to act as a corporate citizen in the countries where we operate. Therefore, we support a variety of causes both at a country level and at our projects’ neighboring communities.

We work on four corporate citizenship pillars to organize our contributions. These pillars are:

CMI ENTREPRENEURSHIP

We promote entrepreneurship initiatives by strengthening the participants’ technical and financial capacities to empower and increase their income. Participants include people from our neighboring communities, SMEs, and value chain.

CMI EDUCATION

We provide educational opportunities through scholarships and reinforce the knowledge of the people in nearby communities and our value chain.

CMI AT YOUR SIDE

We make strategic donations, organize activities and humanitarian assistance programs, and work on other topics that contribute to the wellbeing of our neighboring communities.

CMI ENVIRONMENT

We promote the care of the natural resources through regeneration and circular-economy activities in the areas near our operations.

The causes we support are assessed using our internal policies. Initiative may vary by country.



Juan Bautista Gutiérrez Foundation

We coordinate some activities with the Juan Bautista Gutiérrez Foundation that has been supporting education in Guatemala through its scholarship program, while at the same time advancing topics such as nutrition, entrepreneurship, and health.

With the support of the Foundation, we have streamlined some initiatives, including the School for Parents and Adolescent Education, where our Corporation's associates also participate.

The Foundation also worked with CMI in entrepreneur fairs and nutrition programs.

www.fundacionjbg.org

CMI Entrepreneurship

CMI Entrepreneurship backed several development initiatives.



Together for our Community

Todos por Mi Comunidad (Together for our Community) is a shared-value initiative coordinated with the Juan Bautista Gutiérrez Foundation to support entrepreneurs from communities close to the Pradera Shopping Centers to showcase their businesses.

In 2023, 43 entrepreneurs from eight communities near the Pradera Shopping Centers were benefited with a stand to showcase their products during four weekends in our shopping center network.

First cohorts' activities of the Powered by Pradera initiative completed

Pradera Impulsa (Powered by Pradera) is a shared-value initiative of CMI Entrepreneurship that seeks to strengthen our business partners' capacities to help them enhance their development to grow together.

A total of 20 businesses participated in the first cohort. They received specialized advice from experts from Bpeace, an organization based in the United States with which we partnered.



22 Entrepreneurs Graduated

In March, Ucmi, in coordination with Babson College, graduated 22 entrepreneurs who participated in a robust Entrepreneurship Program. Several CMI executives contributed their knowledge and time to support these entrepreneurs.



Our Energy Unit held different initiatives to support entrepreneurs from our neighboring communities; some of them are listed below:

- Technical training courses for electricians, bakers, and cooks among others
- Financial training and seed capital
- Beekeeping practices for small beekeepers
- Farming practices for small entrepreneurs

These initiatives were coordinated with several institutions with which we have built strategic partnerships in favor of community development.

CMI Education

CMI Education contributed to the capacity building and training of various groups.

Our energy operations supported by:

- Granting scholarships in some areas
- Implementing technical capacity programs to strengthen employment and self employment
- Improving school infrastructure in some communities
- Offering anti-bullying, self-care, and first-aid workshops in schools
- Provision of educational materials in some communities

CMI Environment

CMI Environment supports causes in favor of nature, such as reforestation and regeneration processes in nearby communities.



This year we supported:

- Reforestations
- Agroforestry initiatives
- Inputs for nurseries
- School orchards
- Recycling workshops
- Earth Day campaigns
- Donation of bins



The Pradera Shopping Centers joined the Earth Hour global movement by switching off their lights.

CMI At Your Side

CMI At Your Side assisted nearby communities and other stakeholders meet some of their needs.

This year, our operations contributed with:

- Bipartite community initiatives: our Company and the community worked together on an initiative to benefit the community
- Donations to health facilities
- Donations for infrastructure maintenance
- Donations of food baskets to families
- Assistance during emergencies
- Support to people with a disability



INSPIRING OTHERS

During the year we participated in different forums and events to share our message of a Company with a purpose and our commitment to sustainability. Some of them were:

Rural Electrification Program

By law, as an energy generator, Renace (I, II, III, IV) in Guatemala cannot distribute energy. Therefore, a public private partnership was established with ENERGUATE and the Municipality of San Pedro Carchá to electrify communities near our operation sites.

In 2023, the project advanced and provided electric energy to the communities of Xicacao, Rubelcruz, and Chisap.

To date, this project which started in 2017, has given access to electricity to more than 1,000 families.



Ibero-American Forum of Responsible Businesses

Event organized by CentraRSE and chaired by Enrique Crespo, our CEO

Millenium Leadership Forum

Global leadership initiative organized by the Atlantic Council to train the leaders of the future

CEO Masterclass of the Chamber of Industries of Guatemala

Forum to discuss with young businesspeople the importance of leadership and business resilience

03

Annexes

*2023 Construction Projects: Lares 16, San Isidro Torre 3, Lares San Cristóbal, Lares 17, Re-modeling of Chiquimula, Bodegas Amatitlán, and Molie.

*2022 Construction Projects: San Isidro Tower 2 and IQ 10

WASTE

GRI 306-3

Annex 1. Total Waste (Kg)		
Unit	2022	2023
Energy	181,255.68	189,365.18
Construction Projects	1,893,500.00	1,014,212.51
Pradera Shopping Centers	4,933,145.27	4,405,445.18
Total CMI Capital	7,007,900.95	5,609,022.87

GRI 306-3, 306-4, 306-5

Annex 2. Waste by Destination (%)								
Indicator	Energy		Construction Projects		Pradera Shopping Centers		CMI Capital	
	2022	2023	2022	2023	2022	2023	2022	2023
Municipal Landfill	21%	21.5%	100%	84%	85%	91%	87.40%	87.40%
Composting	7%	9.1%	0%	0%	0%	0%	0.17%	0.31%
Incineration, crushing, and sterilization	33.%	33.5%	0%	0%	0%	0%	0.87%	1.13%
Recycling	29%	35.6%	0%	16%	15%	9%	11.30%	11.15%
Encapsulation	10%	0.3%	0%	0%	0%	0%	0.26%	0.01%

*We currently do not have data per type of waste for all our businesses.

ELECTRICITY USE

GRI 302-2

Annex 3. Electricity Use (kWh)		
Unit	2022	2023
Energy	3,286,290.00	3,852,160.00
Construction Projects	85,556.00	196,187.58
Pradera Shopping Centers	62,244,654.65	27,371,346.46
Total CMI Capital	65,616,500.65	31,419,694.04

*Data generated by our contractors. **We are working to improve the quality of our records.

WATER USE

GRI 303-1, 303-3 | SASB IF-EU-140a.1, IF-RE-140a.1

Annex 5. Water Use (m³)*		
Unit	2022	2023
Energy	24,097.14	20,682.59
Construction Projects	2,104.00**	191,879.25**
Pradera Shopping Centers	4,420,920	***
Total CMI Capital	4,447,121.14	212,561.84

*About 70% of the water used goes to the Praderas construction processes. At our operations offices water is from wells.

**Data generated by our contractors.

*** Data secondary records

GRI 302-1

Annex 4. Total Fuel Use (GJ)		
Unit	2022	2023
Energy	13,146.70	14,133.44
Construction Projects	237.83*	4,925.26
Pradera Shopping Centers	67,410.86**	40,319.16**
Total CMI Capital	80,795.39	59,377.86

EMISSIONS

GRI 305-1, 305-2, 305-3 | SASB IF-EU-110a.1 | WEF 7

Annex 6. Carbon Footprint Emissions (t CO ₂ e)*								
Area	2021				2022			
	Scope 1	Scope 2	Scope 3	Total	Scope 1	Scope 2	Scope 3	Total
Energy	1,327.41	502.31	199.00	2,028.72	1,218.90	537.88	448.91	2,205.69
Pradera Shopping Centers	254.66	4,424.65	222.07	4,901.38	207.01	3,769.39	917.91	4,894.31
Administrative Area (Offices in San Jose, Costa Rica and Zona Pradera, Guatemala)	0.40	89.60	45.39	135.39	34.95	82.79	143.26	261.00
Total CMI Capital	1,582.47	5,016.56	466.46	7,065.49	1,460.86	4,390.06	1,510.08	7,361.00

*In 2023, we measured the 2022 emissions.

GRI 305-5

Annex 7. Prevented Emissions – Energy Unit (t CO ₂ e)	
Plant / Country	2022
Renace (I, II, III, IV) and Santa Teresa, Guatemala	1,148,813.98
Cerro de Hula, Honduras	215,734.06
Choluteca (I y II) and Pacífico Solar, Honduras	55,527.62
Eolo, Nicaragua	106,791.09
Wind Parks, Costa Rica	158,491.74
Mata de Palma, Dominican Republic	57,104.70
Total CMI Energy	1,742,463.19

*In 2023, we measure the emissions prevented in 2022.

CARBON FOOTPRINT REPORTS

GRI 305-1, 305-2, 305-3 | SASB IF-EU-110a.1 | WEF 7



Annex 8.
2021 CMI Capital Footprint



Annex 9.
2022 CMI Capital Footprint

REFORESTATION

GRI 304-2

Annex 10. Reforestation				
Unit	Hectares (Ha)*		Trees*	
	2022	2023	2022	2023
Energy	241.70	249.05	27,657.00	13,555.00
Construction Projects	N/A	N/A	N/A	N/A
Pradera Shopping Centers	N/A	N/A	3,700.00	2,300.00
Total CMI Capital	241.70	249.05	31,357.00	15,855.00

*Ha: accumulated data *Trees: annual data

OHIS INDICATORS

GRI 403-2, 403-5, 403-6, 403-7, 403-9 | SASB IF-EU-320a.1 | WEF 15

Annex 11. OHIS Indicators				
Indicator	Energy		Real-Estate Development	
	2022	2023	2022	2023
Accidents with lost time (workers and contractors)	5	5	6	3
Accidents without lost time (workers and contractors)	9	23	23	29
Fatalities (workers and contractors)	1	1	0	0
Lost-time Injury Frequency Rate (1 million / workers and contractors)*	3.43	3.9	4.31	1.97
Severity Rate (1 million / workers and contractors)**	2,972	3,361	30.41	82.04
OHIS training (man-hours)	-	30,338	512	1,653.37
Cases with potential occupational illnesses	-	64	0	3
Number of OHIS inspections	13,870	16,217	45	3,103
Number of drills	16	26	14	30
Lost-time days	55	508	109	36

* Does not include Praderas’ contractors ** Does not include Praderas’ contractors

COMMUNITY INDICATORS

GRI 2-7, 205-3

Annex 12. Total Complaints Handled (#)		
Unit	2022	2023
Energy	206.00	419.00
Construction Projects	-	25.00
Pradera Shopping Centers	33.00	29.00
Total CMI Capital	239.00	473.00

*We follow-up all complaints. Thus, 100% of the complaints received were handled. The complaints vary by project; they may involve dust, noise, discomfort, and others.

PEOPLE INDICATORS

GRI 2-7

Annex 14. Number of Associates per Business Unit* (#)		
Unit	2022	2023
Energy	487.00	497.00
Multi-Proyectos	237 .00	290.00
Capital	107 .00	92 .00
Finance	86.00	89 .00
Corporate	-	2 .00
Total CMI Capital	917.00	970.00

* One of our employees is a person with a disability.

GRI 413-1

Anexo 13. Interactions with Communities (#)		
Unit	2022	2023
Energy	17,190.00	16,990.00
Construction Projects	-	-
Pradera Shopping Centers	-	-
Total CMI Capital	17,190.00	16,990.00

** Energy projects follow-up on all interactions with the community. These interactions include meetings with community organizations or individuals. These meetings are used to monitor progress on community agreements and other matters. We do not keep this kind of record for the construction projects and shopping centers.

GRI 2-7, 405-1 | WEF 11

Annex 15. Number of Associates per Gender				
Gender	2022		2023	
	(#)	(%)	(#)	(%)
Masculine	621	68%	654	67%
Feminine	296	32%	316	33%
Total CMI Capital	917	100%	970	100%

PEOPLE INDICATORS

GRI 2-7, 405-1 | WEF 11

Annex 16. Associates per Category and Gender (%)				
Category	2022		2023	
	Feminine	Masculine	Feminine	Masculine
Operators	5%	14%	5%	13%
Administrative	18%	38%	19%	38%
Heads	6%	8%	6%	8%
Managers	3%	6%	3%	6%
Directors	0%	2%	0%	2%
Total CMI Capital	32%	68%	33%	67%

GRI 2-7, 401-1 | WEF 17

Annex 18. Reasons to Terminate Contract (%)	
Reason	(%)
Resignation to pursue professional development	37%
Resignations for family-related reasons	25%
Layoffs due to reorganization	12%
Dereliction of duty	13%
Termination by mutual agreement	13%
Total CMI Capital	100%

GRI 2-7, 401-1 | WEF 17

Annex 17. Annual Turnover Rate	
Year	Turnover Rate
2020	13%
2021	13%
2022	15%
2023	11%

GRI 2-7

Annex 19. Salary Competitiveness: Average per Business Unit		
Business Unit	2022	2023
Energy	91%	89%
Finance	82%	79%
Multi-Proyectos	72%	71%
CMI Capital Headquarters	82%	78%

Table of contents

Global Reporting Initiative (GRI)

GRI Standard	Content	Page	Reason for Omission	Verification
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organization details	19		✓
	2-2 Entities included in the sustainability reporting	19, 20, 69, 81		✓
	2-3 Reporting period, frequency and contact point	7, 18		✓
	2-4 Restatements of information	7		✓
	2-5 External assurance	7		✓
	2-6 Activities, value chain and other business relationships	20, 22, 55, 57, 58, 60, 61, 62, 63, 64, 65, 69, 70, 71, 72, 73, 74, 78, 81		✓
	2-7 Employees	113, 114		✓
	2-8 Workers who are not employees		N/A	✓
	2-9 Governance structure and composition	24, 25, 26, 27, 33, 34, 35		✓
	2-10 Nomination and selection of the highest governance body	24		✓
	2-11 Chair of the highest governance body	25 The chair of the highest governance body does not hold an executive position in the organization.		✓
	2-12 Role of the highest governance body in overseeing the management of impacts	24, 25, 33, 34		✓
	2-13 Delegation of responsibility for managing impacts	25, 33		✓
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body does have responsibilities in sustainability.		✓
	2-15 Conflicts of interest	45		✓

GRI Standard	Content	Page	Reason for Omission	Verification
General Disclosures				
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	43		✓
	2-17 Collective knowledge of the highest governance body	27, 45	Confidentiality restrictions	✓
	2-18 Evaluation of the performance of the highest governance body		Confidentiality restrictions	✓
	2-19 Remuneration policies	88		✓
	2-20 Process to determine remuneration	88		✓
	2-21 Annual total compensation ratio		Confidentiality restrictions	✓
	2-22 Statement on sustainable development strategy	14, 16		✓
	2-23 Policy commitments	12, 21, 38, 40, 41, 46, 48, 49		✓
	2-24 Embedding policy commitments	25, 36, 38, 40, 41, 47, 53, 56		✓
	2-25 Processes to remediate negative impacts	45		✓
	2-26 Mechanisms for seeking advice and raising concerns	45		✓
	2-27 Compliance with laws and regulations	38		✓
	2-28 Membership associations	8, 30, 32, 46, 82		✓
	2-29 Approach to stakeholder engagement	See 2022 Sustainability Report		✓
	2-30 Collective bargaining agreements		N/A	✓

GRI Standard	Content	Page	Reason for Omission	Verification
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	50		✓
	3-2 List of material topics	50, 51		✓
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	12, 53, 56		✓
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	36, 37		✓
Indirect Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	12, 53, 101		✓
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	101, 106		✓
	203-2 Significant indirect economic impacts	82, 102, 103, 104, 105, 106		✓
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	40		✓
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	58		✓
Anticorruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 39, 40, 41, 44		✓
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	36, 37, 45		✓
	205-2 Communication and training about anti-corruption policies and procedures	39, 43, 44		✓
	205-3 Confirmed incidents of corruption and actions	No cases to report for this period		✓
Taxes				
GRI 3: Material Topics 20	3-3 Management of material topics	40, 41		✓
GRI 207: Tax 2019	207-1 Approach to tax	41		✓
Energy				
GRI 301: Materials 2016	302-1 Energy consumption within the organization	12, 53, 59, 100		✓
GRI 302: Energía 2016	302-2 Energy consumption outside of the organization	95, 109		✓
	302-4 Reduction of energy consumption	109		✓
	302-4 Reducción del consumo energético	109		✓

GRI Standard	Content	Page	Reason for Omission	Verification
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	96		✓
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	96, 109		✓
	303-2 Management of water discharge - related impacts	We are working to generate data.		✓
	303-3 Water withdrawal	109		✓
	303-4 Water discharge	We are working to generate data.		✓
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	97, 100		✓
GRI 304: Biodiversidad 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	95		✓
	304-2 Significant impacts of activities, products and services on biodiversity	97, 112		✓
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	98		✓
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		✓
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	94, 110, 111		✓
	305-2 Energy indirect (Scope 2) GHG emissions	94, 110, 111		✓
	305-3 Other indirect (Scope 3) GHG emissions	94, 110, 111		✓
	305-4 GHG emissions intensity	94, 110, 111		✓
	305-5 Reduction of GHG emissions	110		✓

GRI Standard	Content	Page	Reason for Omission	Verification
Waste				
GRI 3: Temas Materiales 2021	3-3 Management of material topics	97		✓
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	97		✓
	306-3 Waste generated	108		✓
	306-4 Waste diverted from disposal	97, 108		✓
	306-5 Waste directed to disposal	149		✓
Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	58		✓
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	58, We are working to generate data.		✓
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	114		✓
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	114		✓
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	83, 90, 91		✓
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	85, 90, 92		✓
	403-2 Hazard identification, risk assessment and incident investigation	90, 92, 112		✓
	403-3 Occupational health services	90		✓
	403-5 Worker training on occupational health and safety	90, 112		✓
	403-6 Promotion of worker health	85, 91, 112		✓
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	112		✓
	403-8 Workers covered by an occupational health and safety management system	100%		✓
	403-9 Work-related injuries	91, 112		✓
	403-10 Work-related ill health		N/A	✓

GRI Standard	Content	Page	Reason for Omission	Verification
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	47		✓
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	43, 47, 84, 86, 87, 89		✓
	404-3 Percentage of employees receiving regular performance and career development reviews	100% of the employees are assessed using the Technical Competencies Model.		✓
Diversity and Equal Opportunities				
GRI 3: Material Topics 2021	3-3 Management of material topics	88		✓
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	88, 113, 114		✓
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	83		✓
GRI 406: No-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	44, 46, 47		✓
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 46, 47		✓
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right of freedom of association and collective bargaining may be at risk	44, 46, 47		✓
Child Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 46, 47		✓
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	44, 46, 47		✓
Forced or Compulsory Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 46, 47		✓
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at risk of significant incidents of forced or compulsory labor	44, 46, 47		✓

GRI Standard	Content	Page	Reason for Omission	Verification	
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	101		✓	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development program	101, 102, 103, 104, 105, 106, 113		✓	
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	58		✓	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	58, We are working to generate data.		✓	
GRI ELECTRIC UTILITIES SECTOR DISCLOSURES SUPPLEMENT					
General Disclosures	EU1 Installed capacity broken down by primary energy sources and by regulatory regime	60, 63		✓	
	EU2 Net energy output broken down by primary energy source and by regulator regime	60		✓	
Availability and Reliability	Availability and Reliability	61		✓	
Research and Development	EU8 Research and development activities and expenditure aimed at providing reliable electricity and promoting sustainable development	61, 65		✓	
GRI CONSTRUCTION AND REAL ESTATE SECTOR DISCLOSURES SUPPLEMENT					
Occupational Health and Safety	CRE6 Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	90		✓	
GRI FINANCIAL SERVICES SECTOR DISCLOSURES SUPPLEMENT					
Product Portfolio	FS1 Policies with specific environmental and social components applied to business lines	80		✓	

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Sustainability Accounting Standards Board (SASB)

Topic	Code	Accounting Metric	Page	Verification	GRI Reference
UTILITIES AND ELECTRIC GENERATORS					
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulations and (3) percentage covered under emissions-reporting regulations	94, 110, 111	√	305-1
	IF-EU-110a.3	Analysis of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	11, 53, 59, 80	√	201-2, 305-1, 305-5
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	109	√	303-3, 303-5
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations	Next report	√	
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	96	√	303-1
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial and (3) industrial customers	The core business is generation.	N/A	
	IF-EU-240a.4	Analysis of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	106	√	EU27
Workforce Health and Safety	IF-EU-320a.1	Total recordable incident rate (TRIR), (2)fatality rate and (3)near miss frequency rate (NMFR)	112	√	403-9
Activity Metrics	IF-EU-000.D	Total electricity generated and percentage in regulated markets	60, 63	√	EU2

Topic	Code	Accounting Metric	Page	Verification	GRI Reference
Real Estate					
Activity metrics	IF-RE-000.A	Number of assets, by property subsector	70	√	2-6
Climate change adaptation	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	It is being prepared.	√	2-12, 201-2
Energy management	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	68	√	2-12, 302
Water management	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	53	√	303-1 al 303-5
Activity metrics	IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	109	√	303-3
Investment Banking and Brokerage					
Incorporation of environmental, social and corporate governance in investment banking and brokerage activities	FN-IB-410a.3	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	12, 55, 80	√	2-12, 201-2
Business ethics	FN-IB-510a.2	Description of whistleblower policies and procedures	40, 41, 45	√	2-6, 205
Insurance					
Incorporation of environmental, social, and corporate governance in investment management	FN-IN-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment management processes and strategies	12, 55, 80	√	2-12, 201-2
Environmental risk exposure	FN-IN-450a.2	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	56	√	2-12, 201-2
Commercial Banking					
Incorporation of environmental, social, and governance factors in credit analysis	FN-CB-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment management processes and strategies	12, 55	√	
Business ethics	FN-CB-510a.2	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	40, 41, 45	√	2-23, 2-24, 205

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Stakeholder Capitalism Metrics (SCM)

Topic	Code	Metric	Page	Verification
GOVERNANCE				
Governing Purpose	WEF 1	Setting purpose: The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders	9, 12 48, 49, 53, 54	✓
Quality of Governing Body	WEF 2	Governance body composition: Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	24, 25, 26, 27, 33, 34, 35	✓
Stakeholder Engagement	WEF 3	Material issues impacting stakeholders: A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	50, 51	✓
Ethical Behavior	WEF 4	Anti-corruption: 1) Total percentage of governance body members, employees and business partners who have received training on the organization’s anti-corruption policies and procedures, broken down by region. 2) a. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years b. Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3) Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	38, 43	✓
	WEF 5	Protected ethics advice and reporting mechanisms: A description of internal and external mechanisms for: 1) Seeking advice about ethical and lawful behavior and organizational integrity; and 2) Reporting concerns about unethical or unlawful behavior and lack of organizational Integrity.	40, 41	✓
Risk and Opportunity Oversight	WEF 6	Integrating risk and opportunity into business process: Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	36, 37	✓

Topic	Code	Metric	Page	Verification
PLANET				
Climate Change	WEF 7	Greenhouse gas (GHG) emissions: For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tons of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	110, 111	√
	WEF 8	Task Force for Climate-related Financial Disclosures (TCFD) Implementation: Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set,GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Currently, climate change is considered as a strategic, tactical, and operational risk, in addition to being a fundamental issue.	√
Nature Loss	WEF 9	Land use and ecological sensitivity: Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	95	√
Freshwater Availability	WEF 10	Water consumption and withdrawal in water-stressed areas: Report for operations where material: megaliters of water withdrawn, megaliters of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	In progress. We are working to generate data.	√

Topic	Code	Metric	Page	Verification
PEOPLE				
Dignity and Equality	WEF 11	Diversity and inclusion (%): Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g., ethnicity).	113, 114	✓
	WEF 12	Pay equality (%): Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Confidentiality restrictions	✓
	WEF 13	Wage level (%): Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the Chief Executive Officer (CEO) to the median of the annual total compensation of all its employees, except the CEO.	Confidentiality restrictions	✓
	WEF 14	Risk for incidents of child, forced or compulsory labor: An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to the type of operation (such as manufacturing plant) and type of supplier or the countries or geographic areas with operations and suppliers considered at risk.		✓
Health and Wellbeing	WEF 15	Health and safety (%): The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to nonoccupational medical and healthcare services, and the scope of access provided for employees and workers.	112	✓
Skills for the Future	WEF 16	Training provided (#): 1) Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). 2) Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	86, 90	✓

Topic	Code	Metric	Page	Verification
PROSPERITY				
Employment and Wealth Generation	WEF 17	Absolute number and rate of employment: 1) Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2) Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	114	✓
	WEF 18	Economic contribution: (1) Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations. EVG&D may provide a snapshot of the direct monetary value added to local economies through the generation of goods and services, capital services, employee wages, taxes and community investment, while financial assistance received from the government compared to separate tax declarations may be useful to develop a more balanced and transparent snapshot of the balance of the transaction between the companies and the government, split by revenues, operating costs, employee wages and benefits, payments to providers of capital, payments to government, community investment. (2) Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	Confidentiality restrictions	✓
	WEF 19	Financial investment contribution: 1) Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2) Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Confidentiality restrictions	✓
Innovation in Better Products and Services	WEF 20	Total R&D expenses (\$): Total costs related to research and development.	Next report	✓
Community and Social Vitality	WEF 21	Total tax paid: The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Confidentiality restrictions	✓

INDEPENDENT EXTERNAL VERIFICATION



Independent external verification process for the SUSTAINABILITY REPORT CMI CAPITAL 2023 “CONSOLIDATING OPPORTUNITIES”

Environmental, Social and Governance (ESG) Report

Ética y Estrategia Consultores S.C., an international expert boutique firm in management, strategy and transparency in ESG, has carried out the limited verification process of the CMI CAPITAL 2023 SUSTAINABILITY REPORT “CONSOLIDATING OPPORTUNITIES” for CMI Capital. This process does not qualify as an audit or assurance process for the data provided, but rather as the process through which compliance with the provisions of the GRI Standards is reviewed.

This process, as well as the methodologies used for it, are detailed below.

Scope

The verification process includes the information published in this CMI CAPITAL 2023 SUSTAINABILITY REPORT “CONSOLIDATING OPPORTUNITIES”, with a cut-off date of January 1 to December 31, 2023. Direct responsibility for the veracity of the data falls on CMI's internal team.

Verification standards and procedures

The verification process reviews the reporting methodology and adherence to it based on GRI Standards. Ética y Estrategia Consultores S.C. work is based on ISO international auditing standards, specifically ISO 19011:2018 and ISO 26000:2010, in which we are certified auditors.

As well as in GRI Standards’ methodology, in its disclosures:

- GRI 1: Foundation 2021 (GRI 1)
- GRI 2: General Disclosures 2021 (GRI 2)
- GRI 3: Material Topics 2021 (GRI 3)
- Applicable Topic Standards
- Applicable Sector Standards

To carry out the verification, the steps described below were followed:

- Review of the adequacy of the structure and content of the report based on the GRI Standards.
- Review of the application of the Reporting Principles established by the GRI Standards.
- Review of the adequacy of the structure and contents of the report taking as reference the applicable SASB Standards defined in the report.
- Review of references to the Conscious Capitalism Metrics of the World Economic Forum.
- Review of references to the United Nations Global Compact Principles.
- Review of references to the United Nations Sustainable Development Goals (SDGs).
- Review of references to the International Social Responsibility Standard ISO 26000:2010.
- Review of Materiality process and material topics described in the report.
- Review of reported indicators and their compliance with the provisions of the GRI Standards.
- Review of references to ISO 26000:2010 Guidance in Social Responsibility.
- Review of Materiality process described in the report.
- Review of reported GRI disclosures and their compliance with the provisions of the GRI Standards.
- Review of the background process of preparation of the report, as well as the process to comply information to be reported.
- Random selection of GRI disclosures for traceability.



Conclusions

We highlight that this is the second report to use the GRI Standards in their new 2021 version. This year, references to at least three new international initiatives are added. Regarding the points reviewed, we can conclude:

- That the Principles for preparing reports established by the GRI Standards are complied with, and will seek to be reinforced in subsequent report editions:
 - Accuracy
 - Balance
 - Clarity
 - Comparability
 - Completeness
 - Sustainability context
 - Punctuality
 - Verifiability
- The reporting level declared by the company corresponds with GRI Standards.
- Materiality is defined and under international standards.
- References to cited international initiatives are made correctly in the body of the report, as well as in the reference tables.

Based on the scope of our verification and the GRI Standards reporting methodology used to prepare this report, we can conclude that SUSTAINABILITY REPORT CMI CAPITAL 2023 “CONSOLIDATING OPPORTUNITIES” complies with the provisions established in the GRI Standards as Reference.

Karla L. Guerrero Lozoya
CEO Ética y Estrategia Consultores S.C.
Monterrey, México, June 3, 2024

INDEPENDENT EXTERNAL VERIFICATION





Independent Verification Report

Introduction

We have carried out an independent verification of the information, data and indicators contents of CMI CAPITAL's 2023 Sustainability Report "Consolidating Opportunities", as an exercise to provide an opinion on the quality of the information disclosed and to generate confidence among the stakeholders of the reporting organization.

Responsibility for sustainability reporting management

The directors of CMI CAPITAL are responsible for the preparation of the sustainability report in accordance with the standards they have adopted and declared, as well as its content; of which it is also responsible for the implementation of management processes and internal control mechanisms to obtain information free of material or due misstatement, fraud or error.

Our responsibility as an independent verifier

Our responsibility is to issue a limited safety opinion, by means of the independent verification report based on the work done. The verification process applied was of a moderate level.

We have carried out our work with reference to the Revised International Standard for Assurance Engagements ISAE 3000 and on the application of the principles, general and thematic contents of the Global Reporting Initiative Standards.

Procedure for the independent verification exercise

We perform the following activities for the verification process:

- Exhaustive reading and review of the content of the sustainability report according to the materiality defined and in its significant aspects.
- Review of the content of the report in the application of the standards of the Sustainability Accounting Standards Board (SASB), corresponding to the industries of the business units of the reporting entity.
- Analysis of the use and application of Stakeholder Capitalism Metrics.
- Evaluation of the materiality of the report and its significance.
- Review of the process of preparing the report with the administrator of its development.
- Documentary review on key topics and indicators that would allow obtaining verifiable information and consistency of the sustainability report.
- Verification of the methodological process of the definition of the material issues and the preparation of the report.

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Opinion

In accordance with the independent verification work and the processes described in this report, no aspect has been revealed that would lead us to believe that CMI CAPITAL's 2023 Sustainability Report has not been prepared in the material aspects, in reference to the Standards of the Global Reporting Initiative (GRI) and standards of the Sustainability Accounting Standards Board (SASB).

We highlight progress in the adoption of an ESG approach by incorporating Stakeholder Capitalism Metrics as a framework to guide and make visible the capacity to generate value to stakeholders in the regions in which it operates. In addition to reinforcing its corporate and governing purpose.

It shows the progress in a comprehensive risk management framework that contributes to the identification of risks and opportunities from the focus of financial materiality in its strategy.

There is greater comparability and coverage of data and quantitative information on its different business units, allowing a better understanding of performance in recent years.

Recommendations

As part of the independent verification report, Centrase has delivered to CMI Capital a report with the findings and opportunities for improvement for the preparation of the next sustainability report.



Juan Pablo Morataya
General Manager and Legal Representative
FOCUS
Guatemala, June 03, 2024





TRAINING PARTNER



COMMUNITY MEMBER



IMPLEMENTATION PARTNER

CENTRAR is the Center for Corporate Social Responsibility Action in Guatemala. It is a non-profit, non-governmental association that promotes CSR and sustainability, it is the most influential organization in the country and one of the most important at the regional level, local chapter of the World Business Council for Sustainable Development (WBCSD) and has been officially appointed by the Ministry of Economy of the Republic of Guatemala as an Intergovernmental Expert on International Standards of Accounting and Reporting (ISAR) of the Conference of the United Nations United Nations Trade and Development Organization (UNCTAD). He is a Certified Training Partner, Community Member and Implementation Partner of the Global Reporting Initiative. He is a member of the IFRS Sustainability Alliance. Its legal representative and the verification team have the GRI Professional Certification issued by the Global Reporting Initiative. Active member and past president of the Regional Alliance for the promotion of sustainability and SDG reporting in Latin America (ARL). Centrase is a member of the IFRS Sustainability Alliance and named a strategic partner by the IFRS Foundation to promote the new IFRS sustainability standards.

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SUSTAINABILITY REPORT 2023 CMI CAPITAL

CONSOLIDATING OPPORTUNITIES

Environmental, Social, and Governance (ESG) Report

