



Sustainability Report 2020



Table of contents

1 2 3

WE ARE CMI CAPITAL

- 5/CMI Capital CEO's Letter
- 8/1.2.1 Organizational profile
- 10/1.2.2 We are CMI Capital: Sustainability is our Business
 - 12/1.2.2.1 Impact
 - 13/1.2.2.2 Sustainable operations
 - 14/1.2.2.3 Cross-cutting, value-sharing programs
 - 15/1.2.2.4 Strategic partnerships
- 16/1.2.3 Organizational structure
- 17/1.2.4 About this report
 - 17/1.2.4.1 Stakeholders
 - 18/1.2.4.2 Materiality

REGULATORY COMPLIANCE AND PREVENTING CORRUPTION

- 20/2.1 Ethics and Anti-Corruption
 - 20/2.1.1 REIR Corporate Values
 - 22/2.1.1.1 CMI Listens To You
 - 22/2.1.1.2 Corporate Ethics Committee
 - 23/2.1.2 Regulatory Compliance and Preventing Corruption
 - 24/2.1.2.1 Fight against Corruption
 - 25/2.1.2.2 Preventing Money Laundering
 - 26/2.1.2.3 Communication and training on specific areas: Fraud Prevention

OUR WORK TEAM

- 30/3.1.1 Associates in the Business Units
- 37/3.1.2 New Hires and Turnover
- 39/3.1.3 Benefits for associates
- 40/3.1.4 Human Talent Development and Training
- 43/3.1.5 Associate Management in the face of COVID - 19
- 44/3.2 Strategic Sourcing
 - 44/3.2.1 Local Suppliers
 - 46/3.2.2 Supply Centralization and Mainstreaming
 - 46/3.2.3 Supplier Evaluation
- 47/3.3 Occupational Health and Safety
 - 47/3.3.1 Energy Unit
 - 55/3.3.2 Real Estate Development Division

4 5 6

OUR ECONOMIC PERFORMANCE OF IMPACT INVESTMENTS

- 64/4.1 Economic and Financial Performance*
- 64/4.1.1 Economic value generated and distributed*
- 68/4.2 Financial implications arising from climate change*
- 69/4.3 Resilient Infrastructure*
- 69/4.3.1 Real Estate Development Division*
- 72/4.4 Access to clean energy and its efficient use*
- 74/4.4.1 Goals and objectives*
- 74/4.4.2 Installed capacity, net generated energy and sectoral indicators*
- 78/4.4.3 Strategic projects in the Energy area*
- 84/4.4.4 COVID-19*
- 84/4.4.5 Storms ETA – IOTA*
- 85/4.5 Innovation and development of new businesses*
- 85/4.5.1 Energy Unit*
- 89/4.5.2 Real Estate Development Division*

COMMITTED TO THE DEVELOPMENT OF OUR NEIGHBORS

- 92/5.1 Communities neighbors of our power generation plants*
- 93/5.1.1 Relationship with communities*
- 96/5.1.2 Renace Complex – Guatemala*
- 99/5.1.3 Cerro de Hula – Honduras*
- 102/5.1.4 Choluteca – Honduras*
- 104/5.1.5 Eolo – Nicaragua*
- 106/5.1.6 Wind plants–Costa Rica*
- 108/5.1.7 Mata de Palma – Dominican Republic*
- 110/5.2 Real Estate Development: Improving the quality of life*
- 111/5.2.1 Program: Una sonrisa con amor (A smile with love)*
- 112/5.2.2 initiatives: Collection centers*
- 113/5.2.3 Other initiatives undertaken in 2020*
- 115/5.3 We Protect Human Rights*
- 116/5.3.1 Access to land*
- 117/5.3.2 Indigenous Peoples*
- 118/5.3.3 Human Rights Due Diligence*

OUR APPROACH TO MINIMIZING AND MITIGATING THE EFFECTS OF CLIMATE CHANGE

- 120/6.1 Environmental Management Energy Unit*
- 121/6.1.1 Environmental Management Components*
- 122/6.1.2 Monitoring Environmental Performance*
- 122/6.1.3 COVID-19*
- 123/6.1.4 Guatemala*
- 135/6.1.5 Honduras*
- 138/6.1.6 Costa Rica*
- 144/6.1.7 Nicaragua*
- 147/6.2 Environmental Management Real Estate Development Unit*
- 148/6.2.1 Environmental effects of COVID-19*
- 149/6.2.2 Environmental management of projects under construction*
- 151/6.2.3 Environmental Management in shopping malls*
- 155/6.2.4 Environmental Management in the sale of real estate projects*
- 156/6.3 Environmental Management of the Finance Unit*
- 156/6.3.1 Energy dimension*



WE ARE
CMI CAPITAL

1.1 CMI Capital CEO's Letter

Dear stakeholders,

CMI Capital is a company with purpose. The positive impact of our investments drives and promotes the sustainable development of Central America, generating benefits for everyone who is part of our environment. Therefore, year after year we reaffirm our commitment to be agents of change in the region through our three business units.

We could only face 2020, a year of so many great challenges, with the commitment of all our associates. A year in which we were able to witness the enormous privilege of being part of this corporate family, proving with facts that each and every one of us is the heart of this corporation.

Faced with the global crisis caused by COVID-19, we consolidated our transformation supported by the organizational culture that sets us apart and the use of cutting-edge technology in all our processes, which produced a flexible and resilient work team ready to face any challenge. The outstanding results of the year are:

- In the Energy Unit, we avoided the emission of more than 1.5 million tons of CO₂, contributing to the adaptation and mitigation of climate change, as well as access to clean and reliable energy for the communities. Our approach has been to diversify and decarbonize the energy matrices



ENRIQUE CRESPO CEO Capital

of the different countries, facilitating access to renewable and affordable technologies.

- Through our Real Estate Development Unit, we contributed to closing social gaps by providing real estate solutions so that the base segments of the population pyramid have access to housing. In addition, our network of shopping centers contributed to the economic revival and local development of more than 600 small and medium-sized companies.
- Finally, through our Finance Unit, we enabled and leveraged high impact investments by using alternative sources of funding, with which we seek to become

an inspiration for high-impact investments, increase the value of our equity and mitigate risks with an ecological and socially responsible footprint.

In addition, innovation processes continued to be characterized by efficiency, ongoing improvement and digital transformation enhancing the talent of our associates, aspects that were key to guarantee resilience in the face of the pandemic.

At CMI Capital, sustainability is a fundamental part of our business strategy as a distinctive element that gives us long-term, market permanence and relevance.

On the other hand, we strengthen our identity and business strategy with a medium- and long-term course of action that will allow us to achieve the challenging objectives we have set for ourselves, as well as contribute to the global agenda of the Sustainable Development Goals:

 <p>6 CLEAN WATER AND SANITATION</p>	<p>We encourage responsible care and use of water resources.</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>We invest in developing resilient infrastructure.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>We generate and facilitate access to energy from clean, renewable sources.</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>We promote access to quality and sustainable housing and public spaces.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>We offer decent jobs, and we drive SME's entrepreneurship and growth.</p>	 <p>13 CLIMATE ACTION</p>	<p>We contribute to mitigating climate change by generating renewable energy and optimal environmental management.</p>

As part of our commitment to caring for the planet, transparency, human rights, and the rejection of any form of corruption, we submit our second Sustainability Report as a business group, prepared according to the Global Reporting Initiative (GRI) reporting methodology, in which we report our performance and contributions to the Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact.

We invite you to be part of our achievements and challenges, so that together we may continue to drive the change we want to achieve.

Thank you very much.





1.2 Organizational profile

1.2.1 Organizational profile

CONTENT GRI 102-3, 102-4

Corporación Multi Inversiones (CMI) is a Latin-American Family Corporation of Central American origin that generates investment, employment and development in the region. We are a Corporation with operations in more than 15 countries on three continents, with thousands of associates, distributed in two business groups: CMI Capital and CMI Foods (Alimentos).



"We operate in more than 15 countries, through two large business groups: CMI Capital and CMI Foods".

This legacy has required us to reconsider our traditional way of doing business, becoming aware of leadership and the impact we have on so many people.

At CMI we believe in six attributes that are **the strength that drives us together to go above and beyond**. For us, the warmth of a family business, the strength and tradition of trust with local flavor, the passion for the customer with quality products and solutions, the opportunity to grow together, the impact of sustainable development and responsible, upright and transparent citizenship are the characteristics that we instill in each one of our associates and we look for in each of our investments.

These distinctive elements have made us one of the most important business groups in the region, together with actions based on ethical principles that have been fundamental for our growth, as well as the excellence and quality of the products and services we offer.



Zona Pradera, Guatemala

Mission

CMI seeks to be an international corporation, leader in relevant and selectively diversified businesses that generate sustained value for its shareholders, consumers, customers, suppliers, associates and the community.

Vision

CMI aims to be a world-class organization in products, processes and human capital, significantly participating in multiple markets and growing strategically with outstanding and sustainable profitability.

1.2.2 We are CMI Capital: Sustainability is our Business

CONTENT GRI 102-1, 102-6



Currently, CMI Capital has three Business Units that leverage their contribution to sustainable development: Energy Unit, Real Estate Development Unit and Finance Unit.

We are aware of the existing inequality in the countries of Central America and the Caribbean, so at CMI Capital we generate impact investments that drive the economic, social and environmentally sustainable development of the region.

For this reason, the Energy, Real Estate Development and Finance Units' investments seek to improve the quality of life of thousands of people by providing essential public services as renewable energy or creating sustainable, modern spaces where people can meet. We work continuously to generate greater benefits for society and integrate our activities in a complementary way.

We focus on being agents of change in each of our business units, with actions aimed at:



Torre Real, Guatemala



Fighting and mitigating climate change and facilitating access to clean and affordable energy.



Providing access to housing and public spaces that promote society's progress and well-being.



Facilitating investment and access to funding sources.

Thus, our sustainability strategy is based on the pillars of **impact investment**, **sustainable operations**, and **cross-cutting, value-sharing programs**, which are aligned with six of the 17 goals of the global agenda for sustainable development:



**Impact
investments**



**Sustainable
operations**



**Cross-cutting,
value-sharing programs**



**Environment
and Resilience**



**Opportunities
for Progress**



1.2.2.1 Impact investments

CONTENT GRI 102-2



We generate impact investments that drive sustainable development in order to establish ourselves as agents of change in the region.

We prioritize investments in each of the Business Units, based on the global and regional needs we have identified, that have a significant impact on resilience to climate change, promote the competitiveness of the countries and create opportunities for progress and well-being.

Energy Division

We are the largest private generator of renewable energy in Central America, with diversified operations in Guatemala, Costa Rica, Honduras, Nicaragua and El Salvador.

We focus on the production and reliable supply of renewable energy, operating with high quality standards and care for the environment, as distinctive elements that establish our leadership in the sector and allow us to be a valuable reference point for our stakeholders.

Thus, we contribute to diversifying and decarbonizing the energy matrices of our countries, allowing access to renewable and affordable technologies that mitigate climate change for the population.

Real Estate Unit

We facilitate access to housing and public spaces that promote the progress and well-being of people, to keep our leadership in the real estate sector of Guatemala.

We focus on creating innovative and safe real estate concepts, where customers and visitors are the main beneficiaries and promoters. In addition, we revitalize the local economy by giving priority to SMEs in the region acquiring our goods and services.

With our network of shopping malls, we support the social and economic development of more than 600 small and medium-sized companies.

Finance Unit

We are providers of long-term funding solutions, which support the growth of the other units of CMI Capital. We also provide savings, credit and insurance facilities or solutions for CMI clients, suppliers and executives.

Our main clients are the companies that are part of CMI Capital, in the food, energy, industry and construction sectors as well as individuals.

Our financial products are targeted not only at group associates, to whom we offer benefits and facilities as members of the corporation, but also to our customers and suppliers. Some of the advantages we offer are financing the first home and to buy equipment to make their business grow.

On the other hand, financing the corporation's suppliers includes support for SMEs that sometimes do not have access to bank financing, and, taking advantage of the CMI ecosystem, they can be given solutions that provide them with working capital to grow.

It is important to note that we actively participate in financing renewable energy of the Energy Division that comply not only with the local standards, but also with the best practices from entities such as the IFC and IDB.



1.2.2.2 Sustainable Operations

CONTENT GRI 102-11



We have a preventive, proactive and forward-looking approach to manage potential events that may have negative impacts on the environment and society.

We strive for speed and opportunity in decision-making, prioritizing efficient actions that allow us to prevent and mitigate negative consequences on the social and environment capital of the region.

To this end, we ensure strict compliance with the laws and regulations in each place where we operate, while constantly monitoring the measures established in the Environmental Impact Studies and the commitments adopted with the competent authorities on environmental and social matters.

In the face of our environmental commitment:

- We have taken permanent measures to reduce and offset our carbon footprint, reduce energy consumption and greenhouse gas emissions.

- We implement strategies to manage our water footprint by optimizing water consumption and efficient effluent treatment.
- We have also taken actions to minimize short-term waste generation and to achieve the ambitious medium-term zero waste goal through circular waste management strategies.
- We carry out programs for the conservation of biodiversity by promoting policies, and monitoring guidelines and mechanisms in all our operations and value chain.

In the face of our social commitment to communities:

- We develop projects and actions that strengthen the closeness and trust with the communities neighboring the projects.
- We have policies and guidelines that allow us to control any external problem that the communities in the areas neighboring our projects may perceive.
- We keep permanent relationship strategies with the communities close to our projects to ensure that we listen to and meet their expectations on sustainability.
- We implement cultural heritage conservation and employment programs with policies and guidelines designed for the needs of each community.



1.2.2.3 Cross-cutting, value-sharing programs

CONTENT GRI 102-2



Through the application of the Sustainable Social Development Model we promote self-management for the social development of the communities around our projects.

We plan and execute these programs according to the reality and needs present in each area where we operate. Thus, we contribute to the fulfillment of the SDGs targets and improve the Social Progress Indexes in the region.

For this, we look for partnerships with different public and private organizations, which allow us to add our efforts and expand the scope of significant impacts of rural electrification and energy-efficient projects in places where this service is deficient or non-existent.

At the same time, we develop programs aimed at facilitating access to water and the conservation of water resources, in which we prioritize basins where there is an important water footprint or there are problems related to water quality and availability.

We keep an approach aimed at generating both human and economic well-being, which contributes to strengthening capacities and technical skills, and promote job opportunities and entrepreneurship by supporting SMEs located in the areas next to the projects.

1.2.2.4 Strategic Partnerships

CONTENT GRI 102-12, 102-13

We have established partnerships with different organizations that allow us to collaborate with other industries and respond to the needs of our stakeholders. We are currently affiliated with the following initiatives and partnerships:

- Alianza por la Nutrición, Guatemala
- American Chamber of Commerce, Nicaragua -AmCham-
- Central American Housing Association -ACENVI-
- Guatemalan Real Estate Association -ADIG-
- Association of Renewable Energy Generators, Guatemala -AGER-
- Honduran Association of Energy Producers-AHPEE-
- National Association of Housing Builders -ANACOV-
- National Association of Generators, Guatemala -ANG-
- Nicaraguan Association of Renewable Energies -RENOVABLES-
- Civil Society Group of the Department Governor's Office of Alta Verapaz, Guatemala
- Guatemalan Real Estate Administration Chamber -CADIG-
- Chamber of Commerce of Guatemala
- Chamber of Commerce and Industry of Tegucigalpa -CCIT-
- Chamber of Commerce and Services of Nicaragua -CCSN-
- Chamber of Energy of Nicaragua -CEN-
- Guatemalan Construction Chamber
- Center for Corporate Social Responsibility Action, Guatemala -CentraRSE-
- Economic Development, Competitiveness and Decent Employment Commission
- Guatemala's Decentralization Commission
- Coordinating Committee of Agricultural, Commercial, Industrial and Financial Associations, Guatemala -CACIF
- Municipal Development Committee of the Municipality of San Pedro Carchá, Guatemala -COMUDE-
- Competitiveness Council and Board of the Competitiveness Table of Alta Verapaz, Guatemala -FUNDESA-
- Superior Council of the Private Sector, Nicaragua -COSEP-
- Departmental Urban Development Councils for the Department of Alta Verapaz, Guatemala - CODEDE-
- Regional Urban and Rural Development Councils for the regions of Alta Verapaz and Baja Verapaz, Guatemala - COREDUR-
- Cooperating Partners for Education
- Entrepreneurs for Education in Guatemala
- Promotion of Insured Mortgages -FHA-
- Fordham University Leading for Wellbeing -L4WB-
- Funcagua
- Nicaraguan Foundation for Social and Economic Development-FUNIDES-
- Trader's Guild
- Trade-Union of Large Users of Electricity of the Chamber of Industry of Guatemala.
- Institute of Social Progress, Guatemala -IPS-
- Table of Competitiveness of Alta Verapaz promoted by FUNDESA
- United Nations Global Compact
- Well Being Economics for All



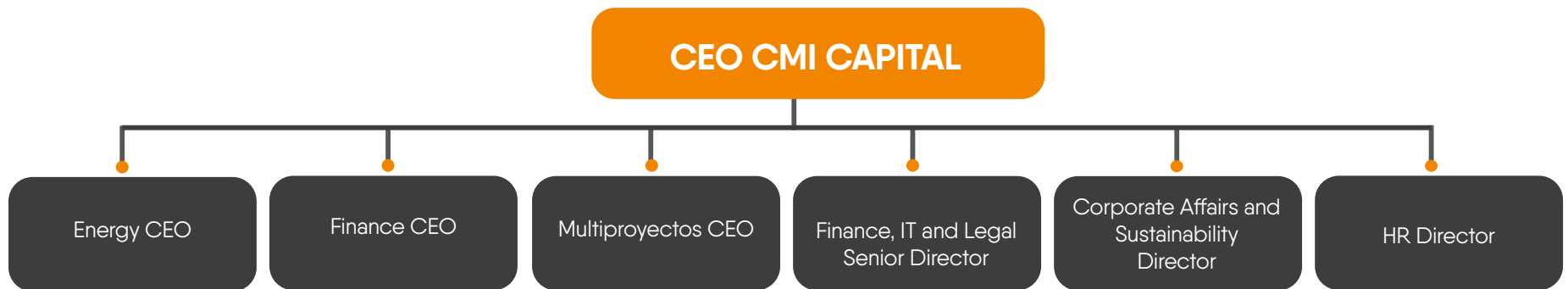
1.2.3 Organizational Structure

CONTENT GRI 102-18

We have a centralized organizational structure at the corporate level, providing guidelines for action and administration for good governance and decision-making. Likewise, each of the Business Units has its own organizational structure to carry out its specific actions.



Leadership team of CMI Capital



We have the following forums or committees for support, which include the main strategic topics of the company, as well as social, environmental and governance issues:

- Monthly Activity Reporting Forum - RMA.
- Capital Leadership Team Forum - ELCAPI.
- Investment Committee.
- Crisis Committee.
- Central Corporate Ethics Committee.
- Sustainability Forum.

1.2.4 About this report

CONTENT GRI 102-50, 102-51, 102-52, 102-54

This sustainability report has been prepared in accordance with the Global Reporting Initiative Standards, in its essential option, and provides information for the year 2020. It should be noted that this report complies with the principles of the United Nations Global Compact and is aligned with the Sustainable Development Goals (SDGs).

This is the second consecutive CMI Capital sustainability report, which is annual and its scope includes the three business units that form the group: Energy Unit, Real Estate Development Unit and Finance Unit.

1.2.4.1 Stakeholders

CONTENT GRI 102-40, 102-42, 102-43

In previous periods, different workshops were held with CMI Capital associates through virtual meetings attended by representatives from different areas of the company to identify and classify interest groups.

In these workshops basic social responsibility, philanthropy and sustainability concepts were addressed, as well as the description of some internationally recognized sustainable development tools.

Additionally, work was done with audiovisual material and there was interaction with participants, who filled out a series of formats and assigned scores in order to obtain quantitative data. This information was measured under the power, legitimacy and urgency criteria; a methodology developed by authors Mitchell, Agle & Woods. Interviews with managers and other workers were also used. For suppliers and neighbors (including communities), spontaneous interviews were conducted through local visits, also looking at programs related to the environment.

The following actors coincide in each of the business units:



Workers of CMI Capital at a general level, including the contracting companies, who begin to gain importance either as a group company or a third party.



The neighbors of the business units of CMI Capital who are represented either by the neighbors themselves or by communities, the latter being the ones that take on a greater role especially in the Energy Unit. At the same time, they engage the environment and NGOs.



The suppliers are part of the value chain and are centralized for more transparent management.



The organizations working on the environmental issue are relevant because of the characteristics of the place we are in (Central America), prioritizing water, biodiversity, energy and waste.



Local governments, followed by regulations and ministries, in some cases represent environmental care. Compliance with every regulation, law or standard is critical for CMI.



The mass media, particularly the local media, followed by regional media, are of utmost importance to the organization.



Different types of clients, large companies in the case of the energy sector and for the real estate business: large, medium and small customers, either as co-owners, homeowners and visitors to shopping malls.

1.2.4.2 Materiality

CONTENT GRI 102-46, 102-47

After identifying CMI Capital’s stakeholders and aligning the three Business Units, the following actions were defined to determine the material topics:

1) Cabinet Studies

- Web information, information from the General Management to identify the purpose, competences and new projects.
- Sustainability Reports and Strategic Plans (CMI Energy)
- GRI sector supplement (Construction & Real State, Financial Services, Electricity Utilities).

2) Focus Group with managers and workers

- Qualitative information.

3) Diligence of the quantitative format

- Prioritization of material topics and their alignment with the strategy, risks, legislation, incidents and stakeholders.

4) Field visits

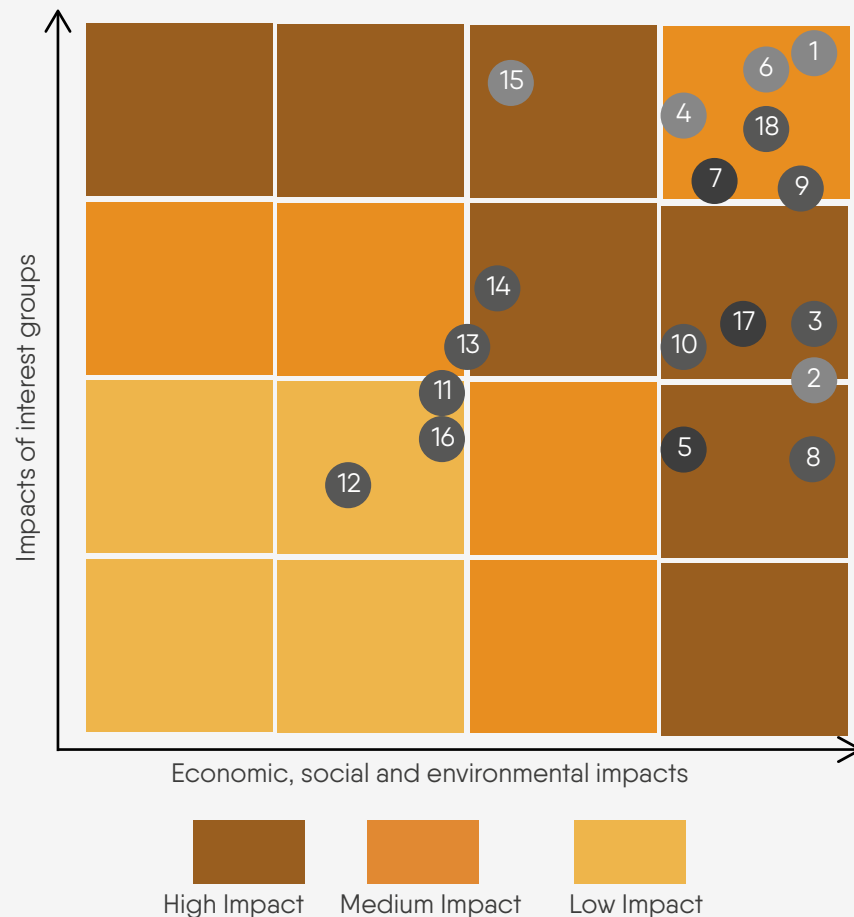
- Visits to Renace’s energy complex, surrounding communities, social programs. In the Real Estate Development Unit, two shopping centers, and houses and apartments in San Cristobal were visited.

5) Additional interviews

- While field visits allow interaction with different interest groups, we conducted additional interviews with two of these groups.

List of Material Topics

1. Impact Investments.
2. Climate Change.
3. Access to clean energy and its efficient use.
4. Resilient Infrastructure.
5. R&D.
6. Progress and social welfare.
7. Social Impacts (communities, neighbors).
8. Emissions.
9. Access to water and watershed management, water footprint.
10. Work Safety and Health.
11. Waste.
12. Biodiversity.
13. Human Rights/ Inclusion / Indigenous Peoples.
14. Training (technical).
15. Creating jobs.
16. Cultural heritage.
17. Anti-corruption.
18. Compliance.





**OUR REGULATORY
COMPLIANCE AND
ANTICORRUPTION
PRACTICES**



2.1 Ethics and anti-corruption

Material topic: Anti-corruption

2.1.1 REIR Corporate Values

CONTENT GRI102-16

The REIR- Responsibility, Excellence, Integrity and Respect- values are those that guide the behavior and conduct we expect from our associates. At the time, these were conceived by our founder Juan Bautista Gutiérrez, and have been part of the corporate and organizational culture of CMI since its founding, although they were formally incorporated to the corporate level in 2010.

We want all our associates to live and work according to these values and be role models, and we hope it shows in their attitudes, behaviors, motivations and results. For its implementation, our Code of Corporate Ethics published in 2017, states:

“Living our REIR values, gives us the certainty of complying with the Code of Ethics and be part of better companies, better communities and better countries”.

Compliance of our Code of Ethics is important to achieve the progress of our families and promote training for entrepreneurs in order to improve the countries where we operate. We encourage interpersonal motivation by teaching ethics to the entire work team in order to stimulate a healthy and pleasant organizational climate.

We implement workshops each year, on the Code of Ethics with which we seek to train and inspire all our associates to live our corporate values. We also reward those who practice them in an outstanding way while developing their activities.

For monitoring and reporting situations that stray from compliance, we have mechanisms for receiving, managing and solving ethical concerns, open and available to all our associates and stakeholders, which are:

- CMI Listens To You
- Corporate Ethics Committee



RESPONSABILIDAD

Es la capacidad de asumir y cumplir el compromiso individual, responder por nuestros actos y sus consecuencias.



EXCELENCIA

Es buscar superioridad y acercarnos a la perfección en lo que hacemos, es buscar la mejora continua, dar resultados excepcionalmente buenos y ser eficientes.



INTEGRIDAD

Congruencia entre nuestros actos y palabras con nuestros valores.

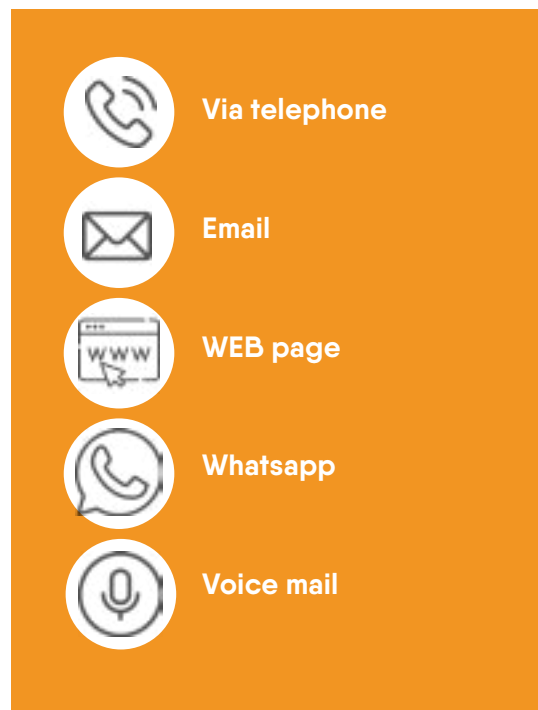


RESPECTO

Consideración que prestamos a los derechos de los demás y al sistema legal que apoya dichos derechos.

2.1.1.1 CMI Listens To You

Is the corporate platform that allows our clients, associates and suppliers to confidentially report complaints related to conduct not in line with our REIR values, as well as complaints of violations to domestic laws, regulations or policies. To ensure timely management and response, the platform is managed by an independent company and is available in multiple channels, such as:



This platform receives, records and classifies complaints for further evaluation by a committee made up of appointed CMI associates.

We urge our associates at all levels to report actions that go against our REIR values and deteriorate the working environment. Also, those who witness these acts should immediately get in touch with any authority in their Business Division through this platform or verbally, who will report it to the corresponding Ethics Committee, and then scale it up to the Corporate Ethics Committee.



2.1.1.2 Corporate Ethics Committee

This committee is responsible for following up complaints of non-compliance with the Code of Ethics and REIR values, in order to establish their legitimacy and reasonableness. The criteria we use to take decisions on cases are:

- **Dignity of the person**
- **Prudence and equity**
- **Demand**
- **Actuation memory**
- **Legality**

After following the appropriate procedures, the Committee, determines whether or not there was a breach to the Code of Ethics and its opinion is subject to the application of sanctions ranging from a call of attention (verbal or written) to termination.

According to the seriousness of the case, civil or criminal actions may also be considered. In cases of great impact, the Committee recommends a sanction, which is analyzed by the General Directorates or the Board of Directors.



2.1.2 Regulatory Compliance and Preventing Corruption

CONTENT GRI 103-1,103-2, 103-3, 416-2, 417-2, 418-1, 419-1

“Since our birth as CMI we have been respectful of the legal framework in every jurisdiction where we operate”.

At CMI Capital, we always act with the aim of preserving integrity, unwaveringly and invariably in any situation. We seek consistency in our acts and words with our REIR corporate values and the Code of Ethics in all our operations.

To this end, we hold workshops on values that address this issue, which we complement with ongoing outreach activities that facilitate the prevention and/or mitigation of negative impacts.

The activities of all our business units are subject to national and local legislation and regulations where we have facilities, which are issued by

the administration authorities and the corresponding government entities of each country. They are monitored and managed by the Compliance Department.

Every interaction we have with any of our interest groups is guided by our REIR Values, and the CMI Relationship and the Anti-Bribery Policy, which was developed throughout 2020.

We are aware that compliance with regulations and proactive actions in all areas lead us to improve our reputation, keep operations running and ensure business continuity, becoming a reference and an example for other companies in the region.

For this reason, during 2020, we complied with the social and economic regulations and legislation, as well as service and product information and labelling, and their impact on health and safety. We did not have any privacy violations nor did we lose any customer data.

2.1.2.1 Fight against Corruption

CONTENT GRI 205-2, 205-3

Our fight against corruption is based on the Money Laundering Prevention Policy, and is applied to all our customer's operations. Its application is carried out by management officials called Compliance Officers for our Real Estate Development and Finance Units. For the Energy Unit, this figure only exists in the operations in El Salvador.

These positions (except for the one in El Salvador, who is an external consultant) report to Senior Management and keep a close link with the Legal Area to ensure compliance with current regulations.

We do not do business with people of dubious reputations or financing, on which there might be suspicions of illegal activities. The Real Estate Development Unit holds the chairmanship of the Committee of Real Estate Compliance Officers, which is in charge of unifying criteria of the real estate sector with the Bank Superintendence.

On the other hand, in the Real Estate Development and Finance Units, we ask each of our associates to submit an annual declaration of as-

sets. In the Energy Unit, each employee must sign a conflict-of-interest discharge, which allows us to support our commitment to prevent corruption.

During 2020, we had no proven corruption cases.

2.1.2.1.1 Communication and training in anti-corruption policies and practices

During 2020, we trained a total of **162 people** in the Real Estate Development Unit on different Strategic Business Lines that make up the Unit, as follows:

Communication and training in anti-corruption policies and practices

2020	Shopping malls		Corporate Business Complexes		Construction		Sales		Total Real Estate Development Division	
	#	%	#	%	#	%	#	%	#	%
Directors	0	0%	3	100%	0	0%	0	0%	3	100%
Managers	0	0%	10	100%	1	100%	1	100%	12	63%
Coordinators	27	100%	24	100%	17	100%	10	100%	78¹	100%
Administration	9	100%	42	100%	6	100%	12	100%	69	93%
Operations	0	0%	0	0%	0	0%	0	0%	0	0%
Total	36	100%	79	100%	24	100%	23	100%	162	100%

¹This data refers to two trainings per year in this work category.



2.1.2.2 Preventing Money Laundering

In Guatemala to prevent money laundering or other assets and financing of terrorism, we must ensure that all negotiations with business partners such as tenants in shopping malls are approved by compliance officers who review their respective files.

This regulation also applies to those who purchase a house in our residential complexes, the companies that provide us with goods or services, and our employees. In the face of any reasonable evidence, we cut off the existing link with the person indicated in order to safeguard our corporate image, by being sure that we are not exposed to or are party to commit a crime.

To reinforce the importance of these preventive actions by training on corporate values, we use the case analysis methodology. The cases are presented so that the attendees themselves can determine if the values have been violated or not. In addition, we invite our team to review the Prevention of Money Laundering or Other Assets and Financing Terrorism Policy.

This document integrates multiple measures aimed at preventing operations that could launder the origin of goods and capital of dubious origin. This is a risk control measure of this practice, based on the review of relevant and detailed information.

Finally, at least twice a year we conduct trainings on this issue.

2.1.2.3 Communication and training on specific areas: Fraud Prevention

At the beginning of 2020, a Learning Workshop on Fraud Risks was conducted for preventing fraud. The workshop was aimed at the population considered vulnerable to this type of event in the different countries where we operate.

The workshop, which was carried out applying our case methodology, aimed to provide information regarding the definition of fraud, its types, possible causes and consequences, as well as detection and prevention.

With this methodology, we practiced all the knowledge acquired and gave examples of the theory, putting our REIR values in practice.

Milestones 2020



We continue our good management to prevent corruption cases in all our Business Units.



Our trainings were made virtually due to the restrictions of COVID-19.



Finance Division: Processes were made virtually to meet the requirements of the Bank Superintendence.



Finance and Real Estate Development Units: Digitizing reports in the face of Money Laundering or Other Assets and the Financing of Terrorism.

Challenges 2021

Advance in the implementation of the Prevention of Money Laundering or Other Assets and the Financing of Terrorism Policy developed in 2020.




**OUR
PEOPLE**

3.1 Our work team

Material topic: Creating employment CONTENT GRI 103-1, 103-2, 103-3

The innovative and efficient results achieved during the last year have been the result of the work of our human resources, different people committed who act with passion, dedication and are proud of the work they perform.



In 2020, we had a workforce of 773 workers, who at all times apply our REIR (LAUGH) values.

Our corporate values REIR are the core pillars that characterize us and allow us to properly manage our human resources, ensuring the constant development of their professional and human skills and abilities.

We are aware of the impacts we generate in the communities close to our activities, therefore we make important efforts to have relationships that allow them to see the creation of work in our projects, which contributes and facilitates access to resources, promotes local development and generates social welfare.

That is why, based on conviction, fulfillment and action in the framework of our REIR values, all our human talent work to keep good relations with our interest groups, making sure to keep a good reputation and being recognized for the positive impacts we generate on the environment.

Similarly, we recognize that our values must impact not only the working life of those who accompany us, but also balance family and social life, showing up on every decision and action we take as individuals. For this, we carry out two annual trainings for all our associates, as a strategy that allows us to permanently internalize our Code of Ethics and its values.

Our main commitments for creating employment are:

- Provide quality jobs that meet all regulatory requirements in the locations where we operate.
- Promote decent work throughout the supply chain in our operations.
- Form and train people in local communities to ensure access to formal employment.
- Make a holistic impact in the places where we operate.

“Our purpose is to generate impact investments so that communities take ownership of their own development, while keeping and improving our corporate reputation.”

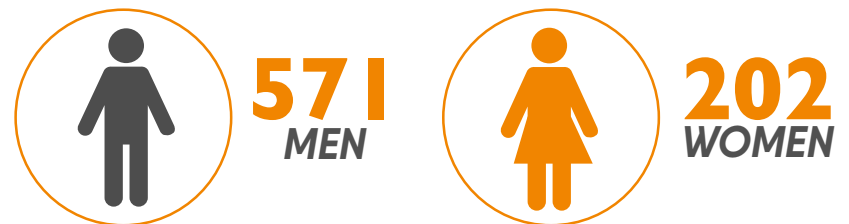
Since 2019, we have the Organizational Development Policy and the Talent Acquisition Policy to guide this process, which applies to all our Business Units and with which we seek to attract, develop, promote and retain the best talent, promoting our business effectiveness and continuity, becoming an aspirational employer for Latin America.

In order to ensure optimal management of these policies, we have a human resources team of 24 people.

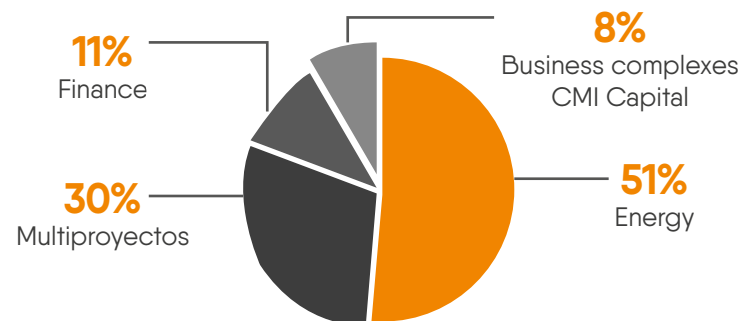
Diversity and Gender

CONTENT GRI 102-8 AND 405-1

In 2020, our work team was made up of 773 employees, 26% women and 74% men.



Associates in the Business Units

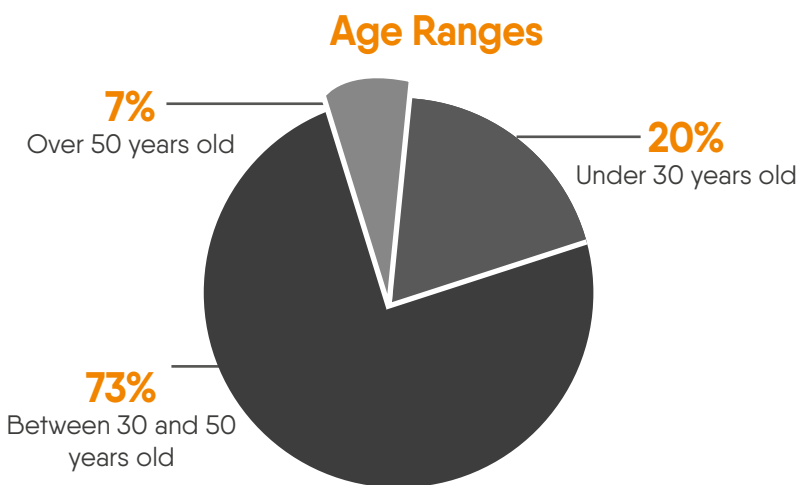


Types of Work Contracts

There are 714 employees, 92% of the total, work under a permanent contract. While 59, representing 8%, are temporary employees. All of the workers provide full-time services.

Composition of associates by age and gender

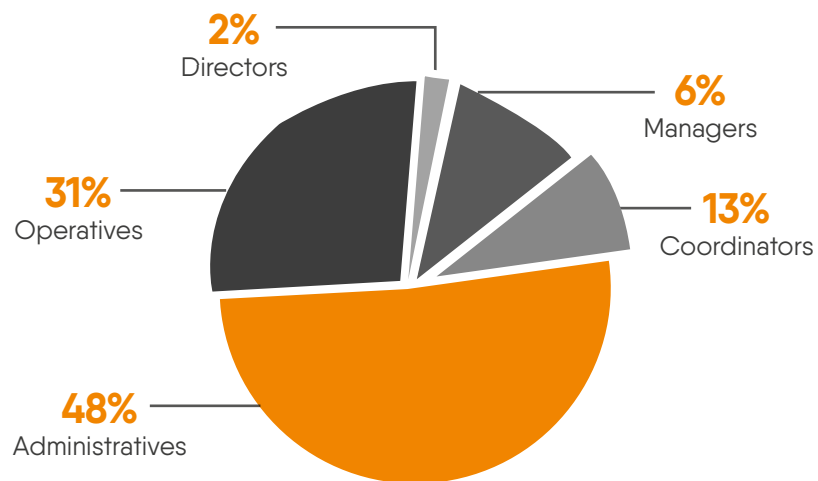
The composition of the workers by age range is 73% between 30 and 50 years old, followed by 20% under 30 and finally, 7% over 50.



Associates by positions

The highest percentage of associates, 48% are concentrated on administrative positions, followed by 31% in operations. The categories where a smaller number of people are concentrated are 13% coordinators, 6% managers, and finally 2% directors.

Job Categories



Preventing forced labor

CONTENT GRI 409-1

In order to comply with the applicable labor regulations of the countries where we operate, in our activities and operations we do not use forced labor, nor do they include procedures that encourage it.

We also make sure that working hours are organized to prevent additional working hours according to the contracts, taking care of the health of the workers. We carry out preventive actions with our suppliers through the Occupational Health and Safety area providing training, active breaks, aid teams and resources that guarantee and prevent forced labor.

Freedom of collective association

We respect the constitutions of each of the countries where we operate and the labor regulations in force, despite this we do not have collective bargaining agreements between the company and its workers, or with any trade unions.

3.1.1 Associates in the Business Units

3.1.1.1 Energy Unit

The Energy Unit was made up of a total of 397 employees, 86% were men and 14% were women:



The labor force is divided into four countries as follows:



149 people
Guatemala

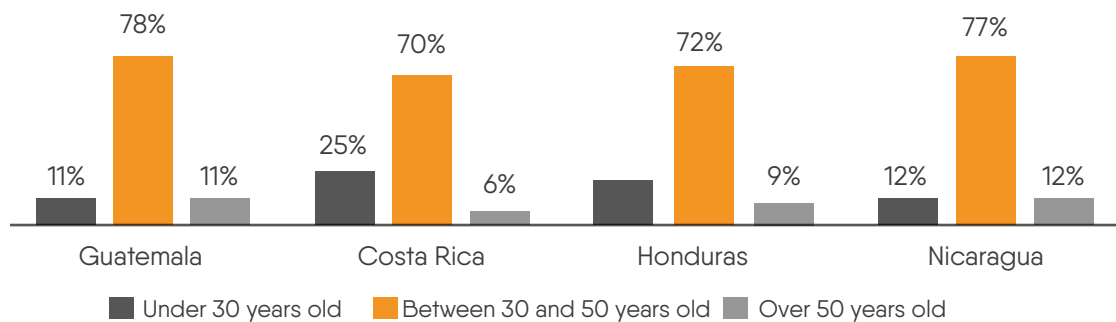
109 people
Costa Rica

113 people
Honduras

26 people
Nicaragua

Of the total workforce of the Energy Unit, 74% are 30 to 50 years old, followed by 17% under 30, and finally 9% over 50.

Distribution by age range



17,6% Women
Under 30 years old

13% Women
Between 30 and 50 years old

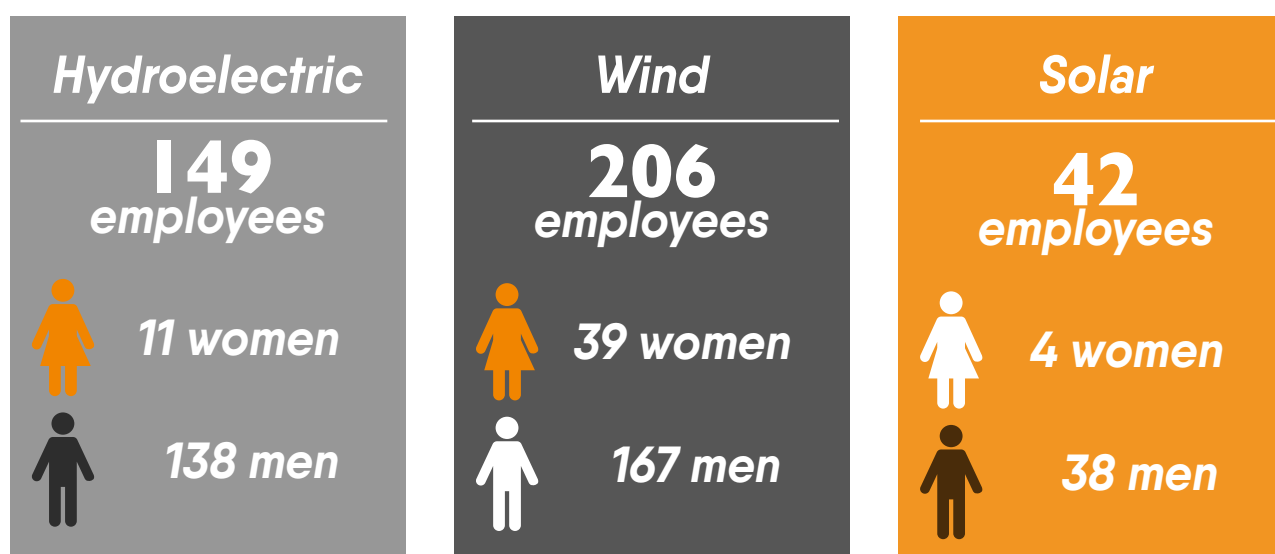
11% Women
Over 50 years old

Eighty-five percent of our associates are permanent workers. While only 15% are under a defined term or temporary contract.

Distribution by job category

JOB CATEGORY	Guatemala		Costa Rica		Honduras		Nicaragua	
	F	M	F	M	F	M	F	M
Directors	0	0	0	0	0	0	0	0
Managers	0	2	0	2	1	3	0	1
Coordinators	2	15	3	9	3	5	1	2
Administration	7	82	11	53	9	38	3	12
Operations	2	39	3	28	8	46	1	6
TOTAL	11	138	17	92	21	92	5	21

Distribution by generation technology

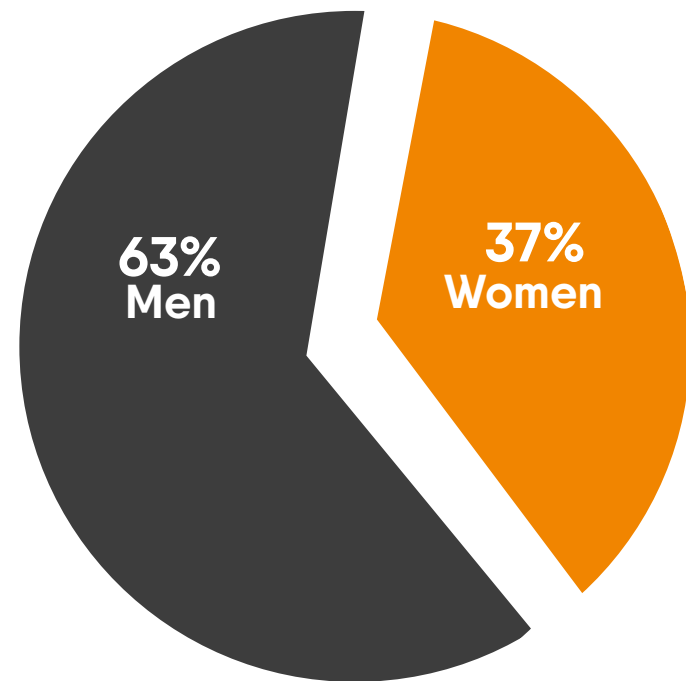


3.1.1.2 Real Estate Development Division

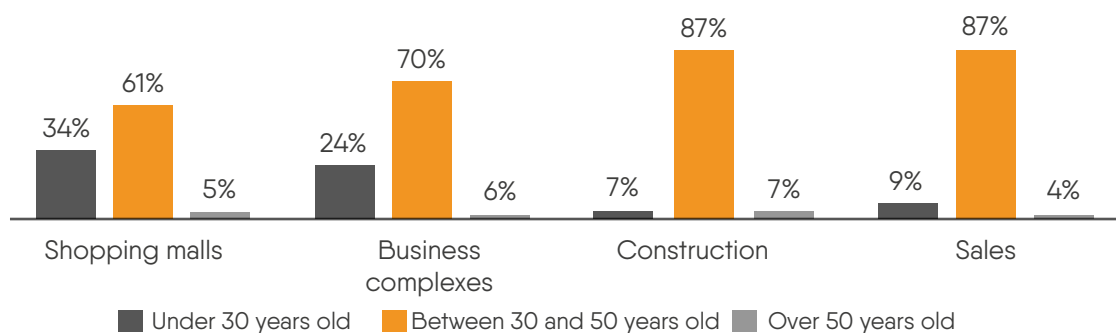
This unit is made up of 230 people, 63% of whom are men and 37% are women. Its work structure is divided into four Strategic Business Lines as follows:



Distribution by gender



Distribution by Age Range



43,3% Women
Under 30 years old

36,7% Women
Between 30 and 50 years old

16,7% Women
Over 50 years old

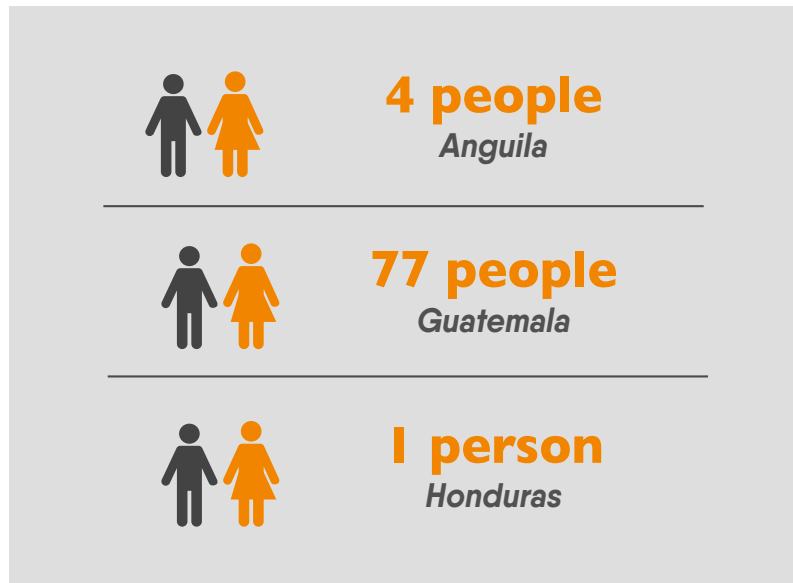


Distribution by job category

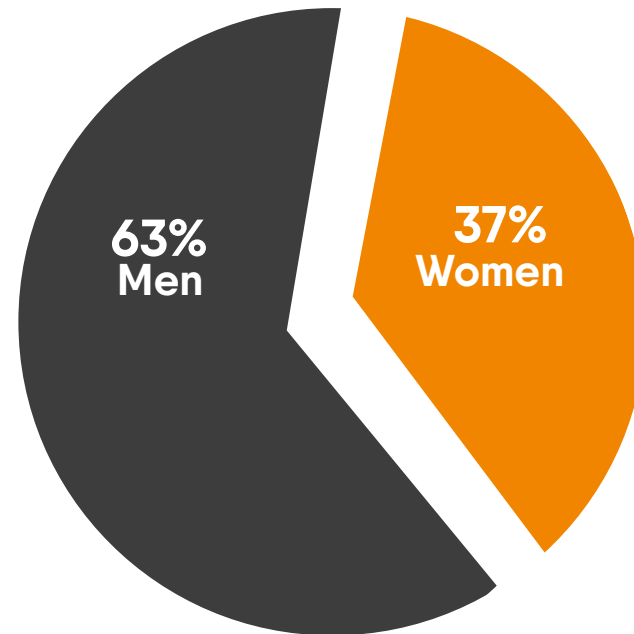
JOB CATEGORIES	Shopping malls		Corporate Business Complexes		Construction		Sales	
	F	M	F	M	F	M	F	M
Directors	0	0	0	3	0	0	0	0
Managers	3	0	6	7	0	0	1	2
Coordinators	9	10	7	8	1	1	2	1
Administration	9	8	17	19	1	7	6	7
Operations	11	55	10	10	1	4	2	2
TOTAL	32	73	40	47	3	12	11	12

3.1.1.3 Finance Unit

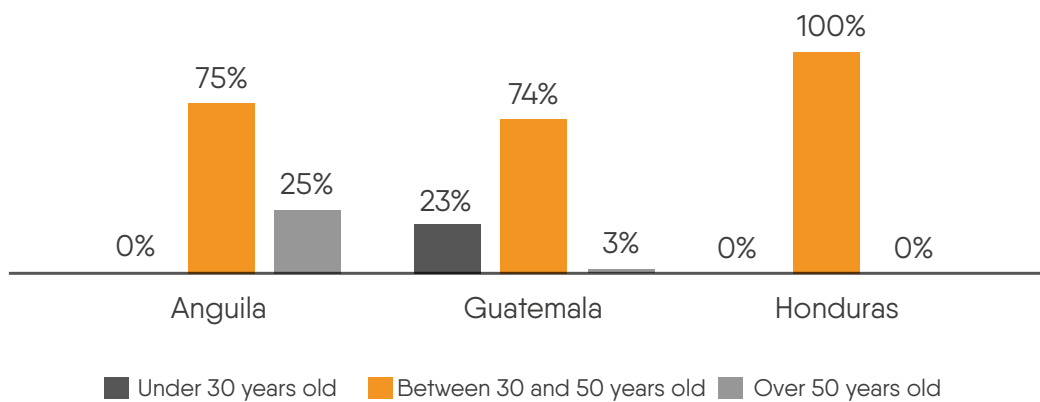
In this unit, 63% of our associates are men. While 37% are women. Like the Energy Unit, its workforce is distributed in several countries, as shown below:



Distribution by gender



Distribution by Age Range



55,6% Women
Under 30 years old

32,8% Women
Between 30 and 50 years old

0% Women
Over 50 years old



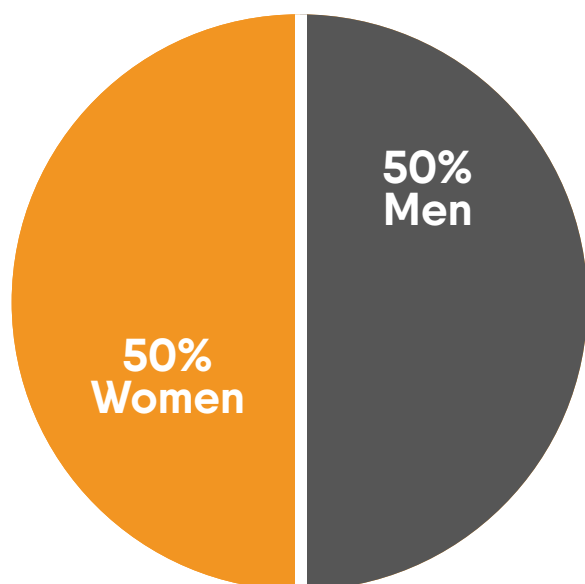
Distribution by job category

JOB CATEGORIES	Anguila		Guatemala		Honduras	
	F	M	F	M	F	M
Directors	0	0	0	1	0	0
Managers	0	0	1	7	0	0
Coordinators	0	2	4	12	0	0
Administration	1	1	22	26	0	0
Operations	0	0	1	3	1	0
TOTAL	1	3	28	49	1	0

3.1.1.4 Capital Group Offices

Finally, we have the office of the CMI Capital group with 64 people, evenly distributed between men and women, with a 50% participation for each gender.

The development of the office's activities is divided into two countries: Guatemala with 95% of the associates and Costa Rica with the remaining 5%.



Distribution by job category

JOB CATEGORY / COUNTRY	Guatemala		Costa Rica	
	F	M	F	M
Directors	0	7	0	3
Managers	5	10	0	0
Coordinators	1	3	0	0
Administration	24	8	0	0
Operations	2	1	0	0
TOTAL	32	29	0	3

 **71,4% Women**
Under 30 years old

 **50% Women**
Between 30 and 50 years old

 **20% Women**
Over 50 years old

3.1.2 New Hires and Turnover

CONTENT GRI 401-1

We seek to contribute to generate value for all of our stakeholders, so we strive to ensure and maintain the most suitable staff at each of our operations.

In this way and according to the needs, we focus on ensuring that the person in each position is someone who meets the required professional and technical conditions. The person also must have human quality and vocation for service that will allows him/her to better internalize the culture of work and service that is our characteristic.

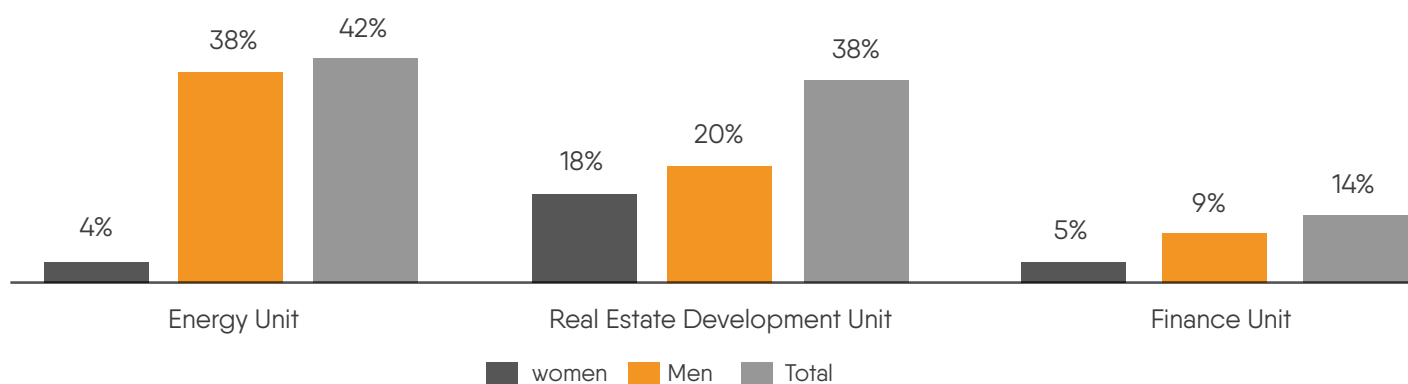
3.1.2.1 New Hires



During 2020, through the selection and recruitment processes, 100 new associates were hired, 32 women and 68 men.

Of the people hired, 62% were people between 30 -50 years old, 35% were under 30 and 3% were over 50. Below is a detail of the number, rate and gender of the new hires:

Number of new hires CMI Capital 2020

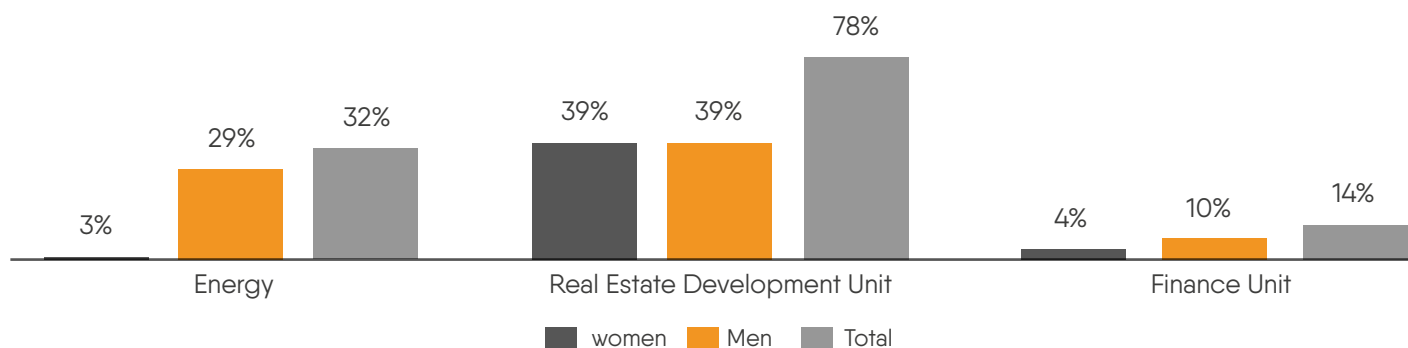


It should be noted that in our group offices we hired 5 women and 1 man in 2020.

3.1.2.2 Terminations and Dismissals

A total of 125 staff members completed their work with the organization, obtaining an overall turnover rate of 0.16. Of these terminations, 47 were women and 78 were men. The highest number of work terminations took place in the Real Estate Development Unit with a total of 78 people because it was the Business Unit that was most affected by the impact of the pandemic, mainly in the Strategic Business Line for rents and/or shopping malls.

Number of terminations/ dismissals CMI Capital 2020





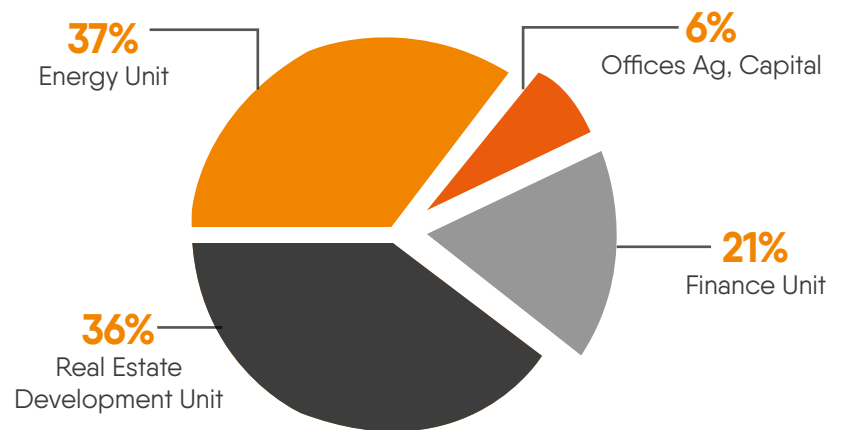
3.1.2.3 Parental Leave

CONTENT GRI 401-3

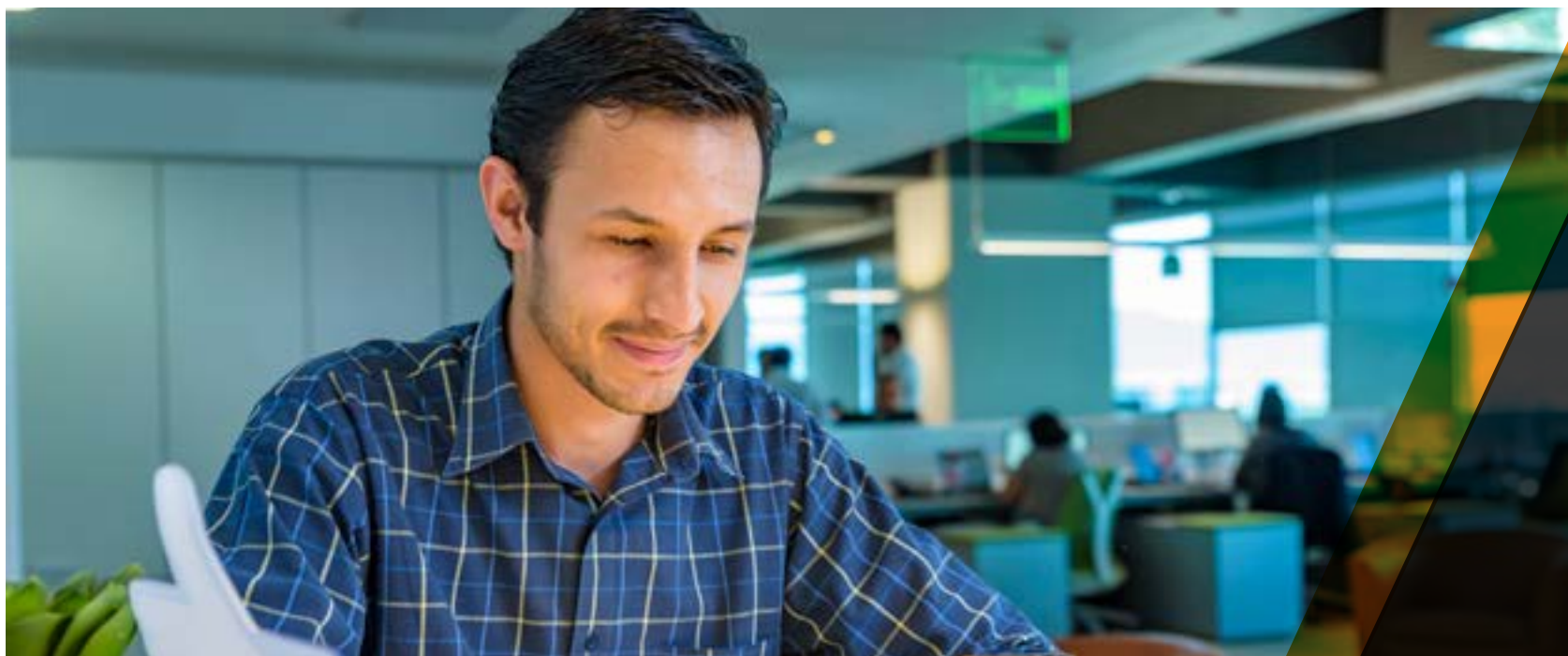
At CMI, we are respectful of the legal benefits of all our associates, especially those referred to in Article 152 of the Work Code related to parental leave.

In this regard, during 2020, six women and 13 men (19 cases in total) enjoyed maternity and/or paternity leave benefits, who returned to work after the end of this period. The distribution of these benefits by business unit is as follows:

Maternity / paternity leave



The retention rate for 2020 in CMI was 95 percent. This is because one of the partners assigned to the Real Estate Development business unit, who was in the business complex category, did not continue performing her duties when her maternity leave ended.



3.1.3 BBenefits for associates

CONTENT GRI 401-2

To keep the integrity of our associates while performing their work, personal and family life, and social activities, we offer assistance so that they keep harmony between the time spent working in the Company, and their social and private life.

For this, we have a benefit plan that in 2020 included the following:

- **Teleworking:** Because of the pandemic, a first group was moved in a 50/50 ratio to work from offices or workplaces and remote work and/or from home.
- **Flexible schedule (Flexitime):** Check-in time can be between 7:00 and 09:00 a.m. and check-out can be between 16:00 and 18:00 p.m., so that the eight working hours are met.
- **Birthday day off:** Not linked to pay and vacation, giving the worker a day off on his/her birthday.
- **Five paid days off per year:** These are not included in the legal holidays and are not subject to exchange for remuneration, which allow the worker to have some days off for personal errands, among others.
- **Flexible Friday:** It is possible to leave work before the established time.
- **CMI Discounts:** Better prices on the corporation's products, such as in Pollo Campero restaurants and/or real estate.
- **Loans from our Finance Units:** Get loans with better interest rates compared to the ones offered by other financial entities. The benefit is obtained after having completed one year of service.
- **Promoting savings:** Through financial education campaigns, as well as generating short- and medium-term investment options.
- **Life insurance and medical expenses:** We offer individual and family insurance for those with spouses and children. They only pay 20 % of the fee according to the worker's position and category.
- **Free parking:** For our associates in the company's main offices.
- **Welcome voucher:** On induction day our new associates receive a welcome lunch.
- **IGSS Suspension Reimbursement:** In case an associate is suspended for accident or common illness by the IGSS (Guatemalan Social Security Institute), we refund the amount not covered by this institution, so that his salary is not affected.

In order to gain access to these benefits, it is essential to have the approval of the immediate head, as well as to take into account the viability of each of the projects being implemented.



3.1.4 Human Talent Development and Training

CONTENT GRI 103-3, 404-1; 404-2 AND 404-3

We seek to maintain excellence in the development of all the projects in which we are involved, working hand in hand with our associates to strengthen their skills and enhance their competencies.

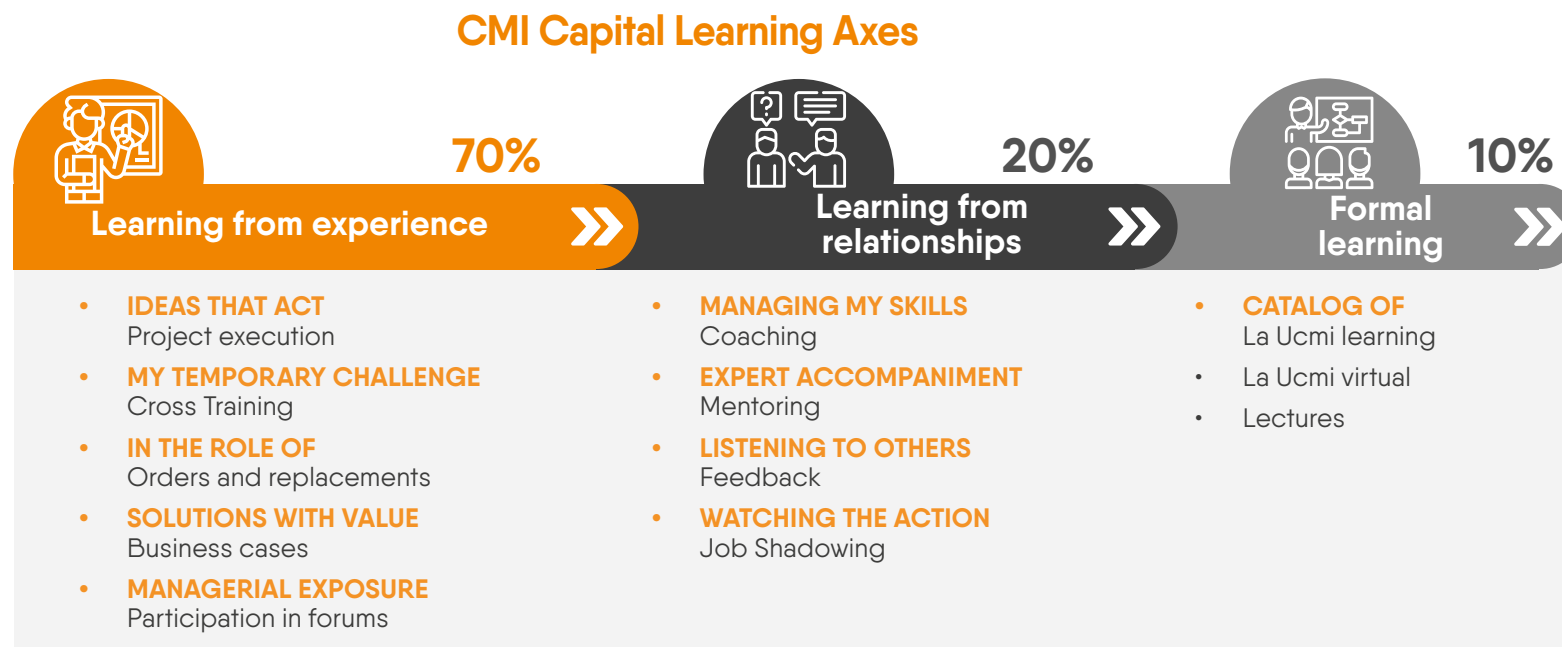
During 2020 we conducted more than 4,500 training hours, included in our development actions, aimed at all Business Units and all existing work categories

Average hours of training per associate in different positions

Job Categories	TOTAL / h	Energy	Real Estate Development	Finance	Of. Ag. Capital
Directors	5.97	0.00	7.33	5.00	5.66
Managers	12.43	26.39	11.97	9.51	6.19
Coordinators	11.78	9.93	14.58	12.01	2.13
Administration	6.17	4.51	13.77	4.84	1.83
Operations	1.54	0.80	2.42	5.40	0.00
TOTAL	5.90	4.31	8.99	6.90	3.38

3.1.4.1 Development and Performance System (DPS)

Our training strategy is based on the talent development model called “Development and Performance System (DPS)”, which is supported by three learning axes:



Our DPS promotes value generation for both associates and the company, enabling all learning scenarios to align with the corporate strategy. In addition, as a tool it contributes strategically to the internal processes carried out by the human resources area, such as:

- The training and retraining processes.
- Career plans.
- Determining compensation and benefits.
- Actions associated with retaining talent, among others.



“Our DPS makes decision-making easier and more objective, makes training opportunities visible, and enables the strategic and structured personal development of our associates”.

As a fundamental structure, the Development and Performance System is divided in three major phases:



Goal setting: It allows employees to focus their work on achievable and clear objectives, ensuring that its measurement is a parameter to evaluate their performance and contribution of their results to the company's strategy.



Inter-cycle feedback: This is a space for dialog between the associate and his immediate manager in order to review the objectives outlined, to get feedback for the performance and behavior results – hard and soft skills –, to identify opportunities for improvement and to set an action plan.



Annual assessment: Analyzes the fulfillment of annual objectives and skills. An annual objective performance rating is issued to calibrate or guide development actions for the associate.

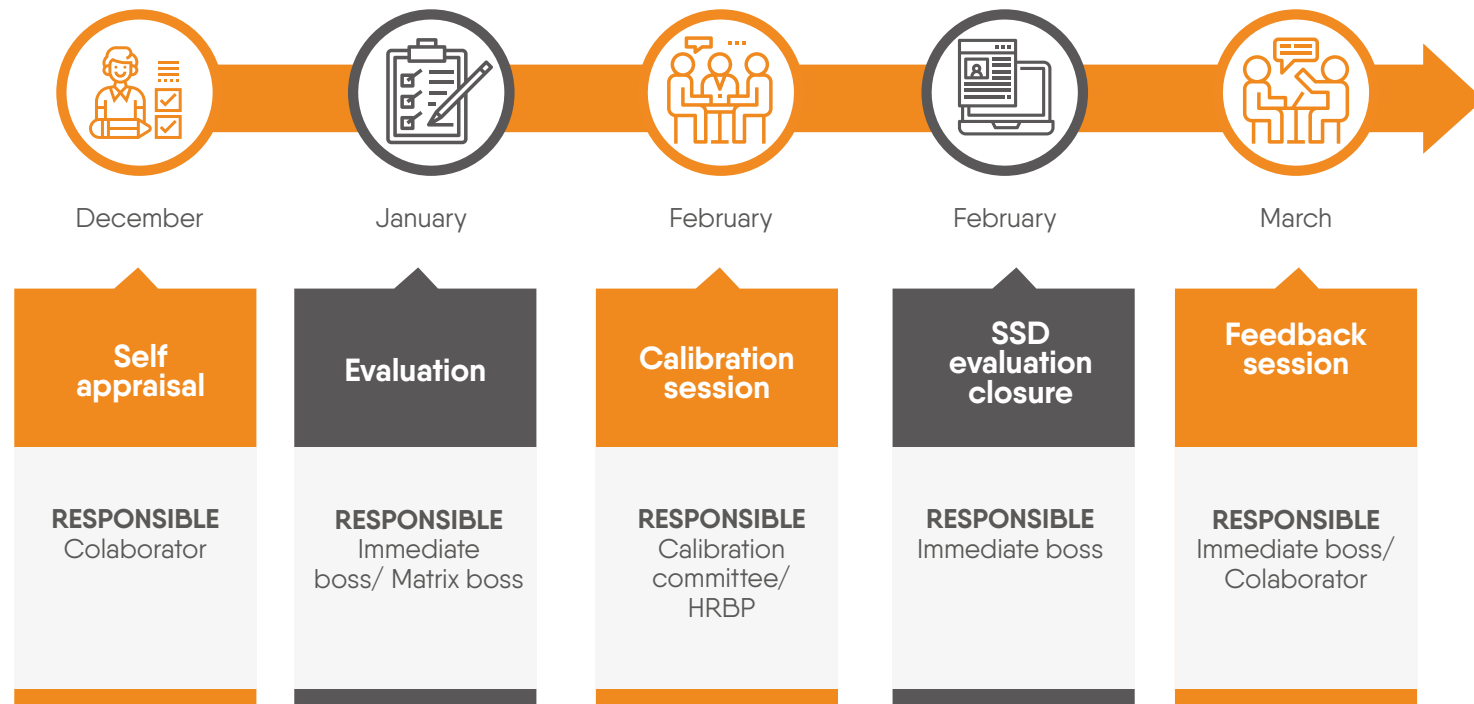
3.1.4.2 Individual Development Plan

From our system we address a technical training cycle aimed at all our associates, where work skills are prioritized according to the specific needs of each work area. The stages of this cycle are:

- 1. **Reflect:** Identify development needs and potential personal barriers that provide areas for opportunities.
- 1. **Plan:** Priority development issues aligned with corporate competencies are analyzed, goals and objectives for change and potential indicators are identified, and high-impact actions are defined to achieve the goals.

- 1. **Implement:** Once the priorities and actions have been defined, a development plan is validated, implemented and regular feedback is promoted, and followed-up.

The annual performance evaluation analyzes the achievement of the objectives and targets set, in order to identify opportunities for improvement, challenges, and finally, establish the action plan as a roadmap to guide the development and performance of our associates, for which we propose the following outline:



This exercise allows us to identify potential associates who according to their performance are qualified to grow within the company, which facilitates promoting our associates to vacancies in the company's different areas or Business Units.

This strategy is an opportunity to motivate the professional and personal growth of our employees, promote responsibility while performing their activities, as well as to gain loyalty and generate commitment for the organization.

At this stage, we analyze a rating scale; ranging from 1, associated with non-compliance of objectives and expectations, to 5, which shows that the employee has exceeded expectations with exceptional performance.

During 2020, we assessed 75 percent of our associates as follows:

Gender	TOTAL	Energy U.	Real Estate Development U.	Finance U.	Of. Ag. Capital
Women	85%	93%	71%	100%	97%
Men	69%	74%	40%	100%	97%
TOTAL	75%	77%	58%	100%	97%

3.1.5 Associate Management in the face of COVID - 19

In addition to our annual training strategies aimed at guaranteeing the generation of shared value, we care for the well-being and the safety of our associates. In 2020, we were not indifferent to the crisis caused by the health emergency of Covid - 19 in the world, which is why we carried out a series of actions aimed at guaranteeing the normal development of our operations:

- A COVID -19 support line was established to provide medical and psychological assistance to our associates and their families.
- The medical committee was formed to monitor COVID -19 cases in the company.
- Two groups of people were established to operate alternately under the in-person modality, thus favoring compliance with the established biosafety protocols such as distancing, among others.
- The leaders were trained to strengthen their capacities to perform teleworking and remotely develop activities with their teams.
- In each of the Business Units, work teams were formed as crisis committees.
- A permanent internal communications campaign was promoted in order to publicize and socialize the most relevant aspects of Covid - 19, as well as the biosafety protocols. The Telework Policy was established and developed during 2020.



Milestones 2020

- Creating the Crisis Committee: Monitoring sick or suspected Covid-19 associates.
- High degree of commitment by our associates during the pandemic to leverage CMI Capital's businesses, providing sustainability to business incomes.
- Initiatives to attend and address the emergency through process connectivity and digitalization.



Challenges 2021

- Resume the projects stopped in 2020, as a result of the emergency caused by Covid-19.
- To recover from the low economic income obtained during the year, especially in the Real Estate Development Unit.
- Maintain the biosafety protocols of our associates, give support and continuity to the vaccination process.

3.2 Strategic Sourcing

Material topic: Strategic Sourcing CONTENT GRI 103-1

The impact we generate, product of the development of our operations, makes us aware of the contribution we make to social development and the local economy, by acquiring goods and/or services that ensure the continuity of each of the Business Units that we manage

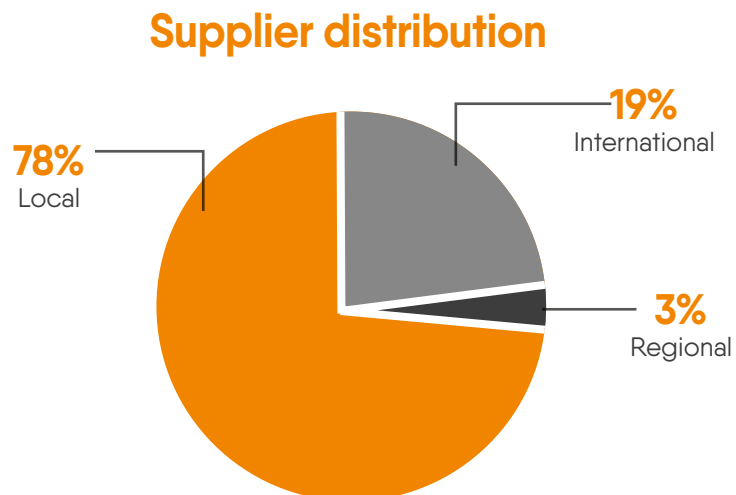
“Our main objective is to bring the operations and projects we carry out to successful conclusion, as well as to fulfill our purpose of generating impact investments that will drive social and economic development throughout the supply chain and in the community.”



3.2.1 Local Suppliers

CONTENT GRI 103-1, 103-2, 204-1

Convinced of our commitment to strengthen the local economies of the places where we operate, on average, we purchased 78% of the products, goods and/or services in local communities.



Type of suppliers	Energy	Real Estate Development	Finance
Local	73%	97%	33%
Regional	4%	0%	0%
International	23%	3%	67%
Total	100%	100%	100%



Under this scenario and in order to be increasingly efficient, we have ranked purchases in three major levels: Strategic, transactional, and emergency. The latter become relevant when safety or the environment is at risk.

Faced with direct relationships with our suppliers, we have classified them into four great levels, as follows:

Transactional

Volume

Strategic

Partnership

The strategic supply management that we have developed is concentrated under the guidelines of the Corporate Supply Policy.

It evaluates the behavior of our suppliers and the impact that their actions can have on work, health and the environment, aware of the importance of keeping their actions aligned with our strategic action framework.

The follow-up mechanisms are:

- Internal and external audits.
- Monitoring indicators.
- Regular meetings that allow us to identify both gaps and opportunity for ongoing improvement.

3.2.2 Supply Centralization and Mainstreaming

According to the supply structure or strategy that we have defined, at CMI Capital we have a Supply Area made up of 31 people, who, in addition to working 100 % with different company departments, give legal advice on contractual issues with suppliers who so require it.

In order to manage strategic sourcing as a fundamental pillar for the development of the operations of each of the Business Units, in 2020, we carried out strengthening activities such as:

- Follow-up to the integration and standardization supply project under a single structure. This consists in having a single service model and the complete centralization of functions.
- Cross-cutting policies were put in place, a multidisciplinary team was formed and the processes were modified in each of the units, allowing the maximization and distribution of resources and facilitating its integration.
- We professionalized management by using indicators of supply functions. We also significantly automated much of the information generated, which is part of the management dashboards that allow operations based on clear results and metrics.
- The transversality of the requirements of the Occupational Health and Safety System and those related to the environment was achieved for all business units.
- A plan of action was prepared to address this crosscutting progress by 2021.

3.2.3 Supplier Evaluation

CONTENT GRI 308-1

Finally, in the procurement area we performed a legal analysis of all our suppliers and, in some specific cases, a financial, quality and technical analysis. Through these studies, we determined whether bidding companies may be eligible to provide their services or supply goods to our company.

On the other hand, we are working on defining specific environmental criteria that will allow us to advance proper management in the evaluation and selection of our suppliers, an exercise that is not yet over, but of which we already have some results, such as:

- In a first phase, we have begun to carry out environmental assessments in Guatemala, which we apply to 100% of the suppliers of the Real Estate Development Unit.
- In the Energy Unit we managed to evaluate 43 local suppliers distributed as follows: 32 in Guatemala, four in Costa Rica and seven in Honduras.

In the next phase we will focus on identifying the exact criteria and developing their corresponding risk matrix as a tool to enable us to move forward in the strategic management of the supply chain.

With regard to social assessments, we have a clause rejecting child and forced labor. However, we are working on identifying criteria that will guide us in evaluating suppliers under this topic.

In addition, during 2020, as a criterion we implemented hiring local labor in the Energy Unit, specifically in the solar plants of Honduras.



Milestones 2020

- Keep our supply chain, despite the difficulties of the Covid-19 pandemic.
- Achieve mainstreaming of all sourcing processes in the Business Units.



Challenges 2021

- Continue with mainstreaming the supply chain processes across all the Business Units.
- Keep costs in the face of rising commodity prices (mainly operating inputs).
- Achieve a cross-cutting implementation of the SySO and environmental assessment.
- Advance the change and update of our technology tool for supply management.

3.3 Occupational Health and Safety

Material topic: Occupational Health and Safety CONTENT GRI 103-1

Aligned with our corporate value of **responsibility**, we ensure that we protect the life, health and safety of our work team, directly or indirectly linked, in all the business units of CMI Capital.

To achieve this, we comply with the current legislation governing Occupational Safety and Health issues (OHS) in the countries where we operate. We also have policies, safety manuals, procedures, inspection formats and other tools that allow us to monitor and follow-up occupational health and safety conditions. This is to minimize or mitigate existing or potential risks in our operations and facilities, and to keep the integrity of all the people with whom we interact.

3.3.1 Energy Unit

CONTENT GRI 103-2, 103-3

“Our purpose is the continuous pursuit of the mental, physical and emotional well-being of each and every person who participates or works in our centers and workplaces”.

In the Energy Unit we have Integrated Management Systems (IMS) certified under ISO 9001, ISO 14001 and ISO 45001 standards, which are implemented to provide greater support to strategies in terms of quality, environment, safety and occupational health.

From the IMS, we have an integrated policy that in each of its sections has references for ongoing improvement and risk management. This policy covers 100% of our staff and the staff of third parties involved in our operations, as well as visitors and those who perform activities on behalf of the organization.

We take special care in activities identified as “high risk” implementing special initiatives for this at each of the generation plants that we operate.

The operation sites that are currently certified are:

- **Hydroelectric plants Renace I and Santa Teresa (Guatemala).**
- **Wind farms Cerro de Hula (Honduras).**

- **Eolo (Nicaragua).**
- **PESRL (Costa Rica).**

Integrated Management System Certifications:

- **Trinorma (ISO9001, 14001, 45001):** IMS certified by ICONTEC since December 2017 for Headquarters, Renace I and Santa Teresa.
- **Binorma (14001, 45001):** IMS certified SGS since 2013 for Eolo (Nicaragua), EEHSA (Honduras) and PESRL (Costa Rica) plants.

“Throughout the year, we made the successful transition in all systems from OHSAS18001 to ISO45001, through a recertification audit for our hydroelectric and wind systems.”

It is important to note that, in compliance with our IMS certifications, we produce periodic reports for senior management review. Likewise, we conduct internal and external monitoring or recertification audits in certified plants, to evaluate the conformity of the systems and set the guidelines for the adjustments required in the procedures of the other plants.

In addition, we ensure compliance with the laws of each country where we operate, for which we carry out legal audits by third parties that, later, allow us to submit to certification and recertification audits.

All the audits carried out during 2020 were satisfactory. In general, specific recommendations and opportunities to improve occupational health and safety compliance were identified and are being implemented.

The Occupational Safety and Health Area composed of ten people, is the area responsible for monitoring and directing these actions and they perform specific management in our 16 renewable energy generation plants. Due to the geographical extension, five of these people are located in the Renace complex in Guatemala.



3.3.1.1 Occupational Health and Safety Management System (SGSST)

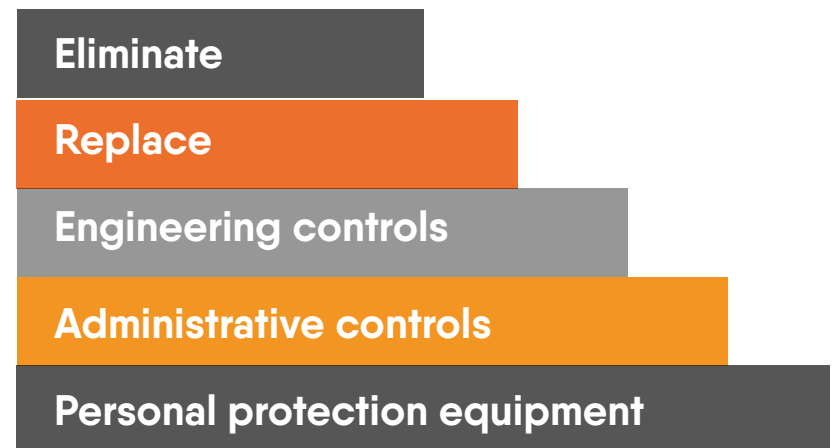
CONTENT GRI 403-1, 403-2, 403-7

The Occupational Health and Safety Management System of our Energy Unit is based on a number of legal matrices where each of the laws, agreements and regulations applicable to the technologies with which we work are registered.

On the other hand, we moved forward with the processes for identifying and assessing environmental and occupational hazards and risks in all our plants. We have the following control hierarchy for their minimization and mitigation:

SGSST Technology coverage 2020

	Hydropower		Wind		Solar	
	#	%	#	%	#	%
Personnel						
Own	95	29%	184	76%	88	34%
Third party	228	71%	57	24%	168	66%
Total	323	100%	241	100%	256	100%



Among these mechanisms, the associates have protocols to report hazards or dangers, standing out in Guatemala reports of unsafe acts, unsafe conditions or near accidents and the green card for the plants in Costa Rica, Nicaragua and Honduras. Similarly, we have procedures to investigate incidents or accidents and procedures for safe contractor management for the products and services that go into the plants.

Persons covered by the SGSST subject to external audit 2020

	Guatemala		Costa Rica		Honduras		Nicaragua		Total Energy Unit	
Personnel	#	%	#	%	#	%	#	%	#	%
Own	70	60%	58	81%	55	59.7%	28	82%	211	50.5%
Third party	150	32%	14	19%	37	40%	6	18%	207	49.5%
Total	220	92%	72	100%	92	99.7%	34	100%	418	100%

3.3.1.1.1 Occupational injuries, ailments and diseases

CONTENT GRI 403-9, 403-10

In 2020, there were **24** recordable occupational accident injuries, **15** of them in CMI's personnel and **9** in third-party personnel as follows:

Injuries due to work accident recorded

	Guatemala		Costa Rica		Honduras		Nicaragua		Total 2020	
Indicators	#	Rate	#	Rate	#	Rate	#	Rate	#	Rate
Own personnel	3	2.85	4	4.20	5	5.67	3	12.81	15	1.28
Third-party personnel	8	2.85	0	0	1	1.29	0	0	9	2.39

Additionally, during the year we did not record any injuries due to work accidents with great consequences or deaths of our own personnel or third parties. In all the countries where we operate, we have been implementing ergonomic programs to prevent musculoskeletal injuries.

Below is the detail of the events recorded in each country.



Guatemala:

In the Renace and Santa Teresa plants, **three work-related injuries occurred to our own personnel**, associated with sharp cuts, falling down at the same level or from another level and bee stings. To avoid these events in the future, we trained staff on the use of sharps tools and suggested quieter, calmer reactions when dealing with bee swarms that are in the area to prevent bee stings.

It should be noted that, for our own staff at the Renace I plant, we have identified a type of occupational illness associated with hearing injuries, with **eight cases recorded** in 2020. Because of these cases we are preparing a hearing conservation program for our own staff and third-party personnel.

For third-party personnel, **we registered eight recordable work injuries** related to bee stings, slipping at the reservoir and ankle sprains at Renace I; as well as three sharp cuts, falling from a different level, a bruise due to a falling rock, a bee sting and a fracture of the metacarpus.

To prevent these accidents, we investigate each incident, by reviewing the working method, implementing operational controls indicated in the risk matrices, as well as provide training on ordering, cleaning and using manual tools.

Costa Rica:

At PESRL we **recorded four personal injuries** related to being trapped or falling down. These are different from the most common ones that are usually arms, hand cuts or injuries, or ankle sprains. Then, we gave training on order and cleanup to prevent falls and training on identifying risks and hazards, as well as the implementation of specific operational controls.

Honduras:

We recorded five personal injuries to our own personnel, one of these at Cerro de Hula where someone fell down at the same level which involved changing the fire extinguisher bracket and renewing the anti-slip tape in the walking area. In addition, we reiterate the importance of order and cleanliness of the Nacelle (upper part of the wind turbine) to keep it free from oil spills.

The other four recordable work-related injuries occurred in the Choluteca and Pacific areas where we had sharp cuts and people falling down at the same level. We carried out inspections and checked the weed cutting method to prevent accidents from occurring. Additionally, housekeeping actions were performed to prevent items or utensils from falling down.

For third-party personnel we recorded a sharp cut of the foot, therefore identifying that the contractor's personnel did not have the corresponding personal protection equipment. For that reason, we required the contractor to have all the complete equipment before starting to cut weeds.

Nicaragua:

Three accidents occurred throughout the year, grade 1 sprains, for which we reviewed the work area and gave training on cleaning tasks, use of supplies and work tools in the work area.



3.3.1.2 Health Services

CONTENT GRI 403-3, 403-6

In all our power generation plants we have services to prevent occupational illnesses and control hygienic variables, as well as health surveillance and epidemiological practices. For health services, doctors are subcontracted and emergency brigades for first-aid care are formed.

Due to the situation generated by Covid-19, in 2020, 24-hour video or telephone consultations were enabled. In the case of Guatemala, we established two clinics for emergency care and had medical personnel available for the Renace III and Santa Teresa plants with equipment and inputs for primary care.

On the other hand, we implemented a health approach aimed at disease prevention through:

- **Ergonomic programs**
- **Periodic monitoring of lighting, thermal stress and noise**

During 2020, at our plants in Guatemala we moved forward hearing conservation programs by measuring noise and noise dosimetries throughout the Renace and Santa Teresa complex to prevent the incidence of industrial noise-related injuries associated to our operations. In addition, **we carried out ergonomic programs for 18 positions at the headquarters and 24 positions in Renace and Santa Teresa**, in order to prevent the appearance of musculoskeletal diseases in employees of the operational and administrative areas.

Additionally, we perform periodic light monitoring obtaining 239 points in the spot metering. This allowed us to advance six control measures and correct 163 points due to poor lighting. Finally, we performed five thermal stress-non-ionizing radiation monitoring to ensure that the collaborators are not exposed to this type of risk.

3.3.1.3 Non-Work Health Care and Services

Consistent with our purpose of promoting the health and integrity of our associates, we have a number of voluntary non-work health promotion services and/or programs such as:

- Healthy Living Program.
- Laboratory tests.
- COVID-19 Prevention Protocols.
- Metabolic syndrome programs and nutritional assessment in Guatemala.

Throughout the year, we provided the following non-work health care and services:



To offer these services, we have internal communication channels to give information to our associates. In addition, we have a network of laboratories in Central America available to process free PCR tests for personnel suspected to have Covid-19. For positive cases we provide a medication kit to treat the symptoms.

In terms of training and additional health services, we carry out the following activities at our Renace and Santa Teresa plants:

- **Ergonomic Training:** Three sessions with 71 trained associates.

- **Covid-19 inspections:** 40 inspections carried out.

While other activities performed in the Central American region were:

Covid-19 trainings: 25 sessions with 825 trained collaborators.

Covid-19 sampling: Seven positive tests (14%), 44 negative tests (86%); 50 antibody tests (AC), 54 RT-PCR tests and 28 Ag tests were also administered, for a total of 183 tests taken during the year.



3.3.1.4 Worker participation, consultation and communication on occupational health and safety

CONTENT GRI 403-4

We have mechanisms for worker participation and consultation for the development, implementation and evaluation of our occupational health and safety system in each of the countries where we operate.

Guatemala: In our plants we have OSH Committees. In Renace, the committee is made up of eight people and two people in Santa Teresa, due to the number of workers in each one of them.

The main objectives of these committees are to participate in the development, approval, implementation, evaluation and promotion of compliance with the general regulations on Occupational Safety and Health.

Costa Rica: At PESRL, and other plants in Costa Rica, we have an Occupational Health Commission made up of two people, who are in charge of monitoring that the laws, regulations and any other provisions on occupational health are complied with in the workplace. In addition, the committee is responsible for collaborating in the organization of information and motivation activities to prevent occupational risks.

Honduras and Nicaragua: At the Cerro de Hula (Honduras) and Eolo (Ni-

caragua) plants, we have the Joint Commission on Occupational Safety and Hygiene made of four people each, who have the responsibility of: .

1. Cooperating with the assessment, determination and investigation of the occupational risks of the company or work center to which they belong.
2. Watch and monitor compliance with the provisions adopted for the prevention of occupational risks.
3. To propose to the employer the adoption of preventive measures aimed at improving the levels of protection and prevention of occupational risks.
4. To promote and encourage the cooperation of workers in the implementation of measures to protect and prevent occupational risks.

3.3.1.5 Training and Welfare

CONTENT GRI 403-5

In all our energy generation plants we implement an annual training plan on Occupational Safety and Health issues for the employees, to teach them on analyzing and identifying dangers, and assess risks for the prevention of injuries or harm to our own personnel, third parties and / or visitors to the work centers.

In the general training topics, we highlight fire prevention and extinction, basic life support, safety systems in the wind turbine, electrically safe work (NFPA 70E) and manual handling of loads.

For our Renace and Santa Teresa plants we work on the general topics of manual cargo handling, hazard identification and risk assessment, safe, defensive driving, legal compliance on SSOs and reporting unsafe acts/conditions.

NICARAGUA / HONDURAS / COSTA RICA

SPECIFIC TRAINING TOPICS

- Electrically safe work.
- Lockout and labelling.
- Inspection.
- Elevator use and evacuation (AVANTI).
- Certification in operation of auxiliary cranes greater than or equal to 50 TONS.
- Work on suspended platforms (Spider).••

GUATEMALA

SPECIFIC TRAINING TOPICS

- Noise
- Metabolic syndrome.
- Working at heights.
- Confined spaces.



3.3.2 Real Estate Development Division

CONTENT GRI 103-2, 103-3, 403-2, 403-7



“Our purpose is to develop investments and operations in an integrated and responsible manner, through an environmental, health and safety management system in which our employees, customers and contractors are protected from injury or damage risks, while promoting ethical and respectful treatment of the environment and ensuring a prosperous and sustainable future for Multi-Proyectos”.

For the proper management of our Real Estate Development Unit, we instruct all workers in priority protection of their physical integrity. We comply with the OSH requirements defined in the applicable regulations, promote occupational risk prevention, and monitor compliance through:

Scheduled and unscheduled inspections

Monthly mandatory reports

Follow-up of findings identified in these activities

Monthly audits of COVID-19 protocols in CMI administrative areas

Supervision by competent authorities of COVID protocols and/or compliance with SySO guidelines on construction sites

Our approach to OSH is not only limited to the building stage and/or building infrastructure or our real estate complexes, but also includes their operation. In our shopping malls and corporate complexes, we provide safety to visitors and customers, offering clean and orderly environments, that comply with biosafety standards against Covid-19.

We establish mechanisms to minimize the hazards and risks inherent in our activity in each of the projects and operations, ensuring safety and health to avoid any harm that might occur as a result of work activities.

Aligned with our purpose, we foster a culture of occupational risk prevention and a management system that facilitates the attention of various existing risks, in accordance with the current regulations and reinforced with the different procedures, instructions and actions taken.

In that sense, we have a number of security protocols in our shopping malls and corporate centers because of the massive interaction with customers and the general public, with relevant and efficient response plans for any risk, emergency or natural disaster.

To identify significant hazards and risks, we have the Hazard Identification and Risk Assessment Matrix (IPER), where we perform quantitative analysis and classify them according to their importance, implementing control plans aligned with a hazard identification procedure.

Likewise, our team has general good practice guidelines, in which we identify safe jobs and keep the periodic risk assessment up-to-date. We seek to increase the level of protection of the health and safety of our workers by using the following types of controls:

- Finding report

- Incident report

- Preliminary accident report

- Final accident report



“We identify the causes of the events, and establish and implement the necessary measures so that they DON’T happen again”.

We have a control that allows us to minimize or eliminate risks in our construction lines and in shopping malls, eliminating or replacing risks, engineering controls, administrative controls and providing personal protection equipment (PPE). In addition, workers on the site have reports of findings of unsafe conditions to apply any of the measures mentioned above.

Some of the activities we highlight from the year 2020 are:

- In all our construction works we have an engineering assistant on Occupational Health and Safety issues who follows the SySO manual for construction projects.
- Paramedics and/or nursing auxiliaries are available in all our shopping malls to provide primary care and first aid.
- The preparation of the Strategic Plan for Industrial Safety, Occupational Health and Environment 2020-2022 has begun, to comply with the equipment and protocols established for internal and external associates.
- We implement biosafety protocols in all our shopping malls (taking the person’s temperature, using gel and alcohol, hand washing, complying with physical distancing measures, mandatory use of face masks, prevention and care campaigns, among others).
- We hired a person in charge of Occupational Health and Safety, Environment and Sustainability that would enable us to strengthen our strategy and management in this area, in order to make operations more sustainable and safer.



Complaint Mechanisms: For shopping malls we have complaint books. Complaints or opinions of construction projects are addressed by the resident engineers of each of the projects.



3.3.2.1 Contractors and Suppliers

Before starting work, in our construction projects every contractor must submit his Occupational Health and Safety Plan, which must consider all the safety measures that will be taken during the construction process, aligned with our good practices.

Similarly, they must have OSH monitors trained in the areas of concern under Article 302 of the Ministry of Labor and Social Welfare. As is mentioned in our Supplier Occupational Safety and Health Manual:

“In case of medical care coverage for work accidents, before entering our facilities all third-party personnel must be registered with the Guatemalan Social Security Institute (IGSS), they also must have an insurance policy covering accidental death.”

3.3.2.2 Occupational Health and Safety Management System (SGSST)

CONTENT GRI 403-1, 403-8

Our real estate complexes operate in compliance with current regulations and standards. They are executed under a Work Health and Safety System, which seeks to protect the integrity and health of all people working in our operations. Its compliance applies to direct personnel, contractors and business partners.

It should be noted that for all Multi-Proyectos, in 2020, there was progress in structuring and planning the Work Health and Safety Management System, to be evaluated and implemented as of 2021.



One hundred percent of our direct and third-party staff are covered by the SGSST and are subject to internal audits.

3.3.2.2.1 Occupational injuries, ailments and diseases

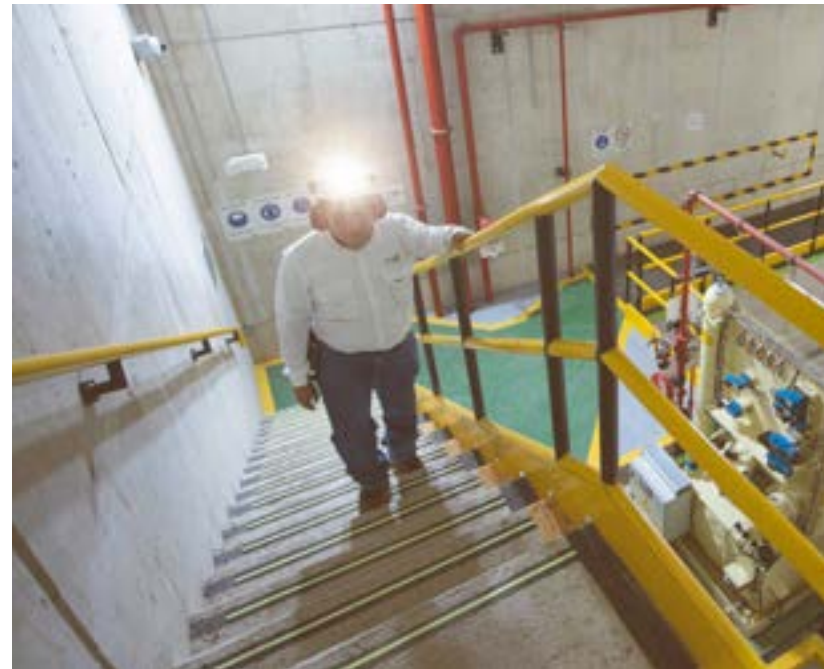
CONTENIDO GRI 403-9, 403-10

During 2020 we did not report any deaths resulting from work-related injuries or accidents with serious consequences for our direct or third-party personnel. On the other hand, injuries occurred due to recordable work accidents. The most common were:

- Falling down or falling from different levels.
- Hitting objects and minor scrapes.
- Dropping objects from different levels.

This type of accidents are due to the nature of the construction activity, because of the work performed at different heights in our projects.

For our direct staff there were three accidents during the year in construction projects and **for third party personnel there were 16 injuries in total** (15 in construction projects and one case in the Vistares shopping mall).



Type of personnel	Number of injuries per work accident recorded	Rate of recordable accidents ²
Direct staff	3	4.97
Third party personnel (contractors)	16	8.93

²Calculated for every 1 000 000 hours worked.

The main actions implemented to prevent the accidents mentioned above are:

- Cleaning, leveling, and removing items near the edge to prevent them from falling into work areas.
- Promote the use of handrails when moving.
- Installing anti-slip belts.
- Asking contractors to place steel bar protections and remove those that do not meet any function.
- Periodic supervision of work at height and reviewing work permits and evaluating safe work
- Communication of the accidents presented and talks with the staff for their prevention.
- Providing and supervising the use of personal protection equipment.

- Frequent risk assessments in projects.
- Talks on handling manual loads.
- Talks on the safe use of machinery and replacing inputs for optimal operation.
- Training on needs identified in project development.
- Revisions to validate that work inputs are located in the appropriate areas.

Hours worked by own staff and contractors

LEN	Own personnel	Contractors
Shopping malls	329 789	1 074 313
Corporate Business Complexes	215 952	352
Construction	37 753	455 654
Sales	19 776	260 568
Total	603 270	1 790 887

3.3.2.3 Covid-19 Cases

In 2020, we recorded 22 positive cases of Covid-19. Most cases were asymptomatic or with mild symptoms. Only one person had to go to the hospital and all positive cases recovered successfully.

We carried out 148 follow-ups of symptoms among our own staff, third parties and business partners. We took quarantine measures and took samples to confirm or rule out cases of contagion.

3.3.2.4 Work Health Services

CONTENT GRI 403-3, 403-6

To promote the care and health of the people who are in our projects and raise awareness about Covid-19, we conducted trainings and forums with topics associated with virus prevention, administration and management. We also provide weekly appropriate information for the prevention of contagion and on measures to follow from home through:

- Virtual conferences.
- Weekly emails.
- Work groups.
- Crisis Committees for Multi-Proyectos.
- Crisis Committees by Group.

3.3.2.4.1 Shopping Malls

During 2020, we had primary care, first aid care and care services for suspected Covid-19 cases in our shopping malls. To ensure the quality of these services, a paramedic is available to provide primary care for any events that might occur.

Similarly, we plan to hire an occupational doctor for the management of occupational health and, in the case of the existing Covid-19 cases, we have a doctor from the group and a Monitoring Committee.

3.3.2.4.2 Construction

In 2020, we only had an auxiliary nurse in San Isidro Torre II. While, in apartments Vistares we have an assistant on Occupational Safety and Health. In the other construction projects, we did not have any paramedics or nurses.

In our construction projects we have primary care and first-aid services in the Torre II San Isidro 2021 project, provided by a nurse, who attends direct personnel and contractors on site. While, in apartments Vistares we have an assistant on occupational health and safety.



We plan to hire an occupational physician for the entire Real Estate Development Unit and have a group physician and a Monitoring Committee for COVID-19 cases.

3.3.2.4.3 Sales

On the other hand, in our Strategic Sales Line employees have access to Social Security and we do not have health services because our staff numbers are small. By law, a paramedic or nursing assistant is not required. In spite of this, in 2020, we carried out campaigns for Covid-19 prevention, administration and management.



3.3.2.5 Worker participation, consultation and communication on Occupational Health and Safety

CONTENT GRI 403-4

In our shopping malls we have the Bipartite Committee on Occupational Health and Safety with the exception of Pradera Express Palin, Pradera Express Santa Lucia Cotzumalguapa and Pradera Express Villa Nueva where our Occupational Health and Safety Regulations does not apply. Our Torre II San Isidro and IQ10 construction projects also have a Bipartite Committee. While in our strategic line of Business Sales, the Occupational Health and Safety committees does not apply due to the small number of people.

The main functions of these Committees are to participate in the development, approval, implementation and evaluation of the Occupational Health and Safety program and policies, as well as to promote and monitor compliance with the General Occupational Safety and Health Regulations.

Project	Number of persons making up the Committee
Shopping malls Praderas: <ul style="list-style-type: none"> • La Pradera • Chiquimula • Escuintla • Huehuetenango • Puerto Barrios • Vistares • Xela • Zacapa 	4 people
Shopping malls: <ul style="list-style-type: none"> • Pradera Chimaltenango Construction: <ul style="list-style-type: none"> • Torre II San Isidro 2021 • IQ10 	6 people

3.3.2.6 Training and Welfare

CONTENT GRI 403-5

The Occupational Safety and Health training of our associates and contractors should be aimed at providing basic knowledge such as basic first-aid and preventive issues. In our case, according to our training matrix, courses are assigned depending on the risks identified, in addition to other factors such as changing jobs, and reinforcing issues due to the high frequency of one type of accident, among others.

Throughout the year, we develop trainings mainly associated with:

- Covid-19 Prevention Measures
- Functions of the Bipartite Committee
- Handling Fire Extinguishers

Normally, we have wellness programs that include vaccination days and ophthalmological campaigns. However, in 2020, they were suspended by the health contingency derived from Covid-19 that led to redirect actions for the prevention and care to stop the contagion.

In previous periods, we concentrated our occupational health and well-being administration by measuring the effect of chemical and physical agents and ergonomic risks, through the annual execution of occupational monitoring. These were suspended during 2020 due to the pandemic. However, we hope to return to this type of controls in the future.



Milestones 2020 Real Estate Unit

- We highlight, hiring an Occupational Health and Safety Environment and Sustainability manager for the entire Real Estate Development Unit.
- Prevention and Infection Protocols for COVID-19 were implemented at all shopping malls, government institutions made periodical visits and there were no findings or sanctions.
- During this period, progress was made in preparing the Occupational Health and Safety Policy to be evaluated and approved in 2021.
- Our shopping malls had an OSH monitor to handle all incidents, accidents or emergencies.
- Occupational Health and Safety Plans required by law for 90% of our projects in construction and operation were developed.
- In Pradera Chimaltenango, we collaborated with the Guatemalan Social Security Institute (IGSS) of the Department of Chimaltenango by identifying suspected cases of Covid-19 to reduce infections at the local level (205 patients evaluated, 29 swabs were performed with negative results).



Milestones 2020 Energy Unit

- In 2020, we took an important step towards digitalization by virtualizing safe work analysis formats and safe work permits, allowing us to reduce paper use and obtain greater process efficiency.
- In Costa Rica, we are making progress in the implementation and improvement of fire systems, identifying the need to keep the operations center informed about the alarms of these systems. In that sense, the project consisted in moving the signals to Tilaran's operations center, which involved taking the signals of what was going to start operating in Nicaragua, Costa Rica and Honduras. In 2020, signals from Liberia reached Tilarán and Eolo in Nicaragua.
- In this period, we moved forward defining competencies, to accredit the worker through a passport he receives that states the trainings approved and technical competencies acquired.



Challenges 2021 Real Estate Unit

- To approve the Occupational Health and Safety policy built in 2020.
- Implement the Occupational Health and Safety Management System.
- To keep operations running by preventing and controlling Covid 9 infections, in all our operations.
- Participation and leadership of the Unit's direct staff on Occupational Health and Safety issues.
- Include business partners in bipartite committees.
- Continue to perform optimal management against Covid-19.
- LEN Rents: We hope to have a person on the specific topics of Occupational Health and Safety.
- LEN Construction: Align 100% of our contractors to biosafety protocols.
- LEN Sales: Implement the OSH management system in administrations.



Challenges 2021 Energy Unit

- By the first quarter of the year, it is expected to meet 100% of the model competency plan on the wind side.
- Complete the definition of competency matrices.
- Continue to advance the digitalization of work permits and risk analysis using virtual platforms to continue contributing to the care of the environment and reduce the time of some operations.
- For CMI Energy the challenge of the care of Covid -19 remains in place, by implementing protocols, providing support lines, preventing diseases and therefore deaths.
- Reduce accidents and keep frequencies within the range of suspensions due to accidents (2 to 5 per year).

A photograph of a male worker in a white long-sleeved shirt, blue jeans, and a white hard hat. He is wearing safety glasses and holding a clipboard. The background is an industrial facility with large pipes and machinery. A large orange diagonal graphic is overlaid on the left side of the image. The text 'OUR ECONOMIC PERFORMANCE OF IMPACT INVESTMENTS' is centered in the lower half of the image, with 'IMPACT' in orange and the rest in white.

**OUR ECONOMIC
PERFORMANCE
OF IMPACT
INVESTMENTS**

4.1 Economic and financial performance

Material topic: Impact investments/ Progress and social welfare

4.1.1 Economic value generated and distributed

CONTENT GRI 201-1

Every year, our Energy, Real Estate Development and Finance Divisions propose economic-financial goals, which are achieved by executing our business plans, investing in future projects and managing our human resources. These results are monitored monthly, quarterly and yearly at different depths through the Activity Report, which allows us to achieve a comprehensive business management.

“The Financial Planning area is in charge of the corresponding reports and controls”.

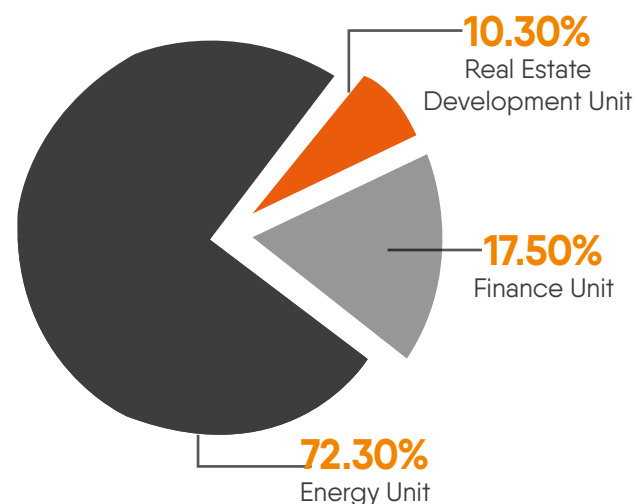
The policies relevant to the economic and financial management of the business are those of dividends, financing and investments, which materialize our profitability commitments and must be fulfilled and executed by all the levels of the Organization. Optimal management of these issues allows us to have a positive impact on:



“Our commitment is to make impact investments that contribute to the development and growth of countries.”

We are also committed to the socio-economic development of the countries where we operate, aware that our impact is positive. We then show the distribution of our generated economic value, which for 2020 amounted to approximately **US\$ 408 million**, which were generated by Business Unit as follows:

Economic value generated



Through our Energy Unit we generate 72.3% of the total revenue, second, the Finance Unit with 17.5% and finally the Real Estate Development Unit with 10.3%. Of the total income generated, 14% was financial income.

- Energy Unit:** In 2020, we had delays in portfolio collection areas due to the measures some countries took, which included those associated with giving longer deadlines or longer time for public service payments.
- Real Estate Development Unit:** This Business Unit was most affected by the COVID-19 pandemic, because several projects were suspended and there were delays in flows scheduled for up to two years. The income line was closed for several months, seriously impacting income. Sales slowed substantially and projects under construction took longer than estimated because of the distancing measures, fewer construction personnel, and different schedules. The IQ 10 project was estimated to be completed by the end of 2021, but because of this contingency it will take an additional 6 months.
- Finance Unit:** In this Unit we identified opportunities such as the offer of an insurance for Covid-19, we were able to provide greater benefits to our CMI associates, in addition, we formed the leadership team of the unit, integrated the Anguilla team and approved the benefits for our associates.
- On the other hand, we are moving forward developing the team's capabilities in topics associated with private banking/business, financial analysis and prevention of money laundering and terrorist financing.



- On liquidity issues, the Finance Unit provided support to the corporate treasury through the COVID fund. In addition, as a financial support for the Renace plant, it provided strategic liquidity throughout the year and made COFINSA credit lines available.
- Finally, the unit offered products such as:
- **Long-term funds:** Through the CMI fund, promissory notes were repurchased, with the design and structure of the debt and preferential fund.
- **Commercial Banking:** Factoring, housing and business partner programs.
- **Insurance:** Through daily hospitalization insurance for Covid-19, captive optimization studies and insurance banking.

4.1.1.1 Entities that are part of the financial statements

CONTENT GRI 102-5, 102-45

Companies that are part of the financial statements reported by CMI Capital and the Sustainability Report:

4.1.1.1.1 Energy Unit

GUATEMALA



- Multienergía S.A.
- ION Energy S.A.
- Renace S.A.
- Agro Comercializadora del Polochic S.A.
- IELOU Energy S.A.

EL SALVADOR



- IELOU Energy S.A.

HONDURAS



- Energía Eólica de Honduras S.A.
- Soluciones Energéticas Renovables S.A. de C.V. (SERSA)
- Sistemas Fotovoltaicos de Honduras S.A. (FOTERSA)
- Honduras Operación y Mantenimiento S.A.

NICARAGUA



- Eolo de Nicaragua S. A.
- Nicaragua Operación y Mantenimiento S. A.

COSTA RICA



- Vientos del Volcán S. A.
- Inversiones Eólicas de Guanacaste S. A.
- Inversiones Eólicas Campos Azules S. A.
- Inversiones Eólicas de Orosí Dos S. A.
- Plantas Eólicas SRL
- TCR Holdings S. A.
- CR Operaciones y Mantenimiento S. A.

4.1.1.2 Real Estate Development Unit

SOCIETY	PARTICIPATION
Inversiones Pradera Concepción S.A	50%
Servicios Pradera Concepción S.A	50%
Eduparques de Guatemala S.A	50%
Inmobiliaria Luna de Xelajú S.A	51%
Inmobiliaria Fagu S.A	99%
Inmobiliaria Mármol S.A	85%
Inmobiliaria Vistares S.A (Uso Mixto)	51%
Alderaban S.A	71%
Sistemas y Equipos S.A	77%
Servicios Administrativos Pradera Xela S.A	70%
Tiecac S.A	33%
La Q de Desarrollo S.A	33%
Inmobiliaria Torre Real S.A	50%
Inmobiliaria Pradera Xela S.A	100%
Inmobiliaria Amber S.A	100%
IQ10 S.A	100%
Arrendadora Las Plazas S.A	100%

4.1.1.3 Finance Unit

SOCIETY
Negocios Bursátiles, S.A.
Trento, S.A.
Financiera Consolidada, S.A.
Corredores de Seguros, S.A.
Valores CMI, S.A.
FCB Foreign Commerce Bank
FCR Foreign Commerce Reinsurance
Inversiones Agroindustriales
Inversiones Pálamos

4.2 Financial implications arising from climate change

Material topic: Climate Change

Due to the nature of the operations carried out in our Energy Unit, there are a number of risks and financial implications associated with climate changes, because they impact variations in the resources with which we generate energy.

These measurements and studies are relevant to business continuity because they directly impact their environment, since they have changed over the years and are different than when operations started.

Aspects such as climate variability have increased, with more heavy rains and droughts, so these estimates allow identifying potential risks and appropriate measures to mitigate them.

For this reason, we have identified risks associated with our hydroelectric and wind technologies as follows

:

Hydropower:	Wind:
<ul style="list-style-type: none"> • Low rains • Floods 	<ul style="list-style-type: none"> • High winds • Low wind • Forest fires

In 2020, as a result of the floods that occurred in Guatemala, we had damages estimated at US\$ 500,000, allocating resources for the assurance of the plants and reconstructing the affected infrastructure.

The Guatemalan territory was affected by hurricanes ETA and Iota. Hurricane ETA formed on October 31 and dissipated on November 31. Hurricane Iota formed on November 13. The hurricanes did not touch Guatemalan territory directly; however, intense tropical storms affected the population in the zone of influence of both hurricanes.

The rains affected most of the Guatemalan territory between November 3-17, 2020 with heavy rains causing floods and dozens of landslides. In total, the Economic Commission for Latin America and the Caribbean (CEPAL) estimates that the total impact of hurricanes in Guatemala affected about 5 million people.

Our Real Estate Development and Finance units are impacted by these variabilities, but they are marginal because of the nature of each business. Consequently, we have not yet made any estimates of them.



Milestones 2020

- We created work fronts to study in depth the impacts on business units and for each scenario we proposed mitigation methods. This allowed us to achieve the proposed objectives in terms of budget despite the losses of the Real Estate Development Unit.
- Despite the low income, reducing costs allowed the Energy Unit to cope with the effects of the pandemic.
- We invest time and resources looking at the future, so our most of the work and structuring performed on the green bond project was occurred during this period.
- The strategy for the growth of the Finance Unit and support for other businesses was defined.



Challenges 2021

- Integrate the lessons learned in 2020 into our way of operating and working, taking advantage of the use of resource that this means.
- Implement strategies defined in previous periods.
- Issue green bonds.
- Continue to properly manage reputation and sustainability so they are treated with due importance.
- Incorporate the digital wave into as many processes as possible to move toward automation.
- Manage new projects to continue growing (new plants in Dominican Republic and Panama, new apartment buildings, among others).

³CEPAL (2021). Evaluation of the effects and impacts of tropical depressions ETA and Iota in Guatemala. Santiago Chile.

4.3 Resilient Infrastructure

Material topic: Resilient Infrastructure

4.3.1 Real Estate Development Division

CONTENT GRI 103-1, 103-2, 103-3

In recent years, we have witnessed a significant advance in the phenomena associated with climate change, which has been shown in the last “Interim Reports on the State of the Climate” issued by the United Nations. They highlight the increase in temperatures at the global level, with significant impacts on marine and land ecosystems that put communities and lifestyles of the world’s population at risk.

Indeed, 2020 was marked by an unprecedented increase in forest fires, extreme heat, floods, rising sea level and a record hurricane Category 4 season in the Atlantic Ocean. It mainly affected the countries of Central America where most of our facilities are located.

This series of events are analyzed so that our existing projects continue to have the positive impacts with which they were conceived, as well as, to continuously improve operational efficiency and reduce potential maintenance costs to their minimum expression, thus optimizing the yields and profits obtained.

In that sense, much of the buildings we built are 15 years old, on average. While the rest were built in 2019. For this reason, we understand resilient infrastructure as the continuous search for our projects to age or wear little as time goes by, in the midst of specific weather conditions and climate change.

This shows in the number and frequency of maintenance to be performed on the premises, as well as the renovations required by the projects, which consist mainly of:

- Cover maintenance
- Waterproofing maintenance
- Maintenance in parking areas
- Paiting the projects



Pradera Shopping Mall, Chiquimula

In addition, a frequent problem that occurs in the Praderas shopping malls are leaks. These constructions have sheet metal roofs that are usually exposed to the weather and climate conditions such as rain, ashes and temperature changes, which causes some screws to become loose and the covers begin to move slightly, allowing water to filter through creating problems in the structure.

Our commitment is to incorporate existing and potential impacts of long-term climate change into risk analysis. We ensure the reduction of costs and the optimization of maintenance in properties that we have and the new projects that we are executing.

4.3.1.1 Managing risk factors in real estate

As time goes by, we have been able to identify some particular phenomena that may pose risks to the infrastructure of our buildings. When a problem of the infrastructure comes up, it is possible that the guarantee provided by suppliers no longer exists, because they do not extend it for so long.

In case of any event and the guarantees with suppliers are still in place, we approach them to deal with the situation that has come up. In shopping malls, due process consists of reporting the problem to the corresponding administrator, supervisor and coordinator of the property's operations, who are in charge of managing the arrangements that must be made.

There are some factors that represent a potential risk for the structures such as:

4.3.1.1.1 Drinking water supply and availability

As the municipalities and communities in which we operate expand by building more infrastructure (for example, paved roads), the available permeable soil surfaces decrease. This situation gradually reduces the amount of water in the subsoil, which may mean that our current wells do not have sufficient water available to operate in the shopping malls.

Currently, we still have not reached that point, but in 2020, we carried out an analysis at Pradera Xela Shopping Mall with reassuring results. Despite this, we recognize that this is a factor that we must consider in the medium and long term.

4.3.1.1.2 Rain water and wastewater

We are aware that we must have an infrastructure that allows us to provide a natural drainage for rain water, because this can represent a significant flood risk. Similarly, we consider the continuous change in the parameters of the Wastewater Treatment Plants (WWTPs) so that we must take care in advance of the points that may be requested.



Pradera Shopping Mall, Chimaltenango

Pradera Chimaltenango

- Chimaltenango is a locality that does not have municipal drainage systems, which has made that in time we must carry out actions that allow us to adequately channel rain water due to the increase of rains resulting from climate change.
- In 2020, we tried to strengthen the infrastructure by installing a new subsoil water filtration system, in order to permeate the rain water that the infrastructure receives since we do not have an optimal way to drain the water. It should be emphasized that such situations can occur in any of the shopping malls, representing a challenge that requires on-site and adequate interventions.

4.3.1.1.3 Infrastructure and energy costs

For electricity, it is important that when planning the projects, the electricity networks are adequately sized, taking into consideration the potential growth of the municipalities, because it is possible that the operation of the commercial malls will have higher costs or be affected by it.

This forces us to strategically understand the steps to follow, adapt over time and plan certain expenses and investments that will have to be made in the long term.

4.3.1.1.4 Design of drinking water wells

For the design of the wells, we always see that their capacity continues being useful after three or four years of use, and also keep up the water supply despite the uncertainty of the parameters used.

4.3.1.2 Remodeling and Construction Projects

During 2020, we had a series of remodeling and construction projects. With them, we considered environmental and social factors that will enable us to mitigate negative impacts in the future and to have infrastructures that adapt appropriately to the different phenomena that occur over time and the changes in climate conditions. Below is the detail of these projects:

4.3.1.2.1 Project: Remodeling of Pradera Escuintla and annex parking

In 2020, we made progress in remodeling Centro Comercial Pradera Escuintla. The process began in 2019, with the aim of providing greater comfort and a better experience for visitors, and improve the infrastructure. The project had a total investment of US\$ 250 000.

The remodeling work was completed in the first half of 2020 and allowed us to generate social impacts by creating employment with the best conditions for our own personnel and contractors.

On the other hand, the remodeling of the annex parking lot represented a

total investment of US\$ 310,000, executing 41.9% in 2020, with a 30% total advance of the project. The main activities carried out were remodeling the entrance and building a roof over the passage to the annex parking lot.

4.3.1.2.2 Project: Apartamentos Vistares

This project, which began in January 2020 and is expected to be completed in the first half of 2021, had a total investment of US\$ 11,000,000. Through this, we seek to build vertical housing to sell modern, comfortable and safe apartments, which will allow us to generate income and profits, in the coming years.

4.3.1.2.3 Project: Torre II San Isidro 2021

This project involves the construction of apartments for sale on Boulevard Acatan 31-27, zone 16 of Guatemala City. These apartments will provide housing to the B2 and B3 segments of the population. In 2020, excavation, containment, gray work and interior finishing tasks were carried out. There were 190 people employed in the project, of whom 5% were our own personnel and 95% were contractor's personnel.

The total investment amount is US\$ 9,800,000, of which US\$ 5,500,000 was executed, meaning a 45% advance of the project, with which we expect to benefit 150 people once the project is completed.

4.3.1.2.4 Project: Apartments IQ10

As of October 2020, construction of the apartment building for sale IQ10 began, which consists of a total investment of US\$ 23,000,000, of which 13% was executed that year in land excavation activities, containment of walls and installation of concrete structures. Additionally, in IQ10 we calculate we will benefit 386 people when the project is completed, in the second half of 2022.

"Through our projects, we generate direct and indirect quality jobs and offer the best real estate solutions to potential customers and visitors to our shopping centers."



Challenges 2021

- Incorporate factors derived from long-term climate change into risk analyzes.
- Consider and evaluate environmental and social factors in new CMI Capital projects.
- Perform periodic analysis and follow-up of existing buildings.

4.4 Access to clean energy and its efficient use

Material topic: Access to clean energy and efficient use CONTENT GRI 103-1, 103-2, 103-3

Having operations in Guatemala, Costa Rica, Honduras, Nicaragua, El Salvador and recently, in the Dominican Republic, makes us one of the largest private, renewable energy generators in Central America and the Caribbean. For this reason, our ongoing commitment is to promote and drive sustainable development of each of the countries where we operate.

In order to achieve this, we continually seek to consolidate our leadership in the energy sector through an approach that prioritizes renewable energy generation, along with respect for and care for the environment. In this way, we provide our customers with the best energy efficiency services in the region.

The comprehensive solutions we offer guarantee the reliable supply of renewable energies with high service quality standards. This has enabled us to consolidate ourselves as a benchmark of value for shareholders, customers, suppliers, collaborators and communities neighboring our operation.

All this, based on our **Operational Excellence Model**, which consists of the following principles:



Renace I, Guatemala

1 Centralized operation

We have two Operation Centers (Tilán and Guanacaste) from where the power of the generation plants is managed and dispatched. Similarly, we have a world-class software platform that has allowed us to automate and digitalize the computers, as this is the first front for analysis and failures.

2 Engineering and Reliability Equipment

As with operations, reliability analysis of generation equipment has been centralized. A group of experts in technical areas common to all generation technologies analyzes operational data, performs analytics, and combines operations and maintenance information to contribute to maintenance, by condition, and early failure prevention.

3 Empowering Generation Plants

We have a high-level and technical human team, which is in charge of maintenance under a model of Auto-Operation that allows us to execute most activities with our own resources and ensure world-class maintenance. This maximizes the performance of our assets and their durability.



Wind Plant Orosí, Costa Rica

“The implementation of the Operational Excellence Model and Auto-Operation allows us to create sources of work and develop capabilities in communities close to our operations.”

As an organizational purpose we make impact investments that facilitate sustainable development, and that are oriented to long-term efficiency and operational excellence through the good use of resources and actions based on integrity and ethics. This allows us to positively impact the communities surrounding our operations, through greater and better employment opportunities, training and social welfare, as well as strategies to contribute to the mitigation and adaptation to climate change.

This management is carried out across the organization, considering that the different areas of CMI contribute to the success of the processes that make up the energy generation system. In addition, each technology has a team responsible for technical and operational management.

On the other hand, generation equipment often has digitized systems that allow us to identify its state in real time, to take proactive actions that ensure its operability and reliability.

Also, we permanently monitor variables that allow us to verify that the operating conditions are normal and in order.

To address the different concerns, and social and environmental complaints that interest groups may have because of our operations, we provide constant feedback through environmental and social management teams. We have regular contacts with social leaders from the communities surrounding our operations.

4.4.1 Goals and objectives

By 2020, we defined specific targets and indicators, with regards to renewable energy generation that help displace the use of fossil fuels and reduce the carbon footprint of countries.

Our target for renewable energy generation for 2020 was 2836.51 GWH. However, net generation results for 2020 were 2727.86 GWH, highlighting the generation results achieved at our hydroelectric plants that exceeded the budget for this period. While, the other technologies narrowly surpassed what was planned. Below is the detail of the goals set and the net generation reached in the year, by technology:

Technology	Estimated Generation for 2020	Net Generation 2020
Hydropower	1273.20	1385.73
Solar	234.46	231.13
Wind	1328.85	1111.00
Total	2836.51	2727

Data in GWH

4.4.2 Installed capacity, net generated energy and sectoral indicators

CONTENT GRI EU 1, EU 2, EU 28-30

4.4.2.1 Hydroelectric Technology

Our Renace hydroelectric complex and Santa Teresa plants located in Guatemala had the following data on installed capacity and net power generation:

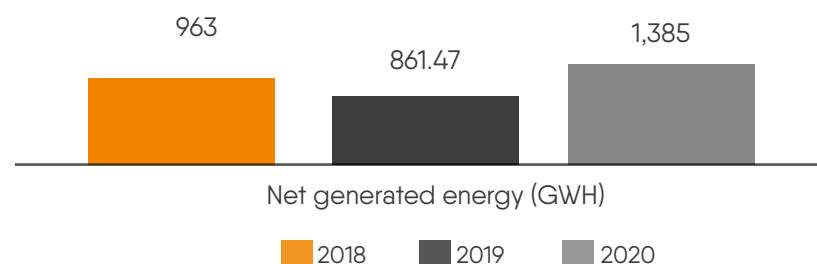
Indicator/Site	Renace Plants	Santa Teresa	Total
Installed Capacity (MW)	301	16	317
Energy Generated (GWH)	1323	61	1385



Solar Plant Bósforo, El Salvador

In 2020, we recorded a 60.9% increase in net generated energy compared to 2019. This was mainly due to an increase in flows during the seasonal year, with Renace II and Renace III plants generating the highest percentage of energy.

Net generated energy 2018 - 2020 Hydroelectric



On the other hand, we recorded a total of 29 scheduled outages with an average of 46.72 hours, as well as 160 unscheduled outages averaging 202 hours. The average plant factor for the five plants stood at 61.4 percent.

Quality indicators

Indicator/Site	Renace I	Renace II	Renace III	Renace IV	Santa teresa
Scheduled outages	7	6	7	6	3
Average scheduled time (hours)	42.7	61	66.2	34.5	29.1
Unscheduled outages	23	15	70	33	19
Average unscheduled time (hours)	616.8	56.6	313.8	17.9	9.6
Hours operated	14 238	21 647	16 393	9 492	7 829
Hours available	18 433	33 729	24 722	16 869	17 109
Average availability factor	75%	64%	66%	56%	46%

4.4.2.2 Solar Technology

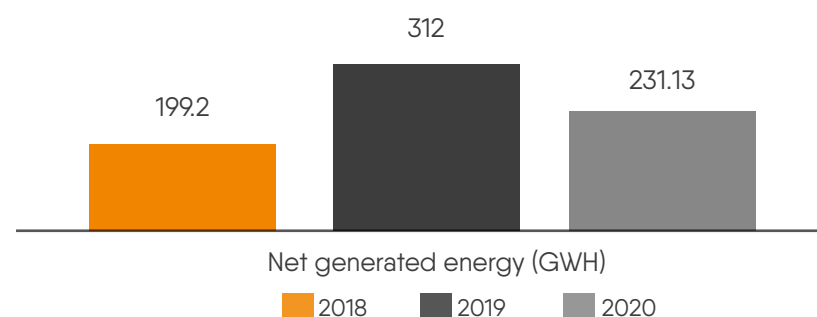
We have three solar generation plants in Honduras, one plant in the Dominican Republic, and a participation in a plant in El Salvador and we operate three photovoltaic plants of distributed generation. Below is the generation detail.

For our solar power generation plants, in 2020 we had a 50% higher generation than what was reported in 2019, because of the integration of the Mata de Palma plant. This generation increase was mainly due to two factors:

1. Minor solar irradiation over the period in the Choluteca plants.
2. Energy outages by the system operator in Choluteca due to the impact of hurricanes ETA and IOTA on Honduran territory.

Additionally, we did not record scheduled outages in productive hours and 16 unscheduled outages occurred with an average of 1.03 hours.

Solar net generated energy 2018 - 2020



Indicator/Site	Choluteca plants	Mata de Palma	Total
Installed Capacity (MW)	70	52	122
Net energy generated (GWH)	146	84	231

Quality indicators:

Indicator/Site	Choluteca I	Choluteca II	Pacífico I	Total
Unscheduled outages	6	2	8	16
Average unscheduled outage time (hours)	0.63	0.56	1.89	1.03 average
Hours operated	70 023	100 712	74 426	-
Hours available	70 272	101 016	76 664	-
Availability factor	99,3%	99,3%	74 426	99,3%

In 2020, the deal for the acquisition of the first photovoltaic project in the Dominican Republic, the Mata de Palma plant of 66.85 MWp, with an installed capacity of 52.5 MW, was closed. During this first year, the plant generated 84.32 GWh, exceeding by 3 percent what was projected to be 81.55 GWh.

El Salvador

In line with our objective of making impact investments in businesses and/or activities that contribute to the sustainable development of the region, the corporation has half of the shares in Bósforo, a solar power generation plant located in El Salvador.

Distributed generation

On the other hand, we own and operate three photovoltaic plants of distributed generation as follows::

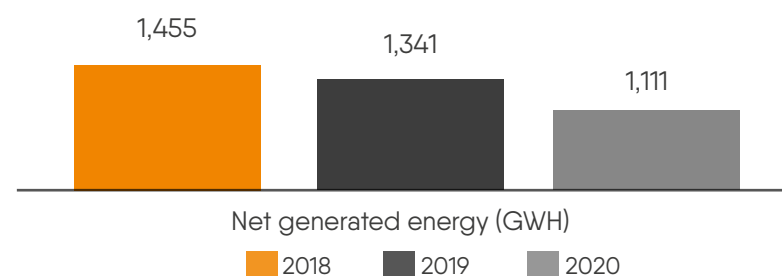
- Avícola Salvadoreña (768 kWp): Located on the roof of a poultry farm owned by CMI Alimentos in Soyapango, El Salvador.
- Incubator (301 kWp): Located on the roof of an incubator facility owned by CMI Alimentos in Quetzaltepeque, El Salvador.
- Pradera Zacapa (665 kWp): Located on the roof of a commercial center owned by CMI (Multi-Proyectos) in Zacapa, Guatemala.

4.4.2.3 Wind Technology

Our eight wind power plants in Costa Rica, Honduras and Nicaragua showed a 17% reduction in net power generation compared to 2019.

This was mainly due to lower wind resources, generally in the Central American region, which is an expected situation for renewable generation plants. Some years there are less available resources, and other years more resources, so, in exceptional years where there is a lot of wind like in 2018, this compensates for other years with less resources like 2020.

Wind generated energy 2018-2020



In Costa Rica, we have six wind power generation plants that by 2020 had net generation results of 611GWH, with Orosi's plant providing the highest percentage of energy.

At our Cerro de Hula plant in Honduras, we recorded 357 GWH of net generated energy representing a 11.7% reduction from what was generated in 2019, due to less wind. This plant has an installed capacity of 126 MW.

At Eolo, our only wind power plant in Nicaragua, we recorded a net generation of 143 GWH, 179% less than 2019. This plant has an installed capacity of 44 MW.

Indicator/Site	Costa Rica	Honduras	Nicaragua	Total
Installed Capacity (MW)	154	196	44	323.5
Net energy generated (GWH)	611	357	143	1,111

Quality indicators

Indicator/Site	PESRL	Campos Azules	Altamira	Orosí	La Perla	Miramar	Cerro de Hula	Eolo
Schedules outages	3	2	2	2	3	3	3	3
Average time of schedules outages	3	1.9	1.8	1.1	2.1	1.9	0.04	1.59
Unscheduled outages	8	4	5	5	5	2	4	3
Average time of unscheduled outages	1.3	1.3	1.8	0.4	2.2	0.6	0.22	0.3
Hours operated	463 536	87 840	87 840	219 600	87 840	87 840	553 392	193 248
Hours available	437 213	82 563	82 881	210 173	81 507	82 359	533 343	185 060
Average availability factor	94,3%	94%	94.4%	95.7%	92.8%	93.8%	96.7%	95.8%

As for the quality indicators of the plants in Costa Rica, we recorded a total of 44 outages in the year, 15 were scheduled and 29 were unscheduled. The average availability factor for the six plants stood at 94.42%.

In Honduras we recorded seven outages in total, three were scheduled with an average time of 0.04 hours and four were unscheduled lasting an average of 0.22 hours.

While in Eolo we had a total of six outages, three were scheduled lasting an average of 1.59 hours and three unscheduled with an average of 0.3 hours.

In our Alisios wind plants we implemented the self-operation project, which is aimed at improving the efficiency of our wind farms and consisted of making a transition of the operation and maintenance of our plants from having a contract with the wind turbine developer to performing it with own personnel and resources.



Wind Plant PESRL, Costa Rica

4.4.3 Strategic projects in the Energy area

CONTENT GRI EU 6, EU 8

Year by year, we carry out different actions and/or projects that allow us to execute more efficient and reliable processes. We constantly seek to use the available resources to deal with the different phenomena that we might face. Below, we detail those projects relevant at a cross-cutting level and for each of the generation technologies.

4.4.3.1 Energy Unit Cross-Cutting Projects

Digital transformation projects

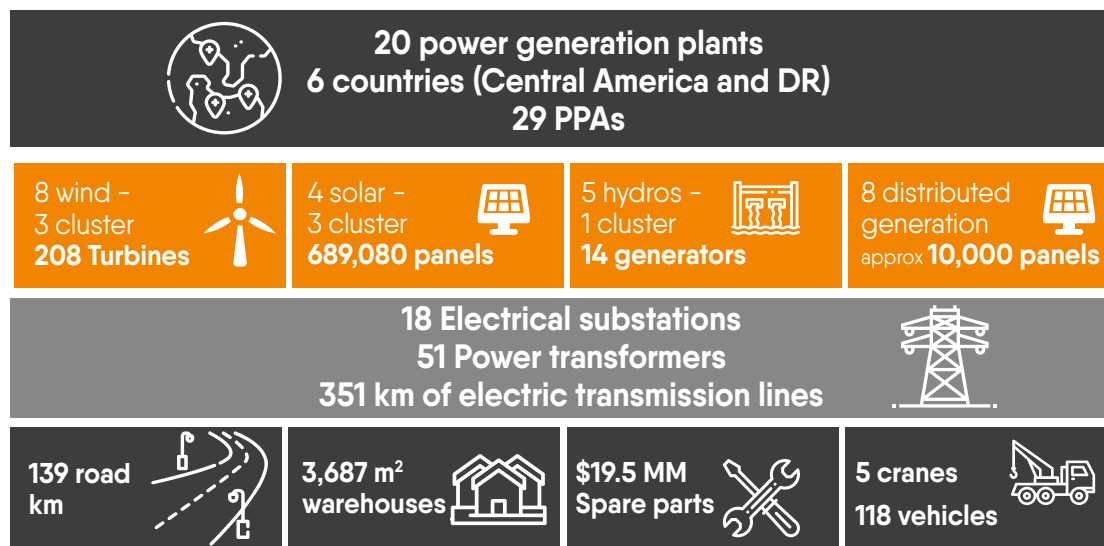
Technical capacities passport

4.4.3.1.1 Digital Transformation Projects of the Energy Unit

In 2020, we moved forward with the implementation of the Apollo Project. Its main objective is having an Operations, Centralized Reliability and Multi-technology model, with which we seek to ensure optimal performance of assets through digitalization and using cutting-edge technologies.

The project creates the Operations Center and Reliability Group that, through a high-level software platform, operates and evaluates the condition of the equipment through the Analytics, Machine Learning, and Big Data applications, which will enable them to:

Internal Challenges - Assets under management



- Predict early anomalies or failures, increasing production levels.
- Perform equipment maintenance according to their condition.
- Automatically generate reports and trends.
- Easily integrate new projects into operations without generating higher costs.
- Relocate operations staff to other critical areas of the business.
- Analyze weather conditions and revenue impact.

We also implemented **the digitization platform** with which we seek to centralize Operations and Reliability using the following modules:

- **Real Time:** Facilitates real-time monitoring and control, energy dispatch processes, detecting anomalies, and more.
- **Analytics:** Advanced data analytics in alarm analysis, machine learning, power curves, power losses, integrating forecasting, etc.
- **Ingeboard:** Links SCADA, CMS, CMMS and oil testing databases for a comprehensive analysis that supports decision making.

In 2020, we moved forward with the implementation of the project at Cerro de Hula (wind) and Choluteca (solar) plants, obtaining some important results, such as:

Cerro de Hula

Using analytics, a problem was detected in the Energy Trust function called Power Boost, which causes the machine to limit its power capacity to 2000 KW.

Energy Won: 1.876 MWh

Annual income earned: USD\$241.3 thousand

Choluteca

During the verification of the efficiency curves of the solar plants and using heat maps, low generation was detected in several lines of panels. This aspect was corroborated by thermal photographs with drones, detecting 54 panels damaged that were replaced on May 8.

The implementation of these projects will allow us to increase the efficiency of current and future plants. Additionally, to receive higher income and avoid costs associated with operation and maintenance.

4.4.3.1.2 Technical Capacities Passport

To ensure that operations and maintenance personnel have the knowledge and skills that enable them to perform their functions with the required quality and excellence, we implement the competency identification and development model with strict adherence to occupational safety and environmental regulations.

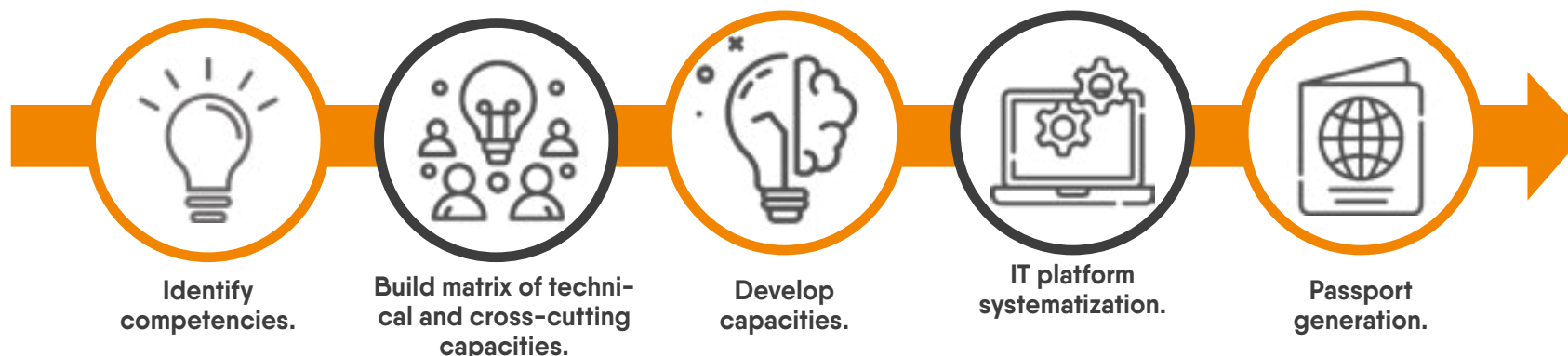
Business Benefits:

- Generates shareholder value by improving asset life and efficiency over time.
- Increases revenue, generation and availability of human and technical resources.
- Enables plant insourcing and lowers operating costs by eliminating outsourcing.

Benefits for our associates:

- Prepares them for more complex tasks and access to senior positions.
- Promotes the exchange of knowledge and good practices.
- Their knowledge or skill in specific competencies grows.
- They make better decisions and solve problems better.

To structure the competency model, we identified the following steps that allowed us to structure the project's roadmap:



It should be noted that in order for associates to advance and supplement their capacity's passport they must comply with the following processes:

Training

The trainings in the Annual Training Plan are implemented annually, aimed at raising the level of knowledge, skills and capacities.

Internships

Cross-training process that allows knowledge transfer and development of technical expertise among our associates.

Certification

Competencies are evaluated for skill development and to ensure operational excellence.

Under these guidelines, in 2020 we:

- Updated passports in Costa Rica, Nicaragua and Honduras.
- Developed the competency matrix for hydropower technology and implemented the model.
- Formalized the solar technology model by aligning and validating capacities.
- Identified cross-cutting competencies of the three technologies.
- Advanced the automation process by integrating a digital platform that allows us to manage the competency model.

4.4.3.2 Hydroelectric Project Technology

At the hydroelectric generation plants, we moved forward with several projects throughout the year, related to plant maintenance, repairs, reliability and efficiency.

4.4.3.2.1 ETA/IOTA Storms Repair Projects (R.1-R.3-R.4-ST)

At the Renace I, Renace III, Renace IV and Santa Teresa Plants, repair projects were started for the damage caused by storms ETA/IOTA. Activities were performed to repair, strengthen and improve the damaged infrastructure.

This allowed us to mitigate risks of major infrastructure damage, which is vital to ensure continued operation and plant availability.



	Renace I	Renace III	Renace IV	Santa Teresa
Budgeted Amount (US\$)	USD\$291 305	USD \$206 293	USD \$400 748	USD \$59 525
Amount executed (US\$)	USD \$338 001.39	USD \$204 593.14	USD \$203 686.62	USD \$53 325.56
Workforce	323 000 hours/ man	179 000 hours/ man	169 000 hours/ man	40 000 hours/ man
Our personnel on project	10	10	0	10
Community staff on project	323	169	159	30



Hydroelectric Renace II

4.4.3.2.2 Major Maintenance (R1-R2-R3-R4-ST)

In all plants Renace and Santa Teresa these projects were implemented in order to make preventive maintenance to the main generation and operation equipment, guaranteeing the availability and reliability of the plants' infrastructure, which will enable us to perceive economic benefits and prevent damage to the main assets of the plants.

These maintenances lasted one month and were carried out in the second quarter of 2020. Their execution allowed us to start the plants, without setbacks and no recorded accidents or incidents.

	Renace I	Renace II	Renace III	Renace IV	Santa Teresa
Budgeted Amount (US\$)	USD \$153 554.92	USD \$133 905.51	USD \$84 434.17	USD \$49 183.73	USD \$135 402.28
Amount executed (US\$)	USD \$88 630.50	USD \$115 883	USD \$81 991.93	USD \$36 430.25	USD \$109 784.69
Workforce	14,005 hours/man	8,865 hours/man	8,010 hours/man	6,365 hours/man	10,250 hours/man
Our personnel on project	18	18	20	18	20
Community staff on project	171	35	28	19	50



Solar Plant Bósforo, El Salvador

4.4.3.3 Solar Project Technology

In our solar plants, located in Honduras, we started a total of four projects aimed at improving infrastructure, interconnection point capabilities, system reliability and developing technical capacities for productivity growth.

4.4.3.3.1 Expanding and improving drainage systems

This project was developed at the Choluteca I and Choluteca II plants in order to mitigate the risk of flooding in the facilities, possible effects on the property, minimize risks in the operation, provide improvements to the buildings and reduce the channel maintenance expenses of the gutters.

To expand the drainage systems, we highlight the fact that local labor was recruited. It began in March 2020 and lasted four months, with a total investment amount of US\$ 143,000 successfully finishing 100% of what had been planned. For its execution we carry out activities of:

- Existing geomembrane was removed.
- Gutters were made.
- A geotextile was placed.
- Installation of mattresses and stones.

To achieve this, we have four CMI associates and 42 community workers hired directly.

On the other hand, the process of improving drainage systems required a total investment of US\$ 237,190 and was successfully completed in 2020.

4.4.3.3.2 Replacing bushings and installing roofs in transformation centers

Implemented at the Choluteca I, Choluteca II and Pacific plants, it was carried out with aim of reducing the failure rate in medium voltage transformers due to wear because of extreme environmental conditions, which will allow us to see:

- Productivity increase.
- Increased asset reliability.
- Lower operating costs.
- To hire local labor for the execution of works.
- Contratar mano de obra local para la ejecución de obras.

The project started being implemented in April 2020 and lasted three months. It had an investment amount of US\$ 120,000 improving the infrastructure to generate higher revenues (estimated at US\$ 70,000/year) at lower costs.

Some of the activities involved the negotiating guarantees and installing the bushings and the roofs. To achieve its full implementation, we had nine direct CMI employees and five community members hired.



Wind Plant Alisios

4.4.3.4 Wind Project Technology

4.4.3.4.1 Alisios Insourcing

For our wind power generation plants, we executed the project called Alisios Insourcing. With it, we seek to carry out the operation and maintenance of the plants with our own resources instead of our outsourcing contract with the third-party manufacturer of the equipment.

Having a clear destination of the human resources of the plants, the associates will be duly trained and certified to perform the tasks with quality, efficiency and safety. Aspects that characterize our performances at all levels.

This allows us to ensure optimal performance of the equipment and the sustainability of the results we want to achieve in the long term, through a strategy of operational excellence. In this way, we preserve equipment life and improve preventive and predictive maintenance practices so that turbines reach expected life without significant financial implications.

In January 2020, the project began, achieving 100% of its implementation for the same period, with a total investment of US\$ 2,775,000 in the wind plants of La Perla, Miramar, Campos Azules and Altamira.

4.4.4 COVID-19

Despite the health emergency caused by COVID-19, we managed to keep operating without any major impact. We showed the resilience of our way of operating and the facility to adapt to this type of event not foreseen in pre-pandemic periods.

On the other hand, we have seen a reduction in the demand for energy in the market, due to the measures taken by the authorities in the different countries where we operate. These measures limited the operation of the productive sectors, which are the ones that demand and consume greater energy resources.

This situation temporarily impacted energy prices in the market, because we had to make cuts in the generation capacity, reduce the power of the plants and waste the available resource.

At the operational level, measures to stop contagion led us to reconsider our plant operating scheme and prioritize essential maintenance needs, as well as to postpone a series of planned work. In 2021, we will have to reallocate those suspensions and have the necessary resources to enable us to deal with that maintenance.

4.4.5 Storms ETA – IOTA

The category 4 storms that hit Guatemala and part of El Salvador and Honduras affected mainly our hydroelectric generation plants. We saw a natural phenomenon that has an approximate recurrence of between 80 to 100 years.

We are aware that these are weather phenomena that occur and generate significant increase in flows, which on this occasion reached 500 m³ when the normal flow is 26 m³. In this way, we recorded cuts caused by high winds and thunderstorms that significantly increased transmission levels.

For security, we had to stop the operation, for which we already had a previously established protocol. While the flow rates were reduced. After this event, we were able to resume the operation without any problems.

Finally, as a result of these storms, there were serious effects on secondary works such as roads and slopes. In Renace I, a place where we separated organic waste was destroyed, as was its nursery that due to excess water was undermined.



Milestones 2020

- We highlight the progress of the implementation of the Apollo project, by centralizing operations and creating an engineering and reliability team.



Challenges 2021

- Strengthen our Operating Model of Excellence, improving the harmony and synchrony of its components
- Advance process modeling and review, reconsider and optimize processes to provide greater reliability and ease of maintenance
- Ensure that operations and maintenance activities are carried out by taking the measures to prevent covid-19 infections, so as not to have associated incidents.
- Keep the optimal supply of spare parts and supplies in our supply chain.



Hydroelectric Renace II

4.5 Innovation and development of new businesses

Material topic: Innovation and development

4.5.1 Energy Unit

CONTENT GRI 103-1, 103-2, 103-3

Our innovation processes are key to business continuity, as they make it easier for us to adapt to the constant world changes and respond appropriately to the demands of society and our customers.

Likewise, we see that market dynamics tend toward more sustainable and responsible consumption, which offers an opportunity for developing new businesses, considering the new dynamics and consumption needs of society and customers, to provide products or services that match their current lifestyles.

In this regard, it is important to emphasize that innovation and development enable us to be more resilient and continue to positively impact the communities with which we relate. We also maintain and improve our corporate reputation by aligning ourselves with global trends in the industries we serve and positioning ourselves as benchmarks for many companies in the region.

The innovation processes materialize in our day-to-day activities, because each of the areas in the Business Units manages them according to the needs and/or opportunities that are identified in their operations.

This implies the reactive implementation of this material topic, which is activated in relation to the dynamics that are emerging in the global energy market, through the variety and supply of new products and services.



The Business Development Area is aware of and follows up on innovation processes and new businesses.

4.5.1.1 Projects developed in 2020

In 2020, we moved forward with five projects that allowed us to have an impact on efficiency, performance and minimize negative impacts on the environment:

- **Monitoring power consumption on poultry farms.**
- **Contracted power management.**
- **Electrical diagnostics on poultry fattening farms.**
- **Certification ISO 50001 in Costa Rica.**
- **ECO Moto Pollo Campero.**

4.5.1.1.1 Monitoring power consumption on poultry farms

Through this monitoring, we seek to record electrical energy consumption on a sectoral basis at the poultry fattening farms in order to improve the allocation of energy costs, identify efficiencies and have information available for future energy management projects.

Project Features:

- Performed at Avicola Villa Lobos in Masagua, Escuintla (Guatemala).
- It was carried out from January–December 2020, reaching the objectives set.
- The initial investment was US\$ 600,000 with monthly services of US\$ 950 for 12 months.
- We have two direct reports to implement this project and employed three people from the community.

4.5.1.1.2 Contracted power management

This project began its implementation in the second quarter of 2020, through information analysis of the consumer centers. With this, we seek to manage the power contracted with energy distribution companies, according to the maximum annual demands of the different food points (restaurants and farms).

In the second half of the year, we started the new recruitment efforts and established the new power conditions, allowing us to finish it at the end of the year.

With the implementation of this project, we obtained benefits of US\$ 65,000 in savings, annual projected, and increased efficiency in potential contracting.



4.5.1.1.3 Electrical diagnostics on poultry fattening farms

We implemented this project in order to obtain a baseline of the state of the electrical installations of Avicola Villa Lobos in Escuintla (Guatemala) and determine opportunities for improving management. This made it easy for us to obtain a work plan with critical actions that will allow us to mitigate risks from electrical failures and improve energy efficiency. Its main features include:

- Duration of five months as of September 2020.
- US\$ 15,000 were invested.
- Progress of 90% of its implementation to December 2020.
- Two direct contributors and three community people hired for its implementation.



4.5.1.1.4 Certification in Costa Rica

We started implementing it in September 2019, at Proave, Alimentos del Norte, Phacasa and Pollos Pura Vida. It consisted in implementing energy management systems that would enable us to certify six CMI Food plants in Costa Rica under ISO 50001.

In the first quarter of 2020, we completed the implementation of the system, with energy indicators monitoring that represented a 70% progress and an investment of US\$ 60,000 for this period. In addition, in the second quarter we made the second part of the investment of US\$ 40,000 (US\$ 100,000 in total) and the corresponding audits were carried out, allowing us to obtain certification.

The benefits of implementing this project include:

- Projected savings of US\$ 700,000 per year due to the change of tariffs and energy efficiency, of which we received US\$ 300,000 in the second half of 2020.
- Reduced CO₂ emissions due to energy efficiency.

For this project, we employed three people from CMI Energy, 15 people from CMI Food and three employees from local communities.

4.5.1.1.5 ECO Moto Pollo Campero

This project, implemented in three Campero restaurants in Guatemala City, was carried out in order to evaluate the technical and financial feasibility of replacing internal combustion motorcycles with electric motorcycles for home delivery.

This will enable us to obtain economic benefits by saving fuel and energy costs in maintaining motorcycles. In addition, it makes it easier for us to reduce CO₂ emissions and improve our reputation.

Project Features:

- It began in October 2020, the month in which the purchase and import of the motorcycles was approved and proceeded with a trial period of 12 months.
- It required a total investment of US\$ 15,000.
- In December 2020, we had implemented 25% of the project, which consisted mainly in training motorcycle drivers and data collection.



Milestones 2020

- Implementation of the electric transportation initiative.
- The certification were received and energy efficiency was improved due to the implementation of the projects.



Challenges 2021

- Expand the electric transportation project throughout the year.
- Increasingly, we offer our customers products and/or services with renewable energy attributes.

4.5.2 Real Estate Development Division

Through our New Business Area, we have a Business Intelligence team, which is constantly looking for those potential business opportunities for the deployment of new projects that allow us to grow as an organization and positively impact the communities. To find the above opportunities, we conduct:

- Market research to identify supply and demand trends in the economy.
- Socio-economic studies that allow us to identify the target audience and offer services that are tailored to their income levels.
- Anthropological and/or social studies that allow us to see the cultural practices and lifestyles of the communities.

The information derived from the different studies is the main input for incorporating innovation into our activities. It also allows us to understand in an appropriate way the target audiences we want to reach and conceptualize projects that conform to their realities and expectations. This aspect has differentiated us from different players in the sector in the market.



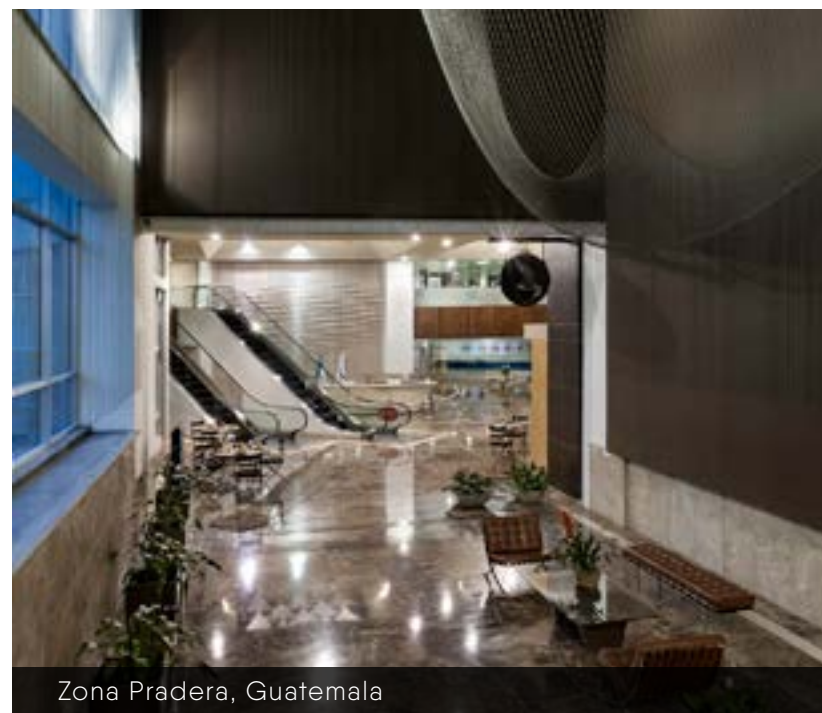
“We work to innovate concepts and offer services characterized by ongoing improvement, analyzing available information and studying our own customers.”

For this, we rely on generating information from big data, data engineering, methodologies such as design thinking, and digital platforms that help us have more accurate, different information for decision making.

In addition, in our new business development processes, we apply value engineering with technical and market variables that enable us to understand the needs of customers or potential customers, leading to continuous improvement over time.

Despite the difficulties present in 2020, following the global pandemic, we in the Real Estate Development Unit continue to work toward our goal of making impact investments that generate well-being for communities. Therefore, we focus on three concepts for housing projects for segments of the population with high, medium, medium-low and/or low-high socioeconomic conditions or what we call C3D1.

The goal of reaching these families or people of middle-low and low-high income levels is to offer quality products to those who have not had the opportunity to purchase housing in the city.



Zona Pradera, Guatemala

Therefore, we concentrate our efforts on conceptualizing a series of urban apartments for this segment of the population, seeing that this market is very neglected, and there is a great opportunity for our businesses, and to reduce urban gaps, positively impacting people through accessible real estate with decent housing guarantees.

In order to materialize our projects and achieve the expected impacts, we continually relate to the auxiliary municipalities in order to become good neighbors in the places where we arrive. We also attend to the incentives generated by local authorities for urban improvement through: Roads or infrastructure for transportation, sidewalks, appearance of facades, among others.

We are aware of the importance of urban development that includes spaces, access to services, connectivity with the rest of the city, public transportation and a pleasant organization that contributes to the improvement of the quality of life.

We also seek to ensure that the development of our projects is central, that it reduces distances and balances the family and the working life of people, that they promote and facilitate the use of alternative means of transportation (walking and/or bicycling), and that they have recreational spaces that contribute to the physical and mental well-being of communities.

4.5.2.1 Digital transformation and adaptation to the pandemic context

In 2020 we were forced to make significant progress in the internal and external digitization processes to continue our relationship with our customers. We highlight this task as a management milestone.

In that sense, we digitize and automate some processes, established virtual controls on them, and used different tools and platforms to be more efficient in our internal activities. We also digitized marketing and sales processes, handling requests, customer payment statements, and complaint mechanisms. These actions allowed us to be close to our customers, guaranteeing their integrity, and the safety and health of our work team..



Milestones 2020

- In 2020, despite the pandemic context, we maintained our sales level. Some of the projects were impacted. In Apartamentos Vistares, 118 apartments were delivered and we had a 30 percent drop in units due to the economic and personal hardships that some families faced, as a result of the pandemic. It should be noted that this percentage of casualties, is higher than what we registered in previous periods. Despite this, we register optimistic sales for future projects that will begin their deed processes in 2021.



Challenges 2021

- We have the challenge of continuing to adapt to the new reality. We must rethink many of the projects that were mapped out, to make them viable and impactful for the target audiences. Likewise, we must adjust our sales projection scenarios and consider the impacts on operating costs. The environment is in changing mode, and there are variations in supply chains, input costs and so on.
- Additionally, we have the challenge of fulfilling our value proposition offered to clients, since capacity and schedule restrictions affect the execution of building projects.
- Finally, we have the challenge of keep finding new business opportunities that have a positive impact and allow us to conceptualize and develop new quality real estate solutions.



**COMMITTED TO THE
DEVELOPMENT OF
OUR NEIGHBORS**



5.1 Communities neighbors of our power generation plants

Material topic: Progress and social welfare CONTENT GRI 103-1, 103-2, 103-3

Our social management is a transcendental axis for the sustainability of the corporation. It focuses on developing initiatives that create shared social value in the communities next to our operations, as they allow us to promote their development and well-being.

It should be emphasized that the implementation of our initiatives promotes the participation and empowerment of women who are part of the communities, since they are fundamental actors in our strategy. It enables us to contribute to achieving the SDG 5 targets on gender equity.

This social management allows us to ensure, business continuity, to build trust with stakeholders and positively impact local communities, because our power generating plants are located in rural or semi-rural areas, with populations, in most cases, whose basic needs are not covered.

Therefore, we consider the effects of our activities on the social environment through an operational approach aimed at sustainable development, based on our REIR values and our Integrated Management System Policy certified on ISO 9001, ISO140001 and ISO45001 standards, together with the inclusion of social aspects derived from the principles of the International Finance Corporation (IFC).

“Two of our operations in Guatemala are certified under these three standards and three of our wind power plants have two standards (ISO14001 and 45001). The rest of the operations are standardized”.



5.1.1 Relationship with communities

The good relations with the communities of our environment and to continue building ties with the different social actors of our value chain, and community and institutional stakeholders are essential aspects, whose management allows us to keep a social license in the areas where we operate.

Thus, we have direct, available and permanent relationships and communication mechanisms with the communities, through which we strengthen continuous links to promote social welfare. In 2020 we submitted the following results:

12 063
interactions with
communities

64 complaints
received and
handled

USD\$2 948 232
invested in social
programs

We are committed and believe that part of the success of community development lies in creating partnerships and bilateral agreements so that Community investments have a long-term positive impact. As good neighbors, the social investments we make go beyond philanthropic or charitable actions, prioritizing those that are strategic, according to the needs and socio-economic context of the communities and so they generate practical benefits.

We thus assume commitments that contribute to the development and social change of the communities close to our activities, with actions aimed at improving their quality of life and creating relationships that are maintained over time.

That is why we created a manual establishing the guidelines for the social management of the projects and operations of the Energy Division, which applies to all the countries where we operate. The manual has seven action axes, applied to all the social processes we perform:

Governance: This axis reflects our commitment to ethics, law enforcement, the Code of Conduct, and the policies implemented.

Internal public: Is the human talent of CMI Energy, including employees with their family groups, shareholders, officials and directors, as well as Human Resources Policies.

Environment: It implies a commitment to the efficient and sustainable use of natural resources and preventing pollution, aspects included in our Management Policy.

Suppliers: It refers to our commitment to encourage, evaluate and value the responsible behavior of contractors, consultants or suppliers in accordance with the hiring policy.

Marketing: Reflects a commitment to build, develop and maintain relationships of trust with our customers.

Communities: Aimed at encouraging and supporting the development of communities in economic, social and environmental spheres, involving communities within our areas of operation.

Public policy: It seeks to align our interests with the public interest, in order to influence and contribute to the sustainable development of the countries where we operate.

In order to achieve our objectives, we hold community meetings or assemblies at the beginning of each year, so that through dialog and consultation, we prioritize the investments that will be made. Thus, we jointly and collaboratively construct the plans to be implemented. Sometimes the State becomes involved to reach tripartite agreements.

Thanks to a timely relationship with the municipalities close to our operations, we establish donation agreements that allow us to meet direct and indirect needs.

All the agreements we reach are monitored periodically and at the end of the year we hold a public event to publicize the actions implemented for stakeholders in general.



In this way, we promote sustainable development through the design and implementation of social programs focused on the needs identified in the communities. According to the different stages of people's development, together with investments to improve infrastructure, and health and education services, and community development:

"In all our operations we have a professional, responsible and diligent work team to manage the community relationship adequately"



Below is the detail of the actions implemented during 2020 by each of the projects in the countries where we operate:

5.1.2 Renace Complex – Guatemala

5.1.2.1 Social Budget

USD\$1 475 735
Budgeted amount

USD\$1 501 638
Amount executed

127 community
initiative projects

4 communities
were given electricity

100% coverage
of social programs

Community support
to those affected by COVID-19, ETA/IOTA

5.1.2.2 Participation and community services

In our Renace complex, 43 complaints were filed during 2020, they were received and closed with an average closing time of 2.3 days. Some of the most recurring complaints received were:

- Job Applications.
- Fear of Covid-19 infections.
- Crop damage from water runoff.
- Animal run-over and vehicle collision.

In 2020, there were 5,968 interactions with communities, an average of 25 events per day.



5.1.2.3 Management achievements

In 2020, we implemented 100% of the Annual Operating Plan and executed 100% of the budget, through innovation and social adaptation processes. We also optimized our financial and human resources to mitigate the impacts caused by the pandemic and storms ETA and IOTA.

These aspects are reflected in our results where we didn't have any interruptions in our operations due to social issues. In the internal and recertification audits there were zero nonconformities. Additionally, we were able to create a detailed map of conflicts on land issues that facilitated the creation of an action plan focused on reducing these facts.



Challenges

In the coming years, we have the challenge of further encouraging dialog. Mainly in urban areas where new leaderships are emerging and they know little about our operations.

5.1.2.4 Social Investment

In social investment, four programs were implemented as follows:

Programs	Description
Community Initiatives	<ul style="list-style-type: none"> • These are investments made in infrastructures that were prioritized in the assembly for education, health and the benefit of the community. • The project required a total investment of US\$ 380,716, benefiting 33 communities in the area surrounding our Renace and Santa Teresa plants, and a total of 21,000 residents in the area.
Community Work	<ul style="list-style-type: none"> • Through this program, we hired unskilled labor from 33 villages to implement initiatives or improvements in the community. • The investment reached US\$ 544,567, allowing us to generate 720 jobs per year, equivalent to 2.1 jobs per community per month, between February and November. This allowed 2,938 people to have access to employment during the year.
Development programs	<ul style="list-style-type: none"> • Within the framework of this program, we implemented three initiatives: Healthy Families, Educational Excellence and Life Formation. • Its execution required an investment of US\$ 204,224, benefiting 750 families, women of childbearing age, educational community and entrepreneurs. • We also provided support to the Ministry of Health on COVID-19 issues and to people affected by hurricanes ETA and IOTA.
Community Relationship	<ul style="list-style-type: none"> • This program allowed us to advance community meetings with 330 leaders from 33 communities. • An investment of US\$ 106,856, was made benefiting leaders, the community development councils (COCODES) and Xyuwal Chooch (land heads).



5.1.2.5 Specific donations for emergency support

Throughout the year, we made a series of grants totaling US\$ 39,371 for the development of the following activities:

- **US\$ 21,373** were donated to the Ministry of Health, by delivering basic supplies aimed at coping with COVID-19 for health personnel, benefiting the communities of Tamahú, Tukurú, San Pedro Carchá and Cobán.
- **US\$ 17,998** For the installation of eight community health control posts, providing personal protection equipment to temporary personnel located at these points, for the benefit of 25 communities neighboring Renace.

5.1.2.6 Local Employment Program

Our social management team has set out to gradually reduce the local employment program to direct resources to Community initiative projects. In 2020, we hired 2,941 people in 735 jobs.

This program was significantly affected by restrictions imposed by national authorities to address the health crisis resulting from COVID-19, which caused contracting to be limited for several months. In view of this, we carried out an important work of socializing the Government's measures, in order to understand Renace's limitations in the program's implementation.

In the months in which the program was active, health and safety inductions were carried out, including measures to prevent infections.



Cerro de Hula Headquarter, Honduras

5.1.3 Cerro de Hula – Honduras

5.1.3.1 Social Budget

USD\$1 570 880.8
Budgeted amount

USD\$1 568 829
Amount executed

5.1.3.2 Participation and Community Services

During the year, we received a total of 16 complaints, of which 8 (50%) were closed, they were for damages caused to the infrastructure due to drainage issues, 6 were due to noise and 2 were due to causes not attributable to the plant. In addition, we closed 51 noise-related complaints from previous years.

There were 2,517 interactions with communities, throughout 2020.

5.1.3.3 Management Achievements

In 2020, we managed to close the gap with tenants that had existed since the construction phase of the plant, by signing a lease and easement contract with the Andinos. In addition, we highlight the implementation of more effective communication of the actions carried out with the communities.



Challenges

The challenge at this plant is the effective management of community complaints, considering the restrictions to mobilization and social distancing in force due to COVID-19.

5.1.3.3 Social investment

Social investment reached US\$ **89,896.20**, for this year, distributed in the following programs:

Programs	Description
Education	<ul style="list-style-type: none"> The resources went to the infrastructure of educational centers and strengthening local agriculture, benefiting 420 people, including teachers, students, users of facilities and agricultural producers. The implementation amount for this program was US\$ 49, 270.29.
Environment	<ul style="list-style-type: none"> 120 home users and neighbors benefited from the improvement of housing infrastructure, an activity that had an investment of US\$ 18,042.14 in 2020.
Health	<ul style="list-style-type: none"> We improved the infrastructure of the health center, to benefit 2,600 people: medical personnel and health service users. Investment was US\$ 1,877.46 over the year.
Infrastructure:	<ul style="list-style-type: none"> A population of 20,230 benefited from the installation of street lighting, carrying out community works and the furniture of the National Registry of Persons. These works had an invested amount of US\$ 16,056.13.
Specific Activities	<ul style="list-style-type: none"> Allusive calendars were designed and printed, benefiting 500 neighbors of the plant. This initiative required an investment of US\$ 4,650.18.



5.1.3.4 Specific donations for emergency support

To address and cope with the health contingency for COVID-19, we made a series of donations totaling US\$ 200, 424.21 to:

- An agreement in Santa Ana for US\$ 104,732.45 to serve families affected by the pandemic, benefiting 4,500 people.
- We donated municipal ambulances (ACyS contribution) for the care of patients in critical condition and other pathologies of the populations of Santa Ana and San Buenaventura.
- We provided biosecurity supplies to frontline health personnel and communities, benefiting 8,500 people.
- We provided food rations to 1,203 people in communities where people were unemployed because of the pandemic.



5.1.4 Choluteca - Honduras

5.1.4.1 Social Budget

USD\$144 456
Budgeted amount

USD\$135 423.07
Amount executed

5.1.4.2 Participation and Community Services

In 2020, two complaints were filed at Choluteca plants. One led to blocking the gates of the plants by requests of the local workers and the other was related to damage to the fences of a property. Both were closed successfully.

There were 121 interactions with communities, throughout 2020.

5.1.4.3 Management Achievements

In 2020, we highlighted the considerable number of community interactions despite the pandemic context. This allowed us to create a better relationship, coordination, management and trust with the local organizations that recently changed their management staff.



Challenges

The challenge in this operating area is associated with creating a concrete and tangible proposal to reduce conflicts over community jobs, allowing us to mitigate the risks of blockades to solar parks. In addition, we must initiate the improvement project for the conditions of the municipal solid waste landfill jointly with the company Aguas de Choluteca and waste collection personnel (pickers), for an adequate management of municipal solid waste, together with improving the living conditions of people who depend on the waste they collect inside the dump.

5.1.4.4 Social Investment

We carried out activities that impacted different social topics such as health, education, improvements in infrastructure, among others. These initiatives reached a total investment of US\$ 60,213.36 as follows:

Programs	Description
Education	<ul style="list-style-type: none"> We donated materials to build a classroom for 35 children in the school. The resources used for this project were US\$ 4,417.61.
Health	<ul style="list-style-type: none"> Approximately 878 people from the communities of Las Minas and San Jorge benefited from the improvement of drinking water systems and storm water drainage systems, with an investment of US\$ 18,706.33.
Infrastructure	<ul style="list-style-type: none"> In the communities of San José de la Landa, El Eden and Víctor Manuel Argeñal, we donated materials to build a Community Center; a perimeter fence of the soccer field to promote sports and improvements in the electrical systems to guarantee the access and reliability of electricity in the communities. These initiatives benefited 1,807 people with an investment of US\$ 36,241.01.
Child's Day	<ul style="list-style-type: none"> We carry out initiatives to support and promote the sport and culture of the country on Children's Day. We positively impacted 120 people, members of soccer teams and children in the community of San Jorge. Total investment was US\$ 848.41.

5.1.4.5 Specific donations for emergency support

Our donations throughout 2020 focused on health issues:

- We donated food to just over 1,200 families following the health emergency for COVID-19, with two deliveries throughout the year. They benefited approximately 5,500 people ensuring their food security. This donation required US\$ 33,217.74 in resources.
- We donated an X-ray printer to the municipality of Choluteca for the care of COVID-19 cases at the Senior Adult Clinic, impacting the population of Choluteca that makes use of this space. The donation had a value of US\$ 6,274.72.

5.1.5 Eolo – Nicaragua

5.1.5.1 Social Budget

USD\$51 680
Budgeted amount

USD\$48 786.34
Amount executed

5.1.5.2 Participation and Community Services

In Eolo, we only received a complaint in 2020 from one of the owners with whom we have a lease contract for the park. This corresponded to a damage to one of the PVC pipes that feeds the drinking fountains of his cattle. The damage was done by one of our contractors while doing maintenance work for the internal roads. Faced with this non-conformity, we responded immediately, and the contractor repaired the damage with approval of the administrator of the affected farm, closing it satisfactorily.

Throughout 2020, Eolo kept close communications with the various stakeholders, despite the measures of distancing that had to be taken because of the Covid-19 pandemic. Interactions changed to meetings, one-on-one meetings, specific visits, calls, and virtual sessions. However, this did not prevent close communications.

There were 644 interactions with communities, throughout 2020.

5.1.5.3 Management Achievements

For this period, we emphasized the constant relationship with all the local actors despite the pandemic. This allowed us to give them permanent support making up for the lack of presence and actions of authorities, especially in public health areas. In this regard, we gave equipment to the health post in the area and provided personal protection equipment for the health personnel to respond to health emergencies.

Likewise, we made an impact on education, by promoting care and hygiene initiatives among students and teaching staff, providing them with the materials necessary. In addition, we developed works for the provision and improvement of basic services such as water and school sanitation that contributed to the reduction of community infections.



Wind Plant EOLO, Nicaragua



Challenges

The main challenge perceived for the future is to continue keeping good relations with the communities and implementing the social investment plan in the face of an uncertain and volatile socio-political panorama, given the context of presidential elections that are led by the ruling party, which have a lot of influence on community work. On the other hand, the challenge is to continue facing the pandemic, through care and protection, considering the lack of support that the population has from State institutions in this regard.

5.1.5.4 Social Investment

In 2020, we carried out our social investment activities, reaching a total of US\$ 48,786.34 for education, environment and entrepreneurship initiatives, health and community relations. Below is the detail of these activities:

Programs	Description
Education	<ul style="list-style-type: none"> We benefitted 576 students, their families and teaching staff from six public schools in the community of La Virgen, by promoting social, school and environmental values, together with the donation of school materials and supplies. The total investment amount was US\$ 19,627.73.
Environment / Entrepreneurship	<ul style="list-style-type: none"> We provided technical support to a group of beekeepers and bio-intensive gardeners, catalyzing economic revival, for the benefit of 17 people in the community. Eighty percent of them are housewives. The total amount of investment in these initiatives was US\$ 2,065.33.
Health	<ul style="list-style-type: none"> We gave minor medical equipment, and cleaning and hygiene materials to the community health post, benefiting 2,478 people between health post personnel and community people served by this center. The amount executed was US\$ 1,189.40.
Donations / community relations	<ul style="list-style-type: none"> We made timely donations to meet the needs that came up during the year in the community and support emergency situations, positively impacting organizations that provide services to the community and the people affected. The amount donated was US\$ 5,703.88.
Consultancy / Affiliations	<ul style="list-style-type: none"> We support membership in foundations that focus on promoting social development. We held a consultancy on social management issues in support of the implementation of Eolo's social initiatives. With an investment of US\$ 20,200, we seek to benefit the people of the communities where we implement the Social Investment Plan.

5.1.4.5 Specific donations for emergency support

We offered specific support in health and education issues, in the midst of the conditions generated by the pandemic, contributing a total of US\$ 42,357.10:

- Ejecutamos un programa de prevención social covid-19, que consistió en proporcionar implementos, y materiales de limpieza e higiene a las escuelas y el puesto de salud local para la prevención y cuidado de infecciones por coronavirus, con una inversión total de US\$ 3,106.66. Estos fondos fueron redirigidos del presupuesto social original porque la comunidad necesitaba este apoyo.
- Donamos alimentos y materiales de higiene a 14 camiones de alimentos CMI que quedaron varados en la frontera de Costa Rica – Nicaragua, debido a las restricciones, con una inversión total de US\$ 1,628.03.
- Condujimos el programa sostenible de la escuela con fondos obtenidos de una subvención de emergencia que FMO hizo disponible durante 2020, para sus proyectos en los países más afectados por la pandemia, y Eolo fue seleccionado. El programa consistió principalmente en promover la prevención de infecciones de Covid-19 en la comunidad educativa y sus familias al proporcionar equipo de protección, higiene y limpieza. También realizamos trabajos para facilitar el acceso al agua y servicios de saneamiento, beneficiando a 611 personas entre estudiantes, docentes, personal de salud, empleados, y voluntarios. El monto ejecutado para este programa fue de US\$ 37,622.40.



5.1.6 Wind plants – Costa Rica

5.1.6.1 Social Budget

Social investment in Clusters Tilarán and Liberia⁴

USD\$131 494
Budgeted amount

USD\$25 185
Amount executed

5.1.6.2 Participation and Community Services

Only two complaints were filed during the year at the Campos Azules wind farm. One of these, concerning a personal matter incident between an associate and the owner, and the other about a spill from Wind Turbine 402 that affected the nearby houses. It was necessary to allocate a budget for compensation to those affected (US\$ 1,675).

Both complaints were addressed and managed through the non-conformities mechanism until they were effectively closed.

As for the relationship with the communities, 2020 was a very different year, given the health emergency that the country is experiencing due to the Covid-19 pandemic. However, the closeness with the different stakeholders was kept. The interactions changed to one-on-one meetings, specific visits, calls and virtual sessions, as well as creating groups on social networks, making it easy to keep our communication channels open.

⁴Cluster Tilarán: PESRL, Altamira and Campos Azules. Cluster Liberia: Orosi, Miramar and La Perla

There were 2887 interactions during 2020.

5.1.6.3 Management Achievements

We highlight the ongoing communication with stakeholders and the optimal budgetary reallocation to support the sectors that required it the most during the pandemic context.



Challenges

Our main challenge for 2021 is to keep supporting the communities without PESRL's social budget (due to the termination of its power purchase contract in November 2020, and until it reactivates its operations, the park will keep a limited budget). Besides implementing a social management plan adapted to the new normality (with Covid-19 prevention protocols).

5.1.6.4 Social Investment

Our social investment activities carried out throughout the year reached a total amount of execution of US\$ 123,510 focused on programs to promote education, health, the environment, infrastructure and other targeted initiatives and community relations.

Programs	Description
Education	<ul style="list-style-type: none"> By delivering learning material, improving school infrastructure, environmental education activities and starting school gardens, we benefited 1,367,314 people in the schools of the areas close to our projects, students of scarce resources, non-profit institutions and the National System of Conservation Areas of Costa Rica (SINAC). These initiatives had an invested amount of US\$ 30,076.
Environment	<ul style="list-style-type: none"> We contribute to the local economic reactivation through socio-educational campaigns and the maintenance of leisure areas, benefiting the communities of the areas close to our activities. These activities required an investment of US\$ 9,233 and benefited 1,987,548 people.
Health	<ul style="list-style-type: none"> To support COVID-19 prevention, we provided personal protection equipment, medical and cleaning equipment, and infrastructure. We also delivered articles related to personal hygiene for hospitals and clinics, benefiting 388,049 people from the areas close to our projects with a contribution of US\$ 66,608..
Infrastructure	<ul style="list-style-type: none"> With an investment of US\$ 9,462 we provided for infrastructure works such as installing sinks, improving aqueducts, delivery of construction materials, sanitary awnings, vegetable gardens, and others. With this, we benefitted 667,126 people who are part of the Associations of the Communal Aqueduct and Sewer Systems in Costa Rica (ASADA), schools, Integral Development Associations (ADIS), municipalities, health centers, and farmers.
Community Relationship	<ul style="list-style-type: none"> To mitigate negative social phenomena such as hunger, we carry out activities focused on food security, such as: the Farmer's Fair and food package donation, for a total amount of US\$ 8,131, benefiting 59,740 people from the municipality, children from Tilarán and Liberia, farmers and families affected by the pandemic and fires in the area.

5.1.6.5 Specific donations for emergency support

We offered support to front-line institutions for the attention of COVID-19 and public order, as well as low-income families and economic reactivation projects.

*These donations were estimated at a total of **US\$ 83,484**, providing benefits to **1,337,194** users of the institutions involved. This amount is part of the **US\$ 123,510** detailed in the social initiatives implemented during 2020.*



Solar Plant Mata de Palma, Dominican Republic

5.1.7 Mata de Palma – Dominican Republic

5.1.7.1 Social Budget

USD\$18 000
Budgeted amount

USD\$18 000
Amount executed

5.1.7.2 Participation and Community Services

In 2020, as the first year of operation of the solar park, we had 28 interactions with communities in the area near our operations. Despite the fact that this was an atypical year and the conditions to initiate the community relationship of Mata de Palma were not the best, given the health emergency that the country is experiencing because of the Covid-19 pandemic, a process of rapprochement was initiated with different stakeholders.

For this first year of Mata de Palma operations, no complaints or non-conformities were filed by the community.

5.1.7.3 Management Achievements

The main management achievement in 2020 in the context of the pandemic was a gradual approach to know the functioning, needs and expectations of the community. We also made known our corporate commitment and provided support for the prevention and control of the pandemic.



Challenges

Implement and maintain the actions of the park's social management plan in a society and economy affected and impacted by the pandemic.



5.1.7.4 Social Investment

Throughout the year, we developed budget-covered volunteer actions within the scope of our contract with the park operator Dominion, focusing mainly on:

- **Delivering reusable masks directly to the neighboring community.**
- **Donating fire-fighting equipment to the Distinguished Fire Department.**
- **Installing a power inverter in an school, donated during the construction stage.**

These actions had an amount of executed investment of US\$ 5,000 impacting 100 people and six entities, including the War Fire Department, as well as administrative staff of elementary and secondary schools in the community, and nursing home patients and staff.

On the other hand, we carried out a social diagnosis for the direct and indirect area neighboring our operations, to know and understand the needs and context of the community near the park. The results will allow us to build a social investment plan that is close to the reality and context of the area near the park, which had an investment amount of US\$ 9,843 in the community of San Antonio de Guerra.

5.1.7.5 Specific donations for emergency support

We carried out a strategic intervention in the context of the Covid-19 pandemic, which consisted in providing information, prevention campaigns, supply, and support of economic reactivation initiatives.

In the information and prevention activities, and supply we reached 11 entities, benefiting 200 people directly and 1,600 people indirectly.

USD\$413

Donations to provide information and prevention COVID-19.

USD\$2120

Donated in prevention input supply initiatives.

In areas of economic reactivation, we donated US\$ 5,624 for the benefit of two entities and 350 school students, by conditioning an area to prepare school snacks.



Prados de San Cristóbal, Guatemala

5.2 Real Estate Development: Improving the quality of life

CONTENT GRI 103-1, 103-2, 103-3

At CMI Capital we evaluate the social, environmental and economic environment of the societies where we build each real estate solution. When designing each project, we consider the needs of our neighbors, and implement actions that respond to them appropriately.

So, we build the complementary infrastructure for road management, creating local jobs and promoting trade in the area.

In 2020, we had problems to unfold social impact initiatives as we had done in previous periods. Our shopping centers were closed for five months, preventing the implementation of the “All for My Community” program.

The Pradera shopping centers made many communications on preventing infections, using face masks and hand washing, through social networks and the advertising spaces available within each shopping mall.

In this way, we made our infrastructure available to deal with the emer-

gencies that occurred throughout the year (pandemic and climate phenomena). This makes us an important ally for mitigating negative impacts by being present at the national level.

In addition, we are moving forward in structuring a social management strategy that allows us to implement impact initiatives that contribute to the following topics.



**Social and
community
development.**



**Improvement of
people's quality
of life.**



**The well-being of
our neighbors.**

5.2.1 Program: Una sonrisa con amor (A smile with love)

This program is developed in our shopping centers with the objective of collecting and giving away toys to children with scarce resources who live close to our projects.

Shopping malls	Description
Pradera Chimaltenango	<ul style="list-style-type: none"> In 2020, toys were collected to give to the orphanage Nuestros Pequeños Hermanos, benefiting 76 children. The cost of this activity was US\$ 694.
Pradera Chiquimula	<ul style="list-style-type: none"> We collected toys for children of scarce resources, reaching children living in poverty in different areas...
Pradera Escuintla	<ul style="list-style-type: none"> In December, we made our shopping center available to collect toys and give them to 45 children that go to therapy at Fundabiem. For this we set aside a total of US\$ 380.
Pradera Huehuetenango	<ul style="list-style-type: none"> In Huehuetenango, we delivered toys to 60 children of Casa Hogar Nazareno, and hired three people to support the initiative with an investment of US\$ 175.
Pradera Puerto Barrios	<ul style="list-style-type: none"> We started collecting toys for children from the Media Luna and Jimeritos communities. We hired two people to perform this, and we benefited 198 people with the initiative. The cost of the investment was US\$ 641.
Pradera Zacapa	<ul style="list-style-type: none"> We gave gifts to 25 children for the Christmas season. For this, we hired four people and had a total budget of US\$ 701.

5.2.2 initiatives: Collection centers

When there is an emergency, we act and place our facilities and everything within our reach at the service of the community in order to communicate, collect and distribute aid to shelters, through the Rotary Club.

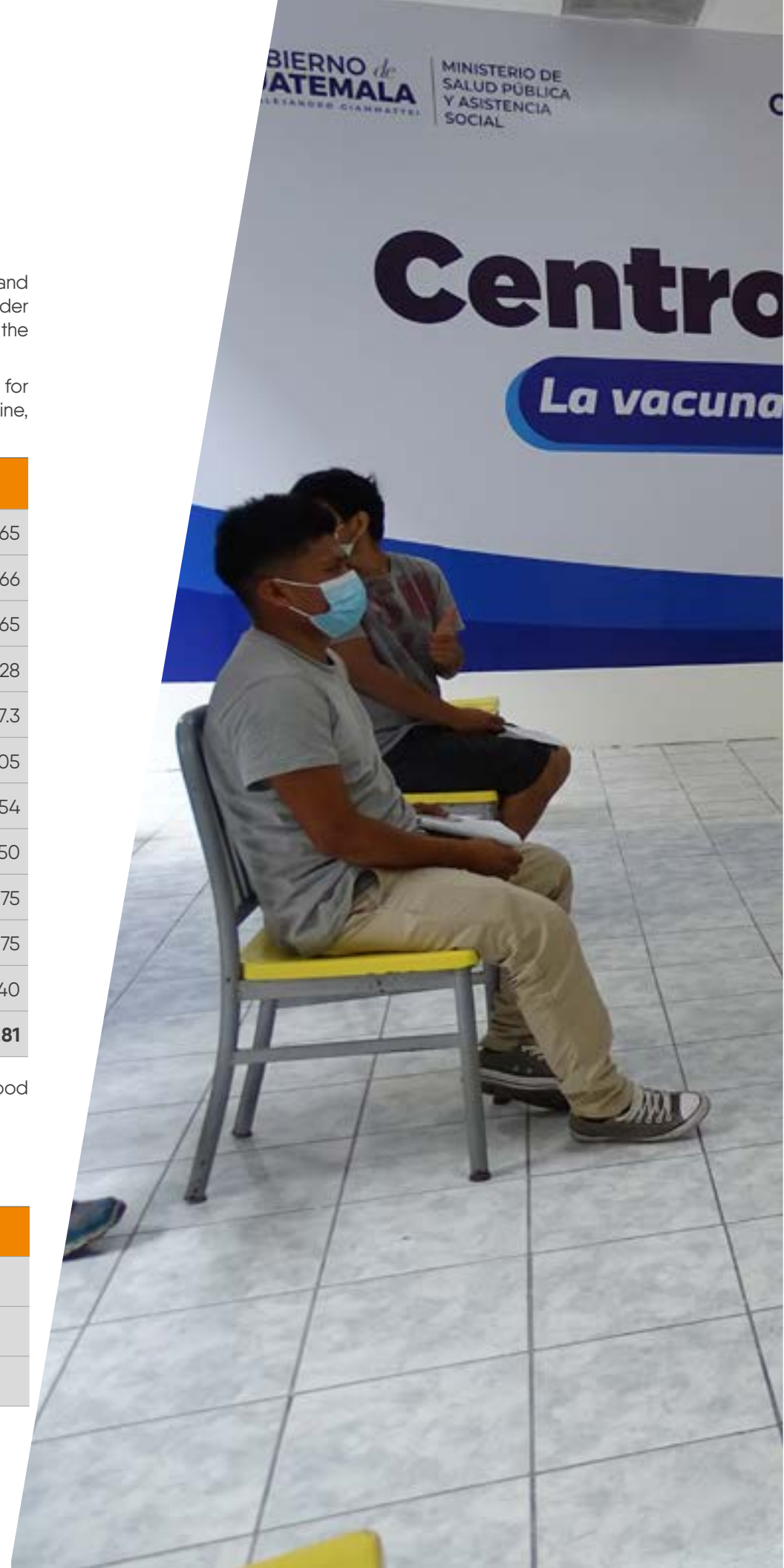
Below, we present the amounts allocated for each of the shopping centers for this initiative. The resources were used for printing, communication/guideline, and personnel processes, among others:

Shopping mall	Amount invested
Pradera Chimaltenango	USD\$78.65
Pradera Chiquimula	USD\$166
Pradera Escuintla	USD \$26.65
Pradera Huehuetenango	USD\$98.28
Pradera Puerto Barrios	USD \$287.3
Pradera Zacapa	USD \$205
Vistares	US \$54
Xela	US \$71.50
Palín	US \$61.75
Santa Lucía	USD\$61.75
Villa Nueva	USD\$36.40
TOTAL	USD\$1148.81

In addition, we aid the associates affected by the emergencies, delivering food and providing financial aid in the amount of US\$ 1,269.60, as follows:

Help for associates affected

Shopping mall	Amount invested
Groceries	USD\$294.69
Financial aid	USD\$975
Total	USD\$1269.6



ON EL APOYO DE:



Pro

de Vacunación

vacunación es gratis, segura y voluntaria



5.2.3 Other initiatives undertaken in 2020

5.2.3.1 Pradera Chiquimula

The Chucte hamlet of Aldea Guior, is a small settlement with extremely difficult access, as there is only one means of transportation, a pick-up that leaves in the morning to the city of Chiquimula and returns in the afternoon. In addition, the community does not have social infrastructure such as drainages, aqueduct, school, health center, among others.

Living conditions are extremely precarious and the economic activity of the community is based on employment for men and a subsistence economy for women.

82 families
the hamlet.

Approximately
425 inhabitants.

60 elementary
students.

17 pre-elementary
students.

Families classified in
extreme poverty.

To promote and encourage education in the Chiquimula region, we build a classroom, benefiting the children who lack this type of facilities. The total investment in the construction of this classroom was US\$ 17,797, positively impacting 40 families. This work consisted mainly of:

- Land conditioning.
- Tracing and bridging.
- Excavating foundations.
- Laying the concrete foundation.
- Constructing the masonry walls.
- Building the roof structure.
- Installing windows, doors, and balconies.
- Smoothing the concrete floor.

Painting the interior and exterior walls..

Additionally, we support the Red Cross by attracting donors to supply blood banks and make it available to people who need it.

5.2.3.2 Pradera Puerto Barrios

In 2020, our shopping mall donated community support inputs to the municipality of Puerto Barrios: 800 mattresses, 800 blankets and groceries. The total amount invested was US\$ 23,717.94, benefiting the community affected by the flood caused by the IOTA storm.



Milestones 2020

- The year 2020 was atypical, as there were climate and pandemic phenomena that tested our ability to respond to extremely adverse situations. We therefore highlight the shift in focus to our efforts to address the current needs: pandemic and climate emergencies.
- At the same time, we gave the affected communities unconditional support, positioning ourselves as a key actor to establish ties and drive the construction of the social fabric in the countries where we operate.



Challenges 2021

- The overall challenge still remains to keep community relations that generate positive impacts and to remain the good neighbor we have set ourselves out to be.
- In addition, we have the challenge of getting the best out of all the social actors that facilitate the execution and implementation of the projects, and to be more efficient in the use of the resources available to continue contributing to minimize the negative impacts arising from the pandemic and other events that came up in 2020.
- Implement a Community Relationship Plan that will help strengthen ties and relationships with local entities and actors.

5.3 We Protect Human Rights

Material topic: Human Rights

Our commitment to Human Rights is born from the values that drive our operations. For us, our values REIR (Responsibility, Excellence, Integrity, and Respect) are the foundation of our engagement with Human Rights.

The basis of our actions is set out in the Corporate Code of Ethics, which frames the principles of action according to our corporate values. In addition, we comply with and go above and beyond the national legislation of the countries where we operate.



“Our commitment to Human Rights is shown through our adherence to the United Nations Global Compact”.

We recognize that Human Rights are inherent to all human beings. Likewise, we understand that it is the States that are ultimately responsible for their protection and promotion and that, as responsible corporate citizens, we are committed to respecting the fundamental rights of all people in all our actions.

This vision is embodied in all our interactions with the key stakeholders or public of interest with whom we relate:

Associates

Contractors

Business partners

Strategic partners

Neighboring communities



We also seek to ensure that they also behave consistently, respectful of Human Rights, especially when they engage in an activity on our behalf.

In this regard, we act with due diligence to prevent Human Rights violations and carry out regular assessments to ensure that this is the case. On the other hand, we are always willing to listen to our stakeholders through the various complaint mechanisms, which are geared to addressing any concerns of stakeholders with a Human Rights approach.



5.3.1 Access to land

We are respectful of and strongly believe in individual and collective land ownership rights, bearing in mind that populations, especially indigenous peoples close to our operations, have a special connection to their lands and resources. In this sense, to carry on our projects we have chosen to:

- Directly acquire properties.
- Act transparently always.
- Verify legitimate land ownership.
- Equitable negotiation processes.

All this allows us to avoid risks of resettlement or displacement of those communities, as well as to prioritize their rights and property.



“We are aligned with standard six of the International Finance Corporation (IFC).”

We comply with the requirements established in the national legislation of each country and follow the recommendations contained of the international standards in this area.

It should be noted that the acquisitions we have made have been carried out in a free, informed, voluntary, and transparent manner. We have therefore, advanced harmonization processes with local community organizations, reaching competitive price agreements for both land and livelihoods established there.

On the other hand, as has been shown previously, year by year, we execute productive, environmental, and social character projects in the areas neighboring our projects, in order to mitigate any possible impact on the communities, their livelihoods and the social fabric.



5.3.2 Indigenous Peoples

We respect the rights of indigenous peoples and have incorporated into our corporate actions the contents of international instruments, among which are:

- The UN Declaration on the Rights of Indigenous Peoples.
- Performance Standard 7 of the World Bank's IFC.
- The International Convention on the Elimination of All Forms of Racial Discrimination.
- ILO Convention 169.

In the various stages of development of our projects, we have sought to establish transparent and long-term relationships with all stakeholders. The case of indigenous peoples is no exception.

Our renewable energy projects have been characterized by addressing indigenous peoples' communities early through public participation pro-

cesses, considering their physical, spiritual, cultural and economic well-being.

Therefore, in our operations we promote and respect traditional knowledge, cultural practices, and the ways in which indigenous peoples relate to the environment. At the same time, we seek adequate spaces for communication and dialog to understand the social problems of the populations that are part of the area close to each of the projects.

We are aware that indigenous peoples may have cultural interests in the resources, and we seek to evaluate and implement actions that benefit, protect and promote their defense and conservation, from a permanent dialog approach, agreement and respect for the communities that avoids any kind of conflict with them.

5.3.3 Human Rights Due Diligence

5.3.3.1 Prohibition of child labor

Child labor impairs the physical, social, and psychological development of children by depriving them of their childhood, dignity and access to education.

This practice is a form of exploitation that violates Human Rights. We therefore prohibit and reject such practices. Following principle 5 of the United Nations Global Compact, we promote policies that support the elimination of child labor by determining the minimum age to being admitted working in all our operations. To prevent this type of risk:

- We take international labor standards into consideration.
- We use reliable and verifiable mechanisms to monitor ages before hiring.
- We require our suppliers and contractors to prevent child labor in their activities.

We are working with local communities through programs to access quality education and social protection for children to promote opportunities and the dignity of people at this stage of life.





**OUR APPROACH
TO MINIMIZING
AND MITIGATING
THE EFFECTS OF
CLIMATE CHANGE**



6.1 Environmental Management

Energy Unit

Material Issues Climate Change, Emissions, Water, Energy, Waste, CONTENT GRI 103-1

At the CMI Capital Energy Unit, we are committed to caring for and protecting the environment by generating renewable energy projects of significant importance to the region. Considering and taking responsibility for our impacts, through the implementation of measures to guarantee a responsible operation with the environment.

We contribute to global and regional climate change mitigation efforts

by implementing renewable technologies for the development of energy matrixes in the countries where we operate. At the same time, we conduct structured environmental risk management processes across all of our activities, to prevent and minimize any potential impact on communities who are neighbors of our operations and the environment in general.

6.1.1 Environmental Management Components

CONTENT GRI 103-2

All our projects have risk and impact analysis processes in place, in which together with the legal and operations area we evaluate, the requirements to ensure optimum environmental management hand in hand with a qualified and trained team for the operation of our projects.

In addition, all our activities are part of the integrated management policy that considers occupational health and safety, environment, and quality issues, in compliance with ISO 14001, ISO 45001 and ISO 9001 standards, as well as the principles of the International Finance Corporation.

For 2020, we have the following objectives for environmental management in the operating plants:

The operating and retraining processes:

- Ensure sustainable practices aligned to environmental requirements, considering timely reporting of environmental incidents occurred in plants and responsible management of waste generated in operations.

In the procurement processes of goods and services:

- Conduct negotiations considering environmental protection requirements.
- Ensure that strategic supply processes are aligned with business priorities to help maximize resource utilization in a safe and environmentally responsible manner.

In the community relations process:

- Contribute to the care, conservation and recovery of natural resources in the basins where we operate, by involving different interest groups in the territory.
- Raise awareness on the conservation and care for the environment in the communities near our operations.
- Promote safe working environments.

In the environmental management process:

- Contribute to the protection of the environment and natural resources, complying with applicable laws and requirements.
- Ensure the availability of forest resources and the improvement of the environment through reforestation and environmental restoration.
- Implement environmental initiatives for the communities, by looking for partnerships and relationships with other actors to environmentally transcend in our operating areas.



- Ensure responsible management of 100% of waste generated in our operations.

The Department of the Environment, Social Management and Occupational Health and Safety, through the constant support and monitoring of indicators and impacts related to the processes developed in the different areas of the operation, oversees compliance with these actions, and ensures legal compliance in the countries where we operate. We also adhere to the principles of the standards we have adopted to seek continuous improvement and environmental significance.

6.1.2 Monitoring Environmental Performance

CONTENT GRI 103-3

Once we have defined our roadmap, we have an Integrated Management System, with which we carry out a constant monitoring of the indicators. This allows us to make the right decisions to meet our goals.

In 2020, we prepared the process to issue green bonds, which constituted a great commitment and structure in terms of sustainability.

As part of our Integrated Management System, we implement best practices and monitor our management to have more efficient processes, by monitoring environmental indicators, certifications of our management systems, remote monitoring, among others. Some of the mechanisms used for this follow-up are internal and external audits, as well as legal compliance audits, in accordance with the legislation of each country.



Milestones 2020

- We managed to keep our environmental management in compliance, despite the pandemic.
- We met all of the challenges for 2020.
- We started structuring the green bonds emission to issue them in 2021.



Challenges 2021

- Improve, conserve and restore the infrastructure and technology that was affected by the hurricanes of 2020.
- Continue to implement actions that allow us to contribute to the mitigation of climate change, despite the pandemic.

6.1.3 COVID-19

In 2020, during the pandemic we conducted risk assessments of area positions to determine which staff could perform their functions in a virtually, in teleworking mode. In the case of associates who due to their roles and activities needed to be present at the plants, we designed and implemented biosecurity protocols that considered the organization of the staff to protect their health, while still attending to the responsibilities of the department.

In this way, we managed to maintain the operability of the area, leading us to implement mechanisms for improvement and readjustment of the internal communication of the teams, the way information was collected and analyzed, because, by digitizing the processes, the formats and forms in the area were also moved to the digital medium. This made it easier and more efficient to obtain and share data to analyze environmental indicators monitored in the plant

6.1.4 Guatemala

6.1.4.1 Energy Efficiency

Non-renewable sources:

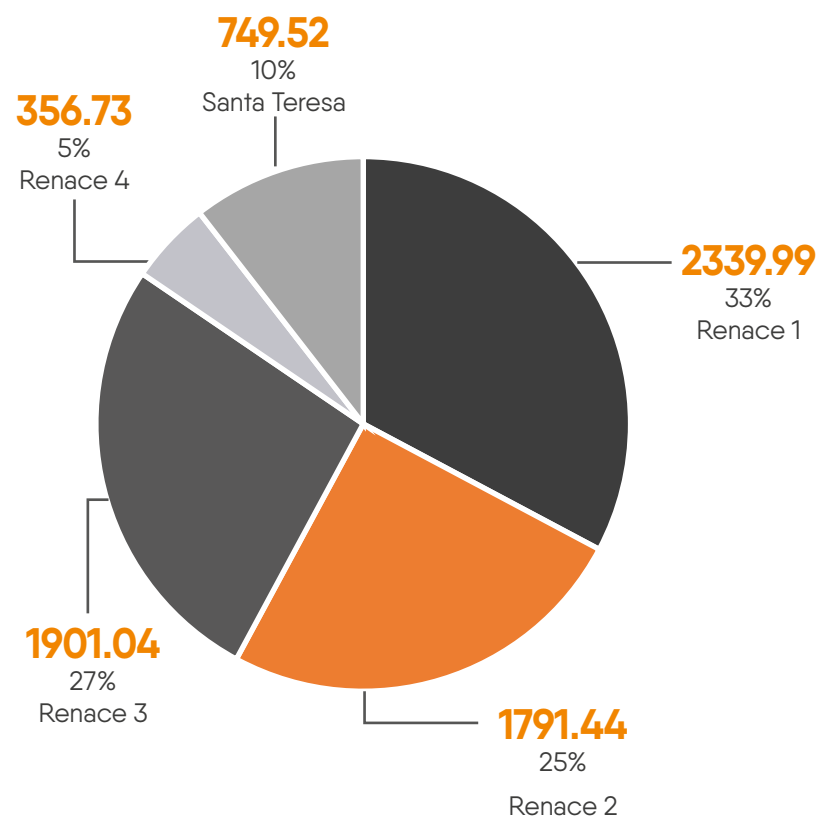
In Guatemala, we have five plants that use gasoline and diesel for the operation of equipment, machinery and vehicles.

During 2020, the total energy generated by the consumption of these fuels was 7138.73 GJ, 12% less than in 2019, due to the lower requirements to operate the plants.

Energy generated by fuel consumption (GJ)

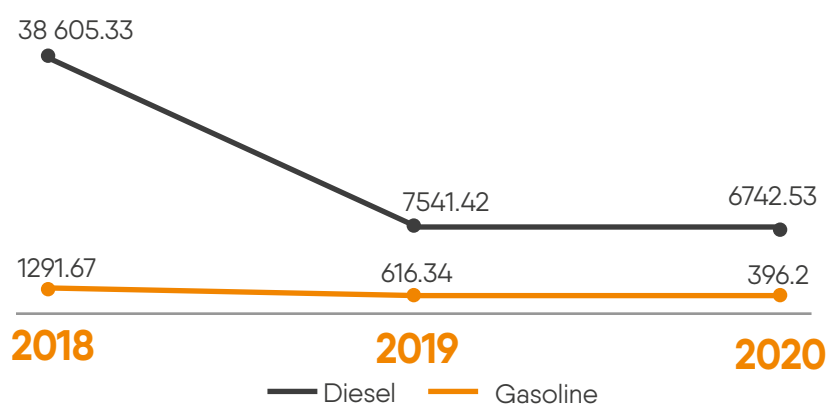
Plant	Diesel (GJ)	Gasoline (GJ)	Total (GJ)
Renace 1	2198.05	141.94	2339.99
Renace 2	1705.19	86.24	1791.44
Renace 3	1853	48.03	1901.04
Renace 4	303.53	53.19	356.73
Santa Teresa	682.74	66.78	749.52
TOTAL	6742.53	396.20	7138.73

Distribution by Plant (GJ)



76 % of the energy generated using fuels was for operating vehicles, 17% for equipment and 7% for machinery.

Annual comparison (GJ)



Plant	Equipment (GJ)	Machinery (GJ)	Vehicles (GJ)
Renace 1	406.59	195.17	1738.21
Renace 2	169.94	156.44	1465.05
Renace 3	310.10	120.40	1470.52
Renace 4	115.27	-	241.45
Santa Teresa	230.82	1.37	517.32
TOTAL	1232.75	473.40	5432.57

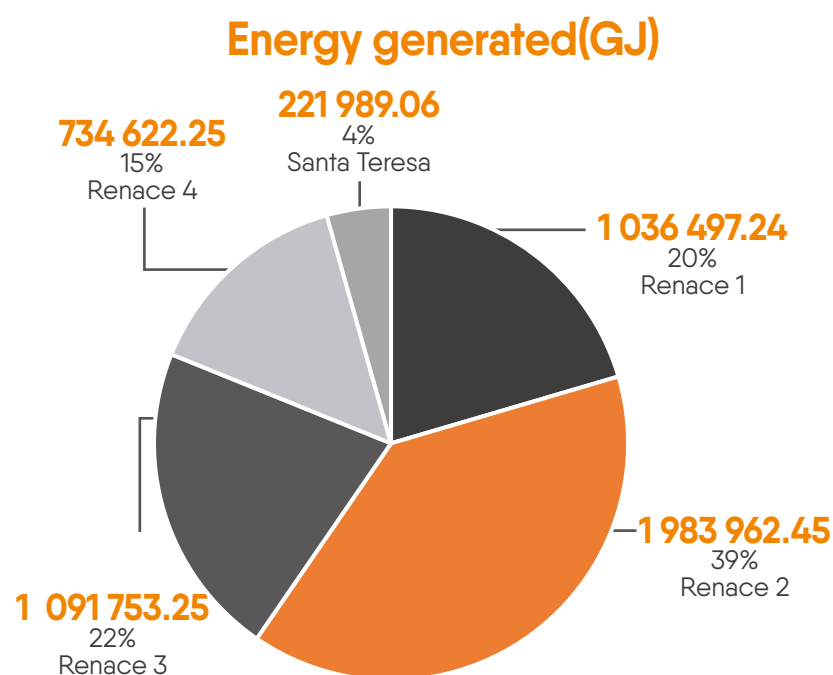
Electricity:

Regarding the consumption of electricity from external sources, in 2020, we recorded a total of 2412 GJ, 44% less than in 2019, distributed by plant as follows:

Plant	2019	2020	Variation
Renace 1	829.94	454.64	-45%
Renace 2	1371.46	643.36	-53%
Renace 3	959.27	823.93	-14%
Renace 4	817.15	8.78	-99%
Santa Teresa	298.01	481.64	62%
TOTAL	4275.83	2412.36	-44%

Energy generated:

Power generation in 2020 was 5,068,824.24 GJ, which was mostly concentrated at the Renace 2 plant, which accounts for 39% of the total. Followed by the Renace 3 plant with 22% and the Renace 1 plant with 20%.



With these results, we managed to avoid greenhouse gas emissions of 929,827.5 tons in 2020.



Hydroelectric Renace IV, Guatemala

Energy efficiency:

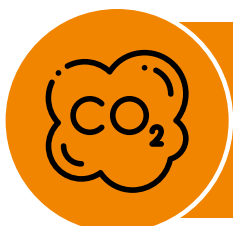
On average, for all plants, we managed to generate 530.71 GJ of energy, for each GJ of energy consumed. The following are the data broken down by plant:

Plant	Total Power Consumption (GJ) ⁵	Energy generated (GJ)	Energy efficiency ⁶
Renace 1	2794.63	1 036 497.24	370.89
Renace 2	2434.80	1 983 962.45	814.84
Renace 3	2724.97	1 091 753.25	400.65
Renace 4	365.51	734 622.25	2009.86
Santa Teresa	1231.16	221 989.06	180.31
TOTAL	9551.09	5 068 824.24	530 .71

⁵Includes energy consumption by fuels and electricity.

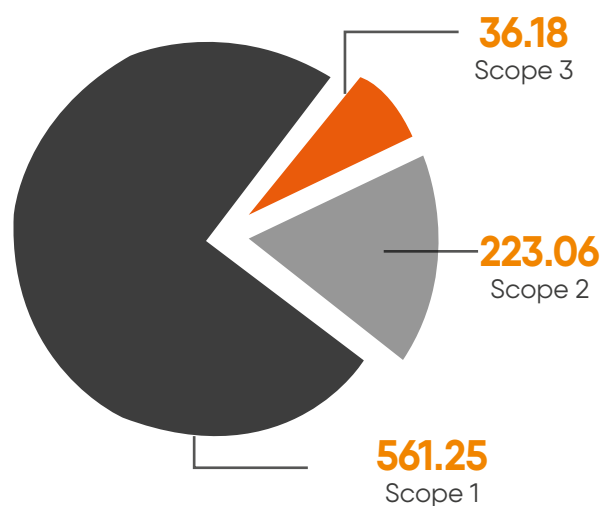
⁶Represents the GJ of energy generated by each GJ of energy consumed.

6.1.4.2 Emissions



During 2020, a total of 820.49 tons of CO₂ were generated at plants in Guatemala, tracking emissions generated by Scope 1, Scope 2 and Scope 3.

Emissions generated 2020 (TON CO₂)



To estimate emissions, emission factors established by the Intergovernmental Panel on Climate Change (IPCC), the United States Energy Association, the United States Environmental Protection Agency -EPA), and others were taken as a reference.

The only emission factor estimated by the Green Development team was that of the National Electrical Power Grid, taking the information provided by the Wholesale Market Association and the Ministry of Energy and Mines (MEM), and following the methodology of the United Nations Framework Convention on Climate Change.

The gases included in the measurement were Carbon Dioxide, Methane, Nitrous Oxide, HC-134a and Sulfur Hexafluoride..



Hydroelectric Renace IV, Guatemala



Direct Emissions (Scope 1)

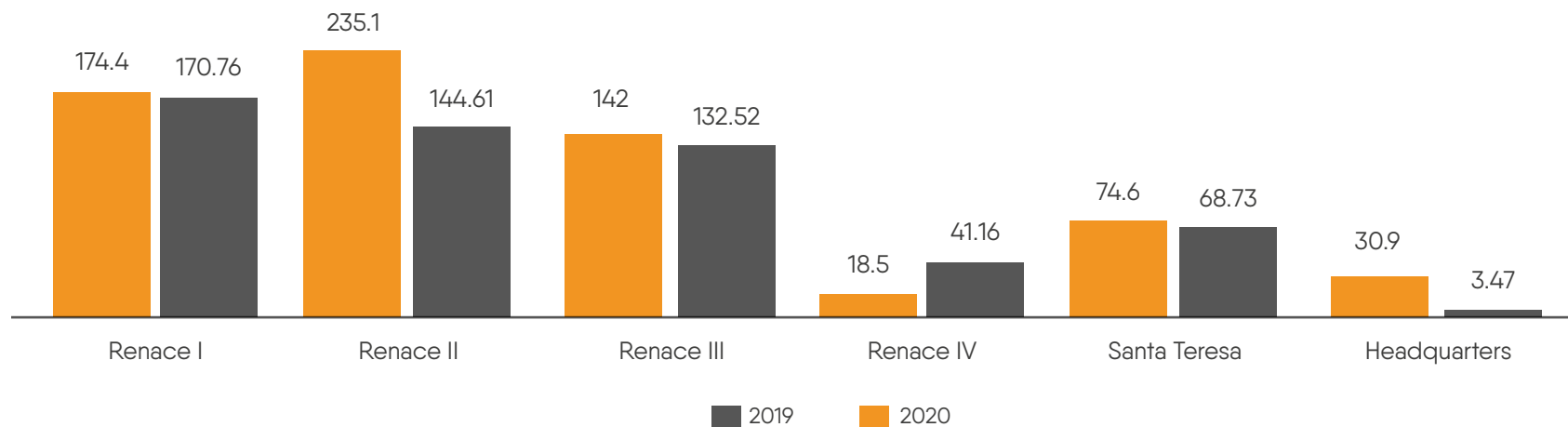
CONTENT GRI 305-1

In total, 561.25 tons of direct-scope emissions were generated at the plants in Guatemala, which means a reduction of 17% compared to last year.

The highest percentage of emissions corresponds to those generated by the mobile combustion equipment, which represents 82% of the total. The Renace 1 plant contributed the largest number of emissions to the inventory, with 30% of the total.

Plant	Stationary combustion (TCO2e)	Mobile combustion (TCO2e)	Leaks (TCO2e)	Totals (TCO2e)
Renace 1	33.17	130.64	6.95	170.76
Renace 2	18.03	124.97	1.61	144.61
Renace 3	6.61	123.32	2.59	132.52
Renace 4	5.09	35.33	0.74	41.16
Santa Teresa	17.65	41.14	9.94	68.73
Headquarters	-	3.47	0.00	3.47
TOTAL	80.55	458.87	21.83	561.25

Emissions scope 1 per plant

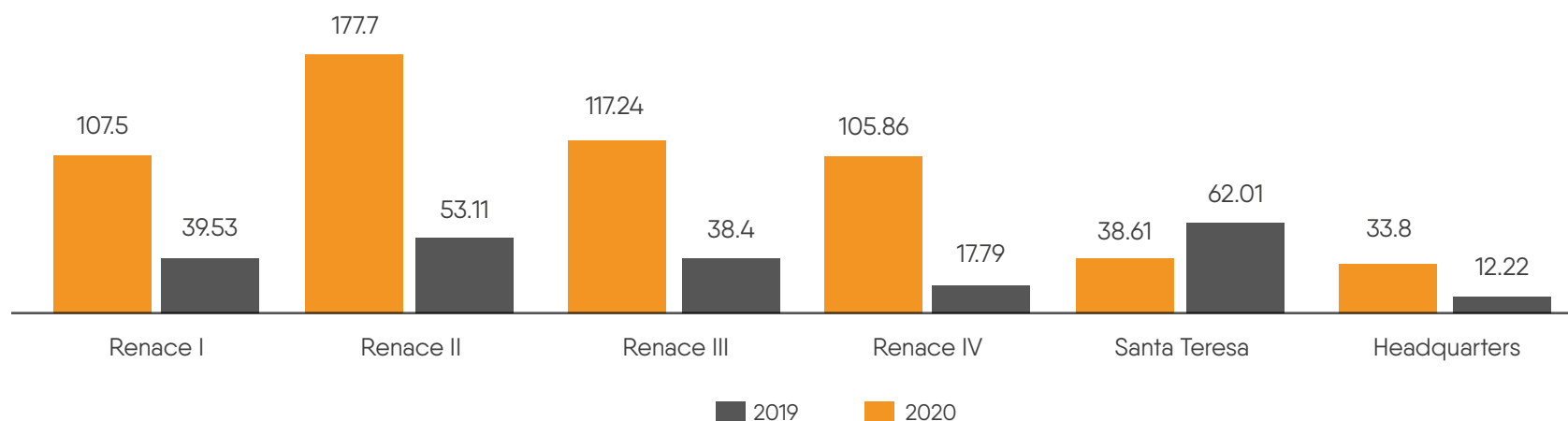


Indirect Emissions (Scope 2)

CONTENT GRI 305-2

For the Scope 2 indirect emissions, we recorded a reduction of 62% compared to the previous year, with a total of 223.06 tons of CO₂. The largest number of emissions were generated at the Santa Teresa plant with a total of 62.01 tons, followed by the Renace 2 plant with 53.11 tons.

Emissions scope 2 per plant



Other indirect emissions (Scope 3)

CONTENT GRI 305-3

On the other hand, during 2020, we monitored Scope 3 indirect emissions, with a total of **36.18 tons in CO₂**. Waste management accounts for the largest share of emissions with 88% of the total.

Planta	Commercial flights (TCO ₂ e)	Paper consumption (TCO ₂ e)	Waste (TCO ₂ e)	Helicopter flights (TCO ₂ e)
Renace 1	0.55	0.41	10.83	0.00
Renace 2	-	0.28	3.32	-
Renace 3	-	0.16	3.02	-
Renace 4	-	0.04	2.03	-
Santa Teresa	0.	0.17	7.03	-
Headquarters	5.78	0.21	0.41	1.76
TOTAL	0.73	1.27	26.64	1.76

6.1.4.3 Water consumption

CONTENT GRI 103-3

The water consumed in the plants comes largely from surface sources, with a slight share of rainwater at the Renace 1 plant. In total, 32.96 mega liters of water were consumed in 2020, 37% higher compared to 2019.

The increase shown compared to consumption in 2019 is due to the increase in cleanings because of the pandemic and improving measurements by installing water meters at specific points, among others

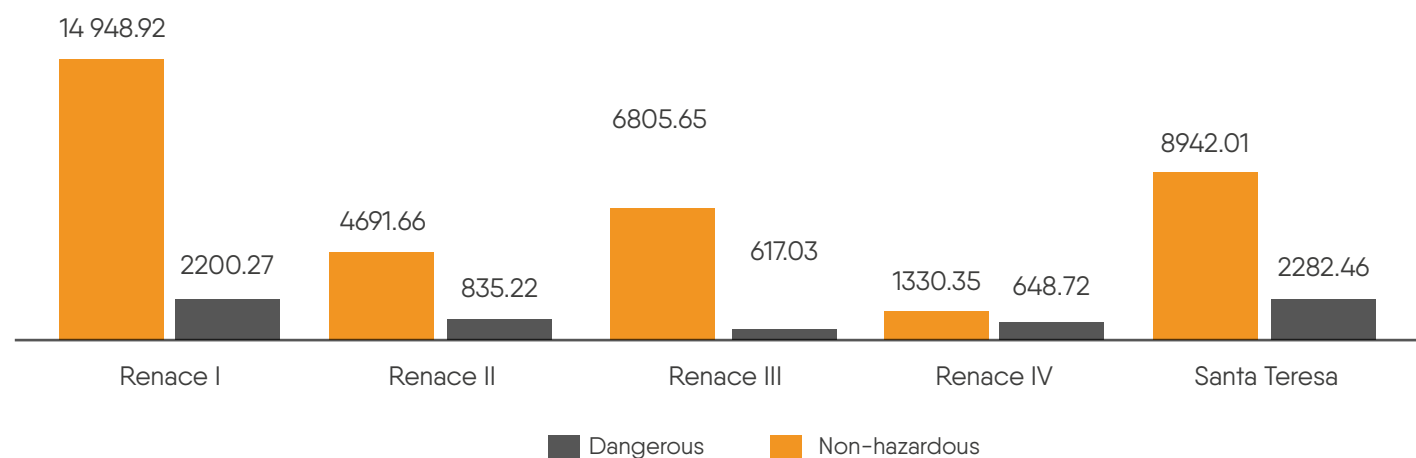
Plant	2019	2020	Variation
Renace 1	7.95	11.26	42%
Renace 2	3.19	1.58	-51%
Renace 3	11.32	16.28	44%
Renace 4	0.73	0.85	17%
Santa Teresa	0.78	0.97	24%
TOTAL	23.98	32.96	37%

6.1.4.4 Waste Management

43 302.30 tons of waste were generated at the plants, 18% less than in 2019, of which 39% is recyclable waste and 61% is non-recyclable waste. Only 15% of the waste generated is considered hazardous waste.

The plant that generated the most waste in 2020 was Renace 1, which contributed with 39.60% of waste, followed by Santa Teresa, which had 25.92%

Waste distribution by plant



Waste distribution by disposal method:

None of the waste generated was exported or destined to other methods. Most of them were sent to municipal landfills, which was the disposal method for 45.65% of the total waste in 2020. Composting was the method used for 29.80%. As for incineration, it represents 14.11%, followed by recycling with 9.35%, packaging with 1.03% and co-processing with just 0.05%.

Disposal Method	Renace 1	Renace 2	Renace 3	Renace 4	Santa Teresa
Municipal landfill	10 949.70	2809.42	2575.47	939.10	2493.43
Composting	3730.42	1859.97	4183.64	381.34	2749.26
Incineration	2152.24	743.61	580	642.72	1993.46
Recycling	268.79	23.88	46.55	9.91	3699.32
Encapsulated	46.73	90	37	6	268
Co-processing	1.30	0	0.04	0	21

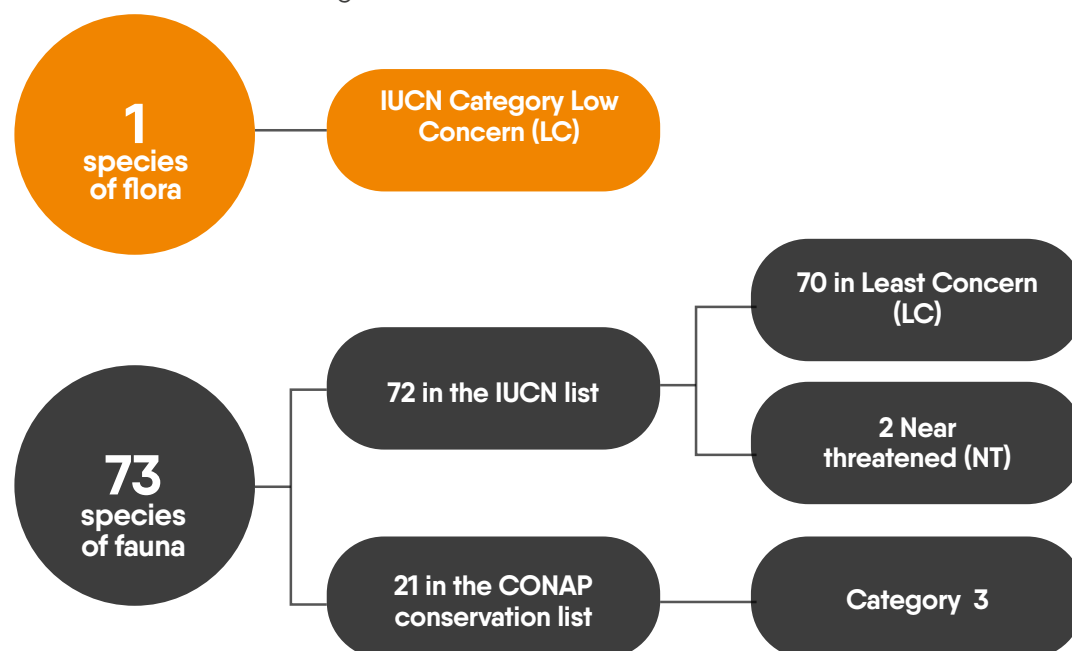
6.1.4.5 Biodiversity

Guatemala is a country rich in biodiversity. For this reason, we have taken different actions to identify the species of flora and fauna present in the areas neighboring our generation plants, in order to establish suitable mechanisms for their protection, considering the degree of vulnerability and threat they have according to international and national listings.

Below, we detail in general terms the number of species and the degree of vulnerability they present according to conservation listings for each of our plants. A complete list can be found in the Biodiversity Annex located at the end of the report.

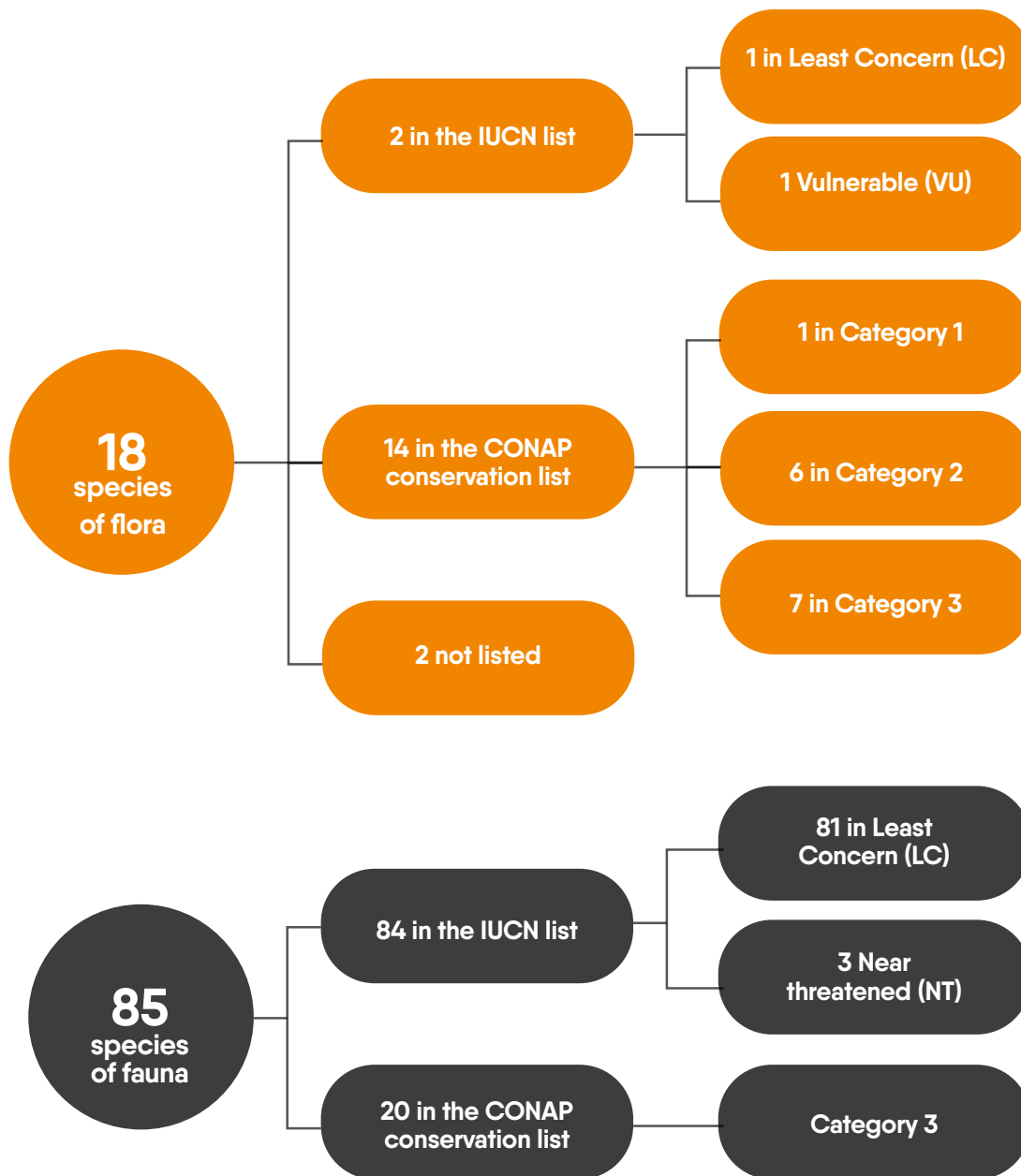
Renace 1

The list of species of fauna identified in the project area of project Renace 1 included in the IUCN List and national lists is the following:



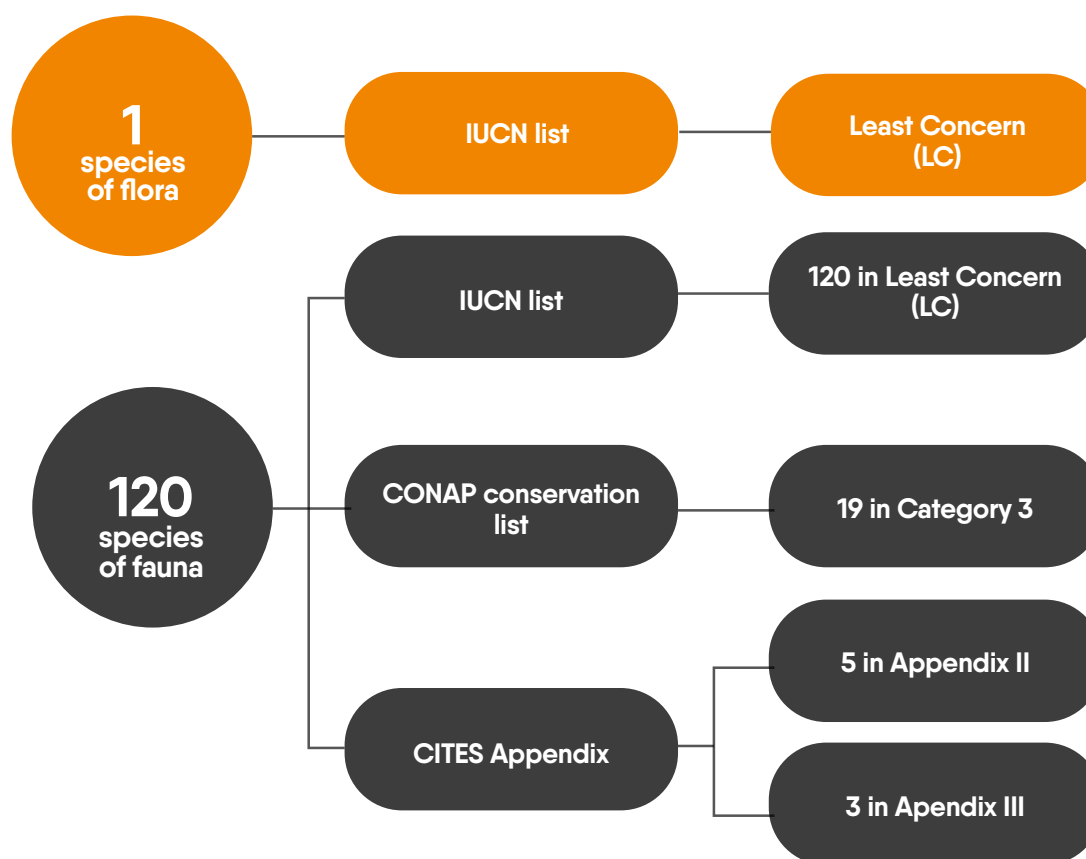
Renace II

In the Renace 2 plant we have identified 103 species of flora and fauna with the following characteristics.



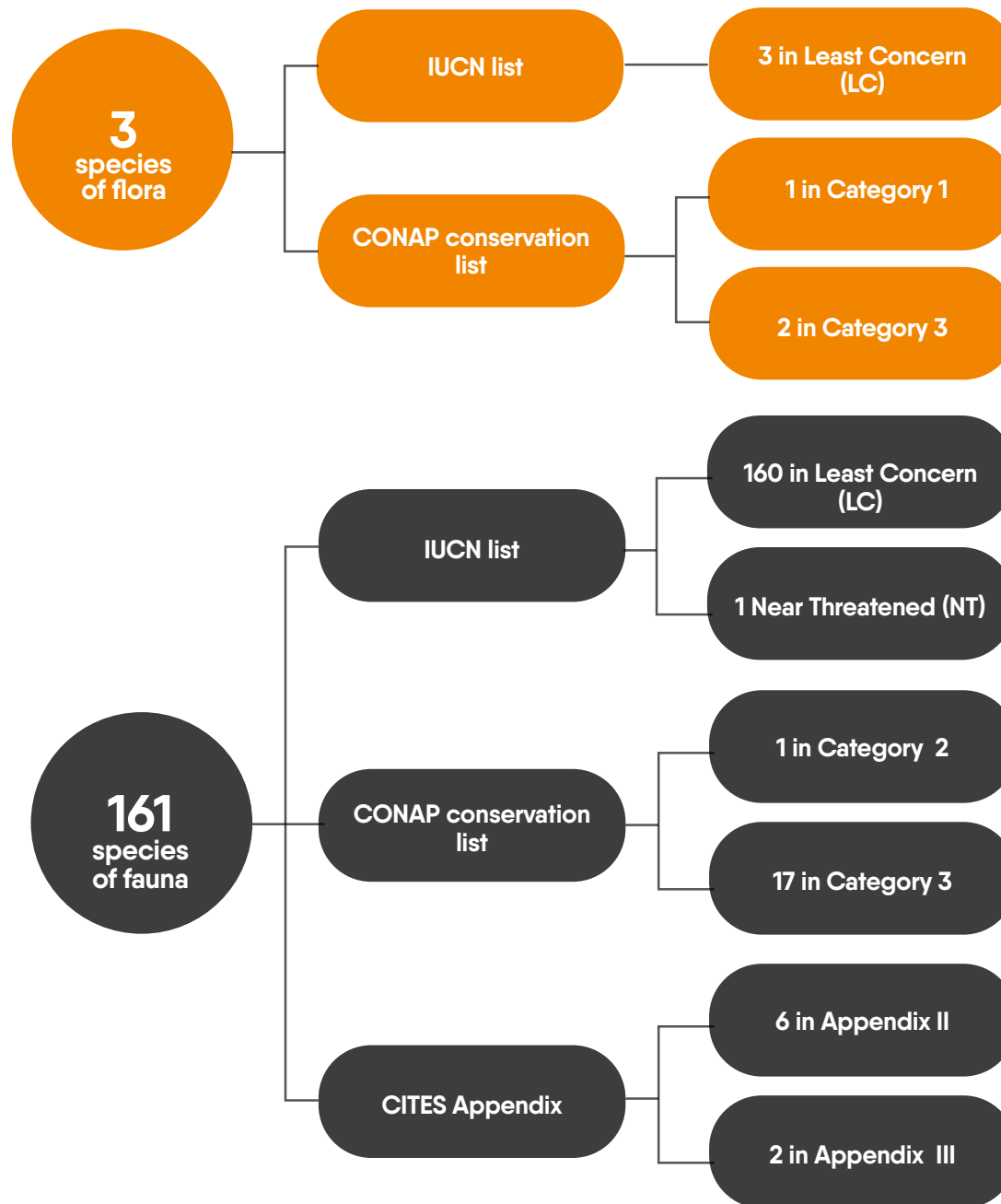


Renace 3: In the Renace 3 plant we have identified 121 species of flora and fauna with the following characteristics:



Renace IV:

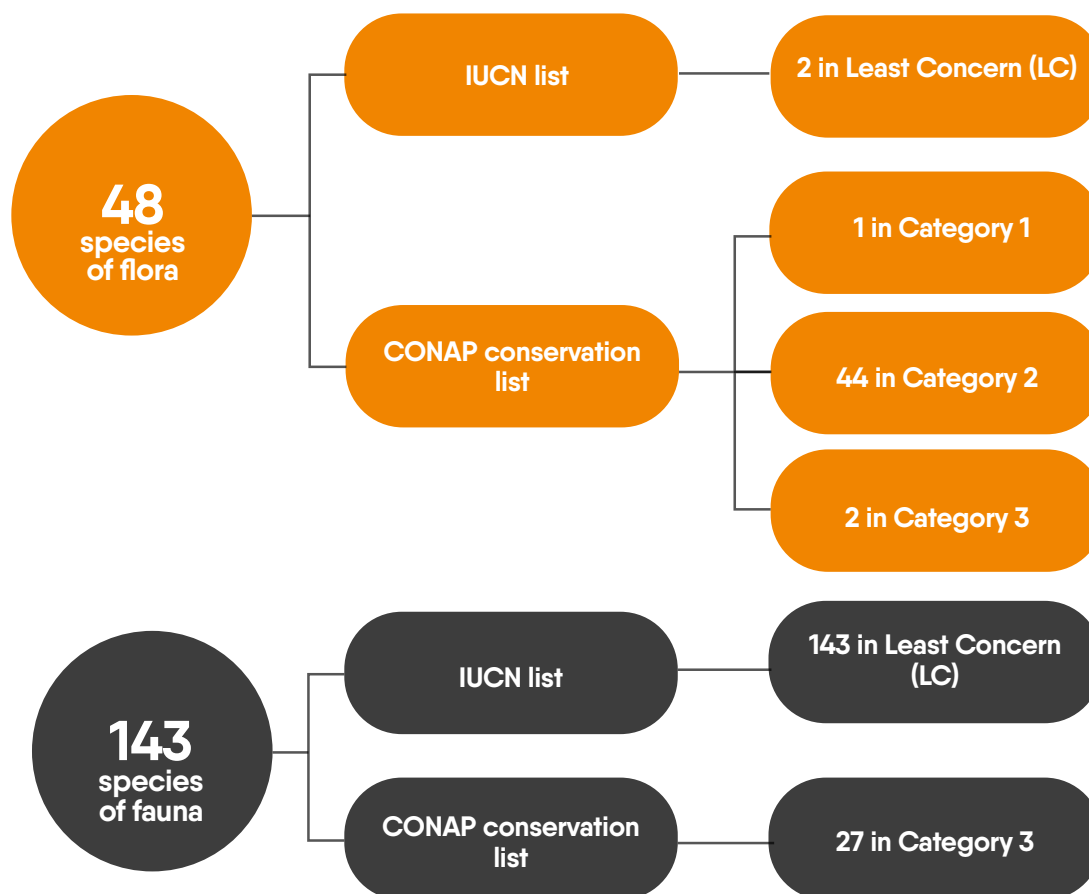
As for the area near the Renace 4 plant, we have 164 identified species of flora and fauna:





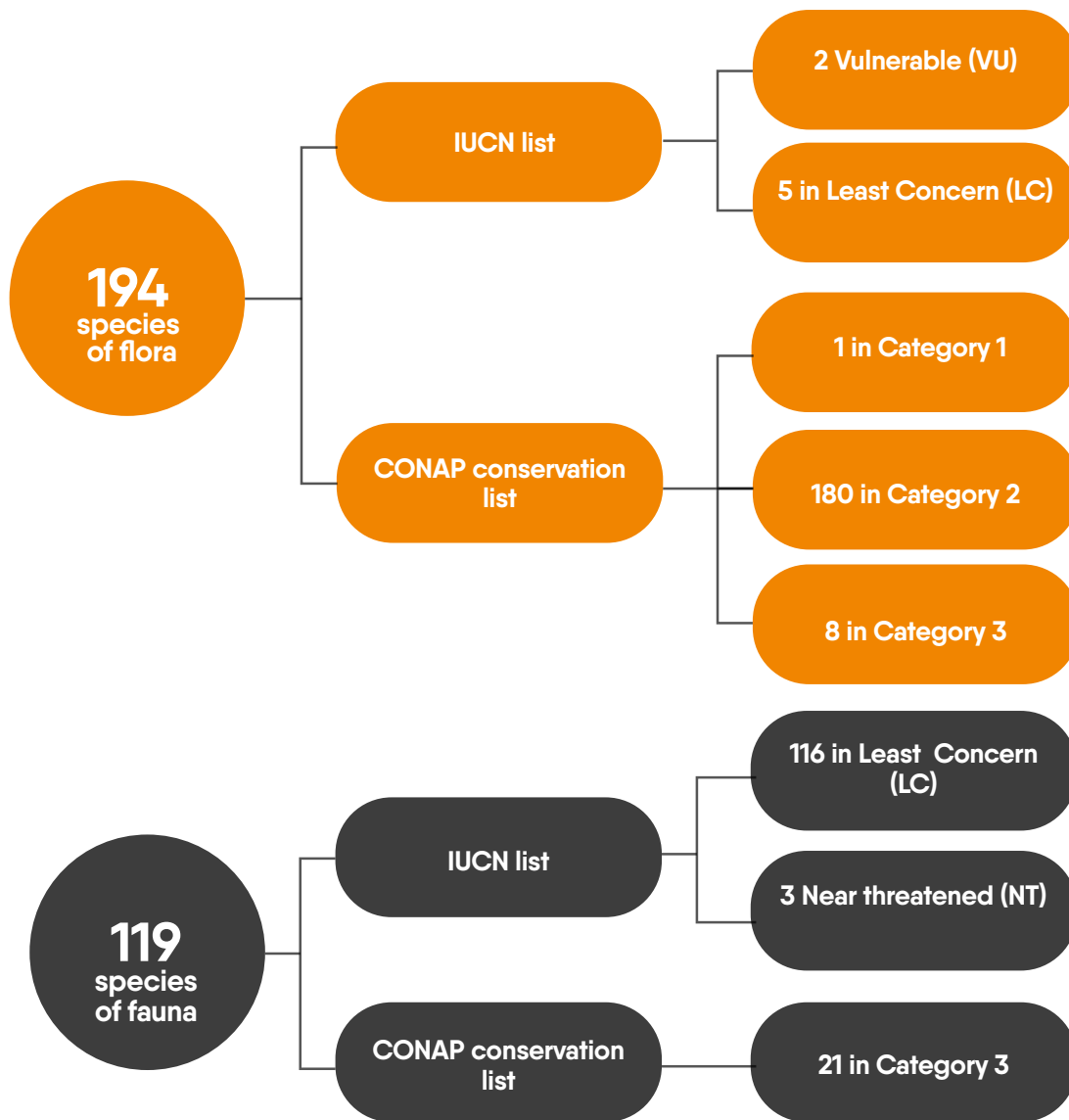
Santa Teresa:

Among the species identified in the Santa Teresa Generation Plant we highlight 44 different species of orchids. In total we have identified 191 species of flora and fauna:



Renace 1 Private Natural Reserve:

Finally, in the Renace 1 Private Natural Reserve, we have identified 194 species of flora and 119 species of fauna:



6.1.5 Honduras

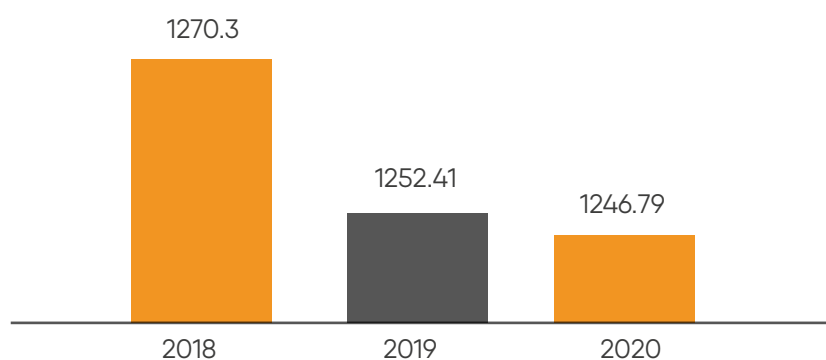
6.1.5.1 Energy Efficiency

Non-renewable sources:

Our operation in Honduras has wind and solar power generation plants that require energy consumption of non-renewable sources for the equipment and the vehicles. At the Cerro de Hula wind power plant, diesel is used for vehicles and gasoline is used to operate the equipment.

At this wind power plant, energy consumption of these sources in 2020 was 1,246.79 GJ, which showed a reduction of 0.4% compared to 2019, although gasoline consumption increased by 34%.

Energy consumption of non-renewable sources (GJ) Cerro de Hula

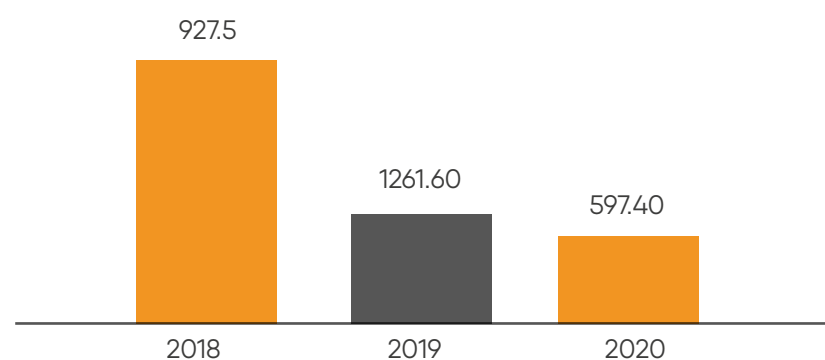


Fuels	2019	2020	Variation
Gasoline (GJ)	7.73	10.39	34.41%
Diesel (GJ)	1244.68	1236.4	-0.67%
Total (GJ)	1252.41	1246.79	-0.45%

In the case of solar power plants (Choluteca I and II, Pacifico I), we recorded a total consumption of 597.4 GJ of energy by fossil fuels, a decrease of 53% compared to 2019.



Energy consumption of non-renewable sources (GJ) Solar Plants

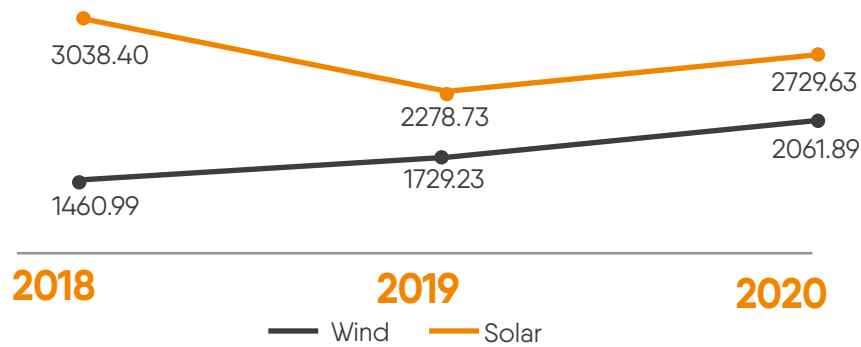


Fuels	2019	2020	Variation
Gasoline (GJ)	69.37	48.75	-30%
Diesel (GJ)	1192.23	548.64	-54%
Total (GJ)	1261.60	597.40	-53%

Electricity:

Electricity consumption at the Cerro de Hula wind power plant was 2,061.89 GJ, 19% more than in 2019. On the other hand, consumption in solar plants was 2,729.63 GJ, also 19% higher than the previous year.

Electricity consumption by technology

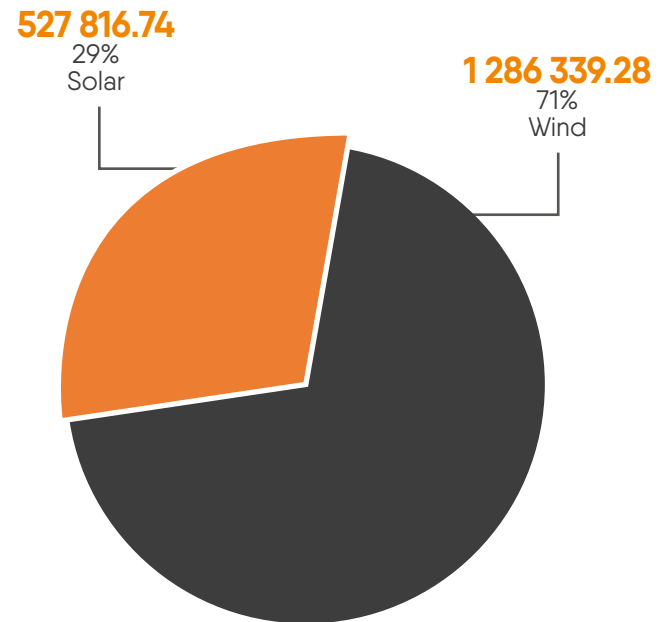


Energy generated:

With the wind and solar plants that we operate in Honduras, during 2020, we generated 1,814,156.02 GJ of renewable energy. Of these, 71% is wind power generated at the Cerro de Hula plant, and the remaining 29% is solar power generated at the Choluteca I and II, and Pacífico I plants.



Energy generated (GJ)



With the operational results of Choluteca, I and II, and Pacífico plants, it was possible to avoid emissions of 92,532 tons of CO₂ during 2020. At the Cerro de Hula plant, 228,003 tons of CO₂ emissions were avoided.

Energy efficiency:

On average, for the wind and solar plants, we managed to generate 273.39 GJ of energy, for each GJ of energy consumed.

Source	Total Power Consumption (GJ) ⁷	Energy generated (GJ)	Energy efficiency ⁸
Wind	3308.68	1 286 339.28	388.78
Solar	3327.03	527 816.74	158.65
Total	6635.71	1 814 156.02	273.39

⁷Includes energy consumption by fuels and electricity.

⁸Represents the GJ of energy generated by each GJ of energy consumed.

6.1.5.2 Water consumption

The water used at the wind power plant comes from an underground source, fresh water is extracted. The total amount of water that is extracted and consumed compared to 2019 at the Cerro de Hula plant showed a decrease of 13% during 2020. While in the solar plants of Choluteca I and II, as well as Pacifico I, water for consumption went from using municipal supply to extracting from an underground source.

Plant	2019	2020	Variation
Cerro de Hula	1.20	1.05	42%
Pacifico I	0.16	0.69	-51%
Choluteca I and II	0.38	0.97	44%
TOTAL	1.74	2.71	17%



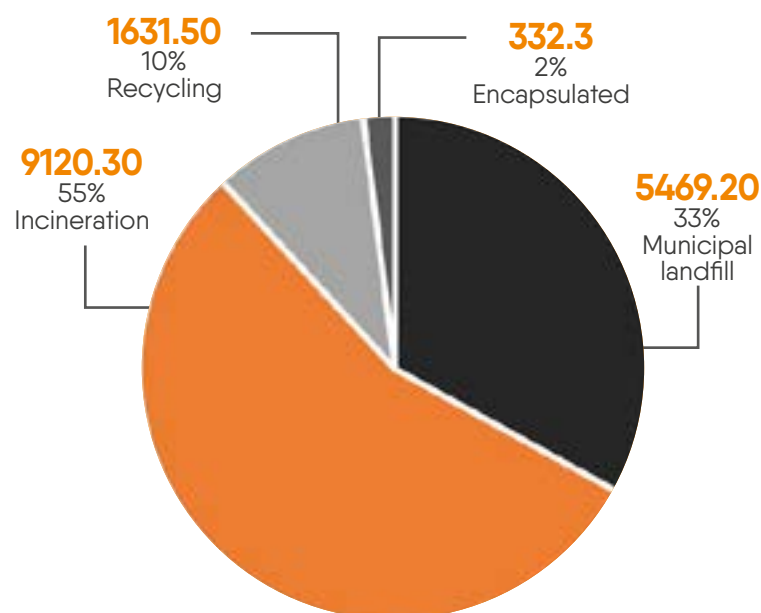
Cerro de Hula wind power plant, Honduras

On the other hand, solar plants generated a total of 10,322.50 kg of waste during 2020, with electronic waste being the largest amount of waste generated, with a share of 62%. Inorganic waste represents 12%, hazardous waste 11%, organic waste 10% and finally wood waste 6%.

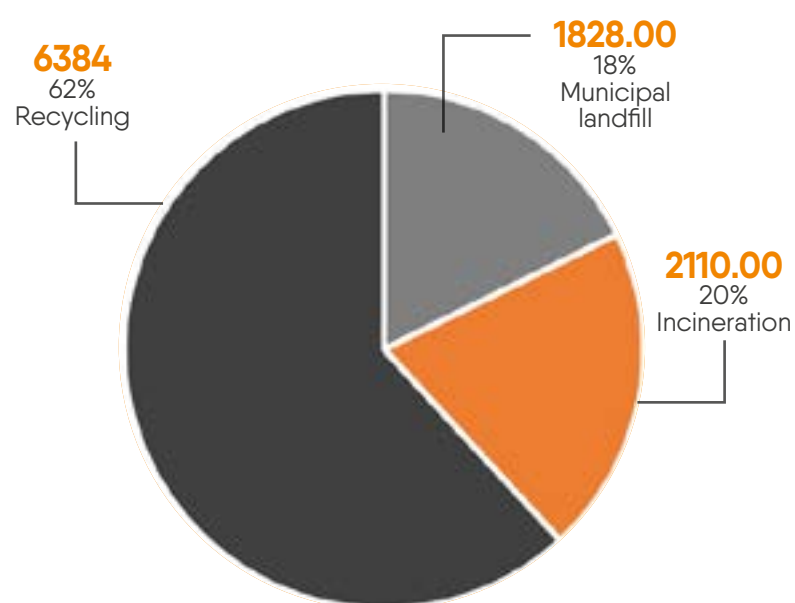
6.1.5.3 Waste Management

In 2020, a total of 16,553.30 kg of waste were generated at the Cerro de Hula wind power plant, 65% of these were hazardous waste and 35% were non-hazardous waste.

Waste disposal Cerro de Hula

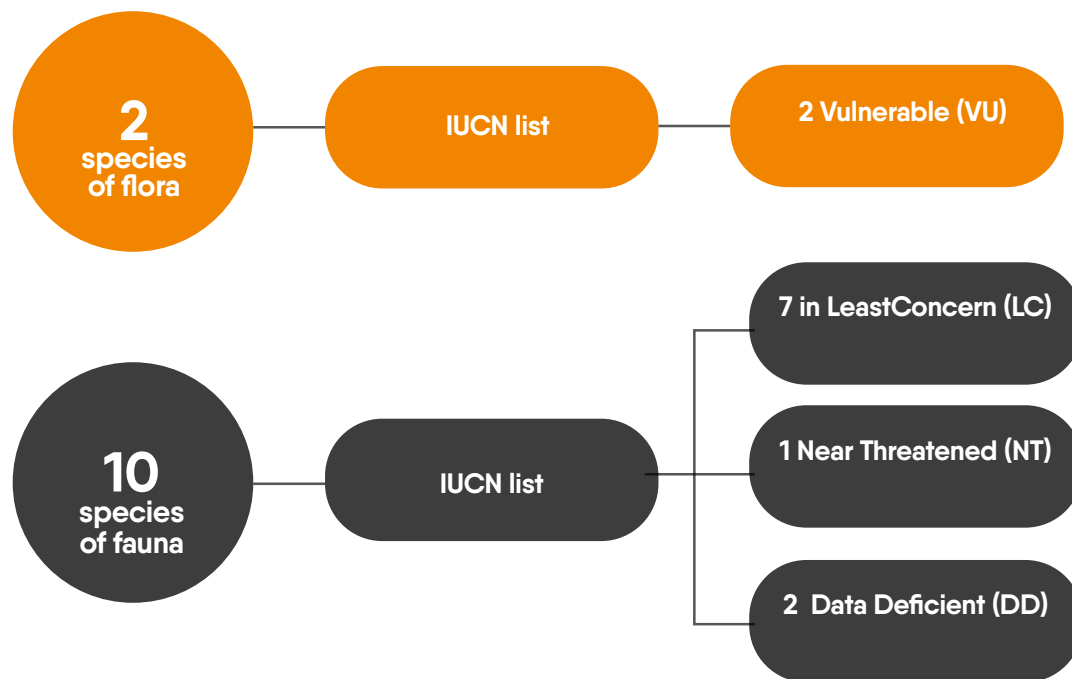


Waste disposal Solar plants



6.1.5.4 Biodiversity

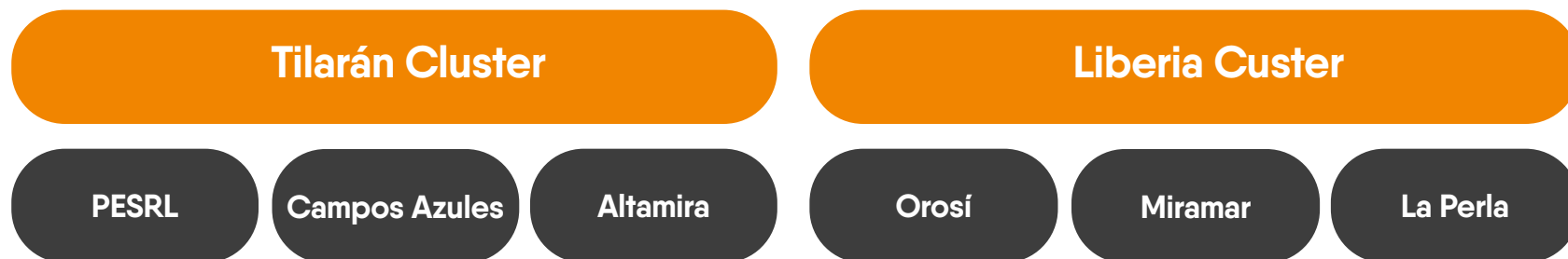
In the generation plant Cerro de Hula we have identified 12 species of flora and fauna:



In the Choluteca generation plant, we identified a species of flora, that is in the Vulnerable Category (VU) according to the IUCN classification.

6.1.6 Costa Rica

All the information submitted for Costa Rica corresponds to six wind farms that are subdivided into clusters:



6.1.6.1 Energy Efficiency

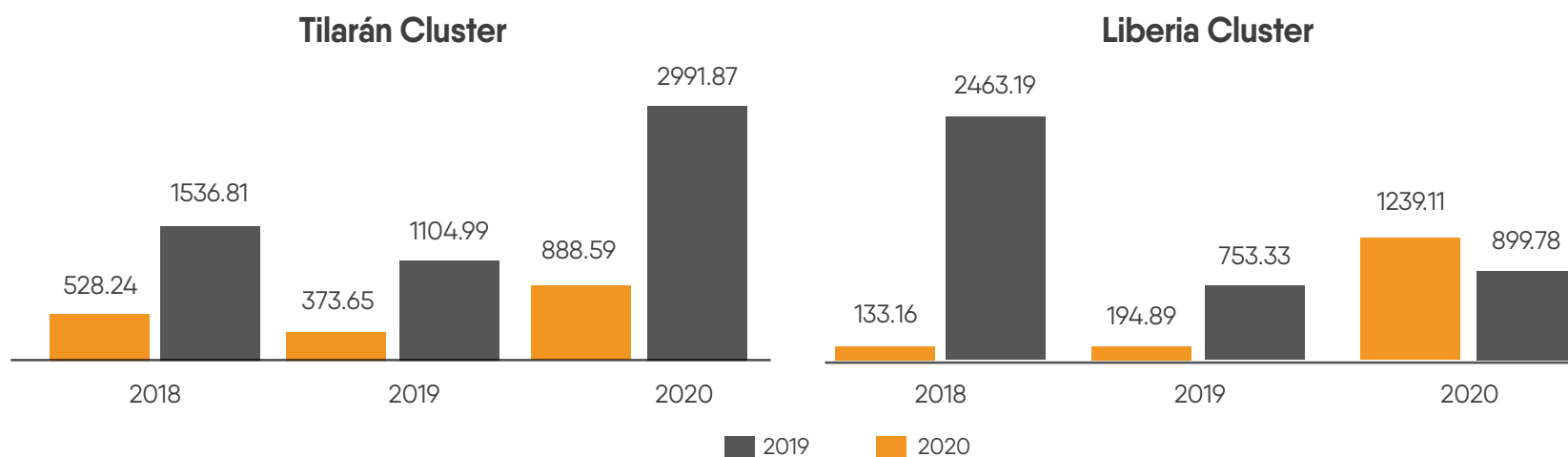
Non-renewable sources:

In the wind farms in the clusters of Tilarán and Liberia, we consume direct energy by using fossil fuels: gasoline and diesel, to operate vehicles and plant equipment.

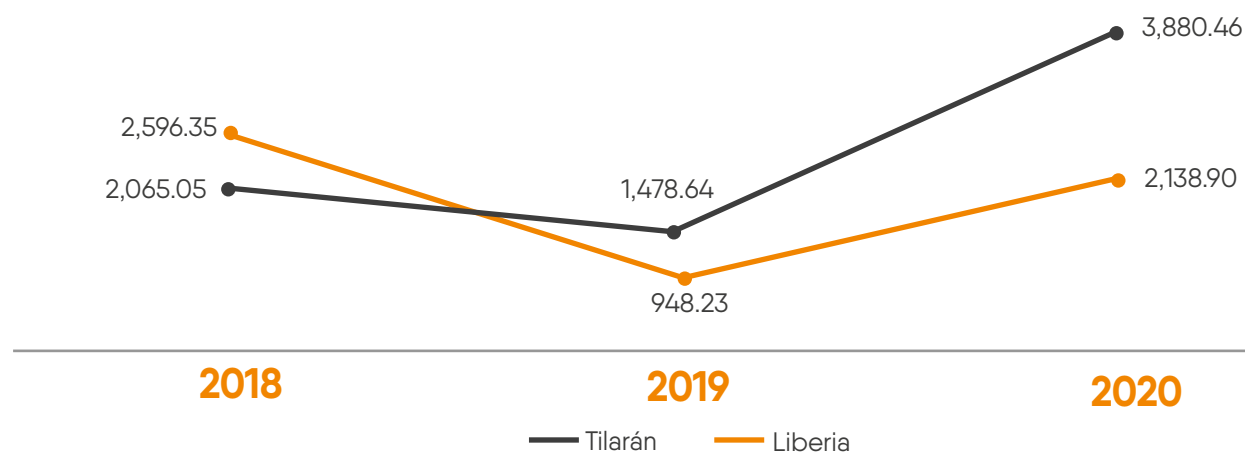
Overall, in 2020, there was an increase in energy consumption in both clusters due to higher fuel requirements for the operation and maintenance of the six wind farms, specifically for transporting personnel applying the restrictions and prevention protocol against COVID-19. This meant increasing the number and use of vehicles to keep the distance between people.

In the case of Tilarán, the increase in energy consumption for non-renewable sources was 162% compared to 2019. In Liberia it was 126%.

Direct energy consumed by cluster and fuel in GJ



The total of non-renewable sources (GJ)

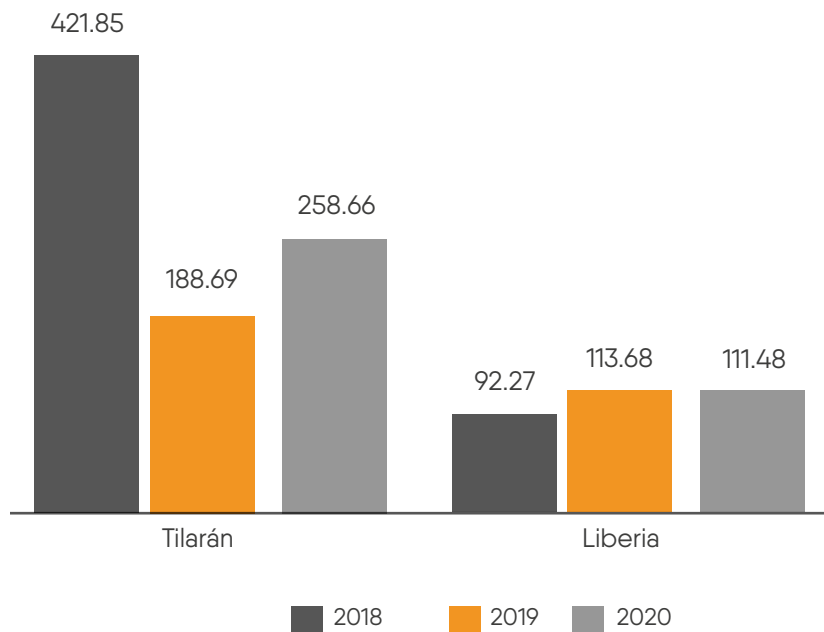


Electricity consumption:

Electricity consumption occurs mainly when plant personnel use warehouses, workshops, and operation and maintenance buildings. For greater security in the supply of this resource, these facilities can either be self-sufficient with the energy produced by the parks or take it from the national public grid. Both sources are used according to the circumstances that come up during the year.

In 2020, power consumption from external sources for the O&M building was 258.66 GJ for the Tilarán cluster, 37% more than in 2019, and 111.48 GJ for the Liberia cluster, 2% less than in 2019.

Annual consumption of electricity from external sources (GJ)



Cluster	2018	2019	2020
Tilarán	421.85	188.69	258.66
Liberia	92.97	113.68	111.48
Total	514.82	302.37	370.14



Energy efficiency

	Clúster Tilarán	Clúster Liberia
Electricity consumption (GJ)	258.66	111.48
Non-renewable energy consumption (GJ)	3880.46	2138.9
Total Power Consumption (GJ)	4139.12	2250.38
Energy generated (GJ)	826 089 120	1 376 219.7
Energy efficiency⁹	199 580	611.54

⁹Represents the amount of GJ of energy generated by each GJ of energy consumed (including electricity and non-renewable energy)

The results indicate:

- **Cluster Tilarán:** For each GJ of energy consumed in the operation, 199,580 GJ of energy were generated.
- **Cluster Liberia:** For each GJ of energy consumed in the operation, 611.54 GJ of energy were generated.

With the year's operating results, we avoided the generation of 177,939.1 tons of greenhouse gases, 65% corresponding to Cluster Liberia and the remaining 35% to Cluster Tilarán.

6.1.6.2 Water consumption

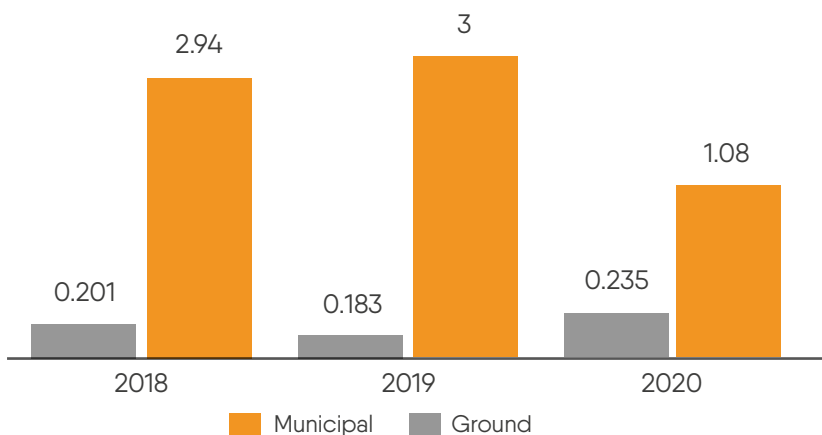
All water that is extracted for the clusters' operation is consumed in the plants.

In 2020, water consumed in the Tilarán Cluster came from groundwater and municipal supplies, which are fresh water and other waters, respectively. Its total consumption was 1.32 mega liters.

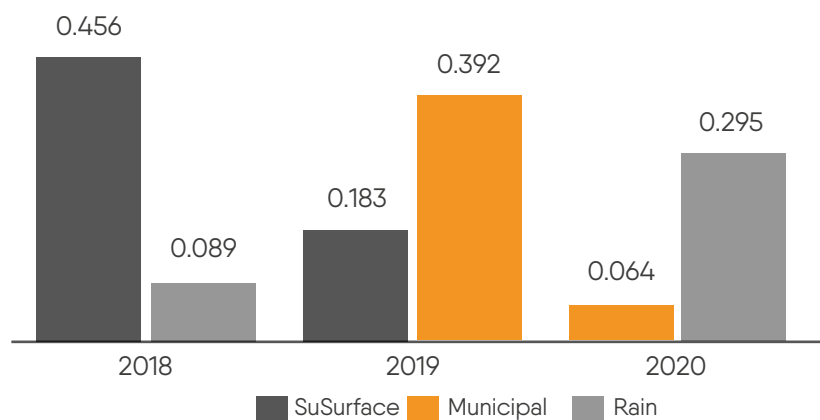
Compared to 2019, there was a 29% increase in groundwater sources. While water from the municipal supply shows a decrease of 64% compared to the previous year.

In the case of Cluster Liberia, water comes from rainwater collected and the municipal supply, with a 84% reduction in water used from the latter source compared to 2019. In total, water consumption was 0.36 mega liters.

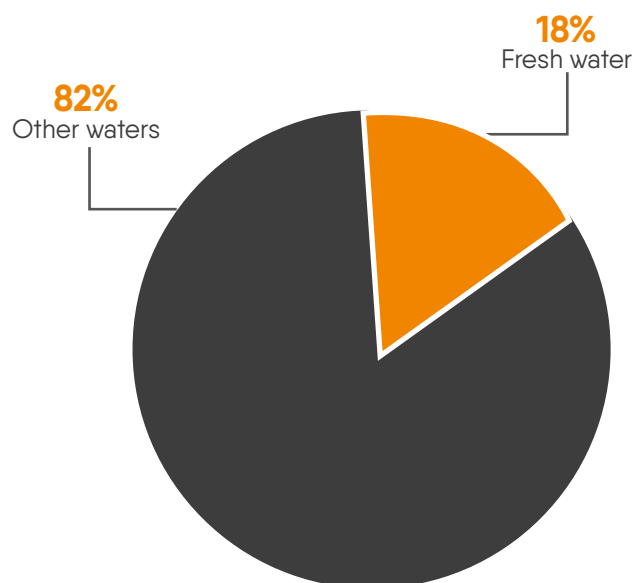
Tilarán water extraction



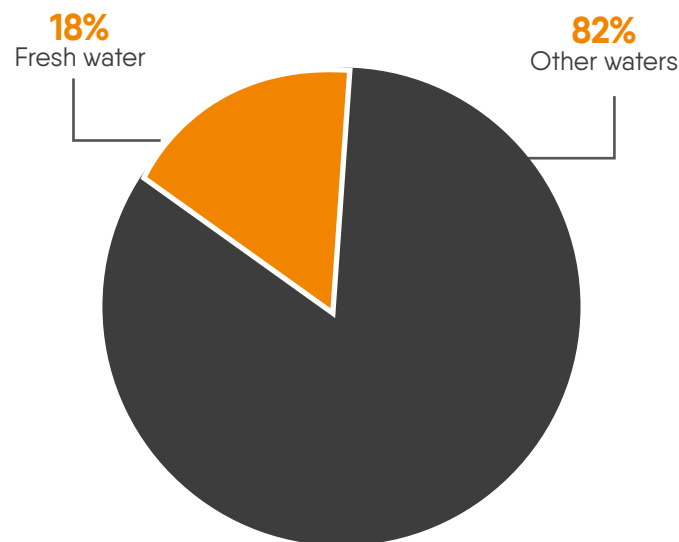
Liberia water extraction



Breakdown by type of water 2020



Breakdown by type of water 2020



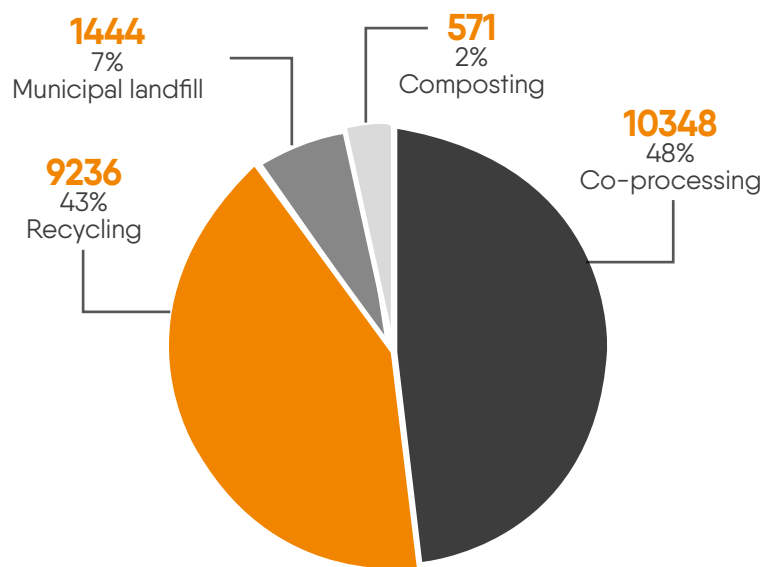


6.1.6.3 Waste Management

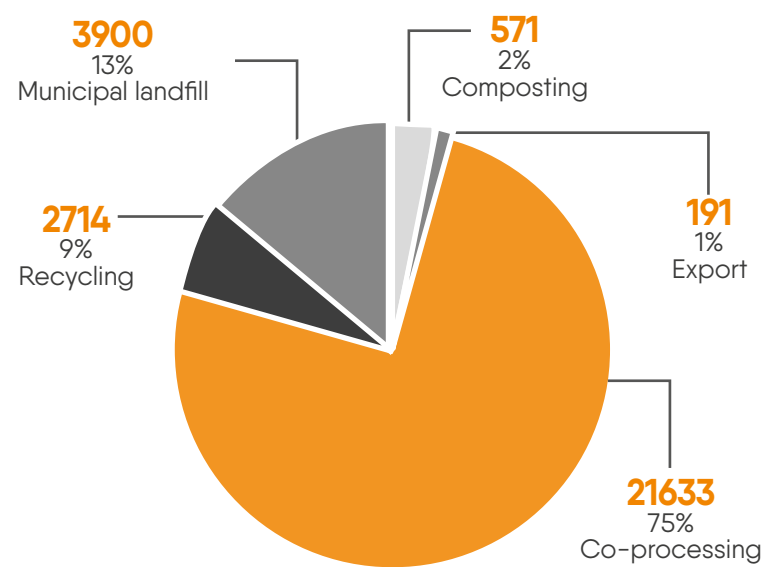
A total of 20,155 tons of waste were generated in the Tilarán cluster, of which 93% is recyclable waste and the remaining 7% is non-recyclable waste. Compared to 2019, there was a 195% increase in waste generation because septic sludge was included in the calculation.

On the other hand, the Liberia cluster generated 29,009 tons of waste, 121% more compared to last year, due to a greater number of maintenance activities required for the operation of the turbines, as well as changing large components in generation parks. In total, 87% of the waste generated is recyclable and 13% is non-recyclable.

Waste disposal Cluster Tilarán

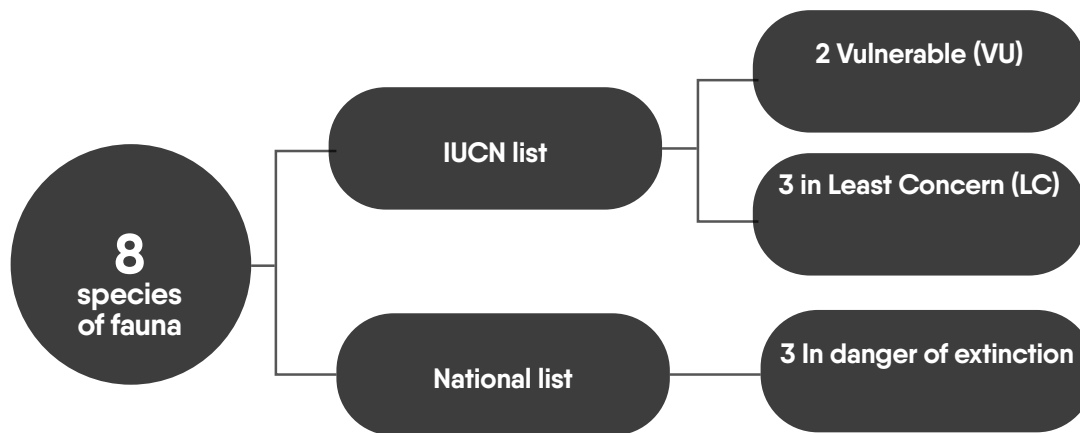


Waste disposal Cluster Liberia

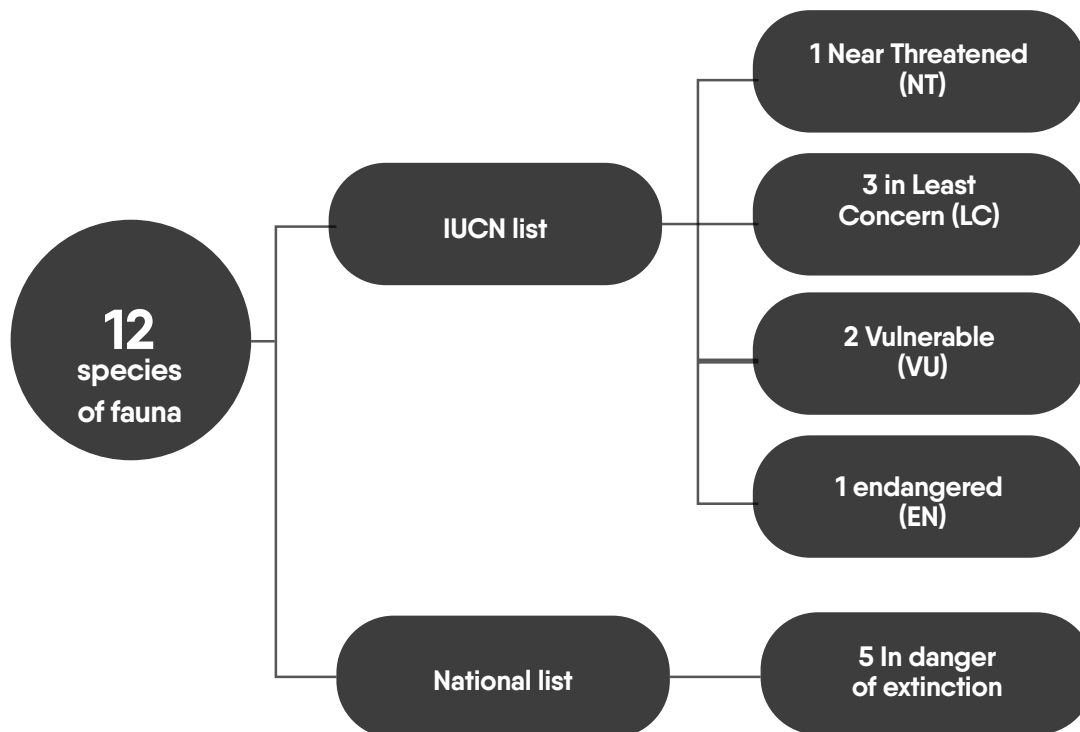


6.1.6.4 Biodiversity

In the Tilarán Cluster we have identified five species of fauna listed in the IUCN and National Protection List:



In Cluster Liberia we have identified seven species of fauna with the following vulnerability characteristics:



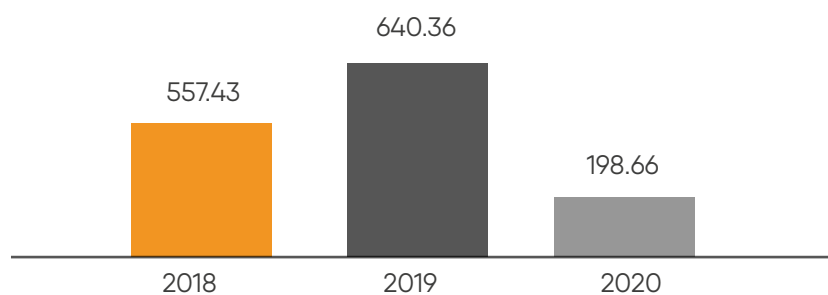
6.1.7 Nicaragua

6.1.7.1 Energy Efficiency

Non-renewable sources:

The Eolo plant requires the use of diesel and gasoline to operate the equipment. During 2020, we recorded a 69% decrease in diesel consumption compared to the last period. Meanwhile, gasoline consumption fell by 68%. Most energy consumption from non-renewable sources is due to the use of diesel, which for 2020 represents 99% of the total consumption.

Energy consumption of non-renewable sources Eolo Plant (GJ)



Fuel	2018	2019	2020
Diesel (GJ)	557.43	633.16	196.38
Gasoline (GJ)	ND	7.19	2.27
Total (GJ)	557.43	640.36	198.66

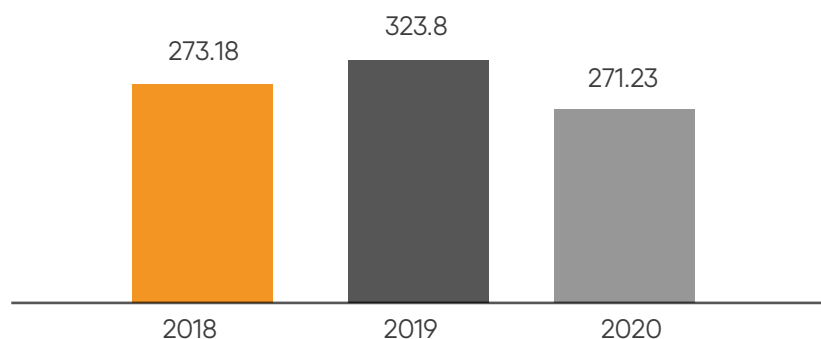
Electricity:

Regarding the consumption of electricity in the O&M Building (Operation and Maintenance) we registered a decrease of 16% compared to the one submitted the previous year, with a total of 271.23 GJ of electricity consumed. This is mainly due to the fact that in 2020, plant personnel were present on site for essential tasks and administrative staff started teleworking, in accordance with the measures taken because of the pandemic.



Wind Plant Eolo, Nicaragua

Electricity Eolo Plant (GJ)



With the operation of the Eolo plant in 2020, we generated a total of 524,964.6 GJ of energy, which prevented the emission of 97,025 tons of greenhouse gases.

In terms of efficiency, for every GJ of energy consumed at the plant (including non-renewable sources and electricity), we generated 1,117.21 GJ of energy.

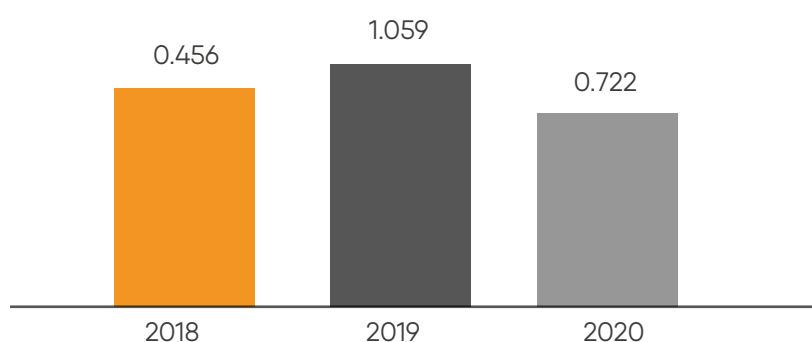


Wind Plant Eolo, Nicaragua

6.1.7.2 Water consumption

Water collection from underground sources decreased by 32% compared to 2019, reaching a total of 0.73 mega liters. This is because there was less personnel in the plant during the year because of the actions taken for the pandemic.

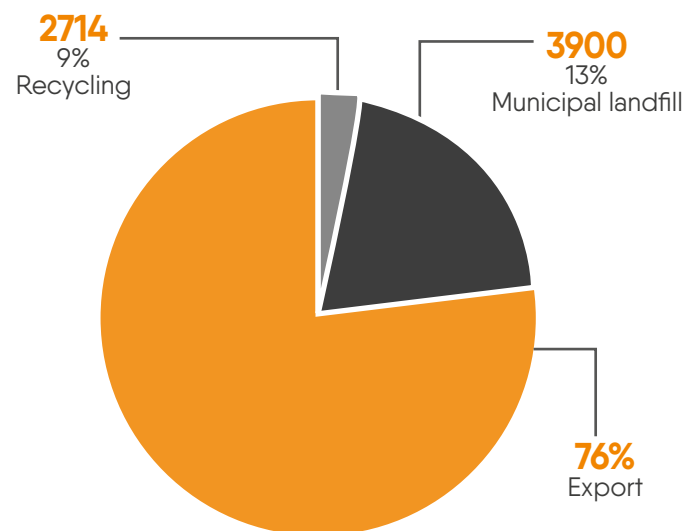
Eolo plant water consumption (mega liters)



6.1.7.3 Waste Management

In total, we generated 3,855.82 kg of waste per year, of which 76% were hazardous waste. Most of the waste was delivered to a supplier certified by the Ministry of Environment, which exports it for reuse and/or final disposal, totaling 3,100.83 kg, and the remaining 754.99 kg were destined for the municipal landfill.

Disposal of waste generated



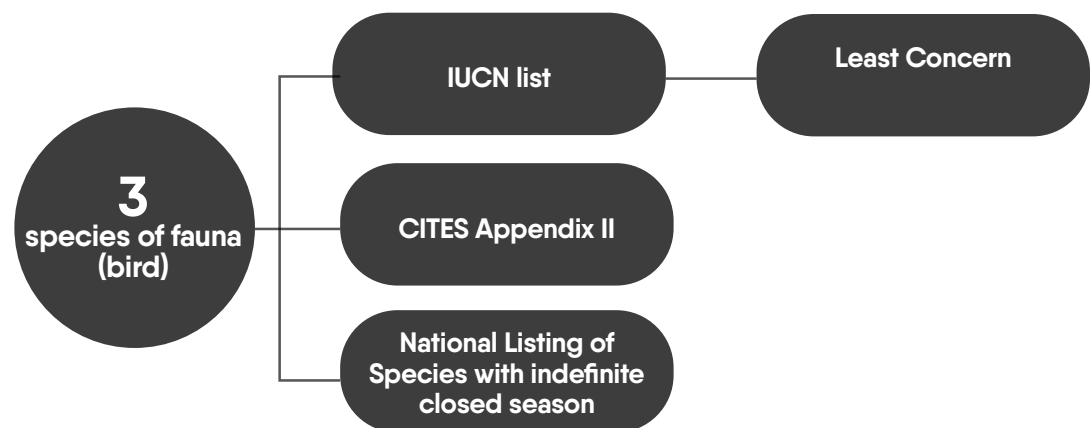


Wind Plant Eolo, Nicaragua

6.1.7.4 Biodiversity

All species identified in the area surrounding the Eolo plant are listed in the category of low concern (LC). Although the plant is not directly located in a protected area, 43% of the area is located in the Limon River micro-basin. This site has recognized areas of interest for the conservation and protection of biodiversity.

Similarly, due to the use of wind turbines in all wind farms, we work with the good practices established by the World Bank in order to avoid significant impacts on birds and bats.





Prados de San Cristóbal, Guatemala

6.1 Environmental Management

Real Estate Development Unit

CONTENT GRI 103-1,103-2, 103-3

From the Real Estate Development Unit of CMI Capital, we recognize the commitment that we have with others, as we live in communities and share vital resources with the populations where we operate.

For this reason, commitment to the environment is our priority, because it is part of the corporate values that define corporate culture. In addition, it is an important distinctive element of our actions, in the consolidation of sustainable operations from all stages of operation.

To ensure the efficient use of energy and to make optimal use of natural resources, during 2020, we worked on the definition of the policy associated with sustainability, environment, health and occupational safety. We are aware of the commitment that sets us apart in the market to de-

velop investments and operations in a responsible, ethical and environmentally friendly manner.

In addition, we promote environmental awareness in Multi-Proyectos, promoting life and environmental care, as well as occupational health and safety. In this way, we're permanently searching for well-being in all its dimensions.

To constantly improve our activities and guarantee an adequate relationship with the communities, we now have a Project Manager in our construction projects. This person channels and resolves complaints filed by the neighbors. For the shopping malls, there is a complaint book where the requests or complaints of any person are channeled and solved by the administration of each shopping mall.



Pradera Shopping Mall, Escuintla

6.2.1 Environmental effects of COVID-19

A reduction in energy consumption, water consumption and waste generation occurred during the year because of the health emergency due to COVID-19 and the preventive isolation measures decreed by the authorities. In addition, some shopping malls had been recently opened, but due to government provisions, because of the pandemic, they were forced to close down.

6.2.2 Environmental management of projects under construction

6.2.2.1 Energy dimension

In the construction phase, we use fossil fuels (diesel and gasoline) to operate auxiliary plants. We also use electricity necessary to support the activities of this phase of the projects.

Energy efficiency management in our complexes begins at this stage. We seek to optimize the resources available to us, as well as being efficient with the energy we use to minimize the impact on the environment.

During 2020, we recorded a consumption of 200.66 GJ of energy in the five projects that were under construction. These consumptions were affected by the restrictions imposed to deal with Covid-19, which implied temporarily closing some operations, and some of the personnel was readjusted to continue with the construction works.

Power consumption per complex

Complejo	Diesel (GJ)	Gasoline (GJ)	Electricity (GJ)
Pradera Escuintla	-	4.33	83.60
Apartamentos Vistares	28.7	-	7.80
San Isidro Torre II	-	-	6.55
IQ10	-	-	1.08
Torre Pradera Xela (Telus)	14.06	1.65	52.87
Total	42.76	5.98	151.91

6.2.2.2 Water consumption

For the construction phase, we use water from underground sources and third-party supplies, responsible for the local aqueduct and sewerage systems.

In 2020, the collection and consumption of water, in the five projects under construction where we have assets, stood at 19.5 mega liters, of which 96% came from our own underground sources authorized for collection and the remaining 4% from third-party supplies.

Water catchment by complex:

Complex	Underground	Third parties
Pradera Escuintla	7.34	0.01
Apartamentos Vistares	11.09	-
San Isidro Torre II	-	0.72
IQ10	-	0.03
Torre Pradera Xela (Telus)	0.30	-
Total	18.74	0.76

On the other hand, we discharged 18.12 mega liters of wastewater, which were disposed of in authorized receiving sources and with the quality standards required to avoid negative impacts on the water resource.

Water discharge by complex

Complex	Underground	Third parties
Pradera Escuintla	6.11	0.01
Apartamentos Vistares	11.09	-
San Isidro Torre II	-	0.72
IQ10	-	0.03
Torre Pradera Xela (Telus)	0.16	-
Total	17.36	0.76

6.2.2.3 Waste Management

During all its phases, we properly manage waste generated in our complexes, in order to avoid negative effects on the environment and the soils.

This management, based on the guidelines for the management of chemicals and hazardous wastes of the Ministry of Environment and Natural Resources (MARN), is supported by companies specialized in the treatment and proper disposal of waste.

In 2020, a total of 65,449 kg of waste were generated in our complexes under construction, 99% of these were non-hazardous waste and 1% were hazardous waste.

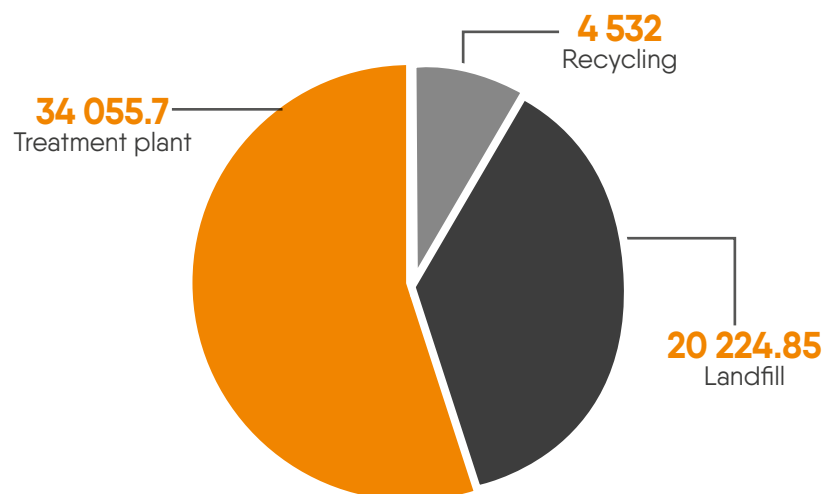
Waste generated by complex

Complex	Hazardous waste (kg)	Non-hazardous waste (kg)
Pradera Escuintla	40	34 817
Apartamentos Vistares	427	128
San Isidro Torre II	20.,20	976
IQ10	14.10	418
Torre Pradera Xela (Telus)	49.38	28 560
Total	550.68	64 899

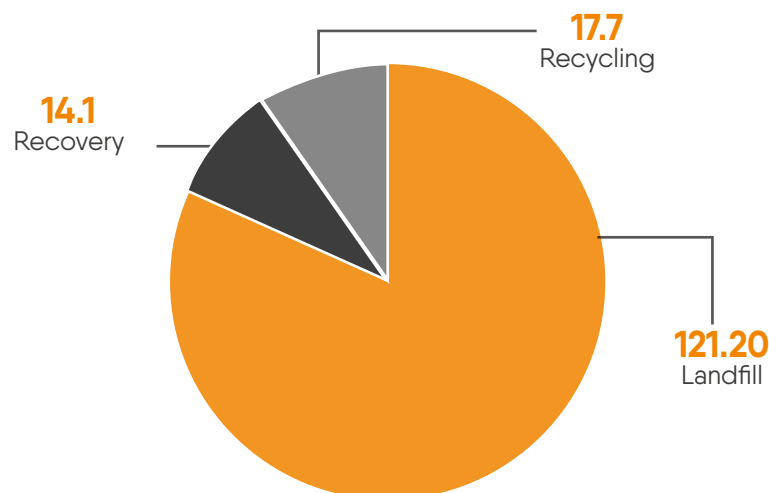


Pradera Shopping Mall, Escuintla

Disposal of non-hazardous waste (kg)



Disposal of hazardous waste (kg)



In addition, an accidental two-gallon oil spill occurred in the construction of the San Isidro Torre II complex. This incident was dealt with immediately in a timely manner, to avoid affecting both the environment and people's health and safety.

6.2.3 Environmental Management in shopping malls

6.2.3.1 Energy dimension

The electricity in our shopping centers is used for the operation of rented commercial premises, air conditioning equipment (not all of them), electric stairs, elevators, pumping equipment, internal and external lighting. Likewise, we use fossil fuels such as diesel and LPG, the latter used in restaurants and the food court.

To ensure the efficiency, security, and continuity of the electricity supply, we manage and measure the consumption of all commercial premises. In addition, we have measures that allow optimizing the consumption such as using lights that consume less energy; installing energy efficiency equipment with state-of-the-art technology; design spaces to take advantage of natural light, etc.

In this way, we emphasize among our employees, customers and business partners that are stakeholders of the shopping centers,

the importance of changing habits and attitudes that facilitate the optimization of energy consumption in our facilities to offer a different experience.

In the context of government restrictions to deal with the effects of the COVID-19 pandemic in 2020, we temporarily closed our shopping malls with a significant impact on energy consumption. As soon as the shopping malls were opened, we took advantage of the advertising spaces available in Praderas to generate and communicate information on measures to prevent the spread of COVID-19.

Below is the breakdown of energy consumption for each of our shopping malls:

Shopping malls	Diesel (GJ)	LPG (GJ)	Electricity (GJ)
La Pradera Zona 10	35.87	-	7629.70
Pradera Chimaltenango	34.58	154.2	5699.49
Pradera Chiquimula	45.92	699.01	5795.55
Pradera Concepción	335.80	-	4810.18
Pradera Escuintla	6.51	1145.82	5476.02
Pradera Huehuetenango	294.18	630.83	3602.28
Pradera Puerto Barrios	188.71	31.87	9 569 984.26
Pradera Xela	540.50	4728.56	2854.17
Pradera Zacapa	60.27	2446.86	10 058.31
Pradera Santa Lucía	24.59	1064.13	2804.11
Pradera Villa Nueva	10.24	-	294.79
Pradera Palin	20.49	991.49	981.02
Pradera Visitares	351 236.63	-	-
Total	1597 .71	11 892.79	9 619 989.87

6.2.3.2 Water consumption

In the Real Estate Development Unit, we use water to operate our shopping malls. We permanently record consumption in commercial premises and facilities, with the objective of taking metrics that allow decisions to optimize consumption.

Thus, in 2020, we recorded the total uptake and consumption of 454.21 megaliters of water, from underground sources (94.2%), and the supply of water companies (5.8%).

Shopping malls	Underground	Third parties
La Pradera Zona 10	65.12	-
Pradera Chimaltenango	5.40	-
Pradera Chiquimula	6.94	-
Pradera Concepción	60.67	-
Pradera Escuintla	7.40	-
Pradera Huehuetenango	23.47	-
Pradera Puerto Barrios	27.93	-
Pradera Xela	190.08	-
Pradera Zacapa	7.98	-
Pradera Santa Lucía	-	13.28
Pradera Villa Nueva	-	12.86
Pradera Palin	12.75	-
Pradera Visitares	20.33	-
Total	428.07	26.14

On the other hand, we discharged 340.19 megaliters of wastewater from the operations in our shopping malls, which comply with the provisions of the regulations for the discharge of wastewater defined in Government Agreement 236-2006.



Pradera Shopping Mall, Zacapa

Shopping malls	Surface	Underground
La Pradera Zona 10	-	65.12
Pradera Chimaltenango	-	4.86
Pradera Chiquimula	4.59	-
Pradera Concepción	-	1.86
Pradera Escuintla	-	6.76
Pradera Huehuetenango	-	13.18
Pradera Puerto Barrios	-	18.15
Pradera Xela	-	220.20
Pradera Zacapa	-	2.40
Pradera Santa Lucía	-	1.11
Pradera Villa Nueva	-	0.94
Pradera Palin	-	1.02
Pradera Visitares	-	-
Total	4.59	335.6

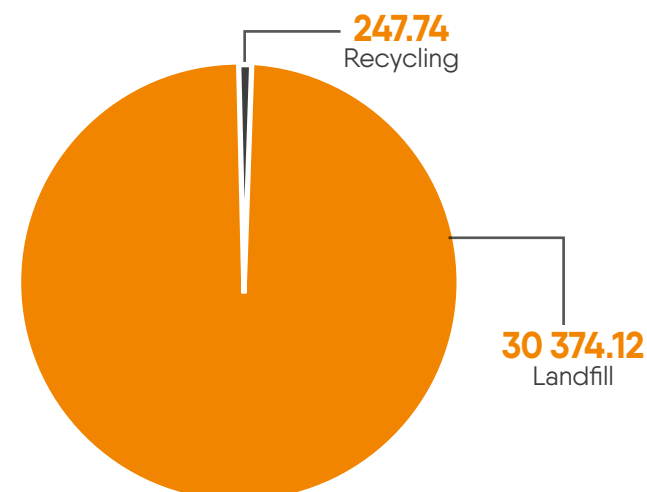
6.2.3.3 Waste Management

In the shopping malls, we daily collect the waste generated in the commercial premises and move it to the garbage areas. To treat it, we have implemented source separation strategies, and give priority to recycling, reuse and reduction of all types of material or products.

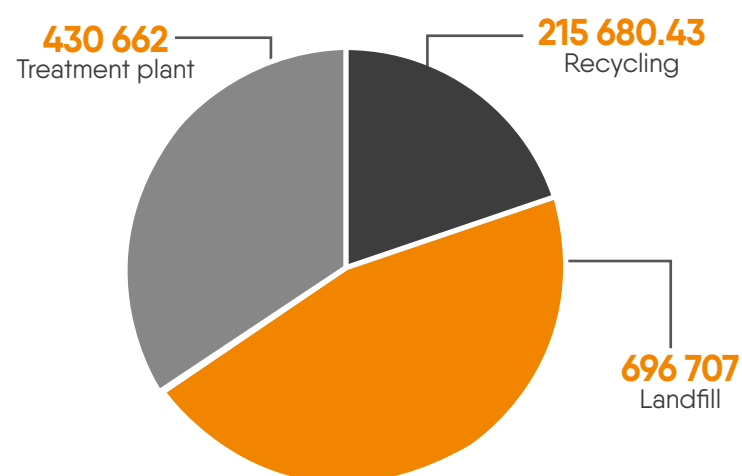
In 2020, we generated 2,136,209.25 kg of waste in our shopping malls' operation, of which 99% is non-hazardous waste and 1% is hazardous waste, which consists mainly in aerosols, leftovers from paints or grease, working materials with solid grease impurities, among others.

Shopping malls	Hazardous waste	Non-hazardous waste (kg)
La Pradera Zona 10	-	45 672.66
Pradera Chimaltenango	11.00	83.00
Pradera Chiquimula	106.00	74 700.00
Pradera Concepción	642.00	99 745.00
Pradera Escuintla	31.74	29 122.00
Pradera Huehuetenango	331.72	11 792.37
Pradera Puerto Barrios	95.00	9 709.00
Pradera Xela	21.76	1 207 749.00
Pradera Zacapa	61.00	82 950.00
Pradera Santa Lucía	18 997.00	68 914.00
Pradera Villa Nueva	201.00	2351.00
Pradera Palín	9 936.00	22 148.00
Pradera Visitares	1 009.00	449 830.00
Total	31 443.22	2 104 766.03

Disposal of hazardous waste (kg)



Disposal of non-hazardous waste (kg)



A 10-gallon diesel spill occurred at Pradera Chiquimula shopping mall, which was treated in a timely manner to prevent damage to natural resources and human safety.



6.2.3.4 Biodiversity

We have identified the following species of fauna and flora in the area near our shopping malls:

Shopping malls	Scientific name	Common name	CONAP Classification	UICN Classification
Pradera Chiquimula	Dasypodidae	Armadillo	Vulnerables	Vulnerables
	Didelphis marsuapialis	Tacuazin	Vulnerables	Vulnerables
Pradera Palín	Ceiba pentandra	Ceiba	CEIBPE	N/A

6.2.4 Environmental Management in the sale of real estate projects

6.2.4.1 Energy dimension

In the sales of our real estate projects, we consume the energy necessary to show them, prioritizing actions that ensure energy efficiency.

Thus, in 2020, we recorded a consumption of 2141.46 GJ of energy, distributed in five complexes for the sale of our real estate projects as follows:

Sales complexes	Diesel (GJ)	Electricity (GJ)
San Isidro 2021 Torre I	-	575.43
Apartamentos Vistares	-	22.86
Showroom San Isidro 20 21	-	24.45
Showroom IQ10	-	12.68
Torre Real	14.35	1491.7
Total	14.35	2127.11

6.2.4.2 Water consumption

As for water consumption, in 2020, we recorded 123.91 megaliters of water from our own underground sources that supply our complexes. For the most part, water is provided from our own wells, and/or the municipality. It is then poured into the sewer according to the required quality criteria.

In addition, we have wastewater treatment plants that allow us to monitor the physical and chemical quality requirements of wastewater, according to Regulation 236 of 2006.

Sales complexes	Water captured (ML)	Water poured (ML)
San Isidro 20 21	106.6	106.6
Showroom Vistares	0.03	0.06
Showroom IQ10	0.36	0.36
Torre Real	16.92	16.92
Total	123.91	123.94

6.2.4.3 Waste Management

In the year, we generated 284,940 kg of solid waste in our residential complexes, as follows:

Sales complexes	Hazardous waste	Non-hazardous waste (kg)
Showroom San Isidro 20 21	4	44
San Isidro 20 21	-	251 540
Showroom IQ10	4	36
Torre Real	-	30 740
Apartamentos Vistares	-	2560
Showroom Vistares	-	12
Total	8	284 932

The total hazardous waste, corresponding to toners and print cartridges, was disposed of in landfills. In the case of non-hazardous waste, 230,492 kg were disposed of in landfills. These include ordinary waste, packaging, and septic sludge.



Challenges 2021

- Implement an environmental management strategy based on the information consolidated during 2020.
- Implement a Waste Management Plan.

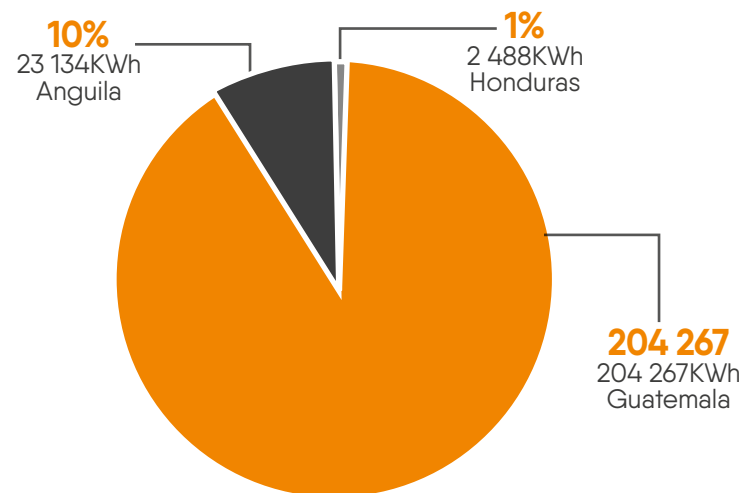


6.1 Environmental Management of the Finance Unit

6.3.1 Energy dimension

Due to the nature of the activities of our Finance Unit, the main consumption recorded in the development of the activities is that of electricity at the company headquarters in Guatemala, Honduras and Anguilla. In 2020, this consumption was 229,889 kWh divided as follows:

Power Consumption (KWh)





INDEXES

Table of Contents

Principles of the United Nations Global Compact

Theme	Principle	Location
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights. Committed to the development of our neighbors/we protect Human Rights
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses. Committed to the development of our neighbors/we protect Human Rights
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Our People / Freedom of Collective Association
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour. Our People / Forced Labor
	Principle 5	Businesses should uphold the effective abolition of child labour. We protect Human Rights / Due Diligence / Prohibition of Child Labor
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation. Our People / Our Work Team / Diversity and Gender
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges. Our approach to minimizing and mitigating the effects of climate change/Environmental management components
	Principle 8	Businesses should support undertake initiatives to promote greater environmental responsibility. Our approach to minimizing and mitigating the effects of climate change/Environmental management components
	Principle 9	Businesses should support encourage the development and diffusion of environmentally friendly technologies. Our approach to minimizing and mitigating the effects of climate change
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery. Our Anti-Corruption Compliance and Practices / Ethics and Anti-Corruption / Fight against corruption / Prevention of money laundering

CMI Capital GRI Table of Contents

(GRI 102-55)

GRI Standard	Indicator	Location
GRI 102: General indicators 2016	Organization profile	
	102-1 Name of the organization	We are CMI Capital
	102-2 Activities, brands, products and services	We are CMI Capital
	102-3 Headquarters Location	We are CMI Capital
	102-4 Location of operations	We are CMI Capital
	102-5 Property and legal form	We are CMI Capital
	102-6 Markets served	We are CMI Capital
	102-7 Size of the organization	We are CMI Capital
	102-8 Employee and Other Workers Information	We are CMI Capital
	102-9 Supply Chain	We are CMI Capital
	102-10 Significant organizational and supply chain changes	We are CMI Capital
	102-11 Precautionary approach or principle	We are CMI Capital
	102-12 External Initiatives	We are CMI Capital
	102-13 Membership in associations	We are CMI Capital
	Strategy	
	102-14 Decision Maker Statement	We are CMI Capital
	102-15 Key impacts, risks and opportunities	We are CMI Capital
	Ethics and Integrity	
	102-16 Values, principles, standards and norms of behavior	Our regulatory compliance and anti-corruption practices
	102-17 Advisory mechanisms and ethical concerns	Our regulatory compliance and anti-corruption practices
	Corporate Governance	
	102-18 Governance structure	We are CMI Capital
	Relationship with interest groups	
102-40 List of stakeholder groups	We are CMI Capital	
102-41 Collective Bargaining Agreements	We are CMI Capital	
102-42 Identifying and selecting stakeholder groups	We are CMI Capital	

GRI Standard	Indicator	Location
GRI 102: General indicators 2016	102-43 Approach to stakeholder engagement	We are CMI Capital
	102-44 Key topics and concerns raised of the stakeholder groups	We are CMI Capital
	Reporting practices	
	102-45 Entities included in the consolidated financial statements	We are CMI Capital
	102-46 Defining report content and scope of the topics	We are CMI Capital
	102-47 List of material topics	We are CMI Capital
	102-48 Restatements of information	We are CMI Capital
	102-49 Changes in reporting	We are CMI Capital
	102-50 Reporting period	We are CMI Capital
	102-51 Date of most recent report	We are CMI Capital
	102-52 Reporting cycle	We are CMI Capital
	102-53 Contact point for questions regarding the report	We are CMI Capital
	102-54 Declaration of the report in accordance with the GRI Standards	We are CMI Capital
	102-55 GRI Contents Index	We are CMI Capital
	102-56 External verification	We are CMI Capital
Material topic: Anti-Corruption (Energy and Real Estate Units)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its boundary	Our regulatory compliance and anti-corruption practices
	103-2 Management approach and its components	Our regulatory compliance and anti-corruption practices
	103-3 Evaluation of the management approach	Our regulatory compliance and anti-corruption practices
GRI 205: Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	Our regulatory compliance and anti-corruption practices
	205-3 Confirmed incidents of corruption and actions taken	Our regulatory compliance and anti-corruption practices
GRI 416: 2016 Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Our regulatory compliance and anti-corruption practices
GRI 417: Marketing and labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	Our regulatory compliance and anti-corruption practices

GRI Standard	Indicator	Location
GRI 418: Customer Privacy 2016	418-1 Substantial complaints about privacy violations and loss of customer data	Our regulatory compliance and anti-corruption practices
GRI 419: 2016 Socioeconomic regulatory compliance	419-1 Non-compliance with laws and regulations in the social and economic area	Our regulatory compliance and anti-corruption practices
Material Topic: Creating jobs (Cross-cutting)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Our people
	103-2 Management approach and its components	Our people
	103-3 Evaluation of the management approach	Our People
GRI 401: 2016 Employment	401-1 New hires and employee retirements	Our People
	401-3 Maternity and paternity leave	Our People
GRI 204: 2016 Procurement practices	204-1 Proportion of spending on local suppliers	Our People
GRI 308: 2016 Supplier environmental assessment	308-1 New suppliers evaluated using environmental criteria	Our People
GRI 414: 2016 Supplier social assessment	414-1 New suppliers evaluated using social criteria	Our People
Material Topic: Training (Technical)		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its scope	Our People
	103-2 Management approach and its components	Our People
	103-3 Evaluation of the management approach	Our People
GRI 404: 2016 Training and education	404-1 Average hours of training per year per employee	Our People
	404-2 Programs for upgrading employee skills and transition assistance	Our People
	404-3 Percentage of employees receiving regular performance and career development reviews	Our People
Material topic: Health and safety at work (Energy and Real Estate Units)		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its scope	Our People
	103-2 Management approach and its components	Our People
	103-3 Evaluation of the management approach	Our People

GRI Standard	Indicator	Location
GRI 403: 2018 Occupational Health and Safety	403-1 Occupational health and safety management system	Our People
	403-2 Hazard identification, risk assessment and incident investigation	Our People
	403-3 Work Health Services	Our People
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our People
	403-5 Worker training on occupational health and safety	Our People
	403-6 Promotion of worker health	Our People
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People
	403-8 Workers covered by an occupational health and safety management system	Our People
	403-9 Work-related injuries	Our People
	403-10 Work-related ill health	Our People
Material Topic: Progress and social welfare (cross-cutting)		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its scope	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
GRI 201: 2016 Economic performance	201-1 Economic generated and distributed value	Our economic performance and impact investments
Material Topic: Impact Investment (Energy Unit)		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its scope	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
GRI 203: 2016 Indirect economic impacts	203- 1 Investment in infrastructure and services	Our economic performance and impact investments
	203-2 Significant indirect economic impacts	Our economic performance and impact investments









GRI Standard	Indicator	Location
Material Topic: Climate change (Cross-cutting)		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its scope	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
GRI 201: 2016 Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	Our economic performance and impact investments
Material Topic: Resilient Infrastructure (Energy Unit) (*Real Estate Unit)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its boundary	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
EU 6	EU 6 Management approach to ensure short- and long-term availability of electricity and reliability	Our economic performance and impact investments
Material Topic: Access to clean energy and efficient use (Energy Unit)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
	"EU 1 INSTALLED CAPACITY, DISTRIBUTED BY PRIMARY ENERGY SOURCE AND BY REGULATION REGIME"	Our economic performance and impact investments
	"EU 2 NET DISTRIBUTED ENERGY PRODUCTION BY PRIMARY ENERGY SOURCE AND BY REGULATION REGIME"	Our economic performance and impact investments
	EU 28 POWER OUTAGE FREQUENCY	Our economic performance and impact investments
	EU 29 AVERAGE OUTAGE DURATION	Our economic performance and impact investments
	EU 30 AVERAGE PLANT AVAILABILITY FACTOR BY ENERGY SOURCE AND REGULATION REGIME	Our economic performance and impact investments

GRI Standard	Indicator	Location
Material Topic: R&D (Energy Unit)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Our economic performance and impact investments
	103-2 Management approach and its components	Our economic performance and impact investments
	103-3 Evaluation of the management approach	Our economic performance and impact investments
EU 8	EU 8	Our economic performance and impact investments
Material topic: Social impacts (Communities / Neighbors)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Committed to the development of our neighbors
	103-2 Management approach and its components	Committed to the development of our neighbors
	103-3 Evaluation of the management approach	Committed to the development of our neighbors
GRI 413: 2016 Local communities	413-1 Operations with local community relations, impact assessments and development programs	Committed to the development of our neighbors
	413-2 Operations with significant current and potential negative impacts on local communities	Committed to the development of our neighbors
Material Topic: Human Rights/Inclusion/Indigenous Peoples (Cross-cutting)		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Committed to the development of our neighbors
	103-2 Management approach and its components	Committed to the development of our neighbors
	103-3 Evaluation of the management approach	Committed to the development of our neighbors
GRI 408: Child Labor	408-1 Operations and suppliers with significant risks of incidents of child labor	Committed to the development of our neighbors
GRI 409: Forced or compulsory labor	409-1 Operations and suppliers with significant risks for incidents of forced or compulsory labor	Committed to the development of our neighbors
GRI 411: 2016 Rights of indigenous peoples	411-1 Incidents of violation of the rights of indigenous peoples	Committed to the development of our neighbors
Material Topic: Emissions, waste, access to water and watershed management, water footprint and biodiversity, cultural heritage		
GRI 103: 2016 Management approach	103-1 Explanation of the material topic and its scope	Our approach to minimizing and mitigating the effects of climate change
	103-2 Management approach and its components	Our approach to minimizing and mitigating the effects of climate change
	103-3 Evaluation of the management approach	Our approach to minimizing and mitigating the effects of climate change

GRI Standard	Indicator	Location
GRI 305: 2016 Emissions	305-1 Direct greenhouse gas emissions (Scope 1)	Our approach to minimizing and mitigating the effects of climate change
	305-2 Indirect greenhouse gas emissions by energy consumption (Scope 2)	Our approach to minimizing and mitigating the effects of climate change
	305-3 Other indirect greenhouse gas emissions (Scope 3)	Our approach to minimizing and mitigating the effects of climate change
GRI 303: 2018 Water and Effluents	303- 1 Interaction with water as a shared resource	Our approach to minimizing and mitigating the effects of climate change
	303- 2 Impact management related to water discharges	Our approach to minimizing and mitigating the effects of climate change
	303-3 Water Extraction	Our approach to minimizing and mitigating the effects of climate change
	303-4 Water Discharge	Our approach to minimizing and mitigating the effects of climate change
	303-5 Water Consumption	Our approach to minimizing and mitigating the effects of climate change
GRI 306: Waste and Spills	306-2 Waste by type and method of disposal	Our approach to minimizing and mitigating the effects of climate change
	306-3 Significant spills	Our approach to minimizing and mitigating the effects of climate change
GRI 304: Biodiversity	304-1 Operating sites owned, leased, managed that are located in or adjacent to protected areas and/or areas of high value of biodiversity outside protected areas	Our approach to minimizing and mitigating the effects of climate change
	304-2 Significant impacts of activities, products and services on biodiversity	Our approach to minimizing and mitigating the effects of climate change
	304-3 Protected or restored habitats	Our approach to minimizing and mitigating the effects of climate change
	304-4 IUCN Red List species and national conservation lists species with habitats in areas affected by operations	Our approach to minimizing and mitigating the effects of climate change
GRI 307: 2016 Environmental regulatory compliance	307-1 Non-compliance with environmental laws and regulations	Our approach to minimizing and mitigating the effects of climate change

SDG Index

Sustainable Development Goals		Location
	Goal 1: End poverty in all its forms everywhere	Our economic performance and impact investments / Our people (our work team) / Committed to the development of our neighbors
	Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	Committed to the development of our neighbors
	Goal 3: Ensure healthy lives and promote well-being for all at all ages	Our people (Human Management for COVID-19)(Occupational Health and Safety)(Benefits for employees) / Committed to the development of our neighbors (relationship with local communities)
	Goal 4: Ensure inclusive and equitable quality education and promote lifelong opportunities for all	Our people (Human talent development and training) / Committed to the development of our neighbors (Social investment in education)
	Goal 5: Achieve gender equality and empower all women and girls	Our people (Diversity and Gender)(New Hires) / Committed to the development of our neighbors
	Goal 6: Ensure availability and sustainable management of water and sanitation for all	Committed to the development of our neighbors / Our approach to minimizing and mitigating climate change (water)
	Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all	Our economic performance and impact investments (access to clean energy and efficient use) / Our approach to minimizing and mitigating climate change (Energy dimension)
	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Our economic performance and impact investments (Economic value generated and distributed)/Our people (Our work team)/ Committed to the development of our neighbors
	Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Our economic performance and impact investments(Resilient Infrastructure)

Sustainable Development Goals		Location
	Goal 10: Reduce inequality within and among countries	Our economic performance and impact investments (Economic value generated and distributed)/Committed to the development of our neighbors
	Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Our economic performance and impact investments (Resilient Infrastructure) (Installed capacity) /Committed to the development of our neighbors
	Goal 12: Ensure sustainable consumption and production patterns	Our approach to minimizing and mitigating climate change (environmental management components) (Energy and water dimensions) (Waste management)
	Goal 13: Take urgent action to combat climate change and its impacts	Our approach to minimizing and mitigating climate change (environmental management components) (Energy and water dimensions) (Waste management)
	Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	Our approach to minimizing and mitigating climate change (environmental management components) (water dimensions)
	Goal 15: Sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Our approach to minimizing and mitigating the effects of climate change (Biodiversity management)
	Goal 16: Promote peaceful and inclusive societies	Our regulatory compliance and anti-corruption practices (ethics and anti-corruption)/ Committed to the development of our neighbors
	Goal 17: Revitalize the Global Partnership for Sustainable Development	We are CMI Capital (Partnerships) / Committed to the development of our neighbors (Relationship)