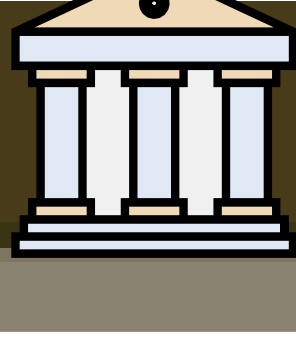


May-August
2023

SUSTAINABILITY DASHBOARD

PALM OIL UNIT



Governance

Traceability



Of the fruit (FFB) processed in Grupo HAME's mills is traceable **to plantation**.

Following our continuous improvement approach, the **Annual Internal Audit** of the 2023 **Sustainability Action Plan** was carried out to verify the execution of strategic actions. The audit report reflected important progress and areas of opportunity to be addressed.



Human Rights

Human Rights Due Diligence

Forced Labor Evaluation: conducted the evaluation through document review and onsite interviews to **identify and manage risks of forced labor** in REPSA and Santa Rosa, aligned to the International Labor Organization (ILO)'s indicators.

Workplace Environment: socialized with internal stakeholders the results of the anthropological study of "Labor Context" -starting point of the comprehensive program- and **began designing the action plans**.

Impact Mitigation Plans

Goal: execution of >92%



Updating of the **Environmental and Social Impact Assessments (EISA)** of REPSA and El Triunfo and started executing the 2023-2025 **Impact Mitigation Plans**.

Confirmed cases resolved through the **Grievance Mechanism**, *Total cases of all the operations of the Palm Oil Unit.

Community impacts:	13
Discrimination:	0
Labor rights and conditions:	62
Harassment and intimidation:	22
Sexual harassment:	4

100% of the cases were resolved according to internal policies and procedures.

New employees in all operations of the Palm Oil Unit received a copy of their **working contract** and were **trained** on sustainability and **Human Rights**.



87%

Administrative employees trained on the Group's Human Rights training program: *"Working together to build a place of respect and opportunities, achieving exceptional results"* through our virtual learning platform Escuela HAME.

- Content consists of 5 modules addressing the relation between business and human rights, labor rights, conducts in the workplace that violate human rights, environment and communities.

100%

Right-of-way permits working.

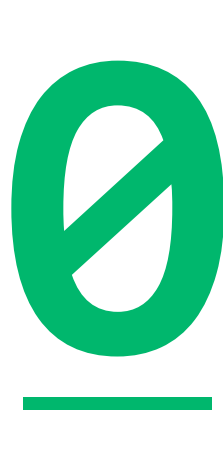
Complaints in all the operations of the Palm Oil Unit were addressed and resolved within the **timeframe** established by the **Grievance Mechanism procedure**.



100%

Execution of REPSA's **Local Employment Plan**.

Findings of **minors** working in the operations (on site and remote internal audit).



REPSA Santa Rosa
El Triunfo Atlántida

Occupational Health and Safety:

0.19

REPSA

2.33

El Triunfo

Cause: increase in accidents during pruning.

Actions taken: strengthened training and supervision of the use of Personal Protective Equipment (PPE).

0.41

Santa Rosa

21.9

Atlántida

Cause: the fatality recorded in quarter 1 raises this indicator for the rest of the year in this operation according to the reference standard used (Occupational Safety and Health Administration, OSHA).

Without the fatality of quarter 1, the ILI of Atlántida in

Occupational Illness Rate (OIR):

REPSA
0

Santa Rosa
0.01

El Triunfo
0.07

Atlántida
0.11

We participated in the **9th. Pan-American Congress of Occupational Hygiene**, "Sustainable Development Goals, Decent Work and its relationship with Health and Safety at Work" presenting our best practices for a safe and healthy work environment.

Gender Action Plan: launched a communications campaign to create awareness on the Group's gender commitments.



Environment

areas used fire for conditioning and/or renewal.



100% of own and third-party plantations were **verified deforestation free (VDF)** through external satellite monitoring carried out by Satelligence. See April-June 2023 report.



100%

Environmental **impacts mitigated** according to legal requirements and commitments (average of all the operations of the Palm Oil Unit).



Proactive and leading role in the technical meetings of the **7 watershed committees** of the rivers in the area of influence promoting best practices for the comprehensive management of water.

100%

100% of the mills assessed are in compliance with the applicable regulations for **wastewater treatment** (Guatemalan Government Agreement 236) according to external evaluations carried out by an independent laboratory.

Indicador	REPSA	Santa Rosa	El Triunfo	Atlántida
Water consumption: Sprinkler Irrigation , m ³ /Ha/month * N/A = does not apply irrigation.	N/A*	357.3	111.1	871.5
Water consumption: Capillary Irrigation , m ³ /Ha/month *The other palm oil operations do not apply this type of irrigation	N/A*	1,173.6	N/A*	N/A*
Water consumption: Mills , m ³ /MT FFB.	R1: 1.23 R2: 1.38	2.01	1.98	1.83

Grupo HAME reaffirms its commitment to sustainability and continuous improvement, in order to keep creating economic, social and environmental value in all the areas where it operates.



**GRUPO
HAME**

Growing **PROSPERITY**

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Grievance Mechanism **Free, confidential and secure.**

Toll-free number **1-801-137-7777**