SUSTAINABILITY
REPORT

BUSINESS UNIT: PALM OIL | 2022

GRUPO HAME

Growing PROSPERITY

GRUPO HAME

SUSTAINABILITY REPORT

BUSINESS UNIT: PALM OIL | 2022

Growing **PROSPERITY**

GRI 102-2, 102-3

4ª. avenida, 8-93 zona 9, Edificio HAME, Guatemala City 01009
(+502)2429-5555

grupohame.com

LETTER FROM BOARD OF DIRECTORS

GRI 102 – 14

Our vision is to be a benchmark for operational efficiency and sustainability, with the latter being the heart of our business. This can only be achieved through the implementation of responsible and sustainable long-term business practices.

Because of this, all of our actions are guided by the Sustainability Policy that aims to strengthen sustainable and shared value-creation through its three pillars: Governance, Human Rights, and the Environment. This policy includes action plans, constant monitoring, and continuous progress reporting.

It is with great pleasure that the Board of Directors presents the 2022 Sustainability Report for Palma, in which we highlight the main actions we undertook in the palm operations during the year, including some of our achievements:

- 100% of our own and third-party plantations are free from deforestation, verified through external satellite monitoring.
- 100% compliance with the execution of the Impact Mitigation Plans per operation.
- 100% of cases submitted to the Grieving Mechanism have been resolved.
- A Gender Program was implemented in all Group operations.
- We received the Certificate of Good Labor Practices (BPL) from the Ministry of Labor and Social Welfare for being a responsible employer that promotes dignified, fair, and equitable work.

None of this would be possible without the invaluable support we receive from our employees, customers, suppliers, communities of influence, and the general public, which help us foster prosperity in all the areas where we operate.

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, 205 – 1, 205 – 2, 205 – 3, 303 – 1, 303 – 2, 303 – 3, 303 – 4, 303 – 5, 304 – 1, 304 – 2, 304 – 3, 304 – 4, 306 – 1, 306 – 2, 306 – 3, 306 – 4, 306 – 5, 307 – 1, 308 – 1, 308 – 2, 408 – 1, 412 – 1, 412 – 2, 412 – 3, 413 – 1, 413 – 2.

The Sustainability Report of Grupo HAME's Palm Unit covers the operational and administrative activities of the company for the year 2022. The report follows the guidelines of the Global Reporting Initiative (GRI) using its general principles. This report does not include the section related to financial statements. The report has been prepared by the Head of Sustainability, as well as by the management and operational areas of the Group, all endorsed by the Top Management.

Grupo HAME is a business group, pioneers in palm cultivation in the country and the Central American region, leaders in innovation and responsible processing of palm oil. The company focuses its efforts on being a responsible and sustainable company that produces with high international quality standards. Crude Palm Oil (CPO) is marketed in the national and European markets as a raw material to produce food, detergents, biofuels, and other specialized products.

The companies that make up Grupo HAME within the Palm Business Unit are in Guatemala:

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

The company **Agroservicios El Triunfo S.A.**, is in the municipalities of Coatepeque, Quetzaltenango department, and Retalhuleu municipality. The initial oil palm plantations on the farm were established in 1995.

Atlántida, S. A., is where the Group's oil palm operations began in 1987. It is dedicated to oil palm cultivation and production and is in Tecún Umán municipality, San Marcos. It is known for being a leading company in crop innovation, operating with international sustainability standards.

Reforestadora de Palmas de El Petén, S. A. (REPSA), is in Sayaxché municipality, Petén, and is known for being a pioneering and innovative leader in palm cultivation. REPSA was established in 1999 with a strategic vision to generate sustainable economic, social, and environmental value in the northern region of the country.

All the companies in the Group are aligned with the corporate strategy, led by top management, who provide guidelines for responsible and sustainable management. Additionally, the Head of Palm Oil Unit, in coordination with the Head of Sustainability and the Sustainability Assurance Management, ensures the constant and transparent implementation of action plans and reporting on indicator compliance.

TIMELINE

1952

Operations started with cotton cultivation in Ocós, San Marcos.

1973

Founding of **OLMECA**, in La Gomera, Escuintla.

GRUPO HAME | OLMECA

1974

GRUPO HAME | OLMECA

Founding of **OLMECA**, in Fraijanes, Guatemala.

1986

Founding of **Atlántida**, in Ayutla, San Marcos.

GRUPO HAME | ATLÁNTIDA Agroindustria Palma

1987

Cotton production substituted by **oil palm**.

1992

Founding of **Santa Rosa** in Tiquisate, Escuintla.

GRUPO HAME | SANTA ROSA Agroindustria Palma

1995

GRUPO HAME | EL TRIUNFO Agroindustria Palma

Founding of **El Triunfo** in Coatepeque, Quetzaltenango.

1999

Founding of **REPSA** en Sayaxché, Petén.

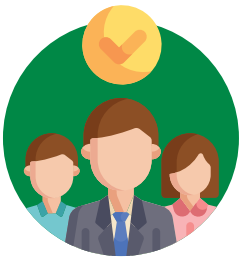
GRUPO HAME | REPSA Agroindustria Palma

PALM OIL BUSINESS UNIT
IN GUATEMALA

PALM OIL BUSINESS OPERATIONS

GRUPO HAME

Human Capital



TOTAL

12,096

Agricultural employees	Administrative employees	Industry employees
7,640	**2,629**	**1,827**

Average Annual Number of Employees in 2022

84.88% Permanent employees

15.12% Temporary employees

23.3% Of the total labor force are women

CPO

Total CPO production: **331,457.72 MT**

Latin America: **Guatemala**

Sales RSPO

IP: **139,086.09 TM**
SG: **0 TM**
MB: **2,157 TM**
RSPO CREDITS: **26,049**
Others schemes: **10,405 TM**
TOTAL RSPO: **167,292.09 TM**
TOTAL: **177,697.09**

52.88 %
of Total Production is Certified **RSPO/ISCC**

Production / Sale CPK

- Total CSPK production: 72,692.65 TM
- Latin America: Guatemala
- RSPO CSPK Sold IP: 41,504.70 TM

57.25 %
of Total Production is Certified RSPO

Other facts

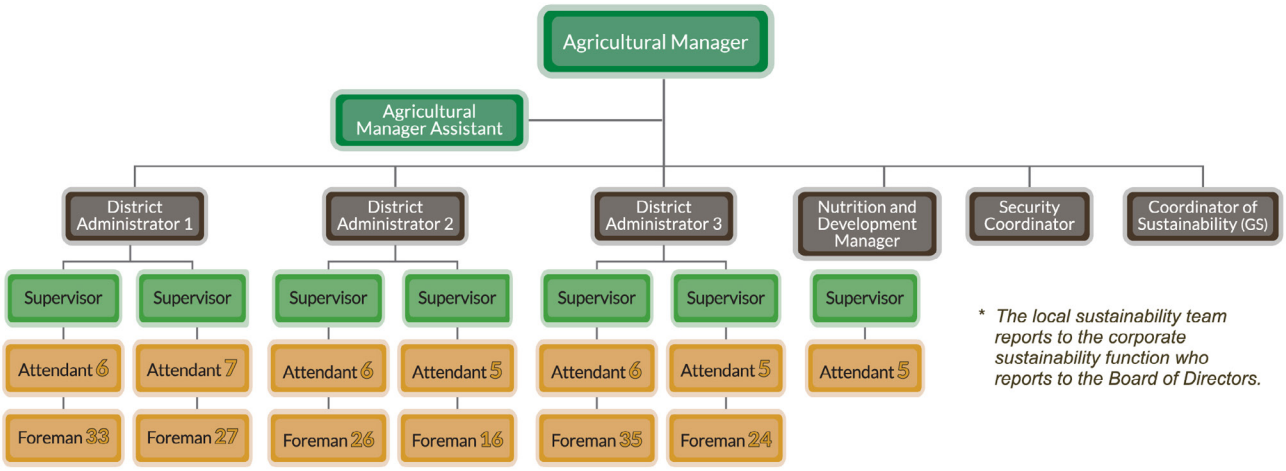
- Sustainability Policy
- Code of Values and Behaviors
- Grievance Mechanism

Challenges

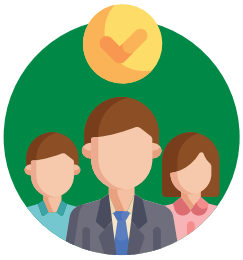
- RSPO awareness in the market
- Demand of Certified CPO
- Commitment with commercial partners or consumers about the use of CSPO/CSPK.

GRUPO HAME | REPSA Agroindustria Palma

Human Capital



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



TOTAL

4,575

Agricultural employees	Administrative employees	Industry employees
3,339	**907**	**329**

Average Annual Number of Employees in 2022

53% Permanent employees

47% Temporary employees

1.0% Of the total labor force are women

Operational Agriculture Profile

- Total area controlled / managed: **20,091 ha**
- Total area sowed with palm: **18,689 ha**
- Total area without plantation: **739.37 ha**
- HCV area: **28.23 ha**
- Conservation area: **633.76 ha**
- *Total area other producers: **6,839 ha***
- *Area of smallholders: **0 ha***
- New plantations: **0 ha**
- Certified RSPO area to date: **11,719.71 ha**
- Certified 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 RFF: **608,185.58 t**
- Total, certified RFF RSPO/ISCC: **268,239.95 t**

Crude Palm Oil

- Total, produced ACP: **147,019.68 t**
- Certified ACP RSPO / ISCC: **64,935.36 t**

Certifications

- ISCC – Valid until 10 October 2023
- RSPO– Valid until 29 March 2024
- Certification ISO 37001
- Certifications Kosher and Halal
- Organic in transition

Carboon footprint:

- **REPSA 1:** 411.46 kg CO_2 eq. /DB-ton CPO
- **REPSA 2:** 275.92 kg CO_2 eq. /DB-ton CPO
- Main source of emissions: **Fertilizers**

Other facts

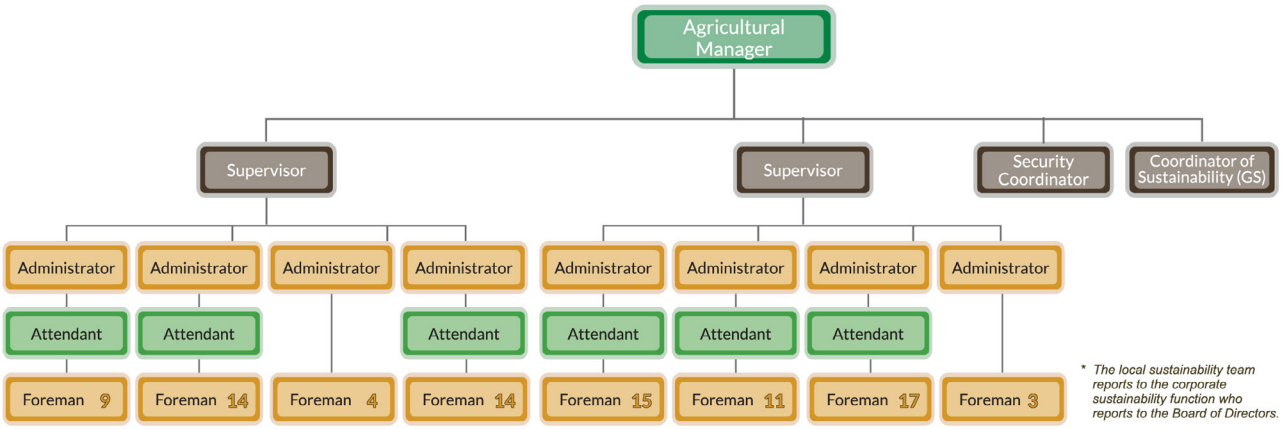
- Shared responsability: **Development Model for Suppliers**
- Sustainability Policy
- Code of Values and Behaviors
- Grievance Mechanism

Challenges

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

GRUPO HAME | EL TRIUNFO
Agroindustria Palma

Human Capital



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

TOTAL

2,018

Agricultural employees	Administrative employees	Industry employees
1,562	**368**	**88**

Average Annual Number of Employees in 2022

100% Permanent employees

0% Temporary employees

4.4% Of the total labor force are women

Operational Agricultural Profile

- Total area controlled / managed: **5,841.57 ha**
- Total area sowed with palm: **5,525.57 ha**
- Total area without plantation: **255.22 ha**
- HVC area: **0 ha**
- Conservation area: **60.40 ha**
- *Total area of other producers: **2,045 ha***
- *Area of smallholders: **0 ha***
- New plantations: **0 ha**
- Certified area RSPO to date: **5,841.57 ha**
- Certified area ISCC to date: **0 ha**

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

Operational Industrial Profile

- Mills: **1**
- Capacity ton RFF/h: **42.5**

Fruit

- Total, processed RFF: **213,378.3 t**
- Total, certified RFF RSPO: **102,800.79 t**
- Total, certified RFF ISCC: **0**

Crude Palm Oil

- Total, produced ACP: **47,188.50 t**
- Certified ACP RSPO: **23,439.36 t**
- Certified ACP ISCC: **0**

Certifications

- RSPO– Valid until 20 April 2024
- Certification ISO 37001
- Certification Kosher and Halal

Other facts

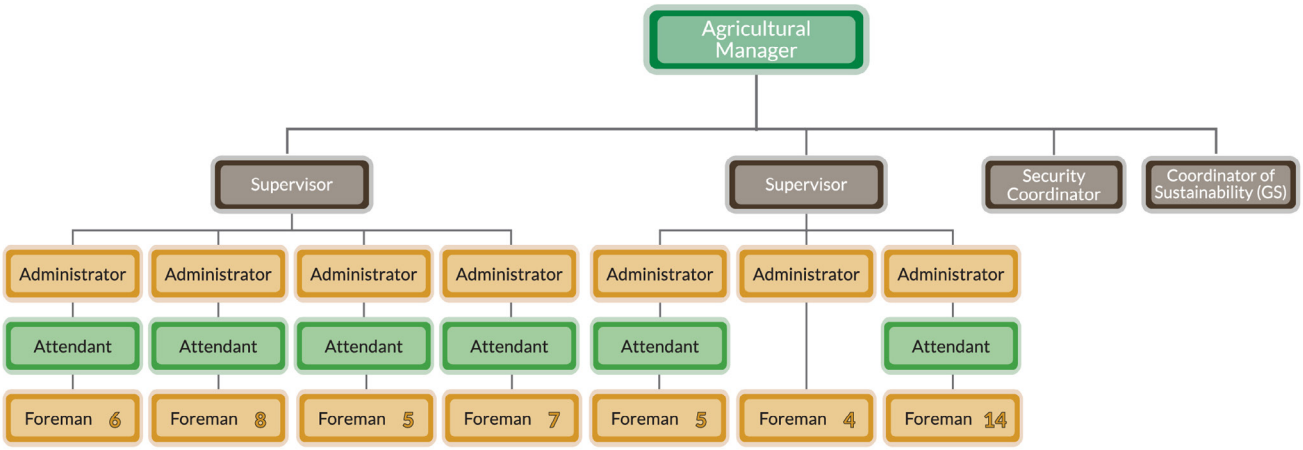
- Shared responsability: **Development Model for Suppliers**
- Sustainability Policy
- Code of Values and Behaviors
- Grievance Mechanism

Challenges

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

GRUPO HAME | ATLÁNTIDA Agroindustria Palma

Human Capital



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TOTAL

1,911

Agricultural employees	Administrative employees	Industry employees
1,228	**553**	**130**

Average Annual Number of Employees in 2022

100% Permanent employees

0% Temporaty employees

3.6% Of the total labor force are women

Operational Agricultural Profile

- Total area controlled / managed: **5,490.85 ha**
- Total area sowed with palm: **5,241.13 ha**
- Total area without plantation: **153.47 ha**
- HVC area: **0 ha**
- Conservation area: **96.25 ha**
- *Total area of other producers:* ***1,556 ha***
- *Area of smallholders:* ***0 ha***
- New plantations: **0 ha**
- Certified area RSPO to date: **5,490.85 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 RFF/h: **42.5**

Fruit

- Total, processed RFF: **226,690.18 t**
- Total, certified RFF RSPO: **111,355.73 t**
- Total, certified RFF ISCC: **0**

Crude Palm Oil

- Total, produced ACP: **52,684.84 t**
- Certified ACP RSPO: **26,417.43 t**
- Certified ACP ISCC: **0**

Certifications

- RSPO– Valid until 03 May 2024
- Certification ISO 37001
- Certification Kosher and Halal

Other facts

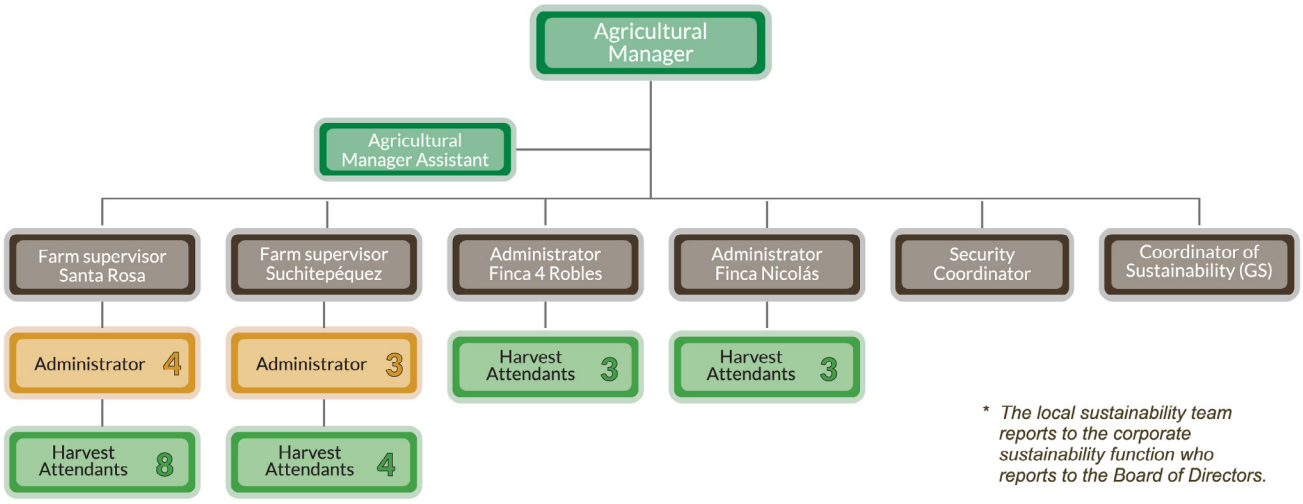
- Shared responsability: **Development Model for Suppliers**
- Sustainability Policy
- Code of Values and Behaviors
- Grievance Mechanism

Challenges

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

GRUPO HAME | SANTA ROSA
Agroindustria Palma

Human Capital



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

TOTAL

2,509

Agricultural employees	Administrative employees	Industry employees
1,511	**757**	**242**

Average Annual Number of Employees in 2022

100% Permanent employees

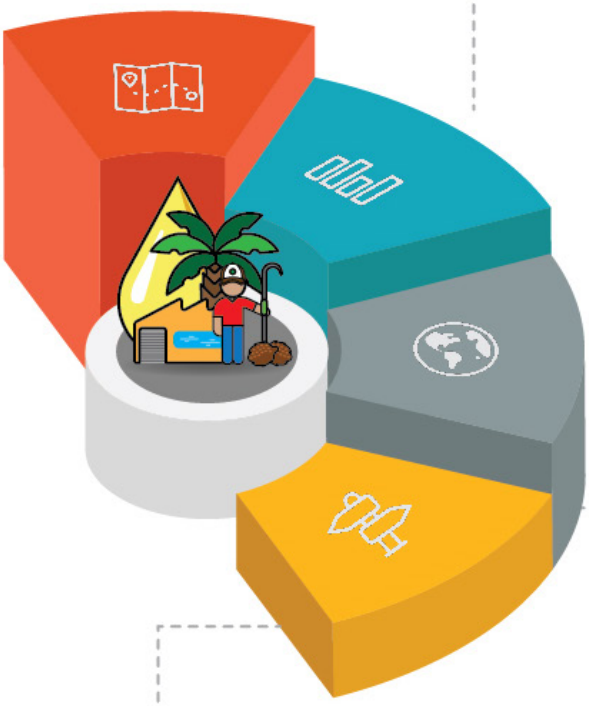
0% Temporary employees

7.4% Of the total labor force are women

Operational Agricultural Profile

- Total area controlled / managed **9,980.88 ha**
- Total area sowed with palm: **9,491.81 ha**
- Total area withput plantation: **263.03 ha**
- HVC area: **130.14 ha**
- Conservation area: **95.91 ha**
- *Total area of other producers: **4,663 ha***
- *Area of smallholders: **0 ha***
- New plantations: **0 ha**
- Certified area RSPO to date: **9,980.88 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 RFF/año: **68 TMRFF/h** (34TM/h per line)

Fruta

- Total, processed RFF: **405,264.69 t**
- Total, certified RFF RSPO: **310,578.26 t**
- Total, certified RFF ISCC: 0

PK

- PK producido: **26,679 t**
- PK certificado producido: **15,998 t**
- PK vendido RSPO: **21,128 t**

Crude Palm Oil

- Total, produced ACP: **85,560.70 t**
- Certified ACP RSPO: **63,902.63 t**
- Certified ACP ISCC: **2,157 t**
- RSPO Credits sold: **0**

Certifications

- ISCC - Valid until: 10 October 2023
- RSPO– Valid until: 25 November 2023
- Certification ISO 37001
- Certification Kosher and Halal

Carbon footprint

- ISCC: 423.18 $kgCO_2$ eq./DB-ton CPO
- RSPO: 2.44 tCO_2 e/ha - 0.24 tCO_2e/t CPO
- Main source of emissions: Fertilizers / Fossil Fuel

Other facts

- Shared responsability: Development Model for Suppliers
- Sustainability Policy
- Code of Values and Behaviors
- Grievance Mechanism

Challenges

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

SUPPLY CHAIN, 100% TRACEABILITY

All palm oil produced by our companies is fully traceable. We source fresh fruit bunches from our plantations, carefully selected suppliers, and well-documented sources. We do not have smallholders

We purchase the fruit directly from agricultural production companies, without the involvement of intermediaries. This mechanism provides transparency in our supply chain: the more direct the supply chain, the better.

Due to the production methods in the region, there are no smallholders, and purchases are made through completely independent companies, which establish their own production policies. In all Group operations starting from 2020, we established a fruit procurement procedure with a requirement that our suppliers comply with the no deforestation, no planting on peat, and no exploitation standards set out in the NDPE Policy.

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

Our companies do not have any pending land reserves for new plantations, Landbank = 0.00 Ha.

Currently, our companies have 100% field-level traceability.

Our own plantations were the first places where sustainable production practices were progressively implemented, and each year, through the continuous improvement process, efficiency is evaluated. Another category of fruit supplier includes associated independent producers, which are independent companies with fruit delivery contracts, and the company has assisted them in implementing sustainable production practices. There are also independent producers who are independent companies with specific contracts with the Group.

Strategy

Our Vision

To be a Business Group with world-class management standards, geographically diversified, and a benchmark for operational efficiency and sustainability.

Our Purpose

We cultivate with passion to encourage prosperity and leave a mark on future generations.

Our Values and Behaviors:

In the HAME family, we distinguish ourselves by being responsible, conscientious, persevering, and leaders, giving our best every day. Below, we present our key to success:

Ethics and Integrity

For Grupo HAME, sustainability is the norm, it is the right way to do business. As a Group, we join global efforts to achieve the United Nations Sustainable Development Goals (SDGs) in accordance with the principles of the Global Compact, strengthening comprehensive sustainability management for the creation of shared value.

Our Sustainability Policy has three central pillars: Governance, Human Rights, and Environment, allowing us to operate within a strategic framework, guiding us on our path to becoming a benchmark in sustainability.

Governance

We operate under a corporate governance structure that includes various oversight bodies for the strategic analysis and implementation of sustainability actions, applying accountability and timely decision-making.

Human Rights

In this regard, we respect internationally recognized human rights, committing to comply with national laws and obligations arising from treaties and agreements ratified by Guatemala.

Enviroment

We identify, prevent, and reduce the impacts of our operations while maintaining a balance with natural resources and enhancing the positive impacts we generate.

We have a **Code of Values and Behaviors** that reflects and preserves our high standards of conduct that have been and continue to be part of our culture and way of doing business, which must be observed by all our employees and business partners.

Governance
Interest Groups and Reporting Practices

We are aware of the importance of having a strong network of relationships with key stakeholders in our interest groups, which is vital to support the proper development of our businesses. By proactively managing risks and opportunities, they help us contribute to the sustainable development of the environment.

Continuous communication with the different audiences mentioned in this section has enhanced our learning, as it has allowed us to understand their perceptions and concerns, enabling us to improve our relationship dynamics. Furthermore, the perspectives and feedback received become inputs that enrich our sustainability initiatives and actions, focusing on advancing continuous improvement.

Communication Channels Used with Our Audiences:

We have internal and external communication channels that allow us to reach our prioritized audiences, ensuring respect, inclusion, and cultural relevance in our content.

For both internal and external audiences, we communicate through print, digital, and audiovisual media, optimizing every opportunity to deliver the message correctly.

Stakeholders **REPSA**

Community

Community Development Councils (COCODES for its acronym in Spanish), assistant mayors, Women's Council for Rural Development (COMUDER for its acronym in Spanish), midwives, health promoters, savings groups, teachers, parent-teacher associations, health committees, educational community, religious groups, youth, community radio leaders, and cocoa producers.

Non-governmental organizations

Petén Solidarity and Ecological Exchange Network, Municipal Mixed Board, youth representatives, Setul Indigenous Community, Advisory Council of Indigenous Peoples, Sacred Land Association, Vicariate Social Ministry, Indigenous community representatives, Civil Society Workers Organization, Tourism Technical Committee, Municipal Office of Indigenous Peoples, Municipal Human Rights Commission.

Private sector

National Agroindustries (NAISA for its acronym in Spanish), Palmas del Ixcán, Chiquibul Agroindustries, NATURACEITES, Tikiindustrias, Unipalma, Palmas de Machaquila, Palmas de San Miguel, Loba Investments, Raudales Agropecuaria, Corral Blanco, Las Mercedez, Palcor S.A Corozal Group.

Media

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

Public Institutions

Child Protection Institute, Municipal Mixed Board, Alta Verapaz Departmental Government, Peten Departmental Government, Department of Agricultural Affairs (SAA for its acronym in Spanish), Chisec Municipality, Raxruha Municipality, Fray Bartolomé de las Casas Municipality, National Association of Municipalities (ANAM for its acronym in Spanish), National Council of Protected Areas (CONAP for its acronym in Spanish), MOSCAMED, Health Department, 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 Institute of Forests (INAB for its acronym in Spanish), Municipal Human Rights Commission, Municipal Youth Office, Institute of Anthropology and History (IDAEH for its acronym in Spanish), General Secretariat for Planning (SEGEPLAN for its acronym in Spanish), Coordinator for Disaster Reduction (CONRED for its acronym in Spanish), Secretariat 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).

Internal Departments

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

Supply Chain

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

Stakeholders **El Triunfo**

Community

Community Development Councils (COCODES for its acronym in Spanish), assistant mayor, community association, drinking water committee, parent-teacher organization, women's groups, youth groups, teachers, religious leaders.

Non-Governmental Organizations

Guatemalan Red Cross, Trifinio Sur Association (ASODIT for its acronym in Spanish), Volunteer Fire Department, Peasant Unity Committee (CUC for its acronym in Spanish), National Indigenous and Peasant Coordinator (CONIC for its acronym in Spanish), World Vision, Coatepeque Youth Movement, and Guatemalan Workers' Union.

Private Initiative and Business Groups

AGROACEITE, Association of Independent Banana Producers (APIB for its acronym in Spanish), Guatemalan Sugar Producers Association (ASAZGUA for its acronym in Spanish), National Banana Company S.A. (BANASA for its acronym in Spanish), Private Paradise School, El Pilar Sugar Mill, Institute of Climate Change (ICC for its acronym in Spanish), Coatepeque Technical Agricultural Institute (ITAC for its acronym in Spanish), Magdalena Sugar Mill, RQ Group, Technical Training and Productivity Institute (INTECAP for its acronym in Spanish), AmorDown Institute, Fernandez Estate, IPG.

Public Institutions

Coatepeque Municipality, National Council of Protected Areas (CONAP for its acronym in Spanish), Ministry of Environment and Natural Resources (MARN for its acronym in Spanish), National Civil Police (PNC for its acronym in Spanish), Women's Office, Municipal Disaster Reduction Committee (COMRED for its acronym in Spanish), Ministry of Education (MINEDUC for its acronym in Spanish), Ministry of Agriculture, Livestock and Food (MAGA for its acronym in Spanish), National Institute of Forests (INAB for its acronym in Spanish), Municipal Prevention Council (COMUPRE for its acronym in Spanish), Municipal Library, Municipal Youth Office, Municipal Machinery Office, Municipal COCODES Coordination, 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 Prevention (PMT), Guatemalan Social Security Institute (IGSS for its acronym in Spanish), Office of the Human Rights Ombudsman (PDH for its acronym in Spanish), Departmental Government, National Commission for Dialogue, Municipal Firefighters.

Biodigesters Santa Rosa

Internal Departments

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

Supply Chain

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

Stakeholders **Atlántida**

Community
Community Development Councils (COCODES for its acronym in Spanish), assistant mayors, women's groups, health promoters, savings groups, teachers, educational community, associations, religious leaders, and youth.

Non-Governmental Organizations
Volunteer Firefighters Association, Guatemalan Red Cross, Association of Irrigation Unit Owners (ASUPURCA for its acronym in Spanish), Casa del Migrante, World Vision, Regional International Organization for Agricultural and Livestock Health.

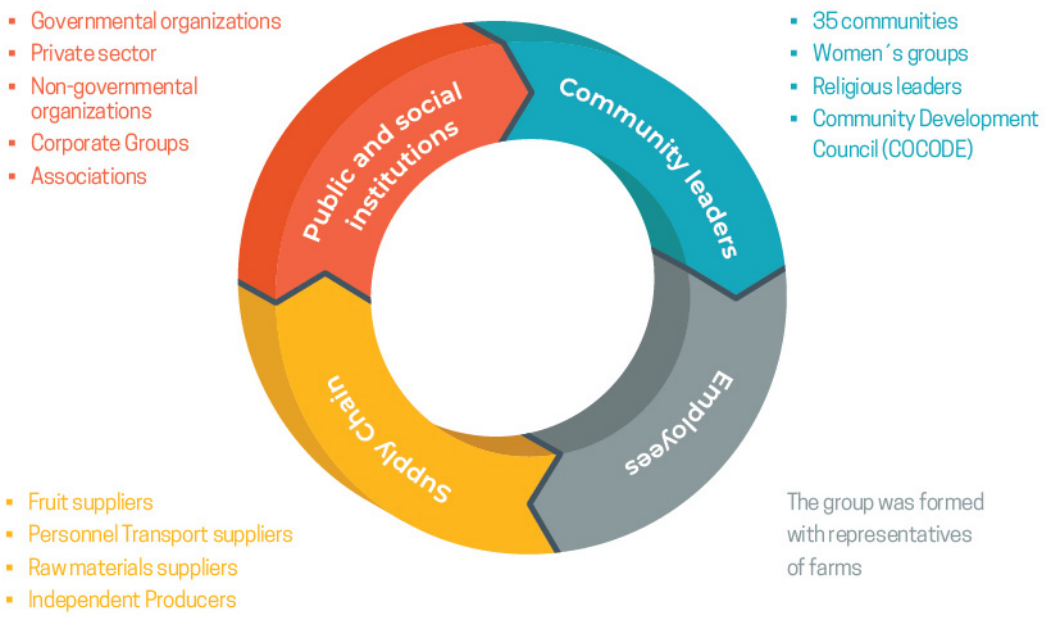
Private Inititative
MERINSA Agricultural Distributor, WESTRADE Guatemala, Agroaceite, National Banana Company, S.A., Association of Independent Banana Producers (APIB for its acronym in Spanish), Technical Training Institute (INTECAP for its acronym in Spanish), Tropic Investments of Guatemala, S.A.

Public Organizations
Ministry of Education (MINEDUC for its acronym in Spanish), Ayutla Municipality, Malacatán Municipality, Pajapita Municipality, La Blanca Municipality, Ministry of Labor, Ministry of Public Health and Social Assistance, Ministry of Development, Ministry of Environment and Natural Resources, Ministry of Agriculture, Livestock and Food, National Council of Protected Areas, Guatemalan Social Security Institute, Municipal Traffic Police, National Literacy Council, National Institute of Forests, Municipal Women's Office, and Human Rights Ombudsman's Office.

Internal Departments
Agricultural area, plant health, brigades, administration (human resources, administration, health, and occupational safety), auditing, environmental management, security, civil engineering, agricultural and industrial warehouses, services, housing, and logistics.

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

Stakeholders **SANTA ROSA**



Communities

Community Development Councils (COCODES for its acronym in Spanish), assistant mayor, Women's Council for Rural Development (COMUDER for its acronym in Spanish), midwives, health promoters, women's groups, teachers, religious leaders, youth.

Non-Governmental Organizations

Non-Governmental Organizations: Climate Change Institute, UGAM, Popular Cooperative, ASOTERC, Volunteer Firefighters.

Governmental Institutions

Tiquisate Municipality, Nueva Concepción Municipality, San José el Ídolo Municipality, Santo Domingo Suchitepéquez Municipality, National Council of Protected Areas (CONAP for its acronym in Spanish), Tiquisate National Hospital, Tiquisate Health Center, Ministry of Environment and Natural Resources (MARN for its acronym in Spanish), National Civil Police (PNC for its acronym in Spanish), Ministry of the Interior (MINGOB for its acronym in Spanish), Secretariat of Food Security and Nutrition (SESAN for its acronym in Spanish), Municipal Disaster Reduction Committee (COMRED for its acronym in Spanish), Ministry of Agriculture, Livestock and Food (MAGA for its acronym in Spanish), Guatemalan Social Security Institute (IGSS for its acronym in Spanish), Ministry of Education (MINEDUC for its acronym in Spanish), Peace Court.

Internal Area

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

Supply Chain

Service providers: fruit transport, personnel transport, machinery transport, and independent palm oil suppliers.

STRATEGIC ALLIANCES: EXTERNAL INITIATIVES AND ASSOCIATION MEMBERSHIPS

Our alliances are formed with a shared vision of principles, values, and goals, with a central focus on people and the environment in all productive activities. We belong to the following associations:

AMCHAM GUATEMALA
AMERICAN CHAMBER OF COMMERCE

CIG Cámara de Industria de Guatemala

fundación española del aceite de palma sostenible

GREPALMA
GREMIAL DE PALMICULTORES DE GUATEMALA

Cámara del Agro Guatemala

UN GLOBAL COMPACT Pacto Global Red Guatemala

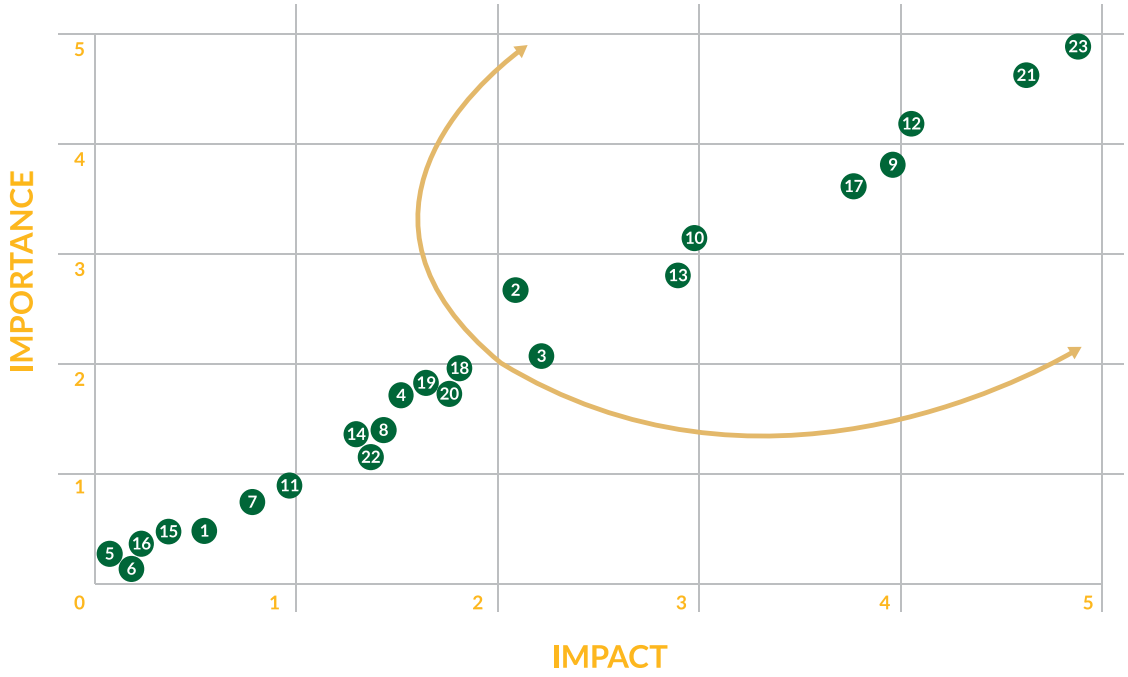
SUSTAINABILITY MATERIALITY INDEX

Grupo HAME has defined its sustainability materiality index, considering the definition expressed by the Global Reporting Initiative (GRI) and establishing its relationship between society, the community, and business activities through a consultation process with both internal and external stakeholders. These stakeholders include senior management of the company, employees, customers, suppliers, and NGOs. This process aims to identify mutual interests, manage impacts, and set future goals.

The methodology used was developed following the recommended guidelines by GRI, the principles of Communication on Progress (COP), and the SDG Compass, with the goal of aligning the results with the strategies set by the Sustainable Development Goals (SDGs).

During the fourth quarter of 2022, an internal and external evaluation was conducted to identify priorities for action, with a focus on stakeholder groups, based on the material indicators of the GRI.

The result of the analysis of priorities is summarized in the materiality matrix, which includes the following information:



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
9	Child Labor
10	Waste management
11	Pesticide management
12	Human Rights
13	Biodiversity
14	GHG emissions
15	Economic performance
16	Local communities
17	Anti-bribery
18	Productivity
19	Product traceability
20	Health and Safety
21	Water and effluents
22	Certifications
23	Enviromental compliance

TRANSPARENCY AND ANTICORRUPTION

Anti-Corruption, GRI 205

Since 2018, the process of implementing transparency, ethics, and anti-corruption procedures began, with the vision of adopting best practices in these areas. The ISO 37001 standard was used as a reference, and certification was achieved in 2019, making us the first private company in Guatemala to obtain this certification. In 2022, the second follow-up audit was conducted, and for the third consecutive year, we received the ISO 37001 certification, demonstrating our commitment to doing things correctly in our operations and with our business partners.

205-1 Operations assessed for risks related to corruption.

The implementation of the Anti-Bribery Management System covers thirteen companies within Grupo HAME, including the four agro-industrial operations involved in the production of Crude Palm Oil in three cross-cutting processes: administrative, agricultural-production, and good agricultural practices.

For the processes within the scope, a total of nine risks were identified, of which three are significant, namely:

1. Facilitating hiring or maintaining an employment relationship.
2. Altering reports for employee payment.
3. Influencing the hiring of suppliers.

205-2 Communication and training on anti-corruption policies and procedures

An important process in the maintenance of the Anti-Bribery Management System is communication and training on the Transparency, Ethics, and Anti-Corruption Policy and operational procedures, starting with communication to the two members of the Governing Body.

Throughout the year, a series of activities related to policy communication and training in anti-corruption procedures are carried out. The following table breaks down these activities by company, due diligence process, and job category.

Business	Due Diligence Process							
	Annual Sensitivity				Induction			
	Operational Personnel		Admin. Personnel		Operational Personnel		Admin. Personnel	
Agroservicios El Triunfo, S.A.	149	23%	2	67%	94	12%	0	0%
Atlántida, S.A.	175	27%	0	0%	107	14%	0	0%
Reforestadora de Palmas de El Petén, S.A. (REPSA)	97	15%	1	33%	426	55%	2	50%
Santa Rosa, S.A.	227	35%	0	0%	149	19%	2	50%
TOTAL	**648**	**100%**	**3**	**100%**	**776**	**100%**	**4**	**100%**

Training and communication on anti-corruption with business partners are centralized within the purchasing department, divided into customers and suppliers, as detailed below:

Business Partner	Due Diligence Process	
	Quantity	Percentage
Client	15	6%
Supplier	226	94%
TOTAL	**241**	**100%**

Palm Oil Plantations

250-3 Confirmed corruption cases and actions taken.

Through the ongoing execution of corruption risk control and management procedures, a total of nineteen cases were confirmed for the period from January to December 2022, involving employees of palm oil production companies. In accordance with the Code of Values and Behaviors, fifteen employees were subsequently terminated, as detailed in the following tables:

Category	# Confrimed Cases	Percentage
Extortion	9	47%
Bribery	9	47%
Fraud	1	5%
TOTAL	**19**	**100%**

Category	Cases Dismissed	Percentage
Extortion	7	47%
Bribery	8	53%
TOTAL	**15**	**100%**

Regarding evaluations with business partners, no cases were confirmed, so it was not necessary to proceed with the termination or non-renewal of contracts with suppliers or customers. There were also no public cases against the organization or employees of the companies during the current reporting period.

ENVIROMENT PROTECTION AND INTEGRATED WATER MANAGEMENT

Water and Effluents, GRI 303

In the palm oil operations, the technical requirements of the law and agreements reached in water governance technical forums have been implemented to comply with the quantity of water taken for operations and the quality of wastewater treated because of the industrial and human processes necessary to produce crude palm oil.

303-1 Interaction with water as a shared resource

Surface water is the primary source of water for the operations of the four palm oil companies in the Group. There is a commitment to actively participate in technical river forums in the southern coastal area, where this water governance framework has been required to ensure access for various uses in the territory. The operations are in the lower parts of the watersheds, so it is important to monitor the flow rates obtained from the main and secondary rivers that supply the irrigation systems. Grupo HAME's Comprehensive Water Management Plan covers four areas of work: Hydraulic infrastructure, water management, strategic initiatives, and communication. These areas aim to promote the rational use of water through the optimization of infrastructure, operational plans, strategic territorial actions, and the systematization of all good practices in responsible water use.

The palm operations are in eight watersheds: Madre Vieja, Nahualate, Sis-Icán, Ocosito, Naranjo, and Suchiate in the southern coast, and Salina and La Pasión in the northern region.

In compliance with Government Agreement 19-2021, "Provisions to promote the protection and conservation of watersheds in the Republic of Guatemala," the Ministry of Environment and Natural Resources, through the Deputy Ministry of Water, promoted the formation of technical watershed forums to address issues and establish a roadmap for the protection and conservation of watersheds.

In 2022, the technical forums for the Madre Vieja, Ocosito, and Naranjo watersheds were integrated and formed. The other watersheds of interest to the group are still in the process of formation for 2023.

303-2 Management of impacts related to water discharges.

The quality criteria for wastewater are regulated through Government Agreement 236-2006, Regulation for Discharge, Reuse of Wastewater, and Activated Sludge, and it has been used as a reference for the design of treatment systems for special and ordinary wastewater.

For the special wastewater from the palm oil extraction process, Wastewater Treatment Systems have been designed that combine anaerobic and aerobic treatments and are ultimately destined for reuse in palm plantations due to their high organic content.

The ordinary wastewater generated by human activities in administration areas is treated with plants designed to comply with Stage IV of Regulation 236-2006, and semi-annual monitoring is carried out by an accredited laboratory under ISO17025 standards.

303-3 Water extraction

The main sources of water supply for agricultural operations come from rivers that are on the borders or pass through the company's estates. For all water intakes, registration has been made with the technical river committees of the South Coast. In the case of REPSA, as there is no irrigation system installed, water is not taken for this purpose.

The water requirements of the companies are considered in the irrigation program and are compared with the maximum daily water intake flows, agreed upon in the technical river committees. Internal records of the volumes of water taken are also kept, and the Private Institute for Climate Change (ICC for its acronym in Spanish) conducts monitoring to verify that the water intake agreements are being met.

303-4 Water discharges

The effluents generated in production processes and human use receive adequate treatment, following the reference of Government Agreement 236-2006, Regulation of Wastewater Discharge, Wastewater Reuse, and Activated Sludge Management, in compliance with Phase IV.

Special Waters

The effluent generated by the palm oil extraction process is subject to efficiency control weekly, conducted internally by the quality laboratories of the mills. Additionally, efficiency monitoring of the treatment systems and the quality of the treated effluent is conducted twice a year by an externally accredited laboratory under ISO 17,025 standards. The internal monitoring conducted by the laboratory maintains a consistent reduction in organic load and treatment efficiency within a range of 92% to 95%. The results from the external laboratory show 100% compliance with water quality parameters for Reuse I in agricultural activities.

Water Quality	Santa Rosa	El Triunfo	Atlántida	REPSA I	REPSA II
Organic charge reduction efficiency	94%	96%	93%	95%	94%
Effluent megaliters	734.80	354.50	272.00	525.10	440.30

Ordinary waters

These result from human activities, such as sanitary services, showers, and others. For this effluent, there are WWTPs (Wastewater Treatment Plants) designed to meet the hydraulic retention requirements according to the occupancy levels and operating hours on the farms. The treated effluent is directed towards the cultivation areas through pipes arranged in a French drain to efficiently distribute moisture in the field.

303-5 Water consumption

For water use in our operations, maximum requirement parameters have been established for each activity. In agriculture, the theoretical crop demand of 36 mm per week per hectare is used as a reference, and the operation criteria for the irrigation system are adjusted based on climate conditions such as temperature and soil humidity.

For industrial operations, the reference is water consumption per ton of fresh fruit bunches processed, with a maximum limit of 2 cubic meters for processing and an effluent of 1.7 cubic meters.

Water management in palm oil operations is outlined in the Water Protection and Management Plan GAGS-PL-221 of the document management system. This plan includes operational water records for agricultural, industrial, and human consumption purposes, as well as a water quality monitoring program and efficiency of treatment systems.

Irrigation

This activity has generated an operational indicator as investments have been made in irrigation systems, increasing water use efficiency. This indicator is based on crop water requirements, atmospheric conditions at each site, and soil moisture dynamics. The maximum monthly consumption target is 1700 m^3 per hectare, sourced from surface water bodies based on agreements from the technical river committees of the South Coast for dry irrigation seasons, which typically last for an average of 6 months per year.

Operational records are verified through monitoring conducted by ICC at water intakes and in the format of operational water consumption records GAGS-F-290, GAGS-F-553 flow measurement using the propeller flow meter method, GAGS-F-288 data recording from tensiometers, and GAGS-F-674 data recording from sprinkler discharges.

According to operational results, compliance with irrigation targets sourced from surface bodies, mainly rivers, is established as follows:

Superficial Water	Santa Rosa	El Triunfo	Atlántida	REPSA
Annual Megaliters	39,110.16	18,114.45	17,684.95	N/A
% Reduction	26%	36%	49%	N/A

The reduction in the use of surface water to complete the irrigation layer consists of the combined use of water, mainly through rainwater harvesting, which is stored before the end of the rainy season at each of the operations.

Industrial Process

Water consumption in the mills is linked to the Metric Tons of Fresh Fruit Bunches (RFF) being processed, aiming to work at the operational equilibrium point to maintain the efficient use of water and energy resources. The water-to-RFF ratio processed is based on the average water consumption in the industrial process globally, which is 2.10 m^3.

Operational records of water consumption related to the quantity of processed fruit are maintained daily, allowing for effective control over the operational dynamics of the mill, efficiency equilibrium points, and the generation of process effluent. Industrial operations have made a series of control efforts and strategic investments to reduce water consumption in the palm oil extraction process, as shown in the table below:

Water in the Industrial Process	Santa Rosa	El Triunfo	Atlántida	REPSA I	REPSA II
M^3/TM RFF processes	2.0	1.94	1.77	1.04	1.02

Human consumption

The provision of water for human activities in sanitary services and for consumption as part of the hydration program follows the COGUANOR 29001 standard for drinking water, and the allocation per person is projected to be at least 70 liters per person. Each of the companies has a water infrastructure and management technician assigned to take operational records and ensure the effective operation of water treatment and purification systems.

Water station for employees

Camera Trap Review

Biodiversity, GRI 304

A commitment of the palm oil companies within the group is to protect and enhance conservation areas within the operating estates. To achieve this, a series of operational procedures have been established to facilitate the monitoring of biodiversity within the operations. Additionally, studies conducted by external experts validate the records maintained by company personnel.

304-1 Operations within protected areas, protected zones, or areas of high biodiversity value outside protected areas

As part of the monitoring of the management plans contained in the High Conservation Value (HCV) assessments conducted within the productive areas of the palm fruit bunch-producing companies, records of wildlife sightings are maintained both within the plantations and in areas under conservation or forest restoration.

304-3 Protected or restored habitats

With a territorial management approach, the palm estates have conservation areas undergoing forest restoration processes. The plant species used in enrichment planting are produced in nurseries established within the companies. The primary objective is to enhance biodiversity within the estates, promoting the balance of beneficial species such as insects and fungi that are part of biological pest and disease control. This approach contributes to reducing chemical use in Integrated Pest and Disease Management (IPDM).

High Conservation Value Area

304-4 Species appearing on the IUCN Red List and national conservation lists whose habitats are affected by operations.

Within the operational blocks of the companies in the four influence zones, work is conducted on **526 hectares** of land. Within the plantations, wildlife sightings are recorded, and species are classified by biological group. The presence of these species is checked against the list of species from the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES for its acronym in Spanish) and the IUCN Red List.

The wildlife sighting recording process is mainly carried out by agricultural personnel due to their longer presence within the plantations. To facilitate identification, a set of species identification cards is provided in the areas so that personnel can accurately record the species type and note if it is rare, threatened, or protected.

Biodiversity	Santa Rosa	El Triunfo	Atlántida	REPSA
Hectares under conservation	177	39	55	255
Number of sightings	3201	13658	11707	1350
Amount of CITES species	15	76	7	230

On average, there was a 35% increase in sightings compared to the data from last year while maintaining the same number of species included in the CITES treaty.

Residual Management, GRI 306

The production of crude palm oil encompasses three major operational areas: agricultural, industrial, and administrative, in which processes have been carried out to assess the generation of solid waste, classifying them based on their potential for reuse, reduction, recycling, and level of final disposal management. Environmental valorization has been one of the most significant efforts in the comprehensive management of waste and solid waste, with the central objective of reducing waste sent to municipal landfills in the areas where we operate and promoting a circular economy by utilizing those residues that can be incorporated into either agricultural or industrial processes.

306-1 Generation of waste and significant impacts related to waste.
The basic inputs for agricultural production include fertilizers, pest and disease control products, field tools for various tasks such as harvesting, inputs for administrative operations, and the generation of ordinary waste such as food and sanitary waste.

In the mill, the industrial process does not involve the addition of any chemicals and is purely a physical and mechanical process. Inputs mainly relate to service areas, where they are used to improve water quality for steam production in the boiler and for laboratory quality control. Maintenance of industrial equipment uses food-grade lubricants with very low impact and easy management. Replacement of metal parts is carried out under the preventive maintenance program, and discarded parts are collected for proper recycling.

The solid waste from the extraction process is organic and has been primarily part of the environmental valorization process to promote circularity in the operation. It is strategically disposed of in both agricultural and industrial areas.

306-2 Management of significant impacts related to waste.
The impact assessment has helped strengthen the processes of classification and determination of proper final disposal, following the guidelines of Government Agreement 164-2021, Integrated Management of Solid Waste.

The basic classification for this process is between ordinary and special waste, with each category further subdivided into organic and inorganic.

Ordinary Waste

Regarding ordinary waste, organic waste is disposed of in municipal landfills, while inorganic waste is sorted by material type and delivered to a collection company for recycling processes.

Special Waste

Special waste generated in the agricultural area has undergone evaluation for reuse processes. For instance, fertilizer containers are reused three times before being handed over to a container recycling company. Empty containers from pest and disease control products, resulting from crop applications, undergo triple washing, are then perforated to prevent reuse, and are delivered to the collection center for empty containers operated by the Agricultural Chemical Industry Association. They are responsible for recycling through the Campo Limpio program.

The waste and by-products generated in the palm oil mill, as part of the Fresh Fruit Bunches (FFB) process, are allocated to different stages of the production cycle to integrate circularity effectively and efficiently into the palm oil crude production process. This helps in containing the generation of special waste within the operational areas.

Special waste also includes all bio-infectious waste generated in the medical clinics of the companies. These clinics comply with Government Agreement 229-2014 and its amendments, "Occupational Health and Safety Regulations." The bio-infectious waste is handed over to a company accredited by the Ministry of Environment and Natural Resources for disposal in ovens, followed by ash encapsulation.

306-3 Generated Waste

In accordance with the classification of the Comprehensive Solid Waste Management Plan, 22% of the waste generated in the operation is sent to municipal landfills for final disposal, while 29% is directed towards recycling with specialized companies accredited by MARN, and 49% is internally composted and distributed in the field. The following table presents the total values by type of waste, management, and company.

Ordinary Waste (kg)				
Type of Process	**Santa Rosa**	**El Triunfo**	**Altántida**	**REPSA**
Dumping side	69,100.50	86,475.00	126,495.00	34,505.10
Recycling	88.843.50	144,125.00	84,330.00	103,515.30
Compost	39,486.00	57,650.00	70,275.00	552,081.60
TOTAL	**197,430.00**	**288,250.00**	**281,100.00**	**690,102.00**

For special waste generated in agricultural, industrial, and administrative operations, waste management is focused on reusing over 99% of the generated waste in the field, with low percentages directed towards recycling and final disposal by specialized companies accredited by the Ministry of Environment and Natural Resources, as shown in the following table.

Sepcial Waste (kg)				
Type of Process	**Santa Rosa**	**El Triunfo**	**Altántida**	**REPSA**
Recycling	8,476.80	5,256.00	9,830.10	211,535.90
Compost	0.00	0.00	0.00	170,963,069.90
Field distribution	214,790,285.70	113,090,499.00	120,145,795.40	151,375,287.50
Bio-infectious	706.40	525.60	655.34	1,057.68
TOTAL	**214,799,468.90**	**113,096,280.60**	**120,156,280.84**	**322,550,950.98**

Composting Process

306-4 Residues not destined for disposal.

Through the environmental assessment processes applied to the waste generated in crude palm oil production, 99.96% is not destined for disposal, with the following figures in kilograms.

Santa Rosa	El Triunfo	Atlántida	REPSA
214,927,092.00	113,297,530.00	120,310,230.50	323,205,490.20

306-5 Residues destined for disposal.

It's important to highlight that only 0.04% of the waste generated in crude palm oil operations is ultimately destined for disposal, either in municipal landfills or through companies accredited by the Ministry of Environment and Natural Resources, as shown in the following table.

Santa Rosa	El Triunfo	Atlántida	REPSA
69,806.90	87,000.60	127,150.34	35,562.78

FUNDAMENTAL WORK RIGHTS

Child Labor, GRI 408

Grupo HAME has committed to preventing child labor within its operations, as expressed in its policy, and has also adhered to sectoral commitments such as that of the Chamber of Agriculture of Guatemala.

To achieve and maintain this goal, the prohibition of hiring minors for any work has been included in the recruitment and hiring processes, as well as in the due diligence process with business partners.

408-1 Operations and suppliers with significant risk of child labor cases

In Guatemala, child labor is mostly concentrated in the agricultural sector, making it a risk for the four palm oil production operations. Therefore, it has been necessary to comprehensively address the assessment of field personnel recruitment without compromising equal opportunities but clarifying the position that due to the type of agricultural work in palm cultivation, minors should not and cannot be hired. All of this is outlined in procedure GRHS-054 Recruitment, Selection, and Hiring of Personnel, described in Chapter 6 of General Guidelines.

During the reporting period, no hiring of minors was recorded by the Human Resources Department, and it was also not identified that service providers within the operation's estates employed minors. This was verified through internal control, agricultural supervision, and the safety department.

Human Rights Evaluation, GRI 412

412-1 Operations subjected to reviews or assessments of human rights impacts.

At Grupo HAME, we respect human rights and follow the guidelines of the United Nations "Guiding Principles on Business and Human Rights" and international conventions ratified by Guatemala on this subject. We acknowledge equal rights without discrimination based on age, ethnic origin, religion or creed, gender, disability, pregnancy, nationality, or any other reason.

We are committed to equal treatment and opportunities for all individuals, basing recruitment, promotion, and compensation policies on merit, experience, competence, and capacity without discrimination.

Currently, 563 suppliers have accepted compliance with Grupo HAME's Sustainability Policy, including commitments to respect human rights, and 300 of these suppliers have submitted a self-assessment of compliance with the human rights policy.

412-2 Employee training on human rights policies or procedures

In 2022, the Human Rights training program was launched for administrative personnel at HAME, consisting of 5 training modules with an approximate duration of one hour each.

The modules cover topics related to Human Rights and their relationship with private companies, labor rights, behaviors that violate human rights, communities and human rights, and the relationship between human rights and the environment.

This program was launched in May within the framework of the HAME School, a digital platform that allows for the delivery of pre-graduated training materials and synchronous sessions according to each employee's time availability within the scope. During the second semester, Modules 1 and 2 were made available and were completed by 90% of the managerial and administrative personnel in the palm oil companies.

Local Communities, GRI 413

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

Grupo HAME is deeply committed to mitigating any potential impacts resulting from its palm oil production operations. To achieve this, it regularly conducts impact assessments for each operational area in the territories where productive palm oil areas are located.

Within the scope of palm oil operations, there are 87 communities across 13 municipalities in 7 departments of the country.

Santa Rosa
Communities

ESCUINTLA

Tiquisate

- Almolonga
- Canoas - Pinula
- Champas - Pinula
- El Campesino
- El Rinconcito
- Jardines de Fátima
- Los Rosales - Pinula
- San Juan La Noria

SUCHITEPÉQUEZ

Mazatenango

- Monte Carlo

San José El Ídolo

- El Fresnillo
- Nuevo Santiago Cabricán
- Parrasquín

Santo Domingo Suchitepéquez

- Bolivia
- Conrado de la Cruz
- La Guadalupe
- Manelis
- Monseñor Romero
- Parcelamiento La Esperanza
- Parcelamiento San Mauricio
- San José Los Tiestos

El Triunfo
Communities

QUETZALTENANGO

Coatepeque

- Aldea Colón
- Aldea La Democracia
- Aldea La Felicidad
- Aldea San Rafael Pacaya 2
- Aldea San Vicente Pacaya
- Caserío Campo Libre
- Caserío El Pomal
- Caserío El Troje
- Caserío La Ayuda
- Caserío Santa Fe
- Caserío Villa Flores

Génova

- Comunidad Agraria Arizona
- Comunidad Agraria San Roque

RETALHULEU

Retalhuleu

- Aldea La Blanquita

Atlántida
Communities

QUETZALTENANGO

Coatepeque

- Aldea La Esmeralda
- Caserío El Reparo
- Caserío San Antonio El Naranjo
- Comunidad Agraria Montecristo

RETALHULEU

Retalhuleu

- Comunidad Agraria Valle Lirio

SAN MARCOS

Ayutla

- Aldea La Montañita
- Aldea Margaritas
- Aldea Santa Marta Meléndrez
- Aldea Sanjón El Tiesto
- Caserío El Jardín
- Caserío La Independencia
- Comunidad Agraria Las Mercedes

La Blanca

- Caserío Carrizales
- Caserío El Izotal
- Colonia Los Díaz
- Parcelamiento Chiquirines

Malacatán

- Aldea María Linda
- Caserío El Rubí
- Caserío Las Flores

Pajapita

- Caserío La Parada

REPSA
Communities

ALTA VERAPAZ

Chisec

- Canlech
- Cruce Del Pato
- Linterna I
- Linterna II
- Nueva Samaritana

PETÉN

Sayaxché

- Argentina
- Bolivia El Colorado
- Champerico
- Colonia Susan Meymy Mich
- El Canaleño
- El Chapayal
- El Chotal
- El Eden
- El Mirador
- El Pato
- El Rosal
- El Tucán
- El Zapote
- La Caoba
- La Ceiba
- La Torre
- Las Camelias
- Los Olivos
- Nueva Jerusalén
- Nueva Jerusalén La Laguna
- Nuevo San Fernando
- Río La Pasión
- Santa Isabel
- Santa Rosa
- Setul
- Tamarindo I-II
- Tierra Blanca

Part of this impact identification process involves creating lists of stakeholder groups as interested parties in the consultation process regarding HAME's company operations. The consultation process is divided into impact assessments for each operation and the promotion of local development to have inputs generated through a participatory approach regarding the perception of control, reduction, and mitigation actions for operational impacts as well as community outreach projects.

413-2 Operations with significant negative impacts – both real and potential – on local communities

The process of updating social impact assessments is carried out every two years, and workshops are coordinated to execute the methodology for identifying impacts caused by operations. Stakeholders are consulted, and their feedback on the effectiveness of measures implemented to control, reduce, and mitigate risks to communities is received.

Each of the palm oil companies within the group has an independent socio-environmental impact assessment developed in consensus with identified stakeholders. As a result, mitigation plans are implemented. The progress of these plans is continuously evaluated through the generation of compliance reports, the coordination of participatory monitoring activities, and annual execution reports consolidating compliance verifiers. In 2022, the average compliance rate across the four palm oil operations was 94%.

For Santa Rosa, the last update of the Environmental and Social Impact Assessment (EISA for its acronym in Spanish) was carried out in November 2022, and the updated plan came into effect in December of the same year. El Triunfo, Atlántida, and REPSA will undergo the EISA update phase during 2023, following the relevant methodology and under the coordination of an external advisory team and the social management staff of each company serving as liaisons with stakeholders.

The results regarding the level of implementation of the impact response plans for each operation are presented below:

Impact by Operation: **Santa Rosa**

Area	Number of Impacts	% Attention Progress
Agriculture	16	99
Industry	1	83
Transportation Logistics	11	90
Enviromental Management	7	100
Human Resources	11	80
Occupational Health and Safety	4	100
Social Management	4	95
Level of Impact Attention		**92**

Impact by Operation: **El Triunfo**

Area	Number of Impacts	% Attention Progress
Agriculture	7	94
Industry	4	100
Transportation Logistics	2	80
Enviromental Management	5	90
Human Resources	7	76
Occupational Health and Safety	3	100
Social Management	2	96
Level of Impact Attention		**91**

Impact by Operation: **Atlántida**

Area	Number of Impacts	% Attention Progress
Agriculture	13	95
Industry	2	100
Transportation Logistics	3	85
Enviromental Management	4	90
Human Resources	7	100
Occupational Health and Safety	2	100
Social Management	5	94
Level of Impact Attention		**95**

Impact by Operation: **REPSA**

Area	Number of Impacts	% Attention Progress
Agriculture	6	93
Industry	2	95
Transportation Logistics	3	95
Enviromental Management	6	94
Human Resources	9	100
Occupational Health and Safety	1	100
Social Management	4	100
Level of Impact Attention		**97**

GRUPO HAME

Growing
PROSPERITY

4 avenida 8-93 zona 9, Edificio HAME,
Guatemala City, 01009

(+502) 2429-5555

contactenos@grupohame.com
www.grupohame.com