



CMI CAPITAL SUSTAINABILITY REPORT

2024

WE EVOLVE OUR VALUE

Environmental, Social, and Governance (ESG) Report



2024 CMI Capital Sustainability Report.

We Evolve Our Value

At CMI Capital, we generate life-changing opportunities with family warmth through impact investments that drive sustainable development.

In 2024, we strengthened our value proposition by evolving our business model toward the Active Asset Manager approach, aiming to consolidate CMI Capital as a regional benchmark for generating financial value with positive social and environmental impact.

As an Active Asset Manager, we maintain capital flows, from investment to operations, and support sustainable growth in the economies where we operate. We offer investors

financial solutions that optimize asset performance throughout their life cycle. We operate profitably to deliver returns to shareholders and provide equal opportunities for our talent in an inspiring environment for development.

With this approach, we connect investment opportunities with sustainable development, ensuring systematic and efficient value creation for stakeholders.

We strengthen and streamline value chains by combining cutting-edge technologies with the commitment and expertise of our regional talent, building a sustainable future together.

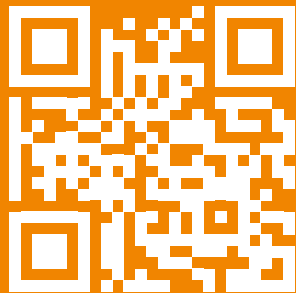
About this report

The **2024 Sustainability Report** presents the environmental, social, and governance (ESG) performance of CMI Capital companies, including administrative activities from January 1 to December 31, 2024.

The report was prepared in accordance with the Global Reporting Initiative (GRI) standards and the Sustainability Accounting Standards Board (SASB) indicators.

The content of the report was externally verified by Valora Consultores; the verification statement is included in the annex.

If you have any questions about this report, you can contact us at: **cmic-relacionespublicas@somosci.com**.



www.somosci.com/en/



Letter from Felipe Bosch Gutiérrez, Chairman, CMI Capital

Transformation is not an event: it is a conscious and sustained decision.

The year 2024 was a decisive one for CMI Capital—a pivotal moment in the evolution of an organization with over a century of history. Our trajectory, built upon strong values and business vision, places upon us a unique responsibility: **to preserve and expand a legacy that transforms lives.**

This process of evolution does not occur by inertia. It is the result of a shared vision, strategic decisions, and an organizational culture committed to the long term.

The consolidation of the Active Asset Manager model marks a turning point. It is a clear commitment to efficiency, integration, and sustainability as drivers of value. It also reflects our ability to anticipate the environment, operate with agility, and build a competitive advantage based on impact.

Under this new vision, our three key functions—Investments, Development, and

Operations—work in a coordinated manner, enhancing our capabilities and ensuring dynamic and responsible asset management.

In a challenging global context—with geopolitical tensions, macroeconomic pressures, and technological transformation—CMI Capital remained steadfast, resilient, and focused on what matters most: generating financial value with a positive impact on the communities where we operate.

Our vision for 2030 is strengthened with every decision we make. We are committed to investments that change realities, drive sustainability from the ground up, and respond to our purpose: to generate, with the warmth of a family business, opportunities that change lives.

Thank you for joining us on this journey and for being part of a story that continues to be written with vision, commitment, and results.



Felipe Bosch
Chairman
CMI Capital

Letter from Enrique Crespo, CEO CMI Capital

The year 2024 marked a turning point in our history: we consolidated the strategic evolution towards an integrated operating model, transcending the traditional structure of independent businesses to become a Active Asset Manager, with a unified, agile vision aligned with our purpose and 2030 vision.

This new model responds to an increasingly dynamic environment, where the ability to anticipate, adapt, and generate sustainable value is key.

Investments are strategically directed within the portfolio based on criteria of efficiency, profitability, and sustainability—optimizing resource allocation, managing risk, and maximizing shareholder value with a long-term perspective.

Business Development designs and executes new growth initiatives aligned with our diversification goals, promoting innovation and strategic alliances as vehicles to scale sustainable models.

Operations drive operational excellence and the performance of assets under management, ensuring superior standards of compliance, efficiency, resilience, and risk mitigation. Thanks to this vision, we operate with greater strategic clarity, improved execution capacity, and a more integrated focus on creating economic, social, and environmental value.

This model enabled us to achieve concrete results during the year in our three business lines:



Energy: We began the transition towards cleaner mobility with the incorporation of our first electric fleet, in partnership with CMI Alimentos.

Real Estate Development: We achieved a national milestone by obtaining the first EDGE certification in its category for an area of Pradera Chiquimula, reaffirming our commitment to sustainable buildings.

Financial Services: We expanded our credit line with CABEL, strengthening our capacity to mobilize capital with an ESG (environmental, social, and governance) focus.

Our purpose remains firm: **generate impact investments that drive sustainable development.** This is the compass that guides every decision, every investment, and every step we take towards the future.

We are committed to our 2030 sustainability goals, focused on decarbonization, energy efficiency, responsible resource management, shared value generation, and transformative partnerships.

Because we know that sustainability is not a destination, but a way of doing things and evolving with vision, with coherence, and with positive impact.

Thank you to all who make this possible every day.

We move forward.

Enrique Crespo,
CEO CMI Capital



A photograph of a modern city skyline with several tall buildings featuring blue glass facades. In the foreground, there's a large white circle containing the text '01 WE ARE CMI' in orange. The background shows a street with cars and a tree. The overall image has a blue and orange color scheme.

01
WE ARE CMI

We are part of Corporación Multi Inversiones, a constantly growing company

CMI Capital is part of **Corporación Multi Inversiones (CMI)**, a Latin American family corporation with more than 100 years of history that, staying true to its founder's vision, Don Juan Bautista Gutiérrez, has evolved into a diversified business group with regional impact.

The Corporation is organized into two large groups: CMI Foods and CMI Capital, both guided by a strong commitment to sustainable development, collective well-being, and long-term value creation.

As the corporation's diversified investment pool, CMI Capital actively manages a portfolio of strategic assets in sectors such as renewable energy, real estate development and investments.

CMI Capital's History



For more information on CMI's history, vision and mission: <https://somoscmi.com/en/we-are-cmi/>



CMI Capital purpose and strategy

At CMI Capital, our strategy is built on a robust operating model and an approach allows us to actively manage the portfolio and generate sustained financial value with a positive social and environmental impact, in line with our 2030 vision.

WE GENERATE,
OPPORTUNITIES THAT
change lives
WITH **FAMILY WARMTH.**

Values



● Responsibility ● Excellence ● Integrity ● Respect

We prioritize investment decisions aligned with the efficient use of capital risk management, generating returns that are higher than the cost of capital. We apply structured allocation, integration, and divestment criteria that maximize value for the shareholder and strengthen our portfolio's resilience. Our strategy is organized around four key priorities:



Capital Management:

We optimize the allocation of financial resources to maximize portfolio performance, ensuring long-term sustainability and growth.



Operational Excellence:

We maximize our asset's performance throughout their life cycle, focusing on profitability, efficiency, sustainability, and competitiveness.



Relationship with Stakeholders:

We build trust with investors, communities, and authorities through transparent practices and solid governance mechanisms.



People and Leadership:

We develop internal capacities through laUcmi, promoting a culture aligned with our REIR values and our leadership model.



Operations



Energy



Real Estate Development



Financial and Investment Services

Responsible value chain

Our value chain includes acquiring essential services and supplies for our operations in the energy, real estate development, and finance sectors. All suppliers must comply with our REIR Code of Ethics, the Supply Policy, and guidelines on environmental, occupational health, and industrial safety.

Responsible value chain indicators

Below are the 2024 indicators related to our responsible value chain.



2024 Responsible Value Chain Indicators

			Energy Operations	Construction projects	Pradera Shopping Malls	Capital Offices	Total
Average payment time to suppliers ¹		#	36	35	32	34	34
Usual payment term to suppliers ²	Local	#	35	35	35	35	35
	International	#	30	35	30	32	31
Percentage of payments that meet the usual payment deadlines ³	Local	%	78.59%	78.85%	77.80%	82.90%	78.55%
	International	%	67.41%	80.77%	71.11%	63.79%	68.17%
Percentage of suppliers by location	Local	%	88.78%	98.70%	98.99%	91.04%	95.02%
	International	%	11.22%	1.30%	1.01%	8.96%	4.98%

Supply Policy

Promotes efficiency and ethics in procurement processes, regulating aspects such as conflicts of interest, transparency with suppliers, and authorization of acquisitions.

¹Current average payment days for all transactions.
² Term master payment data average days.
³ For the calculation, the transactions taken as reference were those paid on time / in advance vs. the total transactions carried out.

Our Trademarks

CMI Capital’s portfolio includes the following brands:



Power generation

- Hydroelectric plant Renace**
Guatemala
- Hydroelectric plant Santa Teresa**
Guatemala
- Wind power plant Cerro de Hula**
Honduras
- Solar plant Choluteca** (I, II y Pacifico Solar)
Honduras
- Solar plant Mata de Palma**
Dominican Rep.
- Solar plant Bósforo**
(In partnership with AES)
El Salvador
- Wind power plant EOLO**
Nicaragua
- Wind power plant SRL (PESA)**
Costa Rica
- Wind power plant Orosí**
Costa Rica
- Wind power plant Alisios** (Miramar, La Perla, Campos azules y Altamira)
Costa Rica
- Solar plant Cuscatlán**
El Salvador
- Solar plant El Soco**
Dominican Rep.



Power marketing



Real Estate Development



Shopping malls



Financial solutions





Energy

In 2024, CMI Energy strengthened its position as a key player in the renewable energy panorama in Central America and the Caribbean. CMI Energy's comprehensive operating model maximizes value throughout the life cycle of the energy projects. In a context of growing sustainable energy demand and increased regulatory demands, we focus on optimizing operational efficiency, expanding our

installed capacity, and deepening the positive impact on the communities and ecosystems where we operate. This position has been achieved through the operation and maintenance of plants that sell energy to distributors, developing distributed generation, providing operation and maintenance services (O&M) to third-party plants, as well as managing marketing companies and serving large users directly.



Main components of the operating energy model:

Energy asset management with a comprehensive approach

It operates under an operational, commercial, and financial health scheme, ranging from asset availability, revenue diversification to strengthening cash flow. This management considers climatic, geopolitical, credit, technical, regulatory, and social factors to ensure safe, profitable, and sustainable operations.

Operational optimization and digitalization

The model incorporates automation, data analysis, and predictive maintenance tools to increase operational efficiency. These capabilities allow reducing CAPEX and OPEX, improving real-time decision-making, and maximizing the life of energy assets.

Integrated Approach to Energy Asset Management

CMI Capital has an effective generation capacity of 863 MW of renewable energy in hydroelectric, wind and solar technologies, managed through a centralized operations model. This energy is injected into national networks through Power Purchase Agreements (PPAs).

Our assets



Hydroelectric Technology

5 hydroelectric plants in Guatemala (Renace I, II, III, IV and Santa Teresa)



Wind Technology

1 wind power plant in Nicaragua (EOLO)

1 wind power plant in Honduras (Cerro de Hula)

3 wind power plants in Costa Rica (Orosí, PESRL, Alisios)

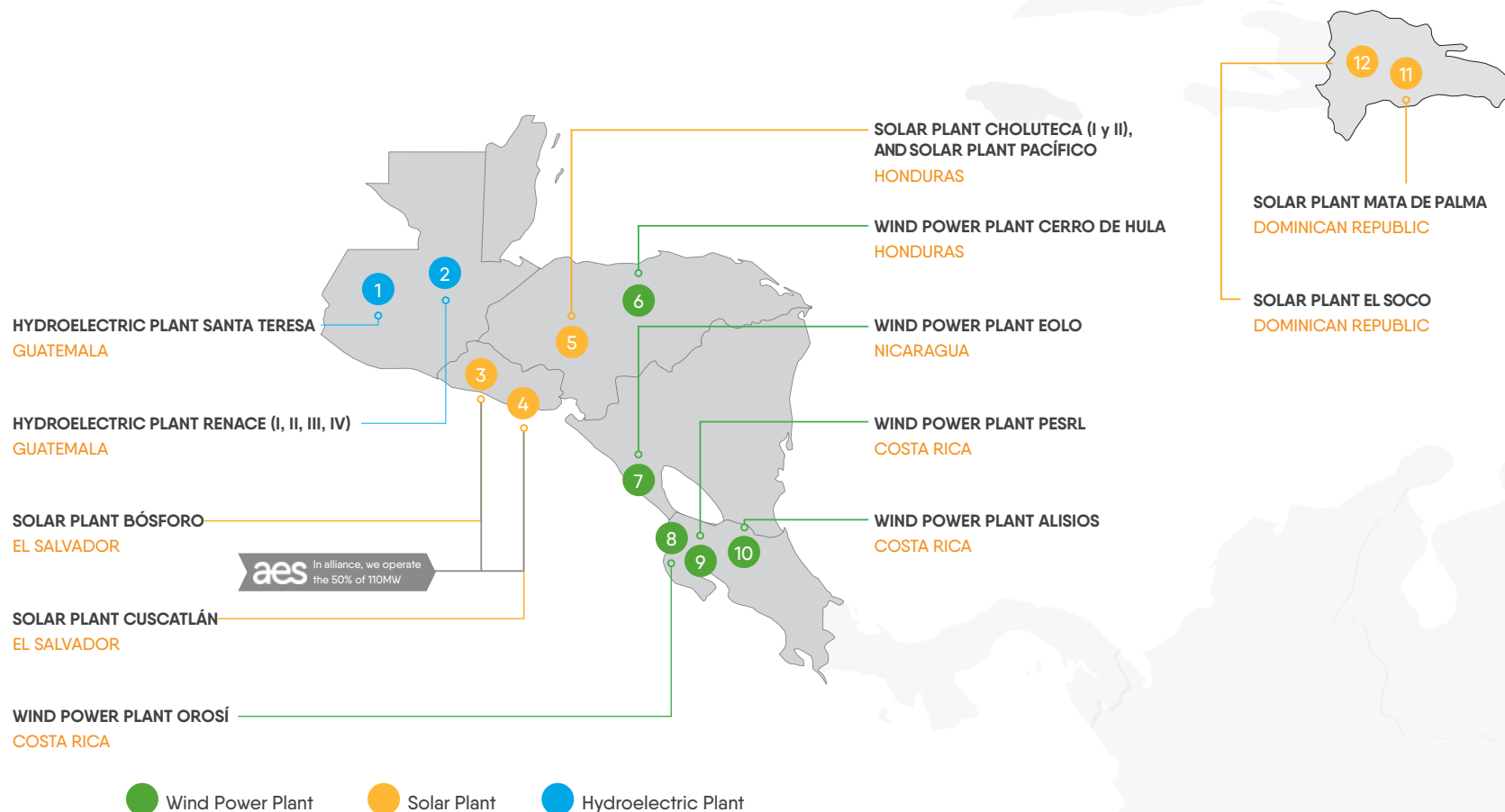


Solar technology

3 solar plants in Honduras (Choluteca I, Choluteca II and Pacífico Solar)

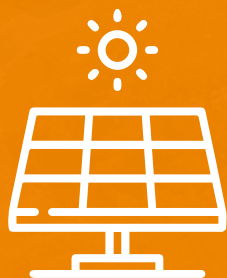
2 solar plants in the Dominican Republic (Mata de Palma and El Soco)

2 solar plants with AES in El Salvador (Bósforo and Cuscatlán)



2024 Indicators energy operations

Tecnology	Plant	Installed capacity (MW)	Energy generated (MWh)	Energy generated (%)
 Wind	Cerro de Hula	126.00	342,835.00	14.32%
	EOLO	44.00	157,308.00	6.57%
	PESRL	19.80	17,992.00	0.75%
	Alisios	80.00	305,515.00	12.77%
	Orosí	50.00	179,358.00	7.49%
Total wind technology		319.80	1,003,008.00	41.91%
 Solar	Choluteca I	20.00	39,797.00	1.66%
	Choluteca II	30.00	57,636.00	2.41%
	Pacífico Solar	20.00	39,912.00	1.67%
	Mata de Palma	50.00	90,143.00	3.77%
	Bósforo	55.00	124,835.00	5.22%
	Cuscatlán	5.98	9,421.00	0.39%
	El Soco	25.00	56,972.00	2.38%
Total solar technology		205.98	418,716.00	17.50%
 Hydroelectric	Renace I	66.00	194,513.00	8.13%
	Renace II	114.00	312,443.00	13.05%
	Renace III	66.00	260,247.00	10.87%
	Renace IV	57.00	154,786.00	6.47%
	Santa Teresa	17.20	49,585.00	2.07%
Total hydroelectric technology		320.20	971,574.00	40.60%
Total energy operations		845.98	2,393,298.00	100.00%



CMI Capital operates various business lines, including marketing renewable energy and installing solar panels.



In 2024, through IELOU,
11,507 MWh
 were generated in 23 distributed generation facilities, contributing to its customers' sustainability commitment.



Through operating asset management, the ION ENERGY brand marketed
612,004 MWh
 of energy in 2024, of which **91% was certified with International Renewable Energy Certificates (IRECs)**. This initiative contributes to reducing the carbon footprint of its customers and promotes sustainable development.



Distributed Energy by Solar Plant

Plant	(MWh)	(%)
GD-12.1-ES – Harisa	1,588.20	13.80%
GD-18-HN – Sosoá	1,467.40	12.75%
GD-06-GT – Pradera Zacapa	1,179.53	10.25%
GD-01-ES – Avícola Salvadoreña	982.17	8.54%
GD-03-ES – Incubadora II	890.71	7.74%
GD-07-ES – Granja Sihuatán	764.67	6.65%
GD-26-NI – Gemina	728.90	6.33%
GD-05-GT – Pradera Concepción	591.85	5.14%
GD-13-HN – Comayagua	368.53	3.20%
GD-21-ES – Avícola Salvadoreña Plant 2	367.83	3.20%
GD-31-PA – CHURUBE	346.60	3.01%
GD-28.1-PA – KATHYA	330.58	2.87%
GD-12.2-ES – La Sultana	322.20	2.80%
GD-28-PA – CEDIH	300.04	2.61%
GD-32-PA – CERMEÑO	261.68	2.27%
GD-23-GT – Carport Pepsico	261.55	2.27%
GD-27-GT – Granja Oratorio	250.84	2.18%
GD-29-PA – LAS ANAS	219.18	1.90%
GD-49-GT – Pradera Chiquimula	131.58	1.14%
GD-15-HN – Los Toros	82.95	0.72%
GD-14-HN – La Paz	38.74	0.34%
SERSA	19.89	0.17%
Showcase AYUVI CAES	11.43	0.10%
Total	11,507.04	100.00%

Real Estate Development

CMI Capital manages a network of 13 Pradera Shopping Malls, totaling **297,179 m² of profitable area⁴**, consolidating its position as one of the leading operators of commercial spaces in the region.

Pradera Shopping Malls:

1. Pradera Huehuetenango
2. Pradera Xela
3. Pradera Chimaltenango
4. Pradera Escuintla
5. Pradera Chiquimula
6. Pradera Zacapa
7. Pradera Puerto Barrios
8. Pradera in Vistares
9. Pradera Concepción
10. Galerías La Pradera
11. Pradera Express Palín⁶
12. Pradera Express Santa Lucía
13. Pradera Express Villa Nueva⁶

In 2024, the Pradera Xela Shopping Center was recognized as a **recycling pioneer** during the Xela Recycle Congress, organized by the local municipality.

⁴ Includes all the shopping malls' properties and warehouses for rent.

⁵ Includes only Pradera and Pradera Express shopping malls.

⁶ For the period of publication of this report, Pradera Express Villa Nueva and Pradera Express Palín ceased to be part of CMI Capital.



In addition, through Multi-Proyectos, we have built more **than 1 million m²** of offices, homes, warehouses, and shops over more than 35 years, contributing to the development of sustainable cities and generating value for the communities where we operate. Our housing projects, which represent a significant part of our development portfolio, have been largely commercialized, generating liquidity and enabling capital turnover to continue driving new developments that strengthen our presence and add value to the communities where we operate.

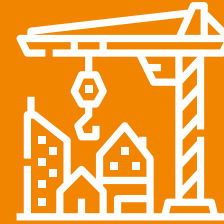


Projects we have carried out:

- | | | | |
|-----------------------------------|-------------------------------|--|---|
| • Villas de los Pinabetes | • Villas de San Isidro | • Pradera Chimaltenango | • Pradera Zacapa |
| • Colinas de Monte María | • Pradera Xela | • Torre Real | • El Pulté Golf |
| • Galerías La Pradera zona 10 | • Pradera Concepción | • Torre Pradera Xela | • Apartments Vistares (Tower 1 and 2) |
| • Centro Empresarial | • Pradera Chimaltenango | • Centro Empresarial Zona Pradera | • Telus Xela |
| • Centro Ejecutivo | • Pradera Escuintla | • Condominio Prados de San Cristóbal | • Apartments IQ10 |
| • Villas Magnolia | • Pradera Puerto Barrios | • Residenciales Torre Real | • Pradera Chiquimula Remodeling |
| • Residencial Villas de San Mateo | • Pradera Express Santa Lucía | • Apartments San Isidro 20121 (Tower 1, 2 and 3) | • Project Management: Design and Construction of the Expansion of the Amatitlán Logistics Park for Grupo Tecún. |
| • Residenciales Entreverdes | • Pradera Express Palín | • Pradera in Vistares | |
| • Villas de Entreverdes | • Pradera Chiquimula | | |
| | • Pradera Express Villa Nueva | | |

In 2024 Construction San Isidro Tower 3

Currently, we are moving forward with projects in development that will strengthen our portfolio, in line with our sustainable growth strategy and capital management discipline. Under the developer model, CMI Capital identifies opportunities, designs, and manages project developments, hiring specialized builders for their execution.

**15,724**Square meters
built**13**Floors
built**101**Apartments
built

The projects currently underway are:

**Lares 16****Lares 17****Lares San Cristóbal****San Isidro 20|21****Molié****Vistares**
(Phase 2, Tower 1)

2024 Certifications and recognitions



Lares 17 and Lares San Cristóbal CASA Precertification of the Guatemalan Green Building Council (GGBC)⁷

Multi-Proyectos reinforced its commitment to sustainability with the pre-certification of the Lares 17 and Lares San Cristóbal housing projects with the CASA Guatemala standard, a certification granted by the Guatemalan Green Building Council (GGBC).



Pradera Bistro Chiquimula EDGE Certification

The EDGE sustainability certification at Pradera Bistro Chiquimula was the first of its kind in the country. This certification helps achieve 34% energy savings, 61% water savings, and 86% less carbon in building materials.



CMI Capital reaffirms its leadership in sustainability with the GGBC awards

In 2024, CMI Capital was recognized by the Guatemala Green Building Council (GGBC) with the **Outstanding Ambassador** award, which highlights its role as a strategic partner of the GGBC in promoting sustainable initiatives. It also received the recognition of "**GGBC Impact Multiplier**" highlighting its contribution to responsible practices in the construction sector.



⁷We will get the CASA certifications until we finish the construction.

Financial services

In the financial services area, CMI Capital manages strategic assets that strengthen and diversify its portfolio. These include **ASEMSA**, an insurance broker that offers protection and risk management solutions; **COFINSA**, a financial institution that facilitates financing and structuring strategic projects; and **Leasing CMI**, which provides vehicle leasing options for employees. In addition, the brokerage firm, **Valores CMI**, promotes various investment alternatives in the capital market.

These assets contribute to the business’s growth in the region and to the construction of a more dynamic and resilient economy, expanding CMI Capital’s value proposition.



CABEI and COFINSA

The Central American Bank for Economic Integration (CABEI) has increased its credit line to **COFINSA by USD 8 million** to strengthen Guatemalan small and medium-sized enterprises. This financial support will contribute to creating approximately 4,200 jobs in the country, boosting economic growth and job stability in the local business sector.



Manages a loan portfolio exceeding USD 110 million, supporting SMEs and the real estate sector.



Insurance brokerage management generates more than USD 4 million in commissions.



Manages liquid investment funds, for more than USD 170 million.

A nighttime photograph of a cityscape. In the foreground, a multi-lane highway interchange is visible with light trails from cars. To the left, several modern high-rise buildings are illuminated with interior lights. In the background, a hillside is dotted with lights from residential buildings. The sky is a deep blue. A large white circle is overlaid in the center, containing the text '02 OUR GOVERNANCE'.

02

OUR
GOVERNANCE

Governance

CMI Capital is part of the corporate governance structure of Corporación Multi Inversiones (CMI), a model designed to preserve the identity and vision of a family business with over 100 years of experience, operating in 15 countries⁸. The organizational structure of CMI integrates two business groups –CMI Foods and CMI Capital– under a corporate model that promotes the REIR values (responsibility, excellence, integrity and respect) and a sustainable and long-term management culture.

Guiding principles of corporate governance

CMI's corporate governance rests on four fundamental pillars: **efficiency, transparency, timely and accurate information, and accountability**. These principles ensure decision-making is consistent with institutional strategy and effective oversight of corporate performance, risk, and impact.



Governance bodies

General Assembly of Shareholders

It integrates all family shareholders. Its main responsibilities are approving the audited financial statements, evaluating the annual management, and knowing strategic projects and relevant risks.

General Assembly of Shareholders' Representatives

Made up of representatives appointed by the shareholders, it is the body responsible for making capital decisions as established in CMI's articles of incorporation. One of its key functions is electing the members of the Corporate Board of Directors and its delegated commissions.

⁸Guatemala, El Salvador, Costa Rica, Honduras, Nicaragua, Panama, Dominican Republic, Colombia, Ecuador, Anguilla, Haiti, United States, Mexico, Spain and Luxembourg.

Corporate Board of Directors

The Board of Directors has a cross-cutting strategic role with a long-term vision. It oversees and approves CMI’s strategic and financial guidelines as a single company, including:

- 

Defining corporate strategy, annual budget, and transformational plans.
- 

Evaluating annual CAPEX and the capital structure.
- 

Supervising strategic risks and consolidated performance.
- 

Reviewing acquisitions, selling assets, and financing.
- 

Approving corporate policies and investment criteria.
- 

Supervising internal audits, succession plans, and executive performance.

In 2024, adjustments were made to the Board of Directors. Felipe Bosch Gutiérrez became Chairman of CMI Capital and Juan Luis Bosch Gutiérrez was appointed Chairman of the Board of Directors.

The Board of Directors consists of four family directors, three external directors and a secretary. Currently, 63% of members are executives, while 37% are independent.



Members of CMI’s Board of Directors:

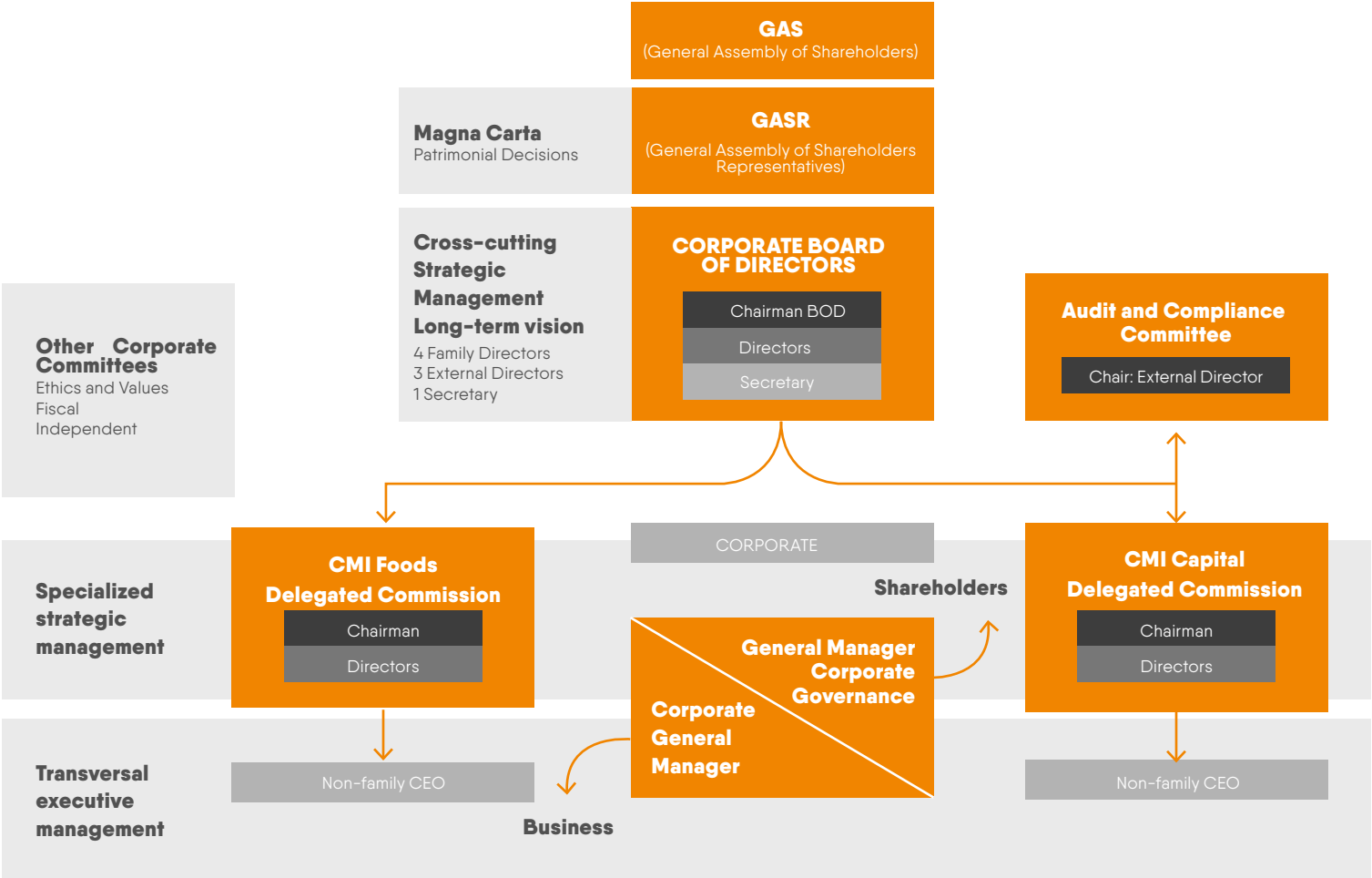
Juan Luis Bosch Gutiérrez Chairman Board of Directors	Juan Antonio Abellán Ríos External Director
Juan José Gutiérrez Mayorga Chairman CMI Foods	Javier Augusto González Franco External Director
Felipe Bosch Gutiérrez Chairman CMI Capital	Rafael Mac Gregor Anciola External Director
Dionisio Gutiérrez Mayorga Member of the Board of Directors	Jorge Martínez Sanche Secretary

Corporate alignment from the Corporate Center



The CMI Corporate Center supports the effective functioning of the governing bodies and ensures compliance with best governance practices. From this entity, strategic policies are designed and implemented through the Corporate Support Units, business culture is promoted, and the Centers of Excellence and the Integrated Services Center (ISC) are managed.

In this environment, CMI Capital is governed by high governance standards, ensuring responsible leadership and management aligned with strategic objectives, sustainable development, generating long-term value for shareholders and society.



Organizational alignment – Safeguarding shareholders' interests and assets – Management Corporate Support Units

CMI's Corporate Ethics and Culture: Living the REIR values

The organizational culture of CMI is based on the REIR values: Responsibility, Excellence, Integrity and Respect. These principles guide both financial decision-making and our teams' daily operations, promoting a safe, ethical, and service-oriented work environment.

The CMI Code of Ethics is the pillar of our organizational culture. Rooted in the principles of a family business with over 100 years of history, the Code establishes the values, expected behaviors, and behaviors not tolerated that guide the actions of all employees and members of the corporation.

To strengthen our ethical culture, each year we implement a Permanent Training Program, to strengthen the understanding and commitment of our teams to our REIR values, promoting a coherent conduct in all the business areas.

In 2024¹⁰



2 annual
ethics sessions
of 3 hours each



96 – 98%
Scope of the
workshops for
CMI employees



1,050
Ethics
facilitators

¹⁰Corporate level data.

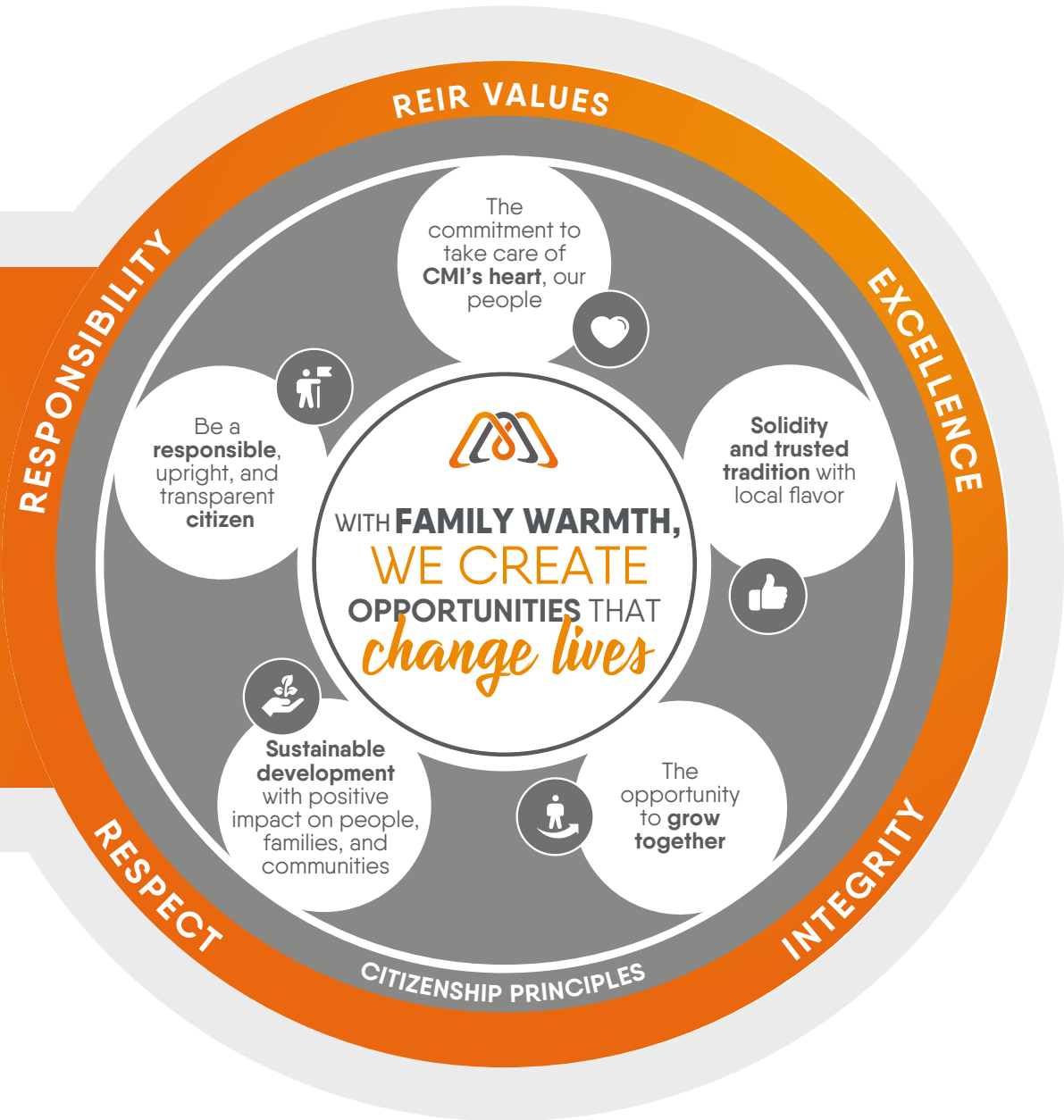


RESPONSIBILITY · EXCELLENCE · INTEGRITY · RESPECT

In 2024, we took a step further by publishing the third version of our Code of Ethics, which integrates our corporate purpose, institutional values, corporate citizenship principles, and an updated guide to behaviors aligned with a culture of integrity and shared responsibility, all of which are part of the CMI Development and Performance System.

The new version of the Code of Ethics includes the application of our **REIR VALUES** with shareholders, clients, employees, the State, the communities, and the environment, incorporating issues such as human rights.

To review the Code of Ethics, visit here:
<https://somoscmi.com/en/our-reir-values/>





As part of our commitment to our REIR values, we have a channel for complaints designed for different stakeholders to report any potential breach of the Code of Ethics. This channel is managed confidentially by a qualified third party: EY.



CMI has established a usage guide for the "CMI Te Escucha" channel, which is available to all stakeholders. To access the guide or file a report, please visit: <https://www.cmihearsyou.com/>



Risks and compliance

As part of CMI, CMI Capital is committed to the highest standards of integrity, transparency, and regulatory compliance. Comprehensive risk management and compliance is a strategic priority that seeks to protect the sustainability of our portfolio and build trust in our stakeholders.

Our risk management covers three levels: **strategic, tactical, and operational**, and responds to a comprehensive approach for reducing exposure and vulnerability to threats that may affect business performance. Currently, 29 strategic risks have been identified, 9 of which relate to CMI Capital. Each one has defined action plans to mitigate or reduce their impact, including those related to **environmental, social, and governance (ESG)** issues:

- Organizational resilience
- Organizational management
- Ethics and transparency
- Environmental and Social Sustainability
- Climate Change
- Social Risk

A detailed **risk analysis per investment project** is carried out, evaluating social, economic, and environmental variables. This evaluation is carried out together with the responsible teams, ensuring ESG criteria are incorporated from the design stage and throughout decision-making.





During 2024, as CMI, we made key advances in this area:



In Guatemala, we obtained the **International Anti-Bribery Certification ISO 37001**, granted by AENOR, reaffirming our commitment to zero tolerance and the fight against corruption.



We incorporated a **standard risk management methodology** into business processes, considering economic, social, and environmental variables.



More than **5,200 employees** were trained in free competition, prevention of bribery, sanctioning frameworks, and other key topics.



We achieved **99% compliance** in the process of declaring conflicts of interest.



Risk forums and accountability spaces were strengthened.



We consolidate the Risk Community with leaders in areas such as finance, occupational health, sustainability, and the environment, promoting good practices and using frameworks such as ISO 31000:2018.

Integrity and Responsible Management



Aware of our responsibility to generate value with integrity, we are continually strengthening our internal control, compliance, and risk management systems, promoting an ethical culture throughout the organization.

We implement policies to prevent conflicts of interest, cybersecurity, and relationships with stakeholders, reinforcing our commitment to act responsibly toward employees, customers, investors, and communities.

In this way, we guarantee an operation aligned with ESG principles, with a sustainable growth vision.

Corporate policies related to risk and compliance



Risk and Compliance Policy

Establishes guidelines to identify, manage and mitigate risks, promoting an ethical culture and ensuring regulatory compliance throughout the organization.



Interest Groups and Anti-bribery Relationship Policy

Regulates interactions with stakeholders, promoting legal compliance and ethical behavior toward third parties, including public and industry associations.



Cybersecurity Policy

Encourages the safe use of digital tools and technological infrastructure, protecting corporate information and defining responsibilities and sanctions.



Conflict of Interest Prevention Policy

Establishes guidelines to prevent, report and manage conflicts of interest, strengthening integrity and our REIR values in all the operations.



Internal Audit Statute

Defines the purpose, composition and functioning of the Internal Audit Committee, guaranteeing its independence and role in corporate oversight.



Corporate Tax Policy

Defines principles to ensure ethical and transparent tax compliance, aligned with local and international regulations, focused on social responsibility.



General Policy on Disciplinary Actions

Classify workplace offenses according to their severity and outline the disciplinary process to ensure fair, consistent actions aligned with corporate values.

Sustainability Governance

At CMI, sustainability is managed with a structured, cross-cutting approach and robust governance, aligned to the highest corporate standards that ensure integrity, transparency and compliance.

Sustainability is an integral part of our structure of governance. Through specialized departments in Corporate Affairs and Sustainability we promote initiatives aligned with our decarbonization, water efficiency, and waste management goals. In addition, our governance coordinates the implementation of our goals in each operation, ensuring measurement, reporting, and fulfillment of commitments through key indicators, encouraging innovation and the efficient use of resources in each project.

CMI's Corporate Affairs and Sustainability Director participates in **CMI Capital's Leadership Team (ELCAPI)** leading the traceability of the goals and operational ESG indicators.



Governance for sustainability also integrates:



Sustainability and Corporate Citizenship Center of Excellence:

Ensures an integral, cross-cutting and homologated sustainability effort at CMI, as an integral part of the business strategy that generates long term value for stakeholders, harmonizing profitability, environmental management, and the well-being and safety of people (ESG) in accordance with international best practices.



Environmental Analysis:

Maintains a permanent analysis capacity of the political, economic and social situation of each place where we operate that allows to form criteria, have frank, open, objective, and consensus-building discussions enabling us to make informed decisions to protect the heritage in the long term.



Strategic Relationship:

It can connect us proactively with purpose, design and planning, to manage risks and promote opportunities to grow together with our main stakeholders.



Strategic Communication:

Ensures that we have proactive, aligned, effective and permanent communication in and outside the organization consistent with our REIR Culture and our corporate purpose, strengthening and managing CMI's reputation.



Business Partner Corporate Affairs and Sustainability:

Leads management with local authorities and private sector representatives, ensuring a relationship aligned with the CMI strategy and ensuring a comprehensive vision.



Ethics, Complaints, Audit, Risk and Compliance Committees:

Are responsible for ensuring ethical standards and control at all levels.

Main policies related to sustainability



Integrated Quality, Health, and Environment and Safety Policy

It guides CMI Capital's commitment to operational excellence, risk prevention, and environmental sustainability. Promotes safe working conditions, regulatory compliance, and continuous improvement. Furthermore, it is aligned to international standards and reflects the organization's REIR values.



Corporate Policy on Human Rights

Based on international frameworks such as the Universal Declaration of Human Rights and the UN Guiding Principles, this policy guides our actions toward the respect and promotion of human rights in all our operations and value chain.



Protocol of Donations and Sponsorships

It defines principles and controls to ensure that all institutional contributions are made ethically, legally, and are aligned with the strategic objectives of the organization.

Capacity building and leadership in sustainability

We believe that purposeful management requires conscious leadership and an organizational culture that enhances talent. Therefore, we work to strengthen the capabilities of our teams through ongoing training, promoting the application of the Code of Conduct and our REIR values, and creating spaces that promote inter-area collaboration, allowing us to advance rapidly toward our strategic and sustainability goals. This approach drives organizational resilience, environmental adaptability, and creating shared value with our stakeholders.

Relationship with stakeholders

At CMI Capital, we recognize that our ability to generate sustainable value depends largely on a transparent, continuous, and strategic relationship with our stakeholders. These key actors provide us with valuable information that fuels decision-making, strengthens risk management, and helps us identify business opportunities that create a positive impact.

Below are the main stakeholders identified¹¹, their role within our value chain, and the channels used for our relations.

Stakeholders	Description	Channels to interact
Customers (end users, tenants, generators, distributors, guests, business partners)	They are key players in the success of our real estate, energy and financial operations. Their satisfaction and continuity ensure sustainable income and long-term relationships.	Follow-up meetings, satisfaction surveys, handling complaints and inquiries, business and service processes.
Suppliers and Contractors	They involve companies responsible for providing essential goods and services for the operation, construction and asset maintenance.	Evaluation and homologation processes, OHIS audits, contracts with ESG clauses, trainings, work meetings and monitoring.
Employees	They are the driving force of the organization. Their commitment and well-being are fundamental to execute the business and sustainability strategy.	Global organizational climate survey, feedback sessions, internal communication, trainings, meetings with leaders.
Investors and Financial Institutions	They provide financial resources and evaluate our performance from an economic, social and environmental perspective.	Calls, ESG reports, financial reports, individual meetings.
Civil Society and the Community	Communities in our neighboring areas are key partners for responsible operation and creating shared value.	Social programs, community interactions, dialog tables, shared value projects.
Regulatory Authorities, Associations and Trade Unions	Their role is to ensure the legal, technical and environmental compliance of our operations in each country where we operate.	Licenses and permits, external audits, regulatory reports, ongoing institutional dialog, participation in trade union spaces.

¹¹The identified interest groups are randomly presented.

Complaints addressed in 2024



Pradera Shopping Centers

	Business Partners	Visitors	Neighbors	Total	Community Interactions
Chimaltenango	0	0	0	0	-
Chiquimula	10	0	0	10	-
Escuintla	0	0	0	0	-
Huehuetenango	0	3	1	4	-
Puerto Barrios	0	20	0	20	-
Vistares	20	31	5	56	-
Xela	1	2	1	4	-
Zacapa	3	0	0	3	-
Express Santa Lucía	0	0	0	0	-
Express Palín	1	0	0	1	-
Express Villa Nueva	2	3	0	5	-
Total	37	59	7	103	-



Construction Projects

Lares San Cristóbal	0	0	1	1	-
Lares 17	0	0	2	2	-
Vistares II	0	0	1	1	-
San Isidro 20 21	0	0	4	4	-
Molié	0	0	0	0	-
Lares 16	0	0	4	4	-
Cines PX	2	0	0	2	-
Total	2	0	12	14	-



Energy Operations

Renace	-	-	-	56	10,242
Santa Teresa	-	-	-	0	1,303
Cerro de Hula	-	-	-	19	6,288
SERSA	-	-	-	3	91
FOTERSA	-	-	-	1	73
EOLO	-	-	-	0	478
Tilarán	-	-	-	1	410
Liberia	-	-	-	2	365
Mata de Palma	-	-	-	1	64
El Soco	-	-	-	2	46
Total	-	-	-	85	19,360



Associations and trade unions of which we are part

CMI Capital



Guatemala

- Alianza por la Nutrición (APN)
- Asociación de Reservas Naturales Privadas (ARNPG)
- Business American Council (USG-BC)
- Centro de Producción más Limpia (CGP+L)
- Centro para la Acción de la Responsabilidad Social Empresarial en Guatemala (CentraRSE)
- Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF)
- Fundación para el Desarrollo de Guatemala (FUNDESA)
- Global Impact Investment Network (GIIN)
- Pacto Global de las Naciones Unidas, Red Guatemala
- Cámara de Industria de Guatemala (CIG)



Honduras

- Fundación Hondureña de Responsabilidad Social Empresarial (FUNDAHRSE)



We continue to support the United Nations Global Compact.

Associations and trade unions of which we are part

Real estate operations



Guatemala

- Asociación Centroamericana de la Vivienda (ACENVI)
- Asociación de Centros Comerciales de Guatemala (ACECOGUA)
- Asociación de Desarrolladores Inmobiliarios (ADIG)
- Asociación Nacional de Constructores de Vivienda de la Cámara Guatemalteca de la Construcción (ANACОВI)
- Asociación de Administradores Inmobiliarios (ADIG)
- Cámara de Comercio (CCG)
- Cámara Guatemalteca de Construcción (CGC)
- Cámara Latinoamericana de la Industria de Centros Comerciales (CLICC)
- Cámara de Administración Inmobiliaria de Guatemala (CADIG)
- Gremial de Bodegas
- Guatemala Green Building Council (GGBC)

Financial operations



Guatemala

- Asociación Bancaria de Guatemala (ABG)
- Asociación de Gerentes de Guatemala (AGG)
- Bolsa de Valores Nacional (BVN)
- Cámara de Finanzas de Guatemala (CFG)

Associations and trade unions of which we are part



Energy operations



Costa Rica

- Asociación Costarricense de Energía Solar (ACESOLAR)
- Asociación Costarricense de Productores de Energía (ACOPE)
- Cámara de Industrias de Costa Rica (CICR)



Guatemala

- Asociación de Generadores con Energía Renovable (AGER)
- Asociación de Movilidad Eléctrica de Guatemala (AMEGUA)
- Consejo de la Industria Eléctrica (CIE)
- Asociación de Comercializadores de Energía Eléctrica (ASCEE)
- Gremial de Eficiencia Energética de Cámara de Industria de Guatemala (CIG)
- Gremial de Grandes Usuarios de Energía Eléctrica de Cámara de Industria de Guatemala (CIG)



Honduras

- Asociación Hondureña de Productores de Energía Eléctrica (AHPEE)
- Asociación Nacional de Industriales (ANDI)



Dominican Republic

- Asociación Dominicana de la Industria Eléctrica (ADIE)
- Cámara Americana de Comercio de la República Dominicana (AMCHAMDR)

03

OUR
SUSTAINABILITY
STRATEGY



Double materiality

At CMI Capital, we adopt the double materiality approach as a fundamental tool to integrate sustainability into our business strategy. This approach recognizes that environmental, social, and governance (ESG) issues not only have significant impacts on the environment but also directly influence our ability to generate sustainable financial value.

In 2024, we began strengthening our materiality analysis in line with the principles of the Corporate Sustainability Reporting Directive (CSRD). This analysis, scheduled for completion between 2025 and 2026, is reviewing our priority issues for the entire corporation.

Currently, the **focus areas** for CMI Capital are **emissions, water management, waste management, occupational health and safety, sustainable finance, and community development**. These topics were defined considering the real and potential effects on people and the environment, as well as their relevance to our portfolio's resilience, profitability, and competitiveness.

Our focus areas guide our investment, operation, and development decisions and reinforce our commitment to data-driven management, measurable goals, and ongoing improvement. By updating this exercise, we will consolidate our vision of becoming a regional benchmark for **generating impact investments that drive sustainable development**.



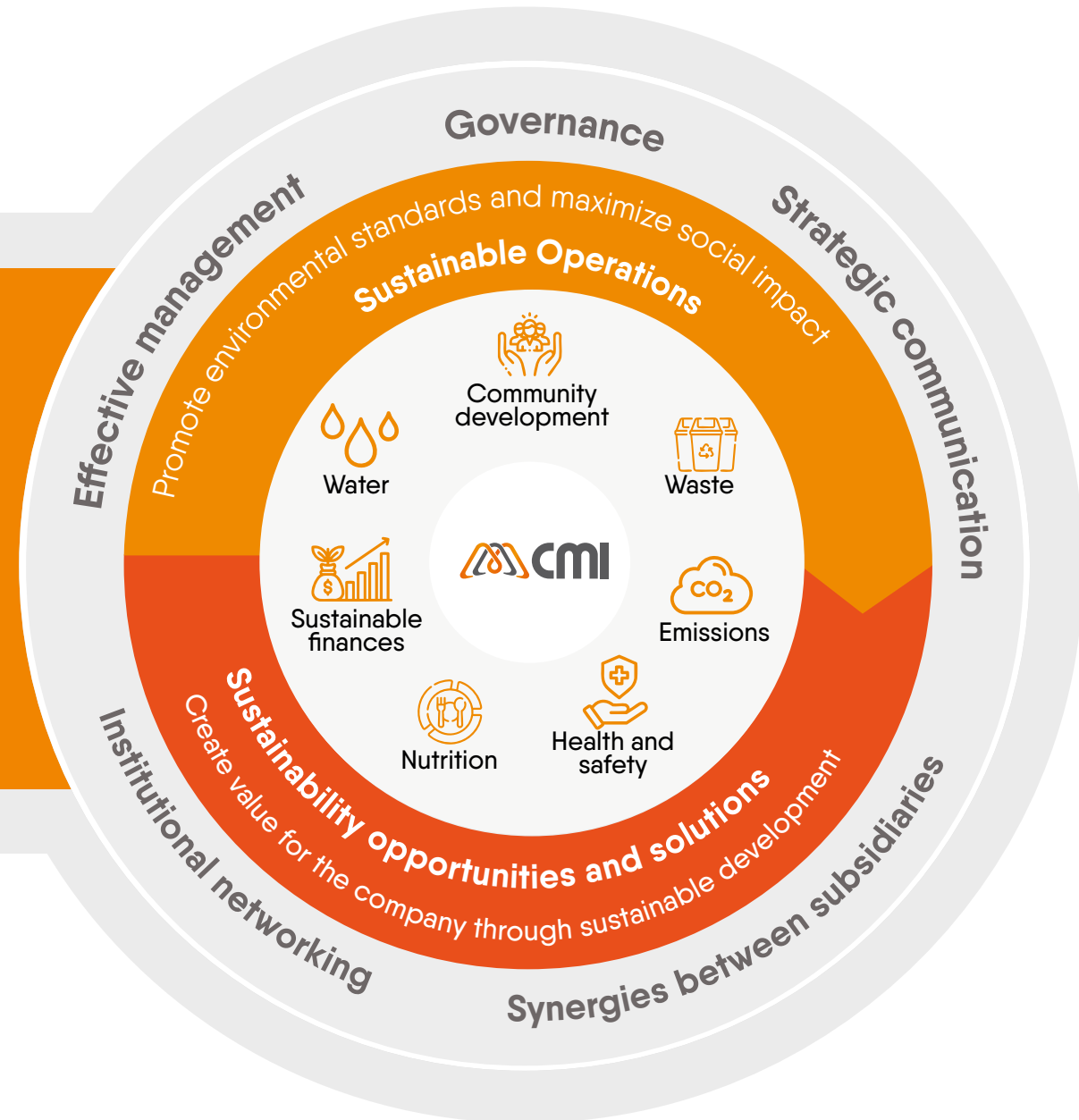
Strategy with a Purpose

Corporación Multi Inversiones Sustainability Strategy

CMI's Sustainability Strategy, launched in 2022 with a vision for 2030, is structured around two axes: **Sustainable Operations** and **Sustainable Solutions**.

This approach seeks to drive positive environmental impacts, maximize social value and generate business value through a robust sustainable performance.

At CMI Capital, this translates into efficient use of water, waste, emissions, and occupational health and industrial safety management, and creating a positive impact in areas such as renewable energy, sustainable construction, and financing with environmental, social, and governance (ESG) criteria.



Strategy with a Purpose

Our focus on sustainability

Sustainable Solutions

At CMI Capital we have set out to provide **sustainable solutions** that lead sustainable transformations in the territories where we operate through three goals:



Expand renewable energy matrices by at least 330 MW



Develop at least 200,000 m² of urban or industrial construction with sustainability criteria



Finance at least USD 32.5 million with environmental, social and governance criteria

Sustainable Operations

We have made a firm commitment to reducing our environmental footprint, which is materialized through the **sustainable operations** goals that we have set for ourselves for 2030:



Reduce our Scope 1 and 2 emissions by 30%



Reduce water use by 20%



Limit waste sent to landfills to 28%



Maintain 0 fatalities in our operations



Assess 100% our investments using ESG criteria



Promote conservation and regeneration projects



Execute shared-value programs





04

**OUR ENVIRONMENTAL
MANAGEMENT**

Greenhouse Gas Emissions

Reduce the carbon footprint

Climate change mitigation is one of the major environmental challenges for CMI Capital, especially in the context of the real estate development business. Our commitment is clear: significantly reduce greenhouse gas emissions in our operations, contributing to regional decarbonization.

Pradera Shopping Malls acquired I-RECs, mitigating 2,000 tCO₂ e¹².

We have policies, objectives, and technical tools that guide our actions toward reducing emissions, including identifying our main emission hotspots as a key part of our climate strategy. These actions include measuring and reporting Scope 1, 2, and 3 emissions; consolidating a carbon footprint baseline; and promoting renewable energy and energy-efficient projects. In line with international standards, we have set out to reduce our Scope 1 and 2 emissions by 30% by 2030, while progressively strengthening the measurement and management of our Scope 3 emissions.

In addition, we are advancing in complementary initiatives such as rural electrification, the certification of natural reserves to generate carbon credits, and incorporating clean technologies into new investments. Through these actions, we seek not only to mitigate impacts but also to position ourselves as a key actor in the transition of energy in the region.

¹²In 2024 we calculated the greenhouse gas emissions of 2023.



During 2024, we moved forward strengthening our technical capabilities in footprint measurement, including training in the ISO 14064 and Greenhouse Gas Protocols. We also work on verifying 2023 data, designing a country-specific measurement manual, and identifying relevant conversion factors. This process will allow us to establish a robust emissions reduction plan with validated targets.

The results of the 2023 footprint measurement are:



2023 Greenhouse Gas Emissions Indicators (Scope 1, 2 and 3)

		Energy Operations	Pradera Shopping Malls	Capital Offices	Total
Scope 1 gross GHG emissions	(tCO ₂ e)	1,412.09	1,111.27	12.02	2,535.38
Scope 2 gross GHG emissions (location-based)	(tCO ₂ e)	692.81	1,282.70	76.46	2,051.97
Scope 3 gross GHG emissions					
Emissions of purchased goods and services	(tCO ₂ e)	22.02	324.78	0.73	347.53
Emissions from fuel and energy-related activities	(tCO ₂ e)	137.35	444.75	11.00	593.10
Waste emissions generated in the operations	(tCO ₂ e)	82.04	2,256.35		2,338.39
Business travel emissions	(tCO ₂ e)	92.82	9.20	230.99	333.01
Total gross indirect GHG emissions (Scope 3)	(tCO ₂ e)	334.23	3,035.08	242.72	3,612.03
Total GHG emissions					
Total GHG emissions (location-based)	(tCO ₂ e)	2,439.13	5,429.05	331.20	8,199.38

2024 Energy Consumption

		Energy Operations	Construction Projects	Pradera Shopping Malls	Total
Diesel Consumption	(MWh)	3,673.73	1,022.00	2,327.48	7,023.21
Fuel Consumption	(MWh)	540.10	0.00	2.77	542.87
LPG Consumption	(MWh)	44.76	0.00	0.00	44.76
Biogas / biomass consumption	(MWh)	0.00	0.00	0.00	0.00
Consumption of other fuels	(MWh)	0.00	0.00	0.00	0.00
Total Power Consumption	(MWh)	4,258.59	1,022.00	2,330.25	7,610.84

2024 Electricity consumption

	Energy Operations		Construction Projects		Pradera Shopping Malls		Total	
	(MWh)	(%)	(MWh)	(%)	(MWh)	(%)	(MWh)	(%)
Renewable sources	0	0%	0	0%	2,423.30	20%	2,423.30	6%
Electricity from the grid	4,616.80	15%	92.2	100%	9,710.71	80%	14,419.71	33%
Self-generated renewable energy	26,618.41	85%	0	0%	0	0%	26,618.41	61%
Total electricity consumption	31,235.21	100%	92.2	100%	12,134.01	100%	43,461.42	100%



Pradera shopping malls in Chimaltenango, Chiquimula, Escuintla, Puerto Barrios, Santa Lucía, and Vistares (Guatemala City) operate entirely on renewable energy.

Promoting electric mobility in our operations

As part of our strategy to provide sustainable solutions, CMI Capital facilitated the first fleet of electric vehicles at CMI Foods. This collaboration aims to support the reduction emissions strategy of CMI Foods while reinforcing our joint commitment to sustainability and technological innovation. Electric mobility represents a key step forward in the energy transition of our operations, directly contributing to the 2030 decarbonization goals.



Sustainable real estate infrastructure in action

In real estate, Pradera Zacapa shopping mall became the first mall in our network to implement a solar panel system by installing **2,025 panels**, marking a milestone in improving energy efficiency across our assets. In addition, in Pradera Chiquimula, **279 panels** were installed on the roof of the parking lots. These actions are part of an integrated approach to reduce the environmental impact of our shopping centers and maximize the sustainable value of our real estate investments.

Preserve and regenerate areas of influence

From our energy operations, we promote concrete actions for the conservation of biodiversity and the responsible management of natural resources. For example, in the Renace Hydroelectric Station, several species have been identified in the area through environmental monitoring.

At Renace, we carried out the project “**Characterizing Flora and Pollinators in Private Natural Reserves**” to identify butterflies and the flowers they pollinate. Based on the results, we will create a pollinator garden, contributing to the ecological process of pollination.

2024 Conservation and Regeneration Indicators

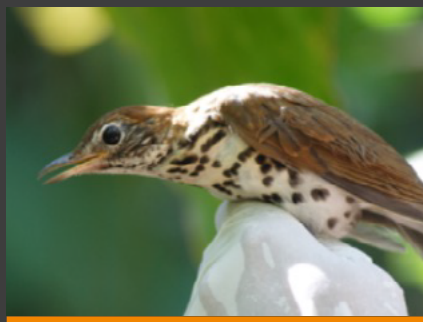
		Energy Operations	Construction Projects	Pradera Shopping Malls	Total
Trees planted and donated	#	14,586.00	0.00	300.00	14,886.00
Reforested hectares	ha	15.77	0.00	0.00	15.77
Environmental incidents addressed	#	456.00	6.00	0.00	462.00



In 2024, CMI Capital was present at the most important biodiversity summit in the world, COP 16, held in Cali, Colombia. We had the opportunity to contribute to a sketch for a roadmap for biodiversity from a business approach.



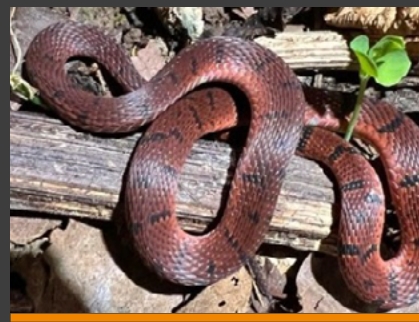
Biological Monitoring at Renace I and II



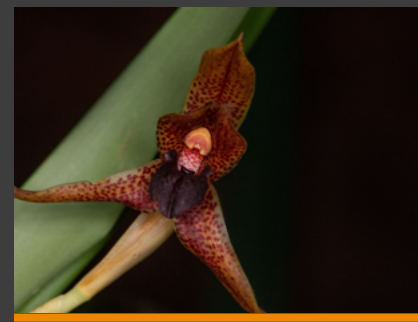
328 birds



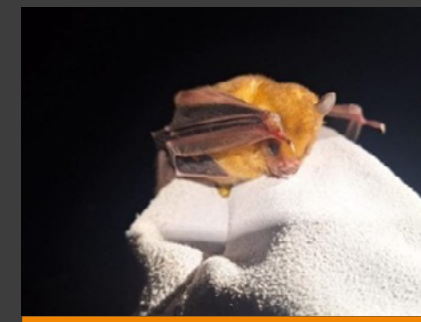
69 mammals



64 amphibians
and reptiles



233 orchids



73 new species
as of 2023

Efficient waste and water management

At CMI Capital, we are committed to responsible resource management, including reducing the amount of waste sent to landfills and decreasing the use of water in our operations. These actions are central to our environmental strategy and our sustainable operations goals for 2030.

Waste Reduction

Our goal is to reduce the waste we send to landfills by 28%, promoting circular economy practices, waste characterization, and recovery. In 2024, we strengthened our operational capabilities through the implementation of internal segregation protocols, on-site awareness campaigns, and partnerships with authorized managers. We are also working on a pilot plan with Biorem to reduce waste sent to landfills and give value to the waste from shopping centers. These efforts help us build more resilient infrastructure with reduced environmental impact.

Below are our 2024 waste indicators:

Waste sent to landfills in 2024

	Total of waste sent to landfills (kg)	Percentage of waste sent to landfills (%)
Energy Operations	46,548.00	12%
Construction Projects	6,398,365.54	99%
Pradera Shopping Malls	1,400,100.90	51%
Total	7,845,014.44	82%



In 2024, we reduced waste sent to landfills by

8%

compared to 2023.

Hazardous and non-hazardous waste generated in 2024

	Non-hazardous waste (kg)	Hazardous waste (kg)	Waste Total (kg)
Energy Operations	310,398.48	62,829.00	373,227.48
Construction Projects	6,448,013.94	0.00	6,448,013.94
Pradera Shopping Malls	1,792,861.20	931,202.80	2,724,064.00
Total	8,551,273.62	994,031.80	9,545,305.42

We participated in the launch of the ‘Adequate Waste and Solid Waste Management Guide for Shopping Centers’

As part of our commitment to responsible waste management, our Pradera Shopping Malls were present at the launching event of the “Adequate Waste and Solid Waste Management Guide for Shopping Centers”. This guide was a joint effort of ACECOGUA, Association of Shopping Centers in Guatemala; GGBC, Guatemala Green

Building Council; and the Ministry of the Environment and Natural Resources. During the event, we participated in the panel discussion “Leading the Change toward Best Practices,” where we addressed current challenges in solid waste management and showcased the successful practices implemented at Pradera Shopping Malls.



Waste generated in 2024 broken down by destination

		Energy Operations	Construction Projects	Pradera Shopping Malls	Total
Municipal landfill	(kg)	46,548.00	6,398,365.54	1,400,100.90	7,845,014.44
Composting	(kg)	12,051.82	0.00	0.00	12,051.82
Incineration, crushing and sterilization	(kg)	48,344.77	0.00	156.50	48,501.27
Recycling	(kg)	250,793.76	33,203.40	227,350.40	511,347.56
Reusing	(kg)	0.00	0.00	1,209.00	1,209.00
Encapsulated	(kg)	3,939.23	0.00	0.00	3,939.23
Co-processing	(kg)	11,549.90	0.00	132,748.00	144,297.90
Dehydration (sludge)	(kg)	0.00	0.00	962,499.30	962,499.30
Others	(kg)	0.00	16,445.00	0.00	16,445.00
Waste Total	(kg)	373,227.48	6,448,013.94	2,724,064.10	9,545,305.52

Efficient use of water

We have set a goal to reduce water use by 20% by 2030. Over the past year, we have developed our teams’ capacities to strengthen the water measurement and control system equipment.

We also conducted an inventory of water meters. It is worth noting that the Renace hydroelectric plant has a robust water measurement system.

We are aware that proper water management can represent both a risk and an opportunity; that is why we actively work on its responsible use to contribute to environmental well-being and the continuity of our operations.

Water consumption in 2024

	Total water consumption (m³)	Total recycled and reused water (m³)
Energy Operations	18,255.64	309.44
Construction Projects	661,564.66	0.00
Pradera Shopping Malls	535,704.00	0.00
Total	1,215,524.30	309.44

Our strategy in energy operations



Rainwater Harvesting Systems

In Costa Rica we have five water collection systems. In Liberia, 45% of the water used comes from this system.

The Pradera Chimaltenango shopping mall has also implemented a rainwater harvesting system.



Smart taps

We have implemented smart taps in our operations in Guatemala and Costa Rica to reduce water consumption.



Special wastewater reuse system

In Tilarán, Costa Rica, we have adopted a special wastewater reuse system for watering green areas.





05

OUR SOCIAL MANAGEMENT



Our People

At CMI, we believe conscious leadership and a strong organizational culture are essential to ensure our company's sustainability and positive environmental impact. Therefore, we continually strengthen our corporate identity through the connection with our **REIR values** (Responsibility, Excellence, Integrity and Respect).

Leadership Model

At CMI, we promote a Leadership Model based on three fundamental pillars: Creating the Future, Maximizing Talent and Institute the Business.

Creating the Future. The CMI leader has a strategic vision, keep themselves up to date with regards to their surroundings and clients, foster change and learning, make decisions, and promote sustainability.

Maximizing Talent. The CMI leader manages our culture, encourages the WE ARE CMI culture, maintains their warmth and closeness, coordinates effective teams, manages and develops our talent and empower others.

Institute the Business The CMI leader simplifies, prioritizes, executes, communicates and achieves results.

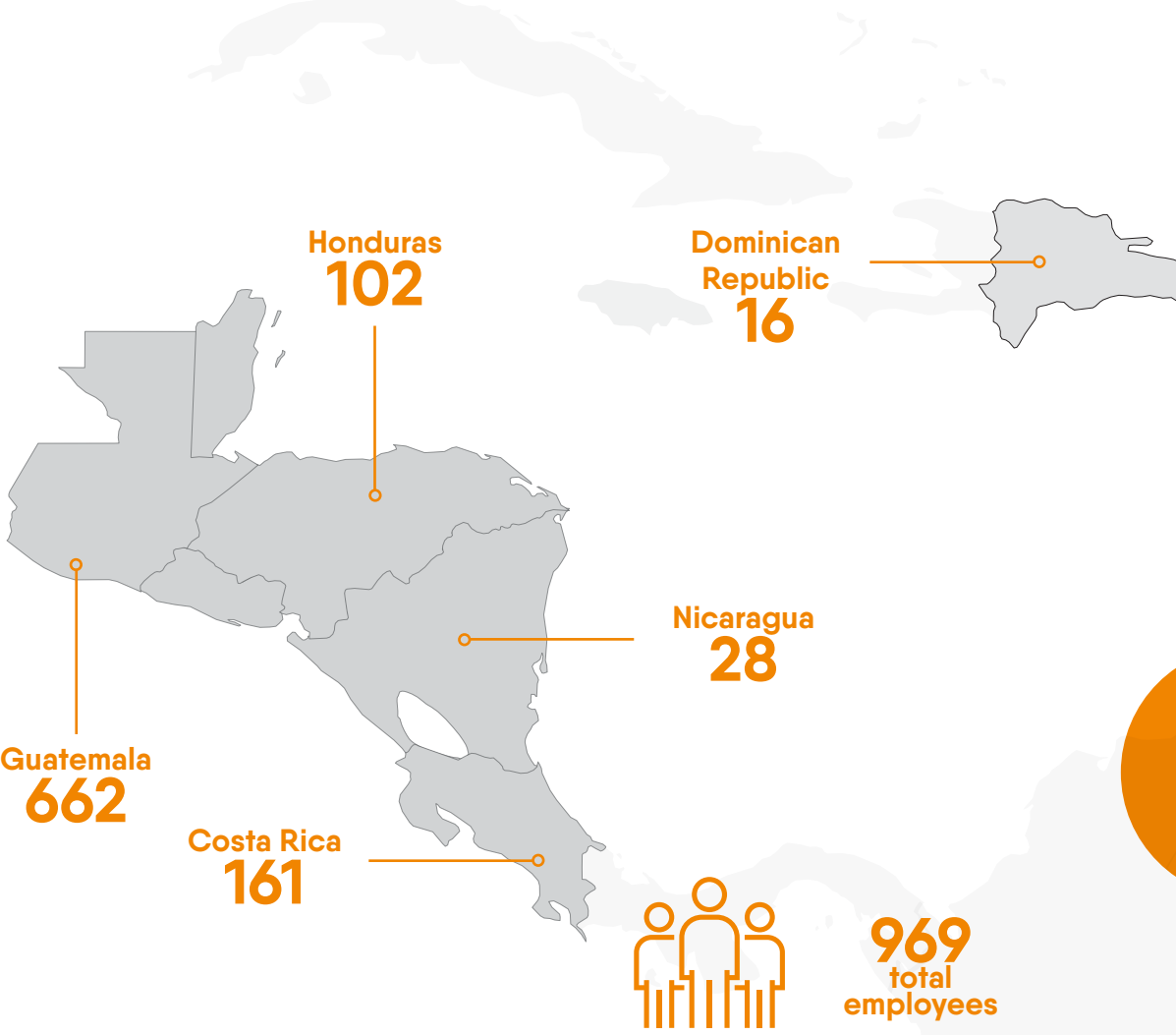
Our People Indicators

Below are the 2024 indicators related to our employees.

Employees by gender (#)

	Men	Women	Total
Investments / Finance	38	32	70
Business Development	30	31	61
Real Estate Operations	118	73	191
Energy Operations	292	40	332
Capital Offices	189	126	315
Total	667	302	969

Employees by country (#)



Employees by type of contract and gender

			Investments / Finance	Business Development	Real Estate Operations	Energy Operations	Capital Offices	Total
Fixed contract	Men	(#)	38	30	118	290	186	662
	Women	(#)	32	31	73	39	126	301
	Total	(#)	70	61	191	329	312	963
Temporary contract	Men	(#)	0	0	0	2	3	5
	Women	(#)	0	0	0	1	0	1
	Total	(#)	0	0	0	3	3	6
Total		(#)	70	61	191	332	315	969

Employees by type of contract and country

			Investments / Finance	Business Development	Real Estate Operations	Energy Operations	Capital Offices	Total
Fixed contract	Guatemala	(#)	70	60	191	134	201	656
	Costa Rica	(#)	0	1	0	92	68	161
	Honduras	(#)	0	0	0	68	34	102
	Nicaragua	(#)	0	0	0	23	5	28
	Dominican Republic	(#)	0	0	0	12	4	16
	Total	(#)	70	61	191	329	312	963
Temporary contract	Guatemala	(#)	0	0	0	3	3	6
	Costa Rica	(#)	0	0	0	0	0	0
	Honduras	(#)	0	0	0	0	0	0
	Nicaragua	(#)	0	0	0	0	0	0
	Dominican Republic	(#)	0	0	0	0	0	0
	Total	(#)	0	0	0	3	3	6
Total		(#)	70	61	191	332	315	969

Employees by type of contract and gender

			Investments / Finance	Business Development	Real Estate Operations	Energy Operations	Capital Offices	Total
Full-time	Men	(#)	38	30	118	291	189	666
	Women	(#)	32	31	73	39	126	301
	Total	(#)	70	61	191	330	315	967
Part-time	Men	(#)	0	0	0	0	0	0
	Women	(#)	0	0	0	0	0	0
	Total	(#)	0	0	0	0	0	0
Per hour	Men	(#)	0	0	0	1	0	1
	Women	(#)	0	0	0	1	0	1
	Total	(#)	0	0	0	2	0	2
Total			70	61	191	332	315	969

Employees by type of contract and country

			Investments / Finance	Business Development	Real Estate Operations	Energy Operations	Capital Offices	Total
Full-time	Guatemala	(#)	70	60	191	137	204	662
	Costa Rica	(#)	0	1	0	90	68	159
	Honduras	(#)	0	0	0	68	34	102
	Nicaragua	(#)	0	0	0	23	5	28
	Dominican Republic	(#)	0	0	0	12	4	16
	Total	(#)	70	61	191	330	315	967
Part-time	Guatemala	(#)	0	0	0	0	0	0
	Costa Rica	(#)	0	0	0	0	0	0
	Honduras	(#)	0	0	0	0	0	0
	Nicaragua	(#)	0	0	0	0	0	0
	Dominican Republic	(#)	0	0	0	0	0	0
	Total	(#)	0	0	0	0	0	0
Per hour	Guatemala	(#)	0	0	0	0	0	0
	Costa Rica	(#)	0	0	0	2	0	2
	Honduras	(#)	0	0	0	0	0	0
	Nicaragua	(#)	0	0	0	0	0	0
	Dominican Republic	(#)	0	0	0	0	0	0
	Total	(#)	0	0	0	2	0	2
Total			70	61	191	332	315	969

Distribution of employees by age group

	Investments / Finance		Business Development		Real Estate Operations		Energy Operations		Capital Offices		Total	
	(#)	(%)	(#)	(%)	(#)	(%)	(#)	(%)	(#)	(%)	(#)	(%)
< 29 years Gen Z (1995 – 2010)	11	16%	9	15%	59	31%	53	16%	42	13%	174	18%
44 – 30 years Gen Y (1980 – 1994)	43	61%	43	70%	107	56%	204	61%	212	67%	609	63%
59 – 45 years Gen X (1965 – 1979)	16	23%	9	15%	25	13%	66	20%	57	18%	173	18%
> 60 years Baby boomers (1945-1964)	0	0%	0	0%	0	0%	9	3%	4	1%	13	1%
Total Employees	70	100%	61	100%	191	100%	332	100%	315	100%	969	100%

Employees turnover

	Real Estate Operations	Energy Operations	Financial Operations	Capital Offices	Total CMI Capital
(#)	69	55	8	50	182

Turnover rate

	Investments / Finance	Business Development	Real Estate Operations	Energy Operations	Capital Offices	Total CMI Capital
%	12%	19%	31%	17%	15%	19%



Benefits for our employees

At CMI, we are committed to the well-being of our employees, and so we offer a package of additional benefits to those required by the legislation of each country where we operate. These benefits may vary by location and job position and include:

- Birthday day off.
- Additional paid vacation days for personal errands.
- Flexible Fridays.
- Telework for eligible positions.
- CMI Discounts.
- Loans from financial operations.
- Promoting savings.
- Health and life insurance subsidy.
- Free parking at central offices.
- Reimbursement for being suspended by the Social Security (IGSS) so as not to affect the salary.

Operational Workplace Welfare

The Operational Workplace Welfare (BLO) program aims to improve our employees' quality of life in four areas:



Health Care: Promotes physical and mental well-being through activities, workshops, and resources that encourage healthy habits.



Financial Wellness: It provides tools and knowledge to manage economic resources better, promoting stability and financial security.



Work-life Balance: Seeks to balance personal and professional life, promoting strategies for better time management and reducing stress.



Company Culture: Strengthens the sense of belonging and commitment to the company, recognizing the positive impact each employee has on organizational success.

Performance and Development System (SDD)

Its purpose is to ensure fair, objective, and calibrated evaluations that recognize both the achievement of objectives and the development of CMI competencies.

This system aims to measure, at the end of each cycle, the integral performance of each employee, providing a final evaluation that combines results, competencies, and key behaviors. It also facilitates continuous KPI monitoring, promoting professional development and constant improvement.

From an organizational perspective, it ensures that strategic results are achieved while driving continued employee growth.

It also acts as a key input for different talent management processes, such as training, talent identification, succession planning, and decisions on compensation.



Employees who participated in periodic performance and professional development evaluations

	Men		Women		Total	
	(#)	(%)	(#)	(%)	(#)	(%)
Energy Operations	105	32%	25	8%	130	39%
Real Estate Operations	42	22%	63	33%	105	55%
Finance Operations	30	43%	20	29%	50	71%
Capital Offices	65	21%	33	10%	98	31%
Total	242	25%	141	15%	383	40%

Recognition Program

We have developed a Recognition Program aligned with our REIR values (Responsibility, Excellence, Integrity, and Respect) to foster motivation and commitment.

This program is part of our culture of recognition, ensuring that our teams' effort and dedication are constantly valued and celebrated.

Compensation System

At CMI, recruitment is based on competencies, and our compensation system is based on the HAY methodology. This approach allows salaries to reflect the experience and skills of each employee, with annual adjustments based on seniority.



Wage competitiveness by gender¹³

			Energy Operations	Capital Offices	Total
Men	Less than 80%	(%)	56%	51%	55%
	Between 80% and 120%	(%)	41%	44%	42%
	Greater than 120%	(%)	3%	5%	4%
	Total	(%)	100%	100%	100%
Women	Less than 80%	(%)	48%	46%	47%
	Between 80% and 120%	(%)	52%	48%	49%
	Greater than 120%	(%)	–	6%	4%
	Total	(%)	100%	100%	100%

¹³We are working to generate information on: Investments / Finance, Business Development and Real Estate Operations.

laUcmi

CMI’s Corporate University, known as **laUcmi**, is our in-house learning platform, certified by the Learning and Performance Institute (LPI). Its objective is to promote employee growth through high-quality training programs, both virtual and in-person. In 2024, laUcmi received the Gold Standard Award for the second consecutive year, reaffirming our commitment to excellence in training and developing our talent.

laUcmi Indicators

Below, are the 2024 indicators related to our employees’ learning at laUcmi.

Learning hours by gender (#)



Some courses taught in 2024:

- Power BI: Data Analysis Tool.
- Lean Six Sigma.
- Leadership Workshops.
- Carbon Neutral Course.
- Feedback Workshop and Conscious Conversations.
- Talks on Welfare+.

Learning hours by professional category (#)

Category	Hours
Administrative / specialists	3,863
Managers	2,519
Supervisors	1,543
Operations	319
Directors	488
Total	8,732

Occupational Health and Industrial Safety

At CMI Capital, we promote a people-centered culture and believe that occupational health and industrial safety are essential pillars to protect the well-being of our employees, contractors, and communities. Our operations follow a zero-tolerance approach to occupational health and safety (OHIS), and human rights. In addition, as part of our sustainability strategy, we reaffirm our commitment to preventing accidents, injuries, and casualties at work, as well as protecting the occupational health of our employees.

This commitment is embodied in the implementation of an Integrated Management System (IMS) that incorporates international standards, national legal frameworks, and best corporate practices, to ensure safe inclusive work environments that respect fundamental rights.

Our IMS is applied throughout all our operations and includes rigorous processes to identify risks, establish corrective plans, define specific procedures, and provide personal protective equipment suitable for each task. This approach allows us to effectively anticipate and mitigate incidents. In addition, we have power plants such as Renace (Guatemala), EOLO (Nicaragua), and Cerro de Hula (Honduras), which have obtained the ISO 45001:2018 certification, and we are actively working to extend this standard to the rest of the portfolio.



0

Fatalities among our own and contractor's personnel in 2024

	Drills carried out in 2024	Preventive inspections of OHIS risks carried out in 2024
	(#)	(#)
Energy Operations	20.00	16,790.00
Construction Projects	26.00	695.00
Pradera Shopping Malls	19.00	1,132.00
Capital Offices	0.00	0.00
Total CMI Capital	65.00	18,617.00



Strengthening the Safety Culture

During 2024, we strengthened the coverage of our operations with the **CON-SOSI** project, which was accompanied by dss+ to identify risks and areas of opportunity in the field of industrial safety.

With this process, we managed to carry out safety audits in our strategic units, allowing us to identify gaps, improve processes, and consolidate baselines for industrial risk management. In parallel, we implemented an incident reporting and a systematic analysis process, integrating operational leaders and local committees in taking preventive decisions.

Training and preventive culture

In 2024, we launched the campaign “**Do you care for your life, or don’t care?** (¿Tu vida vale o te vale?)” to raise awareness about the importance of occupational health and industrial safety. This initiative invites us to reflect personally and collectively on the responsibility each person has in preventing occupational accidents and illnesses. The campaign was received with enthusiasm by our teams, consolidating itself as a key tool to strengthen the culture of prevention at CMI Capital.

As part of this effort, we also institutionalized the “**OHIS Minute**”, a practice that involves dedicating the first few moments of every in-person meeting, forum, or event to remember safe behaviors, identify risks, and share learning related to health and safety. This continuous dynamic reinforces our commitment to safe work environments and an organizational culture focused on mutual care.

OHIS Month: Culture of Well-Being and Responsible Decisions

At CMI Capital, we reaffirm our commitment to the protection and well-being of our employees in the framework of the World Day for Safety and Health at Work, under the slogan: "**Come to work happy and return home very happy**". During OHIS Month, we promoted a series of activities designed to strengthen preventive culture and promote responsible decisions in the field of occupational health and safety.

One of the most prominent initiatives is:

- **Conversation "Do you care for your health, or you don't care? (¿Tu salud vale o te vale?)"**, a space for reflection with experts in nutrition and wellness that promoted healthy and sustainable habits among our teams.
- **Inspiring testimonials** from employees who shared their personal transformation experiences by improving their physical and mental health, showing how small changes generate big impacts.



Occupational health and industrial safety (OHIS) Indicators

The 2024 OHIS indicators are shown below.

OHIS 2024 Indicators

		Energy Operations	Construction Projects	Pradera Shopping Malls	Capital Offices	Total
Recorded cases of work-related health problems		#	0.00	0.00	0.00	0.00
Days lost		#	71.00	71.00	30.00	172.00
Incidents with property damage		#	17.00	0.00	0.00	17.00
Man-hours worked ¹⁴		h	1,280,084.00	2,414,484.00	189,584.00	4,559,992.00
Accident ¹⁴	with suspension	#	5.00	2.00	1.00	8.00
	without suspension	#	12.00	10.00	8.00	30.00
Near accident ¹⁴		#	20.00	35.00	8.00	63.00
Frequency index ¹⁵		#	3.91	0.41	5.27	1.54
Severity index ¹⁵		#	55.47	21.12	158.24	33.33
Total OHIS training		#	41.00	34.00	65.00	140.00
Total man-hours of OHIS training		h	26,852.00	16,257.00	636.00	43,745.00
Total medical care		#	1,210.00	124.00	605.00	2,596.00
Total vaccines		#	289.00	10.00	96.00	430.00
Total number of medical consultations attended		#	107.00	84.00	339.00	1,171.00
Total nutritional care		#	308.00	0.00	93.00	401.00

¹⁴Includes own workers and contractors

¹⁵Only includes own workers

Community Development

At CMI, we believe in generating a positive impact by creating economic opportunities, promoting education, and strengthening communities. Through our corporate citizenship initiatives, we contribute to community well-being and development. In addition, we collaborate closely with the Juan Bautista Gutiérrez Foundation, our social arm, to promote programs that improve the quality of life and generate a positive impact in the communities where we operate.

2024 Social Investment percentage

Corporate Citizenship axis	Energy Operations	Real Estate Operations	Total
CMI at Your Side	35.88%	0.34%	36.22%
CMI Entrepreneurship	1.46%	2.18%	3.65%
CMI Environment	11.49%	0.16%	11.65%
CMI Education	16.09%	0.01%	16.09%
Others	32.39%	0.00%	32.39%
Total	97.32%	2.68%	100.00%



Corporate Citizenship Model

CMI Capital's corporate citizenship model is structured around four axes: **CMI Entrepreneurship**, **CMI Education**, **CMI at Your Side** and **CMI Environment**. This approach enables community needs to be addressed through strategic grants, reforestation activities, technical capacity building, and educational programs.



Juan Bautista Gutiérrez Foundation

The Juan Bautista Gutiérrez Foundation (FJBG), CMI's social arm, leads programs that promote nutrition, health, entrepreneurship and education in the communities where we operate through four programs:



University
Scholarship Program
538
beneficiaries¹⁶



Comprehensive Child
Welfare Program
7,000
beneficiaries¹⁶



My Health, My
Responsibility Program
179,103
beneficiaries¹⁶



Entrepreneurship
Program
300
beneficiaries¹⁶



¹⁶Number of beneficiaries as of 2024.

In collaboration with the Juan Bautista Gutiérrez Foundation, CMI Capital has managed to integrate and strengthen programs such as the School for Parents and training spaces for adolescents, where CMI employees participate actively by promoting significant bonds between business, family and the community. CMI Capital has also adopted the Foundation's models in some of its social programs that benefit communities in the areas of influence of its operations; for example, the program **United for my Community** (Todos por mi comunidad) benefits communities near Pradera shopping malls.

The Foundation has accompanied various activities promoted by CMI, such as entrepreneurship fairs and nutrition projects that reinforce our shared commitment to integral development.

For more information about FJBG, visit: www.fundacionjbg.org



CMI Entrepreneurship

We promote entrepreneurship through programs that strengthen technical and financial skills, empowering neighboring communities, SMEs and actors in our value chain to improve their income and opportunities.

Pradera Impulsa Phase II

In 2024, the Pradera Impulsa Phase II program and diagnosis of retail stores in Pradera shopping malls were carried out, discovering business characteristics, and potential. This project allowed us to know our business partners' needs and opportunities.

United for My Community

The program United for My Community (Todos por Mi Comunidad) of Pradera shopping malls opened a space for local entrepreneurs to sell their products and provided them with training on entrepreneurship through the Juan Bautista Gutiérrez Foundation. The program had the participation of more than 260 entrepreneurs who generated total sales of more than Q350,000.



Testimony Adriana Chan de Rojas

Beneficiary of the Pradera Impulsa program

Adriana Chan de Rojas, general manager of Dulces Típicos and Artesanías Paola (Crafts and Typical Sweets Paola), participated in the Pradera Impulsa program. Thanks to this initiative, Adriana implemented significant improvements in her business, strengthening her entrepreneurial skills. In addition, with the incorporation of digital tools, she has managed to expand and reach new customers.

Shark Tank® Guatemala Bootcamp

In partnership with Guatemala.com, the Shark Tank® program, Pradera Shopping Malls, and the Juan Bautista Gutiérrez Foundation, the department tour of the Shark Tank® Bootcamp was carried out to train entrepreneurs nationwide on topics relevant to their business. The tours were carried out in 8 locations and involved more than 100 entrepreneurs who participated in conversations with recognized experts in entrepreneurship, finance, and marketing.



Women Weavers Program

The Women Weavers Program (Programa de Tejedoras), as part of our training for life programs, promotes women's entrepreneurship and participation in developing the communities around the Renace hydroelectric plant. Currently, there are 7 groups of women participating, focused on diversifying garments made with the traditional backstrap loom technique. These groups of 18 to 20 women in each group total approximately 170 women beneficiaries. This comprehensive approach not only strengthens women's economic autonomy but also favors their inclusion in the social and economic development of their communities.

CMI Education

We promote access to education through scholarships and training programs that benefit nearby communities and our value chain.

We promote the educational future in Honduras through technological modernization

Committed to the educational development of the communities where we operate, we delivered a technology-equipped classroom to the José Trinidad Cabañas School in Honduras and renovated a space at the Primero de Agosto Basic Education Center. These actions seek to promote the educational future in Honduras through technological modernization.

We deliver technology centers in communities neighboring the Renace hydroelectric plant

At the Renace hydroelectric plant, we contribute to the access to technology and educational quality through the Educational Excellence program, which is implemented in neighboring communities with a focus on sustainability, coordination, and constant dialog with community leaders, teachers, and parents. In August, we delivered and set up two technology centers in the communities of Santa María Julhá and Rubelcruz. The technology centers were equipped with 20 computers, 10 workstations (desks for computers), and 20 chairs.



Capacity building in finance and real estate development

During the year, CMI Capital's finance operations employees participated in a specialized workshop on investment banking, strengthening their strategic decision-making skills. A commercial diploma course was given to the real estate development team, designed to improve project execution and interactions with clients and partners. These actions are part of our commitment to continuous learning and internal professional growth.

CMI At Your Side

We support those most in need through strategic donations, humanitarian assistance programs, and initiatives that promote social well-being in our communities.

Alliance for Rural Electrification in San Pedro Carchá

In 2024, we made a public delivery of the complete project, **Public Private Alliance for Rural Electrification**, to the 14 communities that were part of this participatory process, with local government and companies. This project brought electricity to 1,738 families in 14 neighboring communities of the Renace hydroelectric plant.



Fairs and integral health days

Through Renace, we have rolled out a sustainable social development strategy to bring health services closer to neighboring communities through health fairs, anthropometric monitoring days, school health fairs, and family planning days. In the first quarter of 2024, the following were implemented: 17 anthropometric monitoring days, 3 family planning days, 1 comprehensive health day, and 3 school health days.

CMI At Your Side

CMI "Breastfeeding Friendly Company"

At CMI, we are committed to caring for the heart of our organization: our people. We recognize the importance of providing adequate spaces that allow mothers to continue breastfeeding during the workday. So, we have developed specially designed areas, equipped with the necessary resources to ensure comfort and privacy.

Thanks to this effort, in August 2024, we received certification from the Ministry of Labor and Social Security, which recognizes the headquarters of CMI Capital, Corporate CMI, Integrated Services Center (CSI), and CMI Foods as "breastfeeding-friendly companies".



CMI At Your Side

Promoting sports and integral health

At CMI Capital, we promote well-being and active lifestyles through sports initiatives that foster health and community engagement.

Renace Runners

In 2024, the Renace Runners team, made up of employees from our hydroelectric operation Renace, participated in the Cobán Half Marathon, one of the most emblematic ones in Guatemala. This activity shows our commitment to an organizational culture that promotes physical health, motivation, and the integration of human talent.



CMI At Your Side

Pradera Shopping Malls Races RECICLARUN AND FREEDOM 21K

Pradera Xela, together with the Municipality of Quetzaltenango, carried out the RECICLARUN, a race to raise environmental awareness by collecting a great amount of recyclable material. 2,960 runners participated in the activity, and 40 tons of recyclable material were collected. Pradera Xela also sponsored the 10 and 21 km race, **FREEDOM 21K**, which was organized by "Freedom" with the participation of 2,250 runners.



Pradera Cycling Race 27K

In Pradera Huehuetenango, we held the first edition of the Pradera Cycling Race 27K, promoting family participation, a healthy lifestyle, and motivating the whole community to join this healthy recreation space.

Pradera 12K Race in Vistares

Pradera Vistares hosted the first edition of the 12K Race in collaboration with the Municipality of Guatemala, providing residents of Zone 12 a healthy family experience and promoting sports. The event had the participation of 1,800 runners.



CMI Environment

We promote the responsible use of natural resources, with regeneration and circular economy initiatives that exceed regulatory requirements and generate a positive impact on the environment where we operate.

Reforestation in solar park, Mata de Palma

In 2024, the fourth reforestation day was held for solar park, Mata de Palma. This annual reforestation initiative has resulted in approximately 1,360 native plants being planted by 2024.



We carried out environmental restoration of block 1 of Renace III

In September, an environmental restoration activity was carried out to mark the opening of Block 1 of Renace III. The activity involved 65 Renace employees from the areas of mechanical, electrical, and civil works maintenance administrative services, warehouse, planning/control, social management, OHIS, and environmental management, who jointly planted 300 native plants in the new block.

CMI Environment

Pradera Chimaltenango's reforestation day

In Pradera Chimaltenango, we had a reforestation campaign where native trees were planted in the Tzanjuyú Ecological Park, in El Tejar Chimaltenango. The activity was carried out together with the National Forest Institute (INAB) and its program Sembrando Huella (Planting Footprints) to promote a forest culture through awareness, education, and reforestation activities.





06

**CONTENT INDEX
GLOBAL REPORTING
INITIATIVE (GRI)**

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 2: General Content 2021	General Content			
	2-1 Details of the organization	24		
	2-2 Entities included in the presentation of sustainability reports	3		
	2-3 Reporting period, frequency and contact point	3		
	2-4 Information update		The organization has not made any information updates.	
	2-5 External verification	3		
	2-6 Activities, value chain and other business relations	12, 13, 14, 15, 16, 17, 18, 19, 20, 22		
	2-7 Employees	58, 59, 60, 61		
	2-8 Workers who are not employees		We are working to strengthen our capacity to report on this indicator.	
	2-9 Governance structure and its composition	24, 25, 26, 33, 34		
	2- 10 Nomination or selection of the highest governing body	24		
	2-11 President of the highest governing body	The president of the highest governing body does not hold an executive position in the organization.		
	2-12 Role of the highest governing body in supervising impact management	33, 34		
	2-13 Delegation of authority for impact management	33, 34		✓

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 2: General Content 2021	2-14 Role of the highest governing body in preparing sustainability reports	The highest governing body of CMI Capital issues an annual statement on sustainable development, approves sustainability objectives, and periodically reviews potential risks related to the business model.		
	2-15 Conflicts of interest	27, 28, 29, 32		
	2-16 Communicating critical concerns	28, 29		
	2-17 Collective knowledge of the highest governing body	35		
	2-18 Performance evaluation of the highest governing body	At CMI Capital, we have a performance evaluation and compensation system, through which executive behavior and performance are assessed based on our corporate values (REIR) and the Code of Ethics. This code incorporates environmental, labor rights, human rights, and anti-corruption principles.		✓
	2-19 Remuneration policies	64		
	2-20 Determining remunerations process	64		
	2-21 Total annual compensation ratio	64	At CMI Capital, we presented salary competitiveness by gender.	
	2-22 Declaration on the sustainable development strategy	4, 5, 6		
	2-23 Policy commitments	11, 32, 35		
	2-24 Integrating policy commitments	11, 32, 35, 46		
	2-25 Processes to remedy negative impacts	28, 29, 36		
	2-26 Mechanisms for requesting advice and raising problems	28, 29, 37		

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 2: General Content 2021	2-27 Compliance with laws and regulations	In 2024, no judicial proceedings were identified for delayed payments, however, we had three environmental complaints.		
	2-28 Affiliation to associations	38, 39, 40		
	2- 29 Focus on stakeholder participation	36		
	2-30 Collective bargaining agreements	No employee of CMI Capital is a member of any solidarity associations or unions.		
GRI 3: Material Issues 2021	Material Issues			
	3-1 Process for defining material issues	42		
	3-2 List of material issues	42, 43		
	3-3 Material issues management	44, 46, 50, 51, 52, 58, 66, 70		
GRI 201: 2016 Economic Performance	Climate Change			
	201-2 Financial implications and other risks and opportunities due to climate change	46		
GRI 203: 2016 Indirect Economic Impacts	Indirect Economic Impacts			
	203- 1 Investment in infrastructure and supported services	70		
	203-2 Significant indirect economic impacts	70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80		
GRI 204: 2016 Procurement Practices	Procurement Practices			
	204-1 Spending proportion on local suppliers	11		

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 205: 2016 Anti-Corruption	Anti-corruption			
	205- 1 Operations evaluated for risks related to corruption	30, 31		
	205-2 Communication and training on anti-corruption policies and procedures	30, 31		
	205- 3 Confirmed corruption cases and actions taken	In 2024, a case related to bribery and corruption was identified within the energy operations. The case is currently under investigation.		✓
GRI 302: 2016 Energy	Energy			
	302- 1 Energy consumption inside the organization	48		
	302- 2 Energy consumption outside the organization	48		
GRI 303: 2018 Water and Effluents	Water and Effluents			
	303- 1 Interaction with water as a shared resource	54, 55	During the upcoming period, we will work on identifying operations located in areas experiencing water stress.	✓
	303-5 Water consumption	54		✓
GRI 304: 2016 Biodiversity	Biodiversity			
	304-1 Operating sites owned, leased, managed that are located in or are next to protected areas or areas of high value of biodiversity outside protected areas.		We do not operate in protected areas or zones of high biodiversity value.	

GRI Standard	Content	Page	Reason for omitting	Verification
GRI 304: 2016 Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity		At CMI Capital we have programs to promote the conservation and preservation of biodiversity aligned with our sustainability strategy and not because of the impact of our operations.	
	304-4 Number of species included in the IUCN Red List and in national conservation lists, whose habitats are in areas affected by operations, depending on the level of danger of extinction of the species	54, 51	Our operations are not located in protected areas or areas of high biodiversity value.	
GRI 305: 2016 Emissions	Emissions			
	305- 1 Direct GHG emissions (Scope 1)	47		✓
	305-2 Indirect GHG emissions from generating energy (Scope 2)	47		✓
	305-3 Other indirect GHG (Scope 3)	47		
	305- 5 Reducing GHG emissions	46		
GRI 306: 2020 Waste	Waste			
	306-2 Management of significant impacts related to waste	52		
	306- 3 Waste generated	52		✓
	306- 4 Waste not intended for disposal	53		
GRI 308: 2016 Supplier Environmental Assessment	Supplier Environmental Assessment			
	308-1 New suppliers who have met environmental criteria through evaluation and selection filters	11 All our suppliers must comply with a certification process and adhere to our REIR Code of Ethics, as well as the Supply Policy and the guidelines established on environmental, occupational health and industrial safety issues.		✓

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 403: 2018 Occupational Health and Safety	Occupational Health and Safety			
	403-1 Occupational Health and Safety Management System	66, 69, 74		
	403-2 Hazard identification, risk assessment and incident investigation	66, 67		
	403-3 Occupational Health Services	66		
	403-5 Training workers on occupational health and safety	67		
	403- 6 Promoting workers' health	62, 68, 77, 78		
	403-8 Workers covered by an occupational health and safety management system	100% of our employees are covered by our occupational health and safety system		
	403- 9 Injuries due to work accidents	69		✓
	403-10 Work ailments and diseases	No recordable work-related health issues were identified in 2024		
GRI 404: 2016 Training and Teaching	Training and Teaching			
	402-2 Employee skills improvement programs and transition help programs	65		
	404-3 Percentage of employees receiving regular performance and career development evaluations	63		
GRI 405: 2016 Diversity and Equal Opportunities	Diversity and Equal Opportunities			
	405- 1 Diversity in government bodies and employees	58, 59, 60		
GRI 406: 2016 No Discrimination	No Discrimination			
	406- 1 Cases of discrimination and corrective actions taken	No cases of discrimination were reported during the reporting period		

GRI Standard	Content	Page	Reason for Omitting	Verification
GRI 407: 2016 Freedom of Association and Collective Bargaining	Freedom of Association and Collective Bargaining			
	407-1 Operations and suppliers whose right to freedom of association and collective bargaining could be at risk.		We are strengthening processes to identify operations and suppliers with potential risks. However, we have robust processes that evaluate our suppliers in environmental, social and governance matters to avoid this type of risk.	
GRI 408: 2016 Child Labor	Child Labor			
	408-1 Operations and suppliers with significant risks of child labor cases.		We are strengthening processes to identify operations and suppliers with potential risks. However, we have robust processes that evaluate our suppliers in environmental, social and governance matters to avoid this type of risk.	
GRI 409: 2016 Forced or Compulsory Labor	Forced or Compulsory Labor			
	409-1 Operations and suppliers with significant risks of cases of forced or compulsory labor.		We are strengthening processes to identify operations and suppliers with potential risks. However, we have robust processes that evaluate our suppliers in environmental, social and governance matters to avoid this type of risk.	
GRI 413: 2016 Local Communities	Local Communities			
	413-1 Operations with local community participation, impact assessments and development programs.	70, 72, 73, 75, 76, 77, 78, 79, 80	At CMI Capital we have community development programs in the communities where we operate. We are working to measure the percentage of operations with programs implemented.	
GRI 414: 2016 Social Supplier Assessment	Social Supplier Assessment			
	414-1 New suppliers that have been selectively screened based on social criteria.	11 All of our suppliers must comply with selection filters based on social criteria.		



07

**CONTENT INDEX
SUSTAINABILITY
ACCOUNTING
STANDARDS BOARD
(SASB)**

Topic	Code	Accounting Parameter	Page	Reason for Omitting	Verification
Electrical Services and Power Generators					
Greenhouse Gas Emissions and Energy Resource Planning	IF-EU-110a.1	(1) Scope 1 gross global emissions, percentage covered by (2) emission limitation regulations and (3) emission reporting regulations	50		✓
	IF-EU-110a.3	Analysis of the long- and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets and analysis of results in relation to those targets	49 Currently, we do not have a regulatory risk matrix related to emissions; however, its development is planned for the future. Due to confidentiality reasons, information about clients in green energy markets is not disclosed.		✓
Water Management	IF-EU-140a.2	Number of non-compliance incidents related to water quality or quantity permits, standards and regulations	In 2024, a wastewater spill onto the ground was recorded due to a blockage in the pipeline between the biodigester and the bio-garden. Immediate cleanup was carried out, and the system was optimized with new substrate, perforated piping, and reinforced walls to prevent future incidents.		✓
	IF-EU-140a.3	Description of the risks involved in water management, and analysis of strategies and practices to mitigate them	57,58 As part of the 2025 double materiality exercise, we are working to strengthen the identification of risks in issues related to water management.		✓
Workforce Health and Safety	IF-EU-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) mortality rate and (3) Near-Miss Frequency Rate (NMFR)	72		✓

Topic	Code	Accounting Parameter	Page	Reason for Omitting	Verification
Commercial Banking					
Incorporating Environmental, Social and Management Factors in Credit Analysis	FN-CB-240a.1	Description of the approach to incorporate environmental, social and corporate management factors (ESG) into credit analysis	24		✓
Business Ethics	FN-CB-510a.2	Description of policies and procedures for reporting irregularities	31, 32		✓
Real Estate					
Energy Management	IF-RE-130a.2	Description of how the considerations of energy management of buildings are integrated into the analysis of real estate investments and operational strategy	51		✓
	IF-RE-130a.5	Description of how building energy management considerations are integrated into the analysis of real estate investments and operational strategy	23, 46, 47, 52, 54		✓



08

ANNEX

External verification



MADRID - A CORUÑA
AMSTERDAM - LONDRES - PARIS - ISTANBUL
CIUDAD DE MÉXICO - CIUDAD DE PANAMÁ - CIUDAD DE GUATEMALA - QUITO

Independent Limited Assurance Report of CMI Capital

To the management of CMI Capital,

Scope

According to your request, we have been required to provide a limited level of assurance on the performance indicators selected by CMI Capital; included in the "Sustainability Report 2024" (hereinafter "Sustainability Report") and mentioned in "Annex A" for the fiscal year from January 1 to December 31, 2024.

CMI Capital Responsibilities

CMI Capital has been responsible for the preparation, content and presentation of the "Sustainability Report" taking as reference compliance with the contents proposed (criteria) in the *Global Reporting Initiative (GRI) Standards* and the accounting parameters of the Sustainability Accounting Standards Board (SASB) for the Real Estate, Electric Utilities and Power Generators, and Commercial Banks industries.

This responsibility considers the design, implementation and maintenance of the internal control that is considered necessary to allow the information contained in the "Sustainability Report" to be free of material misstatement due to fraud or error.

Valora Consultores Responsibilities

Our responsibility was to express a conclusion of the presentation of indicators and information listed in Annex A, according to the GRI Standards.

Control and Independence

To ensure that the process of independent assurance accomplishes the ethical requirements necessary to ensure the independence of our work as non-financial information auditors. Our work was developed according with the ISAE 3000 Standard, *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the *International Auditing and Assurance Standard Board (IAASB)* of the *International Federation of Accountants (IFAC)*.

Procedures performed

The scope of our independent assurance, as well as the evidence gathering procedures performed, was of limited assurance level, which is less than a reasonable security job and therefore also the level of security being provided. This Independent Assurance Report should in no way be understood as an audit report.

The procedures we perform are described below:

- Selection of information to review based on the materiality and prior knowledge of the company.
- Interviews with employees responsible for generating and providing the information contained in the Report to learn the principles, systems and applied management approaches.
- Review of data collection, internal control and consolidation processes.
- Review of the scope, relevance and integrity of the information included in the Report based on the operations and previously identified material aspects.
- Review of evidence based on a sampling of information according to a risk analysis.
- Review of the application of what is required in accordance with the GRI and SASB Standards.

Conclusion

Based on our review and the evidence presented by CMI Capital, we were not aware of any situation that causes us to believe that the indicators contained in the "Sustainability Report 2024" of CMI Capital, has not been reliably obtained, is not fairly presented, has significant deviations or omissions, or has not been prepared in accordance with the requirements established in the GRI Standards and SASB accounting parameters.


Gerardo Gustavo Torres Fernández
Director of ESG Governance
Valora Sostenibilidad e Innovación S.A. de C.V.
October 2, 2025. Mexico, City.



Annex A.

Details of the revised criteria for the organization:

Information content

GRI/SASB	Name of the content or indicator	Scope of information
2-13	Delegation of responsibility for managing impacts	a, b
2-18	Evaluation of the performance of the highest governance body	a, b, c
303-1	Interactions with water as a shared resource	a, b, c, d
FN-CB-510a.2	Description of whistleblower policies and procedures	1, 2, 3
IF-EU-110a.3	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	1, 2, 3, 4, 5, 6, 7, 8
IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks ¹	1, 2, 3, 4
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	1, 2, 3, 4, 5, 6, 7

Performance indicator

GRI	Name of the content or indicator	Scope of information	Scope of compliance with GRI content	Reported information	Unit
205-3	Confirmed incidents of corruption and actions taken	All operations	a	1	Number of corruption incidents
303-5	Water consumption	All operations	a, b, c, d	1,215,524.30	Total water consumption in m ³
		Pradera shopping malls		535,704.00	Water consumption of Pradera Shopping Centers in m ³
305-1	Direct (Scope 1) GHG emissions	All operations	a, b, g	2,535.38	Total Scope 1 emissions in tCO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	All operations	a, c, g	2,051.96	Total Scope 2 emissions in tCO ₂ e
306-3	Waste generated	All operations	a y b	9,545,305.42	Total waste in kg
				994,031.80	Hazardous waste in kg
				8,551,273.62	Non-hazardous waste in kg
		Pradera shopping malls	a y b	2,724,064.00	Total waste in kg
				931,202.80	Hazardous waste in kg
				1,792,861.20	Non-hazardous waste in kg
308-1	New suppliers that were screened using environmental criteria	All operations	a	100	Percentage of new suppliers that passed filters
403-9	Work-related injuries	All operations	a, b, c, d, e, f, g	1.75	Accident frequency index

SASB	Nombre del contenido o indicador	Cobertura de la información	Información reportada	Unidad
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	All operations	15	Total amount in millions of dollars (USD)
			8	Amount of existing credit extension in millions of dollars (USD)

¹ The response to the indicator is mentioned in the SASB content index, which states that, within the framework of the 2025 dual material exercise, the organization is working to strengthen the identification of risks associated with water management.



SASB	Nombre del contenido o indicador	Cobertura de la información	Información reportada	Unidad
IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	All operations	2,535.38	Total Scope 1 emissions in tCO ₂ e
IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity or quality permits, standards, and regulations ²	All operations	1	Total incidents
IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	All operations	0.35	Overall incident rate
			1.32	Mortality rate
			63	Quasi-accident frequency rate
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	All operations	51,072.26	Total energy consumption in MWh
		Energy operations	33	Percentage of electrical energy that comes from the power grid
			85	Percentage of renewable energy Energy operations
			0	Percentage of renewable energy Construction projects
		Pradera shopping malls	20	Percentage of renewable energy Pradera shopping malls

² The response to the indicator is mentioned in the Sustainability Accounting Standards Board (SASB) Content Index.



CMI CAPITAL SUSTAINABILITY REPORT

2024

WE EVOLVE OUR VALUE

Environmental, Social, and Governance (ESG) Report

