



SUSTAINABILITY

REPORT

//////////////////// 2021

PALM BUSINESS UNIT



WE ARE HAME
Leaving our Footprint
WHILST GENERATING VALUE

SUSTAINABILITY

REPORT

//////////////////////////////////// 2021

PALM OIL UNIT



WE ARE HAME
Leaving our Footprint
WHILST GENERATING VALUE

GRI 102-2, 102-3

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LETTER FROM THE BOARD OF DIRECTORS

GRI 102 - 14



When we first started in 1987, little did we know about the challenges we were about to face. Our efforts had been focused on cotton cultivation and sowing, so diving into an agro-industrial project was out of our comfort zone.

Since then, one of our biggest challenges, and learning opportunity, has been working throughout the country and navigating the challenges that come with different operating conditions.

Today, thirty-five years later, we can applaud the constant search for improvement across our processes and operations. By focusing thoroughly on the impact of the organization's actions, we now adhere to world-class standards and are certified for responsible and sustainable management.

Our actions are governed by the framework presented on the Sustainability Policy, which is aimed at strengthening comprehensive sustainability management for the creation of shared value through its three pillars: **Governance, Human Rights and Environment**. Each pillar has action plans, constant monitoring, and continuous progress reporting for us to achieve the following:

100% of our committees operate within the Sustainability Governance Structure.

96% effective implementation of the Stakeholder Engagement Plan.

100% of traceability to plantation in all operations.

0% loss and/or deterioration of HCV areas.

Plantations and the fruit supply chain are **100%** free of deforestation

-2% dof water consumption (sprinkler irrigation) *average of the 3 operations that apply irrigation (Santa Rosa, El Triunfo and Atlántida).

Creation of a Comprehensive Water Management Program Plan (2021-2030) per operation.

Despite the challenges we have faced, the journey has made worth it as we are now considered a part of the world-class standard for sustainability.

As the Board of Directors, we are pleased to present the **Palm Sustainability Report 2020-2021**.

We thank our employees, customers, suppliers, communities in the area of influence, and the public for the trust placed in our work. This allows us to continue generating economic, social, and environmental value in every area that we operate in.

LETTER FROM THE HEAD OF SUSTAINABILITY



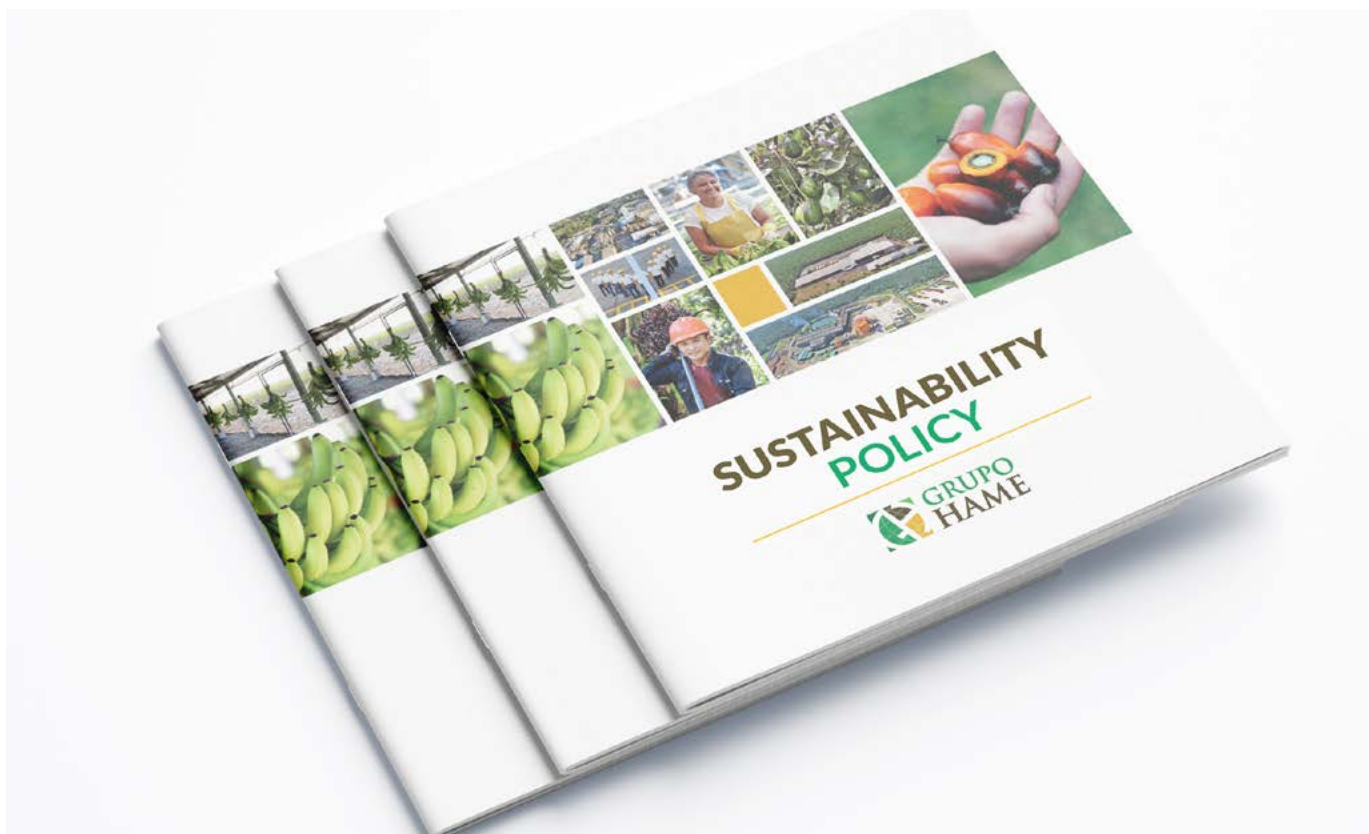
To operate responsibly, we have established sustainability as the focal point across our organization. Through the constant search for improvement, we seek to become the business model reference for operational efficiency and sustainability.

Throughout the 35 years of venturing into the cultivation and production of palm oil, we have implemented sustainable practices at our operations that are endorsed by world-class certifications. This has allowed us to be internationally recognized as a company committed to human rights, the environment, and the economic development of the country.

Our actions and vision are aligned to keep us on the path towards solidifying our reputation as one of the most important corporate groups in the palm oil sector in Latin America.



Palm oil plantation.



LETTER FROM THE SUSTAINABILITY ASSURANCE MANAGER



Through our Sustainability Policy, we have integrated a governance structure, human rights, and environmental practices that adhere to world-class standards.

Ensuring that we carry out sustainability commitments into actionable items is crucial for the group. To do so, we implement focused actions plans across our palm oil operations that include goals, strategic actions, and performance indicators to guarantee constant improvement and development. The governance structure in place is designed to manage, guide, and supervise the transparent implementation of these plans while also reporting progress and areas of opportunity.

We work every day to generate shared value through the highest sustainability practices and contributing to the development and prosperity of future generations.

LETTER FROM THE SPECIAL SUSTAINABILITY PROJECTS MANAGER



Committed to transparently communicate our internal processes, we created the Sustainability Report to inform our stakeholders about the actions we take towards accomplishing our sustainable development goals.

By implementing different methodologies like the Global Reporting Initiative (GRI), we have established comparable performance indicators with organizations within our sector and outside our industry. These indicators also give us important insights about human rights, health and safety, the effectiveness of our training programs, our relationships with stakeholders, and responsible water use and biodiversity protection. Through our assessments, we continue to work towards improving the operations' sustainable goals.



Biodigestors, Santa Rosa.



Cutter in the field.

ORGANIZATION PROFILE



GRI 102 - 1, 102 - 2, 102 - 3, 102 - 4, 102 - 5, 102 - 6, 102 - 7, 102 - 8, 102-9, 102 - 13, 102 - 14, 102 - 15, 102 - 16, 102 - 40

The Sustainability Report of the Palm Oil Unit from Grupo HAME covers operational and administrative activities from the company for the period 2020-2021 (January to December). The report follows the guidelines outlined on the Global Reporting Initiative (GRI) Standard. This report has been put together by the Head of Sustainability and Operational Management, all endorsed by Senior Management. It does not include the section corresponding to financial statements.

Grupo HAME is a corporate group and pioneer in palm oil cultivation in the Guatemala and the Central American region. The group is the leader in innovation and responsible processing of palm oil as it operates only at the highest international level of quality standards on responsibility and sustainability. Crude Palm Oil (CPO) is sold in the national and European markets as raw material to produce food, detergents, biofuels, and other specialized products.

The following companies make up Grupo HAME within the Palm Oil Unit and are in Guatemala:

Santa Rosa, S. A., located in Tiquisate. It was created in 1992 and since its beginning the operation has been guided by principles of economic, social, and environmental sustainability by promoting development in the area of operation and establishing long-term relationships with the communities.

Agroservicios El Triunfo S.A., is in the municipalities of Coatepeque, department of Quetzaltenango and the municipality of Retalhuleu. Its first palm oil plantations were established in 1995.

Atlántida, S. A., is where palm oil operations of the group began in 1987. It is in the municipality of Tecún Umán, San Marcos, and is characterized as a leading company in crop innovation, operating to international sustainability standards.

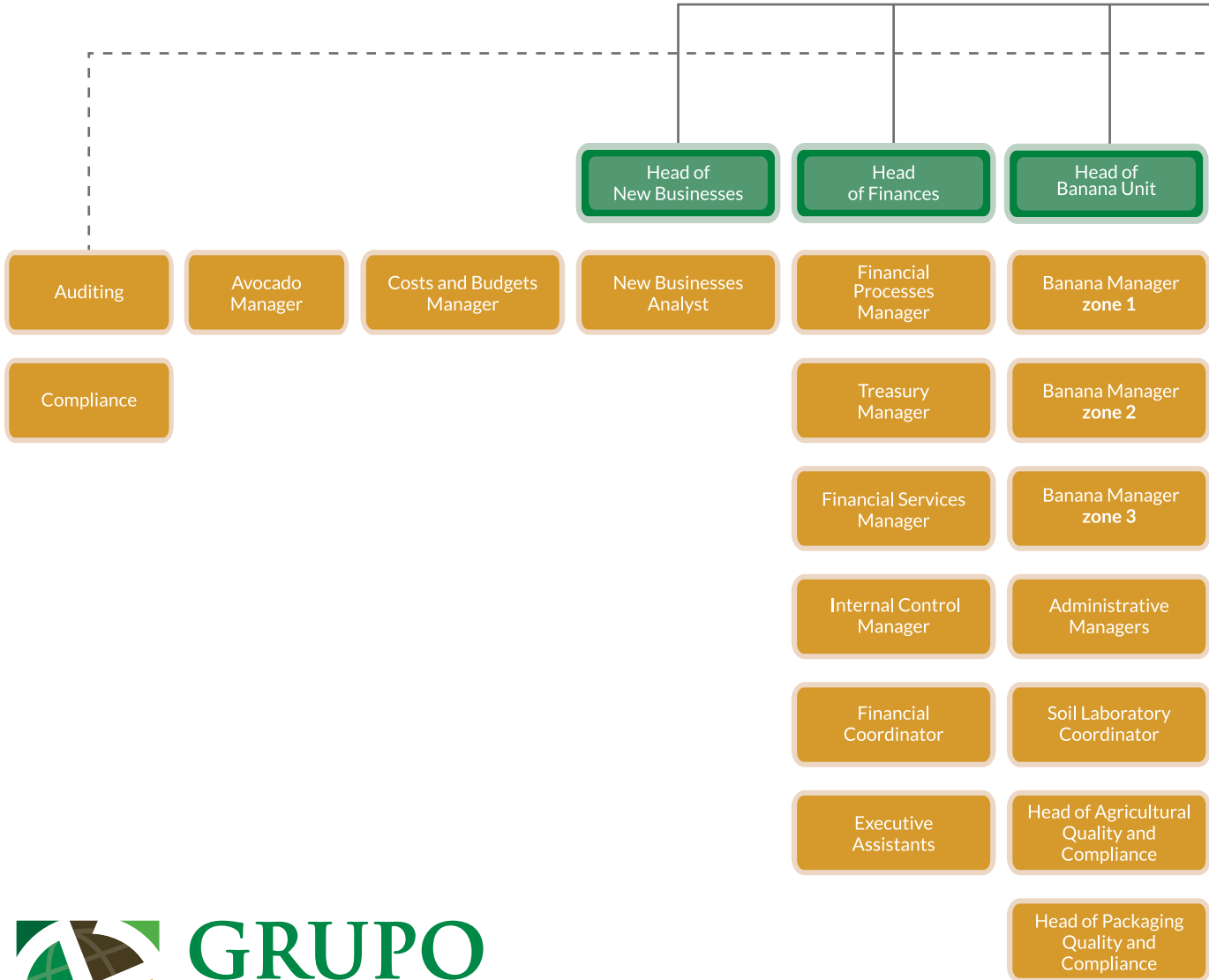
Reforestadora de Palmas de El Petén, S. A. (REPSA), is in the municipality of Sayaxché, Petén, and is characterized as a pioneer and leading company in crop innovation. REPSA was created in 1999 with a strategic vision to generate economic, social, and environmental value in a sustainable way in the northern part of the country.

Every company in the group is aligned to the corporate strategy and led by Senior Management, who provide the guidelines for responsible and sustainable management. The Head of Palm Oil Unit, aligned with the Head of Sustainability and Sustainability Assurance Manager, guarantee the implementation of action plans and compliance reporting of indicators in a constant and transparent manner.



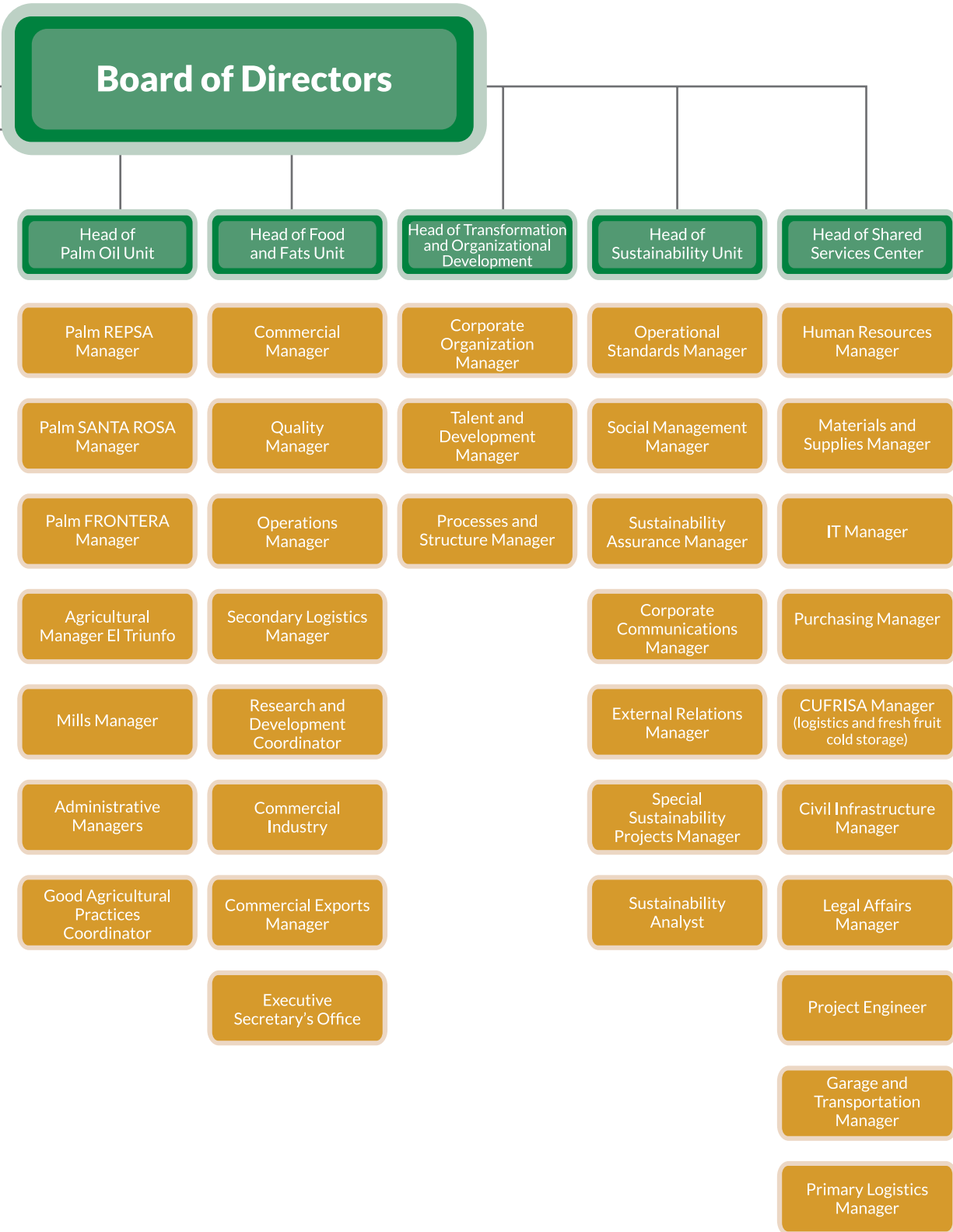


Mill - Atlántida.



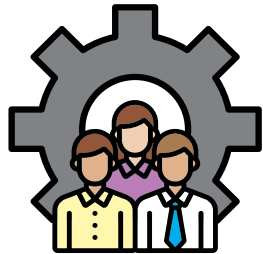
Organization

Illustrative Diagram by Report Line





Human Capital



TOTAL

12,096

Agricultural employees

7,640

Administrative employees

2,629

Industry employees

1,827

Average Annual Number of Employees in 2021

84.88% Permanent employees

15.12% Temporary employees

23.3% Of the total labor force are women

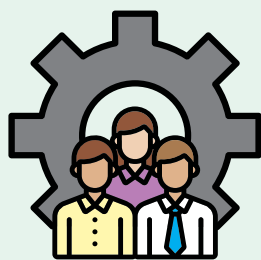
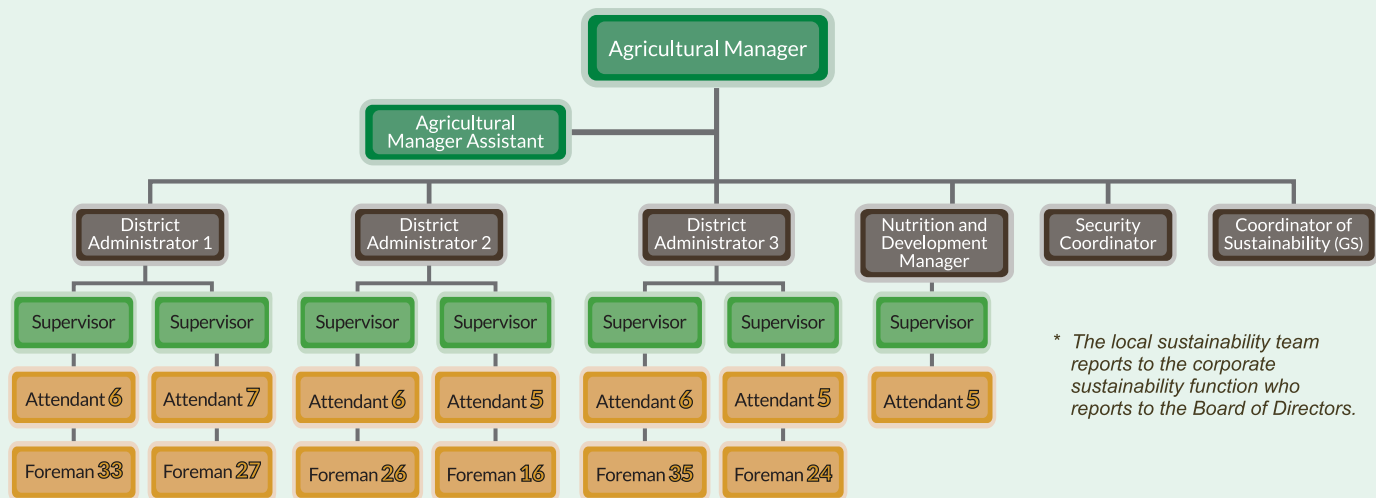
Annual Communication of Progress





REPSA
Agroindustria Palma

Human Capital



TOTAL

4,575

Agricultural employees
3,339

Administrative employees
907

Industry employees
329

Average Annual Number of Employees in 2021

53% Permanent employees

47% Temporary employees

1.0% Of the total labor force are women

Annual Communication of Progress

Operational Agricultural Profile

- Total area controlled / managed: **20,091 ha**
- Total area sowed with palm: **18,916 ha**
- Total area without plantation: **685.30 ha**
- HCV area: **28.23 ha**
- Conservation area: **461.49 ha**
- Total area other producers: **6,839 ha**
- Area of smallholders: **0 ha**
- New plantations: **0 ha**
- Certified RSPO area to date: **0 ha**
- Certificada ISCC area to date: **12,495.34 ha**

Note: In the operation there is no presence of smallholders.

Operational Industrial Profile

- Mills: **2**
 - Capacity ton FFB/h: P1/P2 **80**
- Fruit**
- Total, processed FFB: **521,210 t**
 - Total, certified FFB RSPO: **0 t**
 - Total, certified FFB ISCC: **259,684 t**
- Crude Palm Oil**
- Total, produced CPO: **130,130 t**
 - Certified CPO RSPO: **0 t**
 - Certified CPO ISCC: **63,803 t**

Certifications

- ISCC – Valid until 10 October 2022
- RSPO: In which year is Certification planned to be achieved : 2022
- Certification ISO 37001
- Certifications Kosher and Halal

Carbon footprint:

- REPSA 1: 355 kg CO₂ eq. /DB-ton CPO
- REPSA 2: 269 kg CO₂ eq. /DB-ton CPO
- Main source of emissions: Fertilizers

Other facts

- Shared responsibility: **Development Model for Suppliers**
- Sustainability Policy 2021
- Code of Conduct
- Grievance Mechanism

Challenges

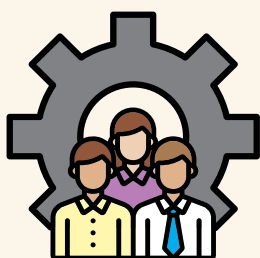
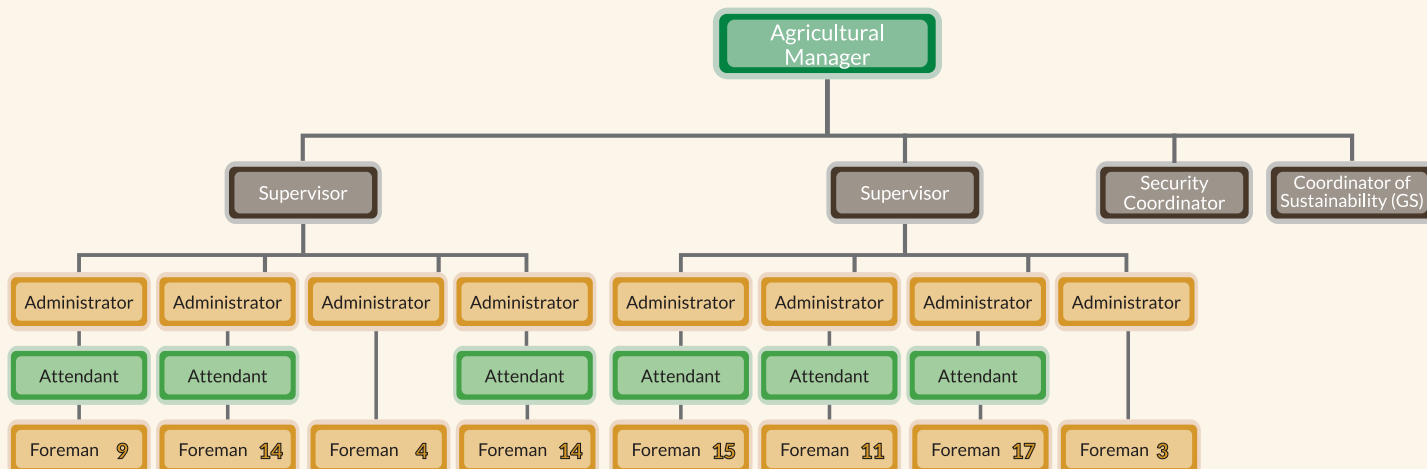
- RSPO awareness in the market
- Demand of Certified CPO
- Commitment with commercial partners or consumers about the use of CSPO





EL TRIUNFO
Agroindustria Palma

Human Capital



TOTAL

2,018

Agricultural employees

1,562

Administrative employees

368

Industry employees

88

Average Annual Number of Employees in 2021

100% Permanent employees

0% Temporary employees

4.4% Of the total labor force are women

Annual Communication of Progress

Operational Agricultural Profile

- Total area controlled / managed: **6,044 ha**
- Total area sowed with palm: **5,763 ha**
- Total area without plantation: **156.02 ha**
- HVC area: **0 ha**
- Conservation area: **124.94 ha**
- Total area of other producers: **2,045 ha**
- Area of smallholders: **0 ha**
- New plantations: **0 ha**
- Certified area RSPO to date : **0 ha**
- Certified area ISCC to date: **0 ha**

Note: In the operation there is no presence of smallholders.

Operational Industrial Profile

- Mills: **1**
- Capacity ton FFB/h: **42.5**
- Total, processed FFB: **240,205 t**
- Total, certified FFB RSPO: **0 t**
- Total, certified FFB ISCC: **0 t**
- Crude palm oil
- Total, produced CPO : **53,062 t**
- Certified CPO RSPO: **0 t**
- Certified CPO ISCC: **0 t**

Certifications

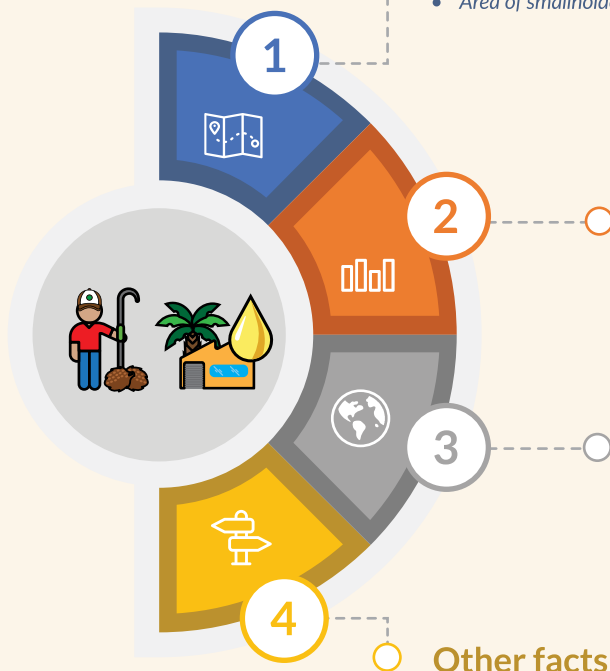
- RSPO: In which year is Certification planned to be achieved: **2022**
- Certification ISO 37001
- Certification Kosher

Other facts

- Shared responsibility: **Development Model for Suppliers**
- Sustainability Policy 2021
- Code of Conduct
- Grievance Mechanism

Challenges

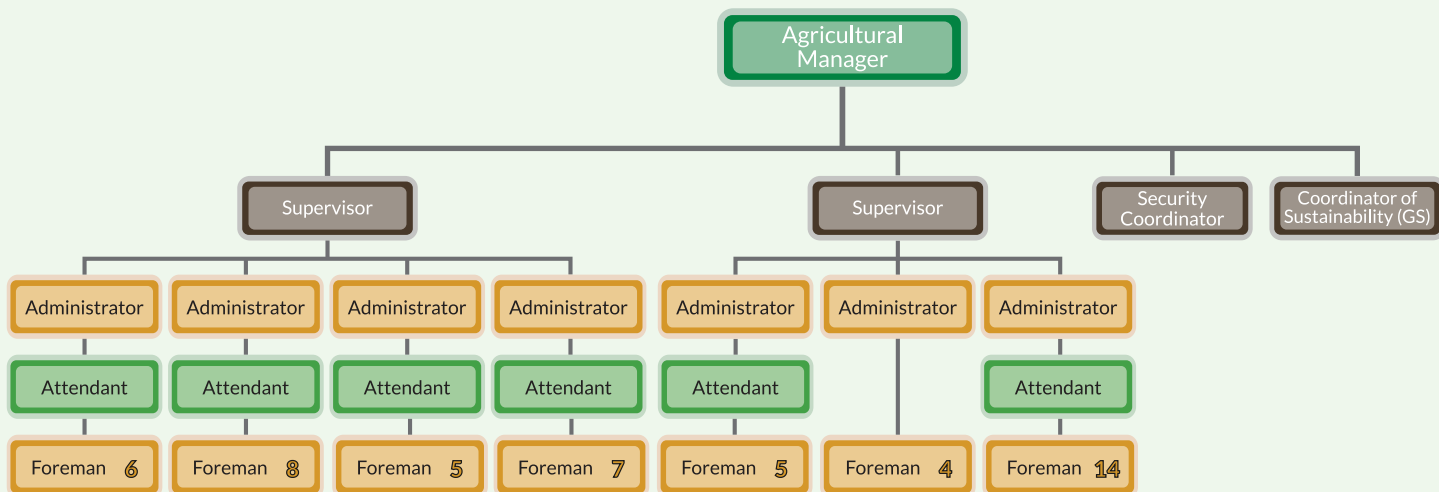
- RSPO awareness in the market
- Demand of Certified CPO
- Commitment with commercial partners or consumers about the use of CSPO



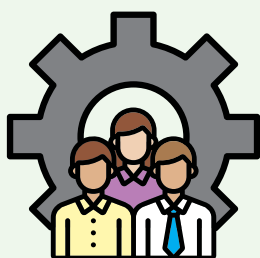


ATLÁNTIDA
Agroindustria Palma

Human Capital



* The local sustainability team reports to the corporate sustainability function who reports to the Board of Directors.



TOTAL
1,911

Agricultural employees
1,228

Administrative employees
553

Industry employees
130

Average Annual Number of Employees in 2021

100% Permanent employees

0% Temporary employees

3.6% Of the total labor force are women

Annual Communication of Progress

Operational Agricultural Profile

- Total area controlled / managed: **5,492 ha**
- Total area sowed with palm: **5,329 ha**
- Total area without plantation: **84.81 ha**
- HVC area: **0 ha**
- Conservation area: **77.46 ha**
- Total area of other producers: **1,556 ha**
- Area of smallholders: **0 ha**
- New plantations: **0 ha**
- Certified area RSPO to date: **0 ha**
- Certified area ISCC to date: **0 ha**

Note: In the operation there is no presence of smallholders.

Operational Industrial Profile

- Mills: **1**
- Capacity ton FFB/h: **42.5**
- **Fruit**
 - Total, processed FFB: **238,337 t**
 - Total, certified FFB RSPO: **0 t**
 - Total, certified FFB ISCC: **0 t**
- **Crude palm oil**
 - Total, produced CPO: **55,542 t**
 - Certified CPO RSPO: **0 t**
 - Certified CPO ISCC: **0 t**

Certifications

- RSPO: In which year is Certification planned to be achieved: **2022**
- Certification ISO 37001
- Certification Kosher and HACCP

Other facts

- Shared responsibility: **Development Model for Suppliers**
- Sustainability Policy 2021
- Code of Conduct
- Grievance Mechanism

Challenges

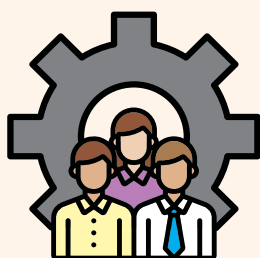
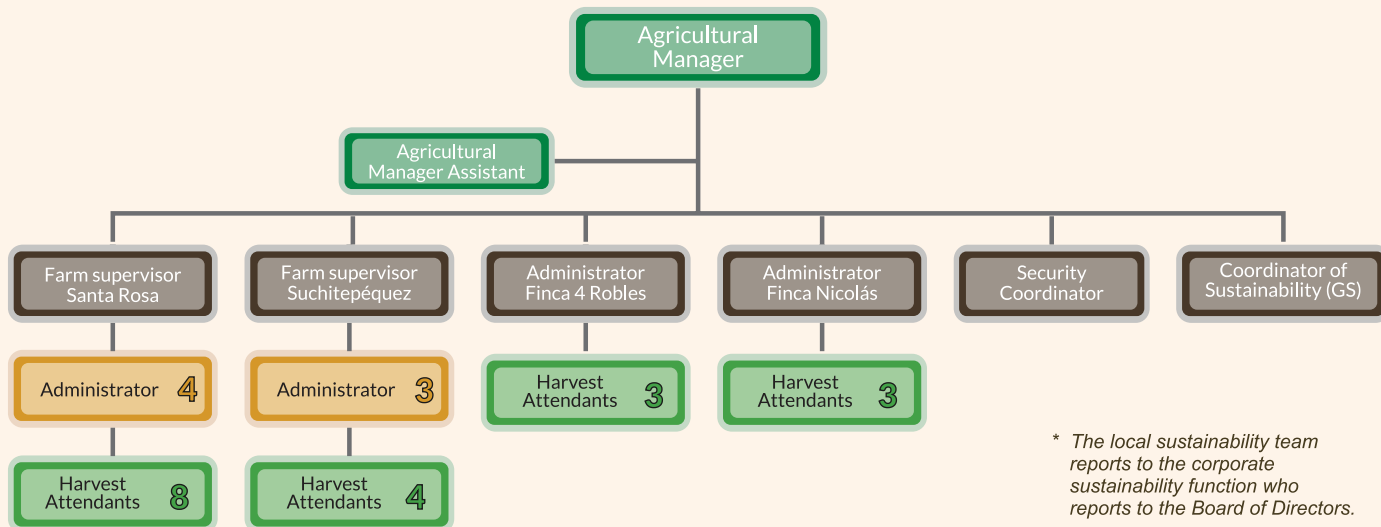
- RSPO awareness in the market
- Demand of Certified CPO
- Commitment with commercial partners or consumers about the use of CSPO





SANTA ROSA
Agroindustria Palma

Human Capital



TOTAL
2,509

Agricultural employees
1,511

Administrative employees
757

Industry employees
242

Average Annual Number of Employees in 2021

100% Permanent employees

0% Temporary employees

7.4% Of the total labor force are women

Operational Agricultural Profile

- Total area controlled / managed: **10,143 ha**
- Total area sowed with palm: **9,766 ha**
- Total area without plantation: **226.09 ha**
- HVC area: **130,14 ha**
- Conservation area: **20.69 ha**
- Total area of other producers: **4,663 ha**
- Area of smallholders: **0 ha**
- New plantations: **0 ha**
- Certified area RSPO to date: **10,143 ha**
- Certified area ISCC to date: **9,438 ha**

Note: In the operation there is no presence of smallholders because they are under the Outgrower scheme.

Operational Industrial Profile

- Mills: **1 (2 production lines)**
- Capacity ton FFB/h: **68 (34 MT/h per line)**

Fruit

- Total, processed FFB: **449,440 t**
- Total, certified FFB RSPO: **345,292 t**

Crude palm oil

- Total, produced CPO: **98,529 t**
- RSPO Certified CPO sold: **37,218 t**
- ISCC Certified CPO sold: **35,276 t**
- RSPO Credits sold: **35,276 t**

PK

- Produced PK: **26,697 t**
- Certified PK produced: **15,998 t**
- RSPO PK sold: **21,128 t**

Certifications

- ISCC – Valid until: **10 October 2021**
- RSPO: Certified since 2019 until **25.11.2024**
- Certification ISO 37001
- Certifications Kosher and Halal
- Certifications Kosher and HACCP

Carbon footprint:

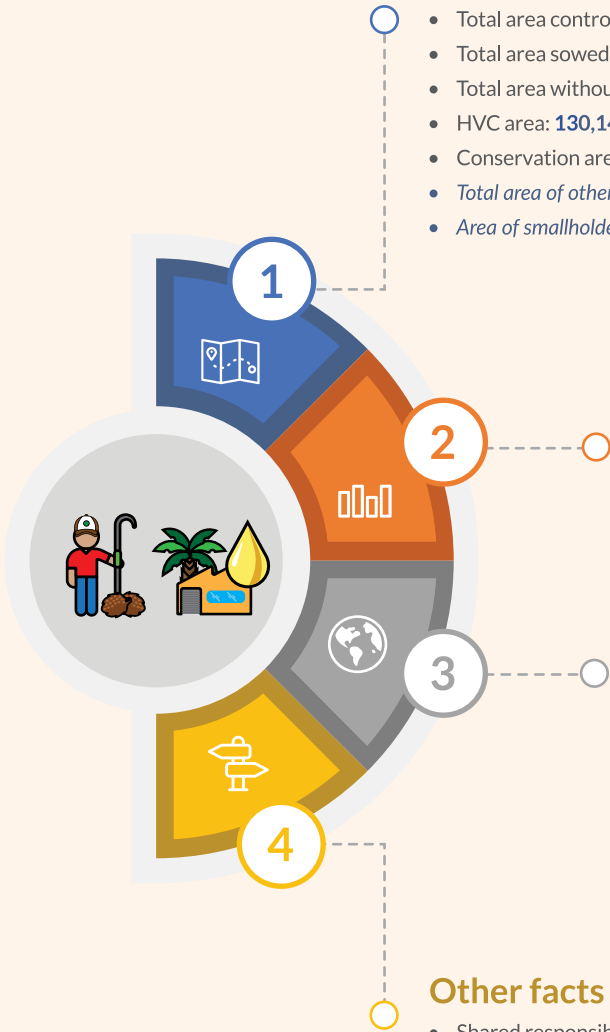
- ISCC: **335 kg CO2 eq. /DB-ton CPO**
- RSPO: **2.48 tCO2e/ha – 0.28 tCO2e/tCPO**
- Main source of emissions: **Fertilizers/Fossil fuel**

Other facts

- Shared responsibility: **Development Model for Suppliers**
- Sustainability Policy 2021
- Code of Conduct
- Grievance Mechanism

Challenges

- RSPO awareness in the market
- Demand of Certified CPO
- Commitment with commercial partners or consumers about the use of CSPO





Truck collecting the palm fruit harvest.

SUPPLY CHAIN, 100% TRACEABILITY

All palm oil produced by our companies is fully traceable. We process fresh fruit bunches (FFB) from our plantations, provided by carefully selected suppliers from known and documented sources. We do not have smallholders.

We buy fruit directly from agricultural producing companies and without intermediaries. This mechanism provides us with transparency across our supply chain.

Due to the production style in the region, there are no small producers and purchases are made through independent companies; each independent company has its own production policies. As of 2020, every operation of the group follows a fruit-purchasing protocol that requires that our suppliers comply with no deforestation, no peat plantations, and no exploitation standards established in the NDPE Policy.

We know the exact location and land use history of each palm oil plantation that provides supplies to us. As such, we know that the plantations that supply us have not expanded into prohibited areas and have no intention of doing so. Raw materials are supplied to us only from plantations specified in our contracts.

Our plantations do not have land reserves pending for new plantations: Landbank=0.00 Ha.

Currently our companies have 100% traceability to the field.

The company's plantations were the first ones to progressively implement sustainable production practices. Each year efficiency is evaluated through the continuous improvement process.

We also work with independent producers that have a fruit delivery contract. As a group, we have helped them implement sustainable production practices that align with our policies.

STRATEGY

Our vision

To become a group with world-class management standards, geographically diverse, and that is a benchmark of operational efficiency and sustainability.

Our Purpose

To create economic, social, and environmental value in all the areas where we operate. To be a place where our employees can develop and grow.

Our Behaviors

In the HAME Family we distinguish ourselves by being Responsible, Conscientious, Persevering and Leaders giving our best every day.

Here is our key to success:



I AM RESPONSIBLE, I have clarity of how my work impacts the outcomes, and with a sense of urgency, I keep track of my responsibilities until I achieve the objective.



I AM CONSCIENTIOUS, I work with discipline to meet my responsibilities in a timely manner and with the expected quality.



I AM PERSEVERING, I challenge myself every day so that my team and I are the best in what we do.



I AM A LEADER, I give the example with my work, and I teach, develop, and command my subordinates. When I am there, and I genuinely care for my colleagues. When I do my job with determination and practicality.



I AM HAME. I am proud to be part of HAME, that is why I give my best to fulfill my job.

Our history was forged with the passion and dedication of our Founder, Hugo Alberto Molina Espinoza -HAME-. His work was an example of Responsibility, Compliance, Perseverance and Leadership, behaviors that are reflected in the profile of the HAME collaborator.

Thanks to his legacy, 70 years later, Grupo HAME is a solid company with strong foundations that help generate development for the country and Guatemalan families. It continues to grow and progress by diversifying businesses and crossing borders. The group is proud to continue with the vision that has guided and continues to mark the way for us to move forward.



SUSTAINABILITY POLICY



ETHICS AND INTEGRITY



For Grupo HAME, sustainability is the norm and the right way to do business. As a group, we join global efforts to achieve the United Nations Sustainable Development Goals (SDGs) that are aligned to the principles of the Global Compact. Through our efforts, we continue to strengthen our comprehensive management in sustainability for the creation of shared value.

Our Sustainability Policy has three focal points: **Governance, Human Rights, and Environment**. These pillars allow us to operate with a strategic framework of action, guiding us on our path towards becoming the reference business model in sustainability.



Governance: We operate under a corporate governance structure that has different oversight bodies for the analysis and implementation of sustainability actions in a strategic manner. We apply accountability and decision making in a timely manner.



Human Rights: We respect internationally recognized human rights and undertake the commitment to comply with national laws and obligations arising from treaties and conventions ratified by Guatemala.



Environment: We identify, prevent, and reduce the impacts of our operations by maintaining a balance with natural resources and by enhancing the positive impacts we generate through our sustainable action plans.

We have a **Code of Conduct** that reflects and preserves our high conduct standards. These standards are a fundamental part of our work culture and must be followed by all our employees and business partners.

Governance

Stakeholders and Reporting Practices

It is important for us to maintain strong relationships with our key stakeholders to promote business development and to manage risks and opportunities that help us contribute to the sustainable development of the environment.

We maintain an open communication with our key stakeholders to understand different perspectives and to learn about differing points of view. Through transparent communication, we receive their feedback to enrich our sustainability initiatives and focus on continuous improvement.

Communication channels used with our audiences:

We have internal and external communication channels that allow us to reach our prioritized audiences and guaranteeing respect, inclusion, and cultural relevance within our context.

We carry out communication efforts to both internal and external audiences through print, digital, and audiovisual media, optimizing each opportunity space to deliver messages in the right way.

Stakeholders REPSA



Community

Community Development Councils (COCODES for its acronym in Spanish), auxiliary mayors, Women's Council for Rural Development (COMUDER for its acronym in Spanish), midwives, health promoters, savings groups, teachers, parent's council, health committees, educational community, religious, youth, directors of community radio stations, and cocoa producers.

Non-governmental organizations

Red Intercambio solidario y Ecológico de Petén (Solidarity and Ecological Exchange Network of Petén), Mixed Municipal Board, youth representative, Indigenous Community Setul, Advisory Council of Indigenous Peoples, Association Sagrada Tierra, Vicariate Social Pastoral, Representative of indigenous communities, Workers Organization Civil Society, Technical Board of Tourism, Municipal Office of Indigenous Peoples, Municipal Commission of Human Rights.

Private sector

Nacional Agroindustrias (NAISA), Palmas del Ixcán, Agroindustrias Chiquibul, NATURACEITES, Tikiindustrias, Unipalma, Palmas de Machaquila, Palmas de San Miguel, Inversiones Loba, Agropecuaria Raudales, Corral Blanco, Las Mercedes, Palcor S.A Grupo Corozal.

Media

El Informante Petenero, El Paisano Petenero, Noti Mundo Región Norte, Radio Vereá.

Public institutions

Children Protection Institute, Mixed Municipal Board, Departmental Government Alta Verapaz, Departmental Government Petén, Secretary of Agrarian Affairs (SAA), Municipality Chisec, Municipality Raxruha, Municipality of Fray Bartolomé de las Casas, National Association of Municipalities (ANAM for its acronym in Spanish),

National Council of Protected Areas (CONAP for its acronym in Spanish), MOSCAMED, Health Area, Ministry of Environment and Natural Resources (MARN for its acronym in Spanish), National Civil Police (PNC for its acronym in Spanish), Ministry of Agriculture, Livestock and Food (MAGA for its acronym in Spanish), National Forest Institute (INAB for its acronym in Spanish), Municipal Commission of Human Rights, Municipal Youth Office, Institute of Anthropology and History (IDAEH for its acronym in Spanish), General Secretary of Planning (SEGEPLAN for its acronym in Spanish), Coordinating Office for Disaster Reduction (CONRED for its acronym in Spanish), Secretary of Food Security and Nutrition (SESAN for its acronym in Spanish), Ministry of Education (MINEDUC for its acronym in Spanish), District Hospital, National Literacy Committee (CONALFA for its acronym in Spanish), Guatemalan Institute of Tourism (INGUAT for its acronym in Spanish).

Employees

Agricultural area, plant health, brigade members, administration (human resources, management, occupational health and safety), auditing, environmental management, security, civil infrastructure, agricultural and industrial warehouses, services and housing, and logistics.

Supply chain

Fruit transport, personnel transport, machinery transport, and independent palm oil suppliers.



Progress communication on the impact of mitigation plans of each operation.

Stakeholders El Triunfo



Community

Community Development Councils (COCODES), auxiliary mayor, community association, drinking water committee, parent organization, women's groups, youth group, teachers, religious leaders.

Non-governmental organizations

Guatemalan Red Cross, Association Trifinio Sur -ASODIT-, Volunteer Firefighters Corps, Peasant Unity Committee -CUC for its acronym in Spanish-, National Indigenous and Peasant Coordinator -CONIC for its acronym in Spanish-, World Vision, Youth Movement Coatepeque, and Guatemalan Workers Union Unit.

Private sector and corporate group

AGROACEITE, Association of Independent Banana Producers -APIB for its acronym in Spanish-, Association of Guatemalan Sugar Producers -ASAZGUA for its acronym in Spanish-, *Bananera Nacional S.A.* -BANASA for its acronym in Spanish-, Private School Paraíso, Sugar Mill El Pilar, Private Institute for Climate Change Research -ICC for its acronym in Spanish-, Agricultural Technical Institute of Coatepeque -ITAC-, Sugar Mill Magdalena, Grupo RQ, Technical Institute of Training and Productivity -INTECAP for its acronym in Spanish-, AmorDown, Institute, Hacienda Fernández, IPG.

Public institutions

Municipality of Coatepeque, National Council of

Protected Areas (CONAP), Ministry of Environment and Natural Resources (MARN), National Civil Police (PNC), Women Office, Municipal Commission for Disaster Reduction (COMRED for its acronym in Spanish), Ministry of Education (MINEDUC), Ministry of Agriculture, Livestock and Food (MAGA), National Forest Institute (INAB), Municipal Council for Prevention (COMUPRE for its acronym in Spanish), Municipal Library, Municipal Youth Office, Municipal Office of Machinery, Municipal Coordination of COCODES, Municipal Environmental Management, Ministry of Public Health and Social Assistance (MSPAS for its acronym in Spanish), Municipal Traffic Police (PMT for its acronym in Spanish), Ministry of Labor and Social Security, Guatemalan Institute of Social Security (IGSS for its acronym in Spanish), Human Rights Ombudsman's Office (PDH for its acronym in Spanish), Departmental Government, National Commission for Dialog, Municipal Firefighters.

Employees

Agricultural area, plant health, brigade members, administration (human resources, management, occupational health and safety), auditing, environmental management, security, civil infrastructure, agricultural and industrial warehouses, services, housing, and logistics.

Supply chain

Tenants, fruit transport, personnel transport, suppliers of fruit transport, transport of raw material.

Stakeholders Atlántida



Community

Community Development Councils (COCODES), auxiliary mayors, women's group, health promoters, savings groups, teachers, educational community, associations, religious leaders, and youth.

Non-governmental organizations

Association of Voluntary Firefighters, Guatemalan Red Cross, Owners Association of Irrigation Unit -ASUPURCA for its acronym in Spanish, *Casa del Migrante*, World Vision, Regional International Organism of Agricultural Health.

Private sector

Distribuidora de Agropecuaria MERINSA, WESTRADE Guatemala, Agroaceite, *Banana Nacional*, S.A., Association of Independent Banana Producers -APIB-, Technical Institute of Training -INTECAP-, *Inversiones Tropicales de Guatemala*, S.A.

Public organizations

Ministry of Education -MINEDUC-, Municipality of Ayutla, Municipality of Malacatán, Municipality of Pajapita, Municipality of La Blanca, Ministry of Labor and Social Security, Ministry of Public Health and Social Assistance -MSPAS-, Ministry of Development

-MIDES-, Ministry of Environment and Natural Resources-MARN-, Ministry of Agriculture, Livestock and Food -MAGA-, National Council of Protected Areas -CONAP-, Guatemalan Institute of Social Security -IGSS-, Municipal Traffic Police, National Literacy Council -CONALFA-, National Forest Institute -INAB-, Municipal Women Office, and Human Rights Ombudsman's Office -PDH-.

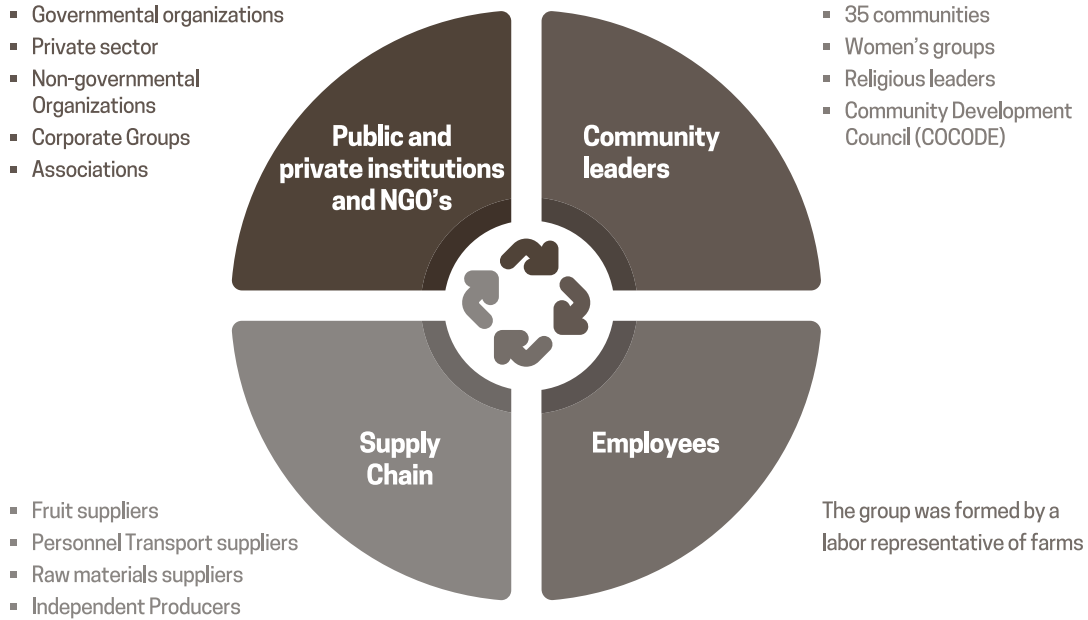
Employees

Agricultural area, plant health, brigade members, administration (human resources, management, occupational health and safety), auditing, environmental management, security, civil infrastructure, agricultural and industrial warehouses, services and housing, and logistics.

Supply chain

Fruit transport, personnel transport, machinery transport and independent palm oil suppliers.

Stakeholders Santa Rosa



Community

Community Development Councils (COCODES), auxiliary mayor, Women Council for Rural Development (COMUDER), midwives, health promoters, women's groups, teachers, religious, youth.

Non-governmental organizations

Non-governmental organizations: Private Institute for Climate Change Research, UGAM, Popular Cooperative, ASOTERC, Voluntary firefighters.

Governmental institutions

Municipality of Tiquisate, Municipality of Nueva Concepción, Municipality of San José el Ídolo, Municipality of Santo Domingo Suchitepéquez, National Council of Protected Areas (CONAP), National Hospital of Tiquisate, Health Center of Tiquisate, Ministry of Environment and Natural Resources (MARN), National Civil Police (PNC), Ministry of Governance (MINGOB

for its acronym in Spanish), Secretary of Food Security (SESAN), Municipal Commission for Disaster Reduction (COMRED), Ministry of Agriculture, Livestock and Food (MAGA), Guatemalan Institute of Social Security (IGSS), Ministry of Education (MINEDUC), Magistrate's Court.

Employees

Employees of Santa Rosa S.A. in agricultural area, plant health, brigade members, office (human resources, management, occupational health and safety), auditing, environmental management, security, civil infrastructure, agricultural and industrial warehouses, services and housing, and logistics.

Supply chain

Service Suppliers: Fruit transport, personnel transport, machinery transport and independent palm oil suppliers.

STRATEGIC ALLIANCES: EXTERNAL INITIATIVES AND ASSOCIATION AFFILIATIONS



Our alliances are established under a shared vision of principles, values, and goals that prioritize people and the environment as the focus of the productive activities carried out. We belong to the following associations:



Pacto Global
Red Guatemala

MATERIALITY INDEX OF SUSTAINABILITY



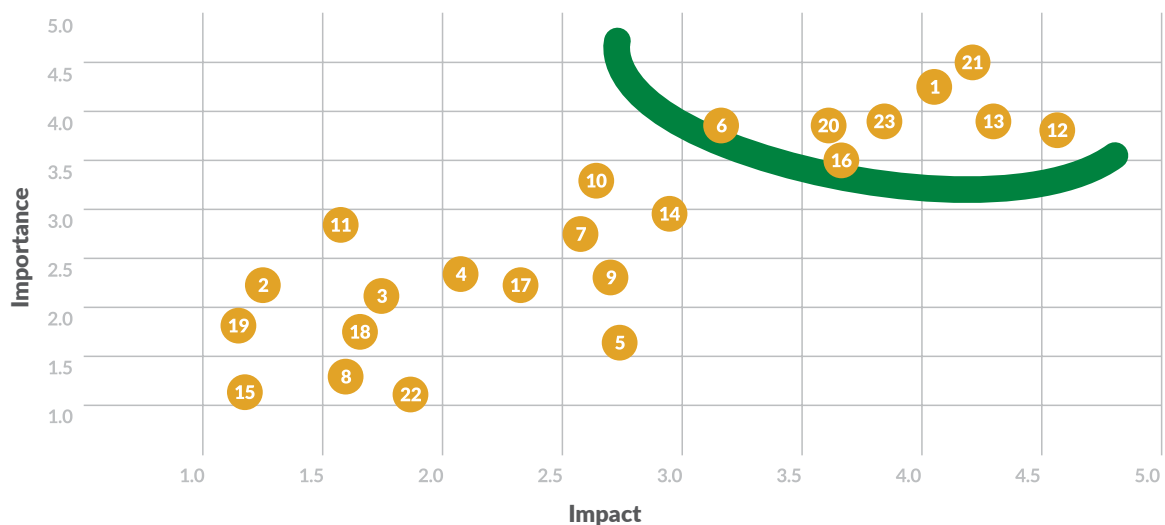
Grupo HAME has defined its materiality index by considering the definition as expressed by the Global Reporting Initiative (GRI). It establishes the relationship between society, community and company activity through a consultation process with internal and external stakeholders. These participants include: the group’s senior management, employees, consumers, suppliers, and NGOs to ensure that different interests can be respected, potential impacts can be mitigated, and future goals can be settled.

The used methodology was developed following the recommended guidelines by GRI, the principles of Communication on Progress (COP), and the SDG Compass. The objective is to have our results aligned with the strategies established by the Sustainable Development Goals (SDG’s).

During the first and second quarter of 2021, internal and external assessments were carried out to identify which priorities had to be tackled according to stakeholders and based on the material indicators by GRI.

The result of the priorities assessment is summarized in the materiality matrix that includes the following information:

Materiality topic in sustainability



No.	Topic
1	Diversity and equality in job options
2	Investment in the community
3	Communities
4	High Conservation Value (HCV)
5	Freedom of association and collective bargaining
6	Employee training and development
7	Protection of high carbon stocks (HCS)
8	Energy management

No.	Topic
9	Child labor
10	Waste management
11	Pesticide management
12	Human Rights
13	Biodiversity
14	GHG emissions
15	Economic performance
16	Local communities

No.	Topic
17	Anti-bribery
18	Productivity
19	Product traceability
20	Health and Safety
21	Water and effluents
22	Certifications
23	Environmental compliance



Quality and quantity monitoring system for surface water bodies.

ENVIRONMENT PROTECTION AND COMPREHENSIVE WATER MANAGEMENT

WATER AND EFFLUENTS, GRI 303

In our palm oil operations, technical requirements of the law and agreements acquired in technical spaces for water governance have been implemented to comply with the amount of water required in the operations. The quality of the treated wastewater because of the industrial and human processes necessary to produce crude palm oil -CPO- is also compliant with the mentioned standards.

303-1 Interaction with water as a shared resource

Surface water is the main source of water for our operations at the four palm oil companies. We are committed to participate in technical roundtables to constantly review and discuss the water governance schemes of rivers from the South Coast. Our operations are in the lower parts of the watersheds, which is why it is important to supervise the flow rates obtained from main and secondary rivers that supply irrigation systems.

Our palm oil operations are in five watersheds: Madre Vieja, Nahualate, Sis-Icán, Ocosito, and Suchiate. The Suchiate watershed is pending a technical roundtable of its rivers.

303-2 Management of water discharge-related impacts

The quality criteria for wastewater are regulated by Government Agreement 236-2006, Regulation of Wastewater Discharges and Reuse and Sludge Disposal, and it is used as a reference for the design of special and ordinary water effluent treatment systems.

We've designed Wastewater Treatment Systems that combine anaerobic and aerobic processes that allow us to re-use treated waters for palm oil plantations.



Palm Oil Mill Effluent -POME-Treatment System.

Regular water generated by human activities in the administration offices also has treatment plants designed to comply with stage IV of the regulation 236-2006 and semi-annual monitoring is carried out by an accredited laboratory under the ISO17025 standard.

303-3 Water withdrawal

The main sources of water supply for our agricultural operations come from rivers that are on the banks or pass through our farms. REPSA does not use water and therefore does not need an irrigation system.

All our water requirements are part of the irrigation program established at the river's technical roundtables. We keep an internal record of measured water flows and the Private Institute for Climate Change Research -ICC, for its acronym in Spanish, performs regular monitoring to verify that we are complying with the corresponding agreements on this issue.

303-4 Water discharge

Any type of effluent generated in our production or administrative processes receive adequate treatment aligned with the Government Agreement 236-2006 Regulation of Wastewater Discharges and Reuse and Sludge Disposal, which is also compliant with Phase IV.

Water quality	Santa Rosa		El Triunfo		Atlántida		REPSA 1		REPSA 2	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Efficiency in organic load reduction	86%	94%	97%	97%	94%	89%	95%	96%	93%	97%
Treated cubic meters	735,000		356,000		266,000		223,000		187,000	

Special waters

The water treatment systems needed for palm oil extraction have two phases: anaerobic lagoons and oxidation lagoons. In the anaerobic lagoons, the microbial activity allows the reduction of organic matter concentration in the effluent. In doing so, it reduces the particle sizes and the less complex elements that are easily used by plants. In the oxidation lagoons, water oxygenation levels are recovered through solar radiation and wind exposure. Wastewater from our palm oil industrial process does not require added chemical substances for its treatment because the extraction process uses mechanical principles and boiling water, and steam are added.

Treated effluent goes to the fertigation lagoon through a pneumatic pump and it is distributed to the field according to the established plan. The process takes advantage of the organic nutrients and reduces the use of chemical fertilizers.

Ordinary waters

Ordinary waters stem from human activities like toilets, showers, sinks, and others. There are WWTPs for this effluent, sized to comply with hydraulic retention in accordance with levels of occupation and hours of operation on the farms. Treated effluent is directed to cultivation areas through pipes arranged in a French drain to efficiently distribute the humidity in the field.

303-5 Water consumption

Maximum requirement parameters for water use in our operations have been established for each activity. Theoretical demand for the crop 36mm per week, per hectare is taken as a reference for the agricultural area, and the operation criterion of the irrigation system is adjusted to the projection of climatic conditions of temperature and soil humidity. The reference for industrial operations is water consumption per ton of processed fresh fruit bunches, with a maximum limit of 2 cubic meters for processing and an effluent of 1.7 cubic meters.

To design the systems, we consider the water provision for human consumption and use the recommendation of the World Health Organization of 100 liters supply per person as a reference.

103-1 Management of material topics

Water consumption

To be compliant with our Sustainability Policy, we keep operational records of water consumption in agricultural and industrial areas and use them as performance indicators within the operation.

Water management in palm oil operations is described in the Hydrological Management and Protection Plan GAGS-PL-221 from our management system.

Our plan outlines the action items needed for the water operating registry in agricultural, industrial, and human consumption operations. This also applies to the monitoring of water quality and our treatment systems' efficiency.

Below are the performance results for each of the water uses at our four palm oil production companies:

Irrigation

We have an operational indicator in place that allow our irrigation systems to increase water use efficiency. This indicator uses the crop water requirement, the atmospheric conditions of each site, and the soil dynamics as references; the maximum consumption reference is 1700 M³/Ha monthly, according to the technical roundtable's agreements from the South Coast rivers. This consumption rate is used for the dry seasons of irrigation, which last about 6 months per year.

Operational records are verified with monitoring carried out by the ICC in water tapping points and through the operational records of water consumption: the GAGS-F-290, the GAGS-F-553 measurement of flow rates using the pinwheel method, the GAGS-F-288 tensiometer data log, and the GAGS-F-674 Sprinkler discharge data log.

The operational results are compliant with the irrigation goals established from the surface bodies, as shown below:

Year	Dimensional	Santa Rosa	El Triunfo	Atlántida	REPSA
2020	Surface water consumption (m ³ /Ha/month)	1,324	990	1,272	N/A
	%	78%	58%	75%	N/A
2021	Surface water consumption (m ³ /Ha/month)	931	1,388	1,178	N/A
	%	55%	82%	69%	N/A



Irrigation system in plantations.

To reduce the use of surface water to complete the irrigation sheet, we harvest rainwater at each operation and save it before the rainy season ends.

Industrial process

Water consumption in our mills is related to the Metric Tons of FFB that are processed, where we seek to work with an equilibrium in the operating flow to maintain the efficient use of water and energy resources. The ratio of water per MT of FFB processed is based on the average water consumption in the industrial process worldwide: 2.10 m³.

We keep daily operating records of water consumption related to the amount of processed fruit to maintain effective control over operating dynamics, such as in the extracting mill, the efficiency balance points, and the creation of processed effluent. Our industrial operations have made a series of control efforts and strategic investments to reduce water consumption in the palm oil extraction process, which are shown in the following table:

Year	Dimensional	Santa Rosa	El Triunfo	Atlántida	REPSA 1	REPSA 2
2020	M ³ /TM FFB processed	2.0	1.29	1.07	0.59	0.43
2021	M ³ /TM FFB processed	1.91	1.24	1.02	1.5	0.75

Once a week, an efficiency control is carried out internally by the quality laboratories of the extracting mills for the effluent generated by the palm oil extraction process. The treatment systems' efficiency and the quality of the treated effluent are monitored twice a year by an external laboratory accredited under the ISO 17025 standard. Internal monitoring carried out by the laboratory keeps a constant reduction in the organic load at a range between 92% to 95%. The external laboratory results show 100% compliance with water quality parameters for agricultural use at Reuse I.

Human consumption

Water supply for human activities like sanitary services and consumption are also part of the hydration program. We use the COGUANOR 29001 standard for drinking water as a reference, which states at least 70 liters of water projected as provision for each person. Our companies have an infrastructure and water management technician assigned to take operational records and ensure the effective operation of the water treatment and purification systems.



Monitoring of water for human consumption.

Comprehensive Water Management

In 2020, we started the Comprehensive Water Management strategy at our operations. The strategy includes carrying out diagnostics of water balance in the territories, knowing the water supply and demand behavior, knowing where our productive units are located, and preparing the Programmatic Plan of progressive actions that improve water use and efficiency in operations with a 10-year vision.

We developed four lines of work that cover that entire operation and target efficient water management actions internally and externally: Hydraulic Infrastructure, Water Management, Strategy and Communication.





Spider Monkey.

BIODIVERSITY, GRI 304

One of our main commitments is to protect and improve the conservation areas of the farms where we operate. We have implemented a series of procedures to monitor biological diversity in our operations and have carried out studies by external experts to validate conducted records.

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

We have carried out studies in all our farms under High Conservation Values -HCV- to reinforce conservation management plans and improve forest areas.

These studies include an in-depth analysis of land use administration in previous years to identify if there was any disturbance in sites of conservation value. These analyses also consider the Ecological and Social groups of HCVs. Additionally, this evaluation included the progress of forest restoration of riparian zones with native species, and it established the reinforcing connectors and biological corridors from palm oil farms to protected areas registered in the National System of Protected Areas -SIGAP for its acronym in Spanish-.

304-3 Habitats protected or restored

At our palm oil farms, we have riparian management plans for a restoration purposes and forest remnants to improve biological diversity. This helps balance the presence of beneficial insect species and fungi that naturally control pests and diseases in palm oil cultivation.

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

The HCV assessment reports include a chapter describing Rare, Threatened and/or Endangered species -RTE- based on the IUCN Red List of species and the list of the National Council of Protected Areas.

We have implemented a procedure that facilitates the registration and sighting locations of these RTE species within our operations. We have agricultural personnel trained for this activity because they are the most exposure to potential sightings among the plantations.

To easily identify these species and report their sightings, we placed banners with images of RTE species along with their common and scientific names throughout the plantations.

103-1 Management of material topics

After carrying out a series of studies on areas of conservation value and fragile soils, we have implemented the following action plans: the protection of superficial bodies, management plans for fragile soils, and high conservation value sites preservation and improvement. These locations are all within the operational blocks of our companies in the four areas of influence. We worked on 526 hectares and recorded wildlife sightings and classified them by biological group and their identification according to the Convention on International Trade in Endangered Species of Wild Fauna and Flora.

Biodiversity	Santa Rosa		El Triunfo		Atlántida		REPSA	
Hectares under conservation	177		39		55		255	
Number of sightings	2020	2021	2020	2021	2020	2021	2020	2021
	3,603	2,784	1,933	13,008	8,322	9,016	171	1,081
Amount of CITES species	13	15	43	80	6	8	21	222

ENVIRONMENTAL COMPLIANCE, GRI 307

Through the Initial Environmental Evaluation, we analyzed the environmental impacts in our operations with the application of predictive and corrective instruments that work to assess progress in the performance of productive activities like the Environmental Diagnoses.

All environmental assessments require an administrative process before the Ministry of Environment and Natural Resources can issue an operating license.

103-1 Management of material topics

The Environmental Management departments of each operation work together with production units to comply with good environmental practices across work and production activities. Currently, 100% of our companies have an environmental operating license and constantly monitor that the progress of compliance with environmental commitments is maintained, as shown on the following table:

Santa Rosa	El Triunfo	Atlántida	REPSA
76%	96%	100%	95%



MONO ARAÑA (Ateles geoffroyi)

MEDIDA: 30-60 cm

LONGEVIDAD: +40 AÑOS

PESO: 6-9 kg

CRÍAS: 1

Alimentación

Frugívoro

Hábitat

Bosques tropicales

Hábitos

Diurnos

Gestación

Mamífero

Estatus

Peligro de extinción



FUNDAMENTAL RIGHTS AT WORK

OCCUPATIONAL HEALTH AND SAFETY, GRI 403

403-2 Hazard identification, risk assessment and incident investigation:

Our Occupational Health and Safety (OHS) management system is based on the cycle of continuous improvement (Plan, Do, Check and Act) and consists of the development of a logical process that works in stages. These activities are focused on promoting and implementing the OHS Policy, operational planning, implementation, and communication strategies so operational controls can mitigate associated risks, and, finally, the verification and configuration of corrective actions.

A fundamental part of the management process is identifying hazard and occupational risks. This is a dynamic process that is updated constantly.

These evaluations occur at least once a year across all work positions and levels. These also take place when there are changes in processes or we introduce new technologies or equipment, whenever there are work-related incidents, and whenever deemed necessary in case of potential unsafe acts.

403-3 Occupational health services

We provide health services to maintain safe work environments by providing employees with access to basic health services that comply with national legislation.

In our preventive and occupational medicine plan, we have two levels of care: the first level is applied in areas with less than 500 employees, where there are peripheral clinics managed by a nurse. Here, the following activities take place:

Health promotion, preventive communication, training for employees and visitors, first aid and accident records.



Fruit harvester in the field.

The second level of care is provided by clinics that have a doctor. Here, the following activities are carried out: preventive medical evaluations, pre-employment, annual and specific evaluations, medical and epidemiological surveillance, diagnosis of diseases at the primary level, management in the contact or reducing employee exposure time to risk factors. Management is also in charge of relocating employees according to their capabilities in case of a medical evaluation after an accident or diagnosis of an illness. This process protects labor rights and comply to the national legislation.

403-4 Worker participation, consultation, and communication on occupational health and safety

The main focal point of participation from our employees is through the bipartite occupational health and safety committee. This committee is made up of an equal number of collaborator and employer representatives and its principal function is to participate in the elaboration, conformation, and implementation of the OHS programs and policies at the operations. This is an important participation space because everyone is involved in proposals that reduce or mitigate risk and improve working conditions. The action items established are then coordinated with the OHS department and occupational health and safety monitors registered at the Ministry of Labor and Social Security of Guatemala.

403-5 Worker training on occupational health and safety

Training employees in health and safety at work has two pillars: The first one includes training employees on communication and general safety guidelines that comply with OHS regulations. This training is given during the induction processes, 5-minute talk programs, and specific trainings.

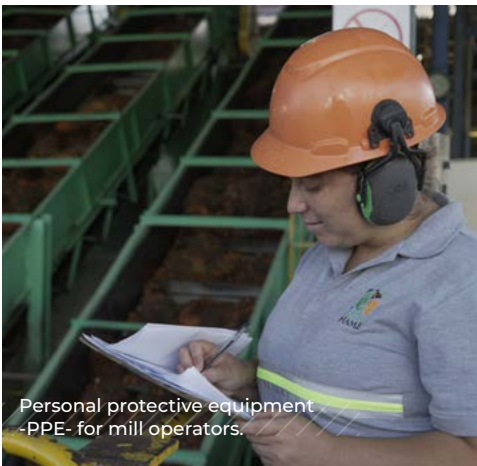


Fruit harvester's equipment for personal protection.

The second pillar is focused on identifying hazards and risks at work. This process helps us understand what is needed in each department and team to better control and mitigate identified risks. This training is usually more technical, so we carefully select the individuals professionally prepared to carry out the risk evaluations.

403-6 Promotion of worker health

Within our plans, there are also occupational health and hygiene protocols. These protocols help maintain and improve the health of employees who are exposed to certain risk factors within daily work activities. These programs are designed to identify, manage, and control risks associated with occupational diseases due to exposure to physical, chemical, biological, or psychosocial factors that may occur at work. To do so, we first run a risk identification assessment to look out for similar exposure groups to create preventive programs focused on identified SEG. In addition to this, there are other activities that contribute to promoting our employees' health, such as HIV communication and prevention programs, Covid-19 prevention protocols, health days in coordination with external entities for promotion and control of local endemic diseases, and internal health days focused on identifying and preventing diseases in general.



Personal protective equipment (PPE) for mill operators.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Suppliers, contractors, and stakeholders must comply with safety standards and protocols implemented at our different companies. Contractors who carry out any activity within our facilities must go through an accreditation and authorization process by the OHS area. This process includes: a skills review, training, safe work analysis procedure (SWA), and accepting commitments and responsibilities.

This process is essential to establish safe activities for external employees.

103-1 Management of material topics

We implemented every official government protocol to mitigate the spread of Covid-19 within our operations.

Through constant, inclusive communication, we continued operating with biosafety measures in place. We also carried out an awareness campaign to promote Covid-19 vaccines as a prevention strategy to avoid serious illness.

We coordinated efforts with the government to provide vaccines for employees. At the time, 89% of employees received one dose and 61% received the complete two-dose scheme. This process carried out in different stages and according to governmental guidelines on age range.



Personal protection equipment for herbicide application.



Training for operational employees.

Occupational Health and Safety	Santa Rosa	El Triunfo	Atlántida	REPSA
Accident Frequency Rate -AFR- (No. of accidents for every million-man hour worked)	5.9	10.8	11.4	5.5
Lost Time Injury Frequency Rate -LTIFR- (No. of days lost for every million-man hour worked)	735	267	193	55.2
Disabling Injury Rate (Ration between AFR and LTIFR)	4.36	2.87	2.19	0.3

TRAINING AND EDUCATION, GRI 404

404-1 Average hours of training per year per employee

On average, our employees receive 61 hours of training a year. This includes training for new hires, specialized roles, administrative positions, operational, agricultural, and industrial employees.

404-2 Programs for upgrading employee skills and transition assistance programs

Training program includes two main areas of education for palm oil operations employees: induction for new hires; training and organizational development.

Training contents have been developed following andragogical models focused on cultural relevance to ensure inclusivity.

Following Covid-19 protocols, we developed a series of multimedia channels and visual tools to continue our training efficiency through the pandemic.

Each module is created for specific job roles. For instance, there are modules focused on administrative roles, others for the operational field, or industry personnel. The program responds to the needs of each operational area.

103-1 Management of material topics

Induction process

New hires receive an induction as their first activity within the operations. For operational staff, this process lasts one hour and for administrative staff two and a half hours. Induction is divided into learning modules. The first module focuses on introducing the group, our purpose, vision, and values, the legacy of our founder, and the impact we have in the areas where we operate in.

The second module reviews employee rights and obligations. These include corporate policies, rules of coexistence, the disciplinary manual, aspects of occupational health and safety according to the job position and the grievance mechanism.

The third module is only for administrative staff, and it introduces the internal communication platform and the current management systems in the organization.

Didactic material for the training is produced according to the needs of each target group. One hundred percent of new hires were trained under this process.

Training Plan

We carry out a needs assessment annually for each department of our palm oil companies help employees' skills and update new and improved sustainable production practices.

In 2020, we launched the HAME School digital platform to interactively train employees on different topics, such as: sustainability management systems, human rights, ethics and transparency, cybersecurity, and digital tools. These courses are easy to access in any of the work modalities, whether in-person or through videos.

In addition, specialized training and/or update programs are developed for safe work protocols, good agricultural practices, environmental protection and conservation, and quality and safety. These are then directed to the corresponding departments and their contents are adapted to the different tasks that are carried out in the palm oil production chain.

Training	HAME
Man hour per year	70

DIVERSITY AND EQUAL OPPORTUNITIES, GRI 405

405-1 Diversity in governing bodies and employees

In 2020, we created a strategy to have spaces that facilitated the discussion and implementation of gender equality. It began with a gender committee in Santa Rosa as a pilot program to develop guidelines for governance, operation, frequency, and level of incidence on equal opportunity issues.

In 2021, the corporate gender committees of El Triunfo, Atlántida and REPSA were formed. Each committee is made up of 5 people; 3 women and 2 men who represent different operating areas from each company.

103-1 Management of material topics

The gender committees carried out a training program for all (100%) directors, heads of units, and operation managers.

Gender committees hold regular meetings to address issues from their work program, training, self-assessment processes, and diagnosis to continue improving equal opportunities at work.

HUMAN RIGHTS ASSESSMENT, GRI 412

412-1 Operations subject to human rights reviews or impact assessments

At Grupo HAME, we respect and comply with the United Nation's "Guiding Principles on Business and Human Rights" and follow international conventions ratified by Guatemala on human rights.

Everyone at Grupo HAME works under equal rights and without discrimination based on age, ethnicity, religion or creed, gender, disability, pregnancy, nationality, or others. We are committed to equal treatment and opportunities for all people, and our recruitment, promotion and remuneration policies are all based on merit, experience, and competence.

412-2 Workers training policies or procedures on human rights

We guarantee respect for women rights and promote opportunities for their professional development within the company. We incentivize the use of our Grievance Mechanism to report issues related to discrimination, harassment, or gender violence.

We are strengthening our training spaces and communication campaigns to build a culture of respect and opportunities for all. As of 2021, we were 95% compliant with our internal Grievance Mechanism and continue to work to get to 100%.

103-1 Management of material topics

Social management carried out a new activity to tackle potential human rights impacts on palm oil operations: self-assessment. To do so, we used the methodology in the Program for Integration and Respect for Human Rights in Business Practices, sponsored by the



Field training for fruit harvesters.

International Labor Organization (ILO), the Chamber of Agriculture of Guatemala, the Palm Grower Association of Guatemala (GREPALMA) and the technical leadership of CEGESTI based in San José, Costa Rica.

Civil and political rights, economic, social, and cultural rights, and environmental law were addressed in this self-assessment. The evaluation collected evidence on the level of compliance referenced in the Guiding Principles of Private Companies and Human Rights.

To strengthen these processes, a new Human Rights training program was coordinated for new hires. In 2021, 100% of new personnel received the training.

LOCAL COMMUNITIES, GRI 413

413-1 Operations with local community engagement, impact assessments, and development programs

Grupo HAME is committed to mitigating any type of impact that may be generated by its crude palm oil production operations. To do so, it periodically carries out impact assessments across the operations where it has production areas.

To identify this impact, we partner with our stakeholders and stakeholders to carry out a consultation process that evaluates the group's operations. This process is divided into the impacts by operation and the development in the area. Participation is required to properly address control actions and prevent potential community impacts.



413-2 Operations with significant actual and potential negative impacts on local communities

Every two years, we carry out social impact studies and workshops to identify any effects on the local communities. Stakeholders are consulted and comments are received on the effectiveness of measures implemented for the control, reduction, and mitigation of risks to the communities.

When the results are in, we create an Impact Mitigation Plan (IMP) with the stakeholders of each company defining specific programs, activities, and their frequency throughout the year.

103-1 Management of material topics

Each palm oil company from the group has an independent socio-environmental impact assessment (SEIA) prepared in consensus with identified stakeholders. After the

assessment, we implement impact mitigation plans (IMP) based on results and these plans are constantly reviewed through compliance reports and annual monitoring. By 2021, the level of compliance in the four oil palm operations was higher than 90%.

At Santa Rosa, SEIA evaluation done in August 2020, and the mitigation plan became effective in September of the same year. El Triunfo, Atlántida, and REPSA carried out the SEIA update phase during 2021, executing the relevant methodology and under the coordination of the external advisory team and social management personnel from each company as liaisons with the stakeholders.

Social	Santa Rosa		El Triunfo		Atlántida		REPSA	
Communities in area of influence	2020	2021	2020	2021	2020	2021	2020	2021
	35		19		14		33	

Impact Mitigation Plans are constantly monitored and reviewed to ensure progress and compliance or to determine if any adjustment is necessary to reach the operation’s goals.

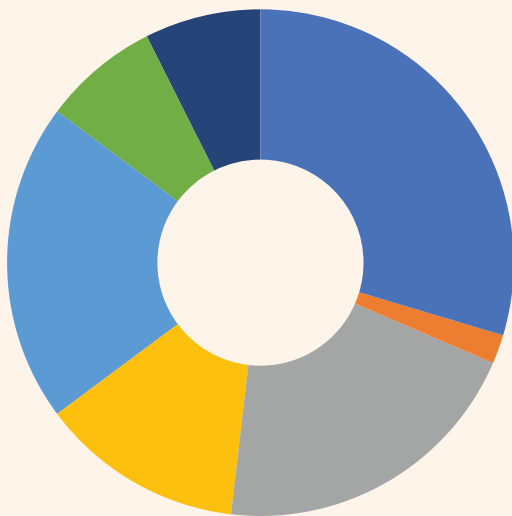
Below are the results of the monitoring carried out at the end of 2021.



SANTA ROSA
Agroindustria Palma

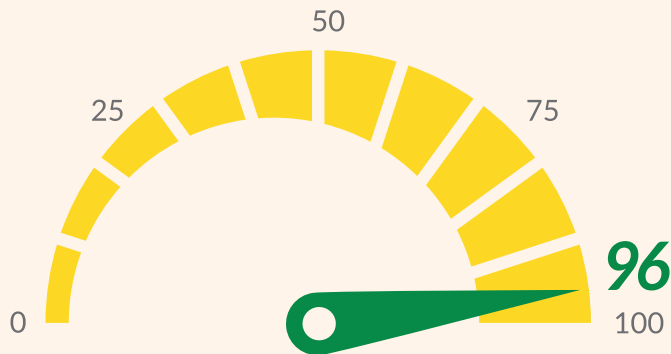
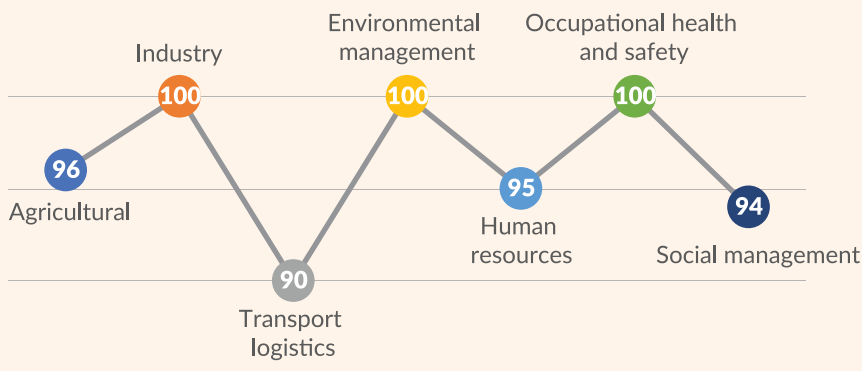


Identified Impacts



- 16** Agricultural
- 1** Industry
- 11** Transport logistics
- 7** Environmental management
- 11** Human resources
- 4** Occupational health and safety
- 4** Social management

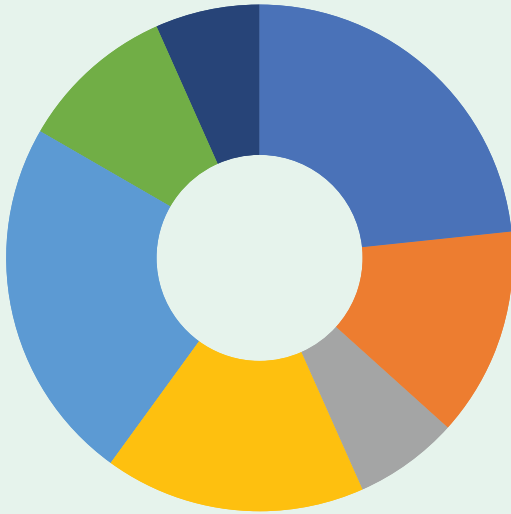
Progress Attained



Level of attention



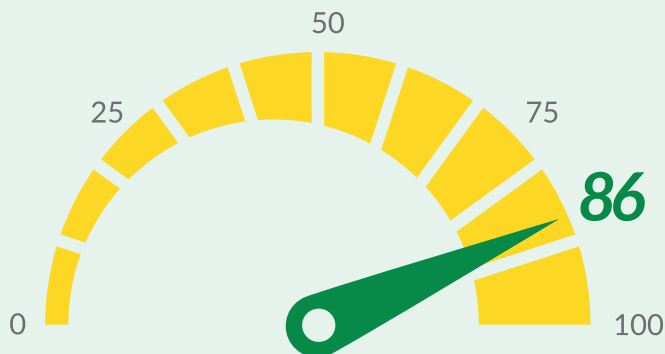
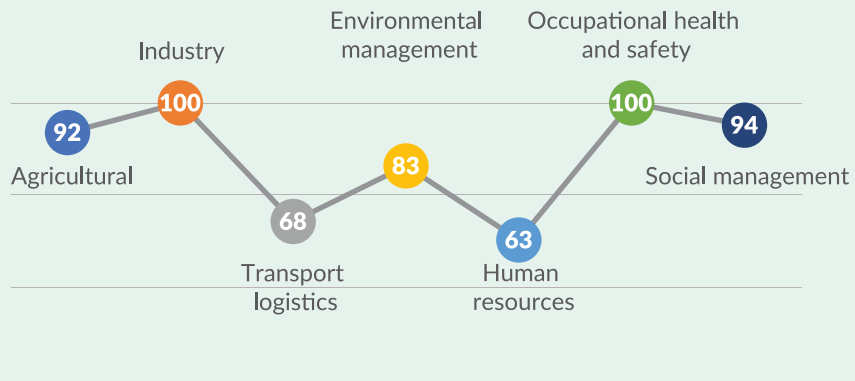
EL TRIUNFO
Agroindustria Palma



Identified Impacts

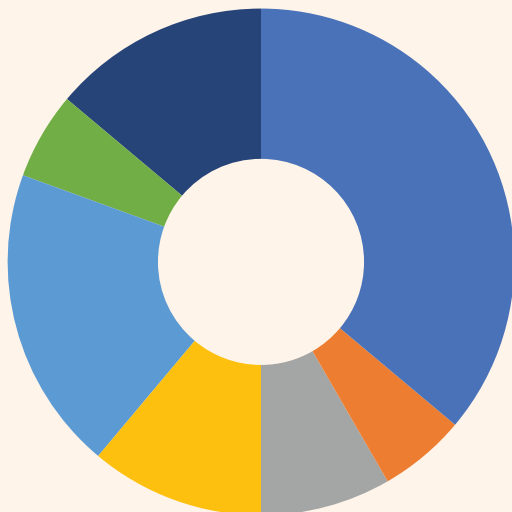
- 7** Agricultural
- 4** Industry
- 2** Transport logistics
- 5** Environmental management
- 7** Human resources
- 3** Occupational health and safety
- 2** Social management

Progress Attained





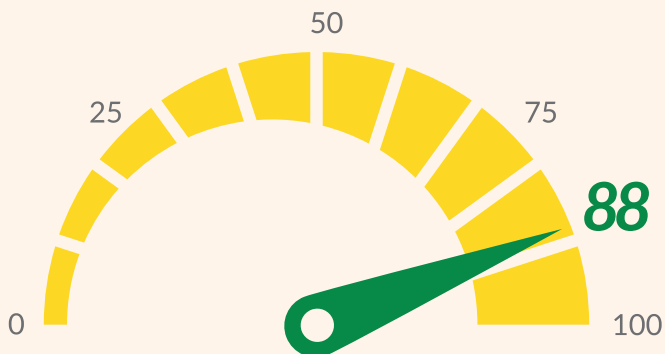
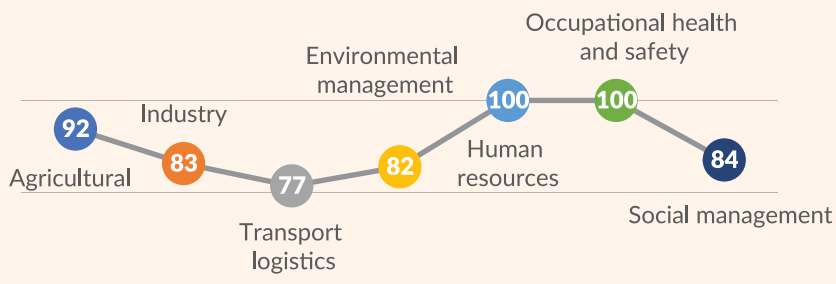
ATLÁNTIDA
Agroindustria Palma



Identified Impacts

- 13** Agricultural
- 2** Industry
- 3** Transport logistics
- 4** Environmental management
- 7** Human resources
- 2** Occupational health and safety
- 5** Social management

Progress Attained

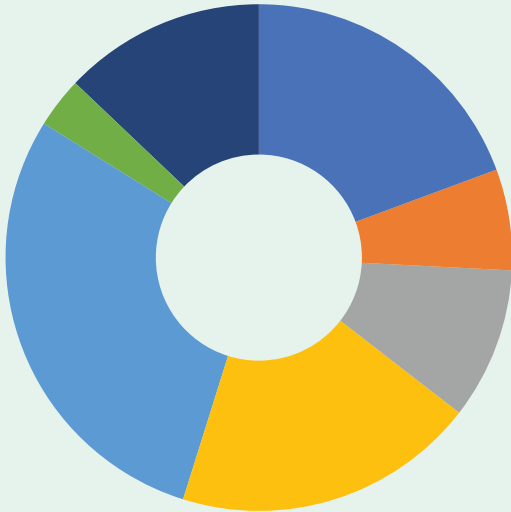


Level of attention



Identified Impacts

- 6 Agricultural
- 2 Industry
- 3 Transport logistics
- 6 Environmental management
- 9 Human resources
- 1 Occupational health and safety
- 4 Social management



Progress Attained

