## **GRI** Index

| PROFILE<br>DISCLOSURE | DESCRIPTION  | REPORTED | CROSS REFERENCE/<br>DIRECT ANSWER | EXPLANATION |
|-----------------------|--|----------|-----------------------------------|-------------|
|                       |  |          |                                   |             |
|                       | 1. STRATEGY AND ANALYSIS   |          |                                   |             |
| 1.1                   | Statement from the most senior decision-maker of the organization.   | Fully    | 14 - 15                           |             |
| 1.2                   | Description of key impacts, risks, and opportunities.  | Fully    | 13, 7 -23, 27, 30 and 50          |             |
|                       | 2. ORGANIZATIONAL PROFILE  |          |                                   |             |
| 2.1                   | Name of the organization.  | Fully    | Font                              |             |
| 2.2                   | Primary brands, products, and/or services.   | Fully    | 34 - 41                           |             |
| 2.3                   | Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.      | Fully    | 6 - 9 and 17                      |             |
| 2.4                   | Location of organization's headquarters.   | Fully    | Third liners                      |             |
| 2.5                   | Number of countries where the organization operates, and names of coun-  | Fully    | 6, 23, 28 and 31                  |             |
| 2.3                   | tries with either major operations or that are specifically relevant to the  | 1 dily   | 0, 23, 20 and 31                  |             |
|                       | sustainability issues covered in the report.   |          |                                   |             |
| 2.6                   | Nature of ownership and legal form.  | Fully    | Third liners                      |             |
| 2.7                   | Markets served (including geographic breakdown, sectors served, and types  | Fully    | 22- 31                            |             |
| 2.7                   | of customers/beneficiaries).   | 1 311/   | 22.31                             |             |
| 2.8                   | Scale of the reporting organization.   | Fully    | 2, 4 - 5                          |             |
| 2.9                   | Significant changes during the reporting period regarding size, structure,   | Fully    | 8 - 9, 14 - 15                    |             |
|                       | or ownership.  | ,        |                                   |             |
| 2.10                  | Awards received in the reporting period.   | Fully    | 50 , 65 - 66 and 80               |             |
|                       | 3. REPORT PARAMETERS   |          |                                   |             |
|                       | PERFIL DE LA MEMORIA   |          |                                   |             |
| 3.1                   | Reporting period (e.g., fiscal/calendar year) for information provided.  | Fully    | 118                               |             |
| 3.2                   | Date of most recent previous report (if any).  | Fully    | 118                               |             |
| 3.3                   | Reporting cycle (annual, biennial, etc.)   | Fully    | 118                               |             |
| 3.4                   | Contact point for questions regarding the report or its contents.  | Fully    | Third liners                      |             |
|                       | REPORT SCOPE AND BOUNDARY  | ,        |                                   |             |
| 3.5                   | Process for defining report content.   | Fully    | 118                               |             |
| 3.6                   | Boundary of the report (e.g., countries, divisions, subsidiaries, leased facili-   | Fully    | 118                               |             |
|                       | ties, joint ventures, suppliers).  |          |                                   |             |
| 3.7                   | State any specific limitations on the scope or boundary of the report  | Fully    | 118                               |             |
| 2.0                   | (see completeness principle for explanation of scope).   | - II     | 0 0 147                           |             |
| 3.8                   | Basis for reporting on joint ventures, subsidiaries, leased facilities, out-   | Fully    | 8 - 9 and 17                      |             |
|                       | sourced operations, and other entities that can significantly affect compara-  |          |                                   |             |
| 3.9                   | bility from period to period and/or between organizations.  Data measurement techniques and the bases of calculations, including | Fully    | 118                               |             |
| 3.9                   | assumptions and techniques underlying estimations applied to the compila-  | Tully    | 110                               |             |
|                       | tion of the Indicators and other information in the report.  |          |                                   |             |
| 3.10                  | Explanation of the effect of any re-statements of information provided   | Fully    | 12 - 13 and 118                   |             |
|                       | in earlier reports, and the reasons for such re-statement (e.g.,mergers/   | 1 2,     |                                   |             |
|                       | acquisitions, change of base years/periods, nature of business, measure-   |          |                                   |             |
|                       | ment methods).   |          |                                   |             |
| 3.11                  | Significant changes from previous reporting periods in the scope, boundary,  | Fully    | 118                               |             |
|                       | or measurement methods applied in the report.  |          |                                   |             |
|                       | CONTENTS   |          |                                   |             |
| 3.12                  | Table identifying the location of the Standard Disclosures in the report.  | Fully    | 120 - 128                         |             |
|                       | ASSURANCE  |          |                                   |             |
| 3.13                  | Policy and current practice with regard to seeking external assurance for  | Fully    | 118 and 119                       |             |
|                       | the report.  |          |                                   |             |
|                       | 4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT   | Fully    |                                   |             |
|                       | GOVERNANCE   |          |                                   |             |
| 4.1                   | Governance structure of the organization, including committees under the   | Fully    | 108 - 109                         |             |
|                       | highest governance body responsible for specific tasks, such as setting strat-   |          |                                   |             |
|                       | egy or organizational oversight.   |          |                                   |             |
| 4.2                   | Indicate whether the Chair of the highest governance body is also an ex-   | Fully    | 108 - 109                         |             |
|                       | ecutive officer.   |          |                                   |             |
| 4.3                   | For organizations that have a unitary board structure, state the number and  | Fully    | 108 - 109                         |             |
|                       | gender of members of the highest governance body that are independent  |          |                                   |             |
|                       | and/or non-executive members.  | _ ,,     |                                   |             |
| 4.4                   | Mechanisms for shareholders and employees to provide recommendations   | Fully    | 108 - 109                         |             |
| ,_                    | or direction to the highest governance body.   | - II     | 400 400                           |             |
| 4.5                   | Linkage between compensation for members of the highest governance body,   | Fully    | 108 - 109                         |             |
|                       | senior managers, and executives (including departure arrangements), and the  |          |                                   |             |
|                       | organization's performance (including social and environmental performance).   |          |                                   |             |
|                       |  | I.       | l .                               |             |

| PROFILE<br>DISCLOSURE | DESCRIPTION   | REPORTED       | CROSS REFERENCE/<br>DIRECT ANSWER | EXPLANATION   |
|-----------------------|---|----------------|-----------------------------------|---|
|                       |   |                |                                   |   |
| 4.6                   | Processes in place for the highest governance body to ensure conflicts of interest are avoided.   | Fully          | 108 - 109                         |   |
| 4.7                   | Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, includ-  | Fully          | 108 - 115                         |   |
| 4.8                   | ing any consideration of gender and other indicators of diversity.  Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance  | Fully          | 2 5                               |   |
| 4.9                   | and the status of their implementation.  Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compli- | Fully          | 108 - 109                         |   |
| 4.10                  | ance with internationally agreed standards, codes of conduct, and principles.<br>Processes for evaluating the highest governance body's own performance,<br>particularly with respect to economic, environmental, and social perfor-  | Fully          | 108 - 109                         |   |
| 4.11                  | mance.  COMMITMENTS TO EXTERNAL INITIATIVES  Explanation of whether and how the precautionary approach or principle   | Fully          | 2 - 5, 42 - 43 and 50             |   |
| 4.12                  | is addressed by the organization.  Externally developed economic, environmental, and social charters, princi-   | Fully          | 46 - 47, 67, 77, 82 - 104         |   |
| 4.13                  | ples, or other initiatives to which the organization subscribes or endorses. Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: *Has   | Fully          | 109                               |   |
|                       | positions in governance bodies; *Participates in projects or committees;<br>*Provides substantive funding beyond routine membership dues; or *Views membership as strategic.  STAKEHOLDER ENGAGEMENT  |                |                                   |   |
| 4.14                  | List of stakeholder groups engaged by the organization.   | Fully          | 5                                 |   |
| 4.15                  | Basis for identification and selection of stakeholders with whom to engage.   | Partial        | 5                                 | The Compartamos interest groups are identified in the   |
| 4.16                  | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.   | Fully          | 5                                 | sustainable business models.  The sustainable business model is plotted the relationship and ac-  |
| 4.17                  | Key topics and concerns that hve been raised through stakeholder engagement, and how the organization has responede to those key topics and concerns  | Partial        | 5                                 | tion guideline of each one, but not the frequency of interaction.  The Compartamos interest groups analyzed the prospects of generating low value of the institution. |
| EC1                   | ECONOMIC PERFORMANCE Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community invest-   | Fully          | 13                                |   |
| EC2                   | ments, retained earnings, and payments to capital providers and governments.<br>Financial implications and other risks and opportunities for the organiza-<br>tion's activities due to climate change.  | Fully          | 96                                |   |
| EC3                   | Coverage of the organization's defined benefit plan obligations.  | Fully          | 79 - 104                          |   |
| EC4                   | Significant financial assistance received from government.  | Fully          |                                   | Compartamos does not receive financial support from the government.   |
|                       | MARKET PRESENCE   |                |                                   |   |
| EC5                   | Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.  | No Information |                                   | Information not considered in the materiality of the report   |
| EC6                   | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.   | Fully          |                                   | Local supply is privileged, being a service company.  |
| EC7                   | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.  INDIRECT ECONOMIC IMPACTS  | Partial        | 72                                | The hiring process is confidential.   |
| EC8                   | Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.  | Fully          | 79 - 104                          |   |
| EC9                   | Understanding and describing significant indirect economic impacts, including the extent of impacts.  ENVIRONMENTAL INDICATORS  MATERIALS   | Fully          | 18 - 31 and 56 - 63               |   |
| EN1                   | Materials used by weight or volume.   | Fully          | 98                                |   |
| EN2                   | Percentage of materials used that are recycled input materials.  ENERGY   | Fully          | 97                                |   |
| EN3                   | Direct energy consumption by primary energy source.   | Fully          | 98                                |   |
| EN4                   | Indirect energy consumption by primary source.  | No Information |                                   | Information not considered in the materiality of the report   |
| EN5                   | Energy saved due to conservation and efficiency improvements.   | Partial        | 96 - 97                           | The energy savings resulting from the various measures das  |
| EN6                   | Initiatives to provide energy-efficient or renewable energy based products and  | Fully          |                                   | implemented and described, but not quantified.  |
|                       | services, and reductions in energy requirements as a result of these initiatives.   |                |                                   | No use renewable energy sources   |

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|                       |   |                |                                   |   |
| EN7                   | Initiatives to reduce indirect energy consumption and reductions achieved.  WATER   | Fully          |                                   | Not accounted for indirect energy consumption   |
| EN8                   | Total water withdrawal by source.   | Fully          |                                   | In offices using water public service   |
| EN9                   | Water sources significantly affected by withdrawal of water.  | Fully          |                                   | We do not affect water sources directly for our operation.  |
| EN10                  | Percentage and total volume of water recycled and reused.<br>BIODIVERSITY   | No Information |                                   | Information not considered in the materiality of the report   |
| EN11                  | Location and size of land owned, leased, managed in, or adjacent to, pro-<br>tected areas and areas of high biodiversity value outside protected areas.   | Fully          |                                   | We do not have offices in natural service.  |
| EN12                  | Description of significant impacts of activities, products, and services on<br>biodiversity in protected areas and areas of high biodiversity value outside<br>protected areas.                                     | Fully          |                                   | For our economic activity do not have significant impacts on biodiversity.  |
| EN13                  | Habitats protected or restored.   | Fully          |                                   | We do not operate in habitats protected or restored   |
| EN14                  | Strategies, current actions, and future plans for managing impacts on biodiversity.   | Fully          | 96 - 98                           | Not material  |
| EN15                  | Number of IUCN Red List species and national conservation list species  | Fully          |                                   | For our activity, do not have significant impacts on species  |
|                       | with habitats in areas affected by operations, by level of extinction risk.  EMISSIONS, EFFLUENTS AND WASTE   | ,              |                                   | extinction  |
| EN16                  | Total direct and indirect greenhouse gas emissions by weight.   | Fully          | 98                                |   |
| EN17                  | Other relevant indirect greenhouse gas emissions by weight.   | Fully          | 98                                |   |
| EN18                  | Initiatives to reduce greenhouse gas emissions and reductions achieved.   | Partial        | 96 -98                            | The reductions do not have been identified  |
| EN19                  | Emissions of ozone-depleting substances by weight.  | Fully          |                                   | For our economic activity not use gases of any kind and in terms of air conditioning equipment, these are mostly last generation. |
| EN20                  | NOx, SOx, and other significant air emissions by type and weight.   | Fully          |                                   | For our economic activity do not use any gas.   |
| EN21                  | Total water discharge by quality and destination.   | Partial        |                                   | Only water is used in bathrooms and office cleaning and their destination is the public sewer. We have no quantification in 2012. |
| EN22                  | Total weight of waste by type and disposal method.  | Partial        | 97                                | No specific method of treatment of waste, but if the total managed for recycling  |
| EN23                  | Total number and volume of significant spills.  | Fully          |                                   | For our economic activity do not have the risk of spills.   |
| EN24                  | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and  | Fully          |                                   | For our economic activity do not carry any type of waste.   |
|                       | VIII, and percentage of transported waste shipped internationally.  |                |                                   |   |
| EN25                  | Identity, size, protected status, and biodiversity value of water bodies<br>and related habitats significantly affected by the reporting organization's<br>discharges of water and runoff.<br>PRODUCTS AND SERVICES | Fully          |                                   | For our economic activity do not have significant impacts on biodiversity or habitat  |
| EN26                  | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.  | Fully          | 96 - 98                           |   |
| EN27                  | Percentage of products sold and their packaging materials that are re-<br>claimed by category.  COMPLIANCE  | Fully          |                                   | For our economic activity is not significant selling materials or packaging.  |
| EN28                  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.  | Fully          |                                   | No fines in the environmental field   |
| EN29                  | TRANSPORT   | E.II.          | 96 - 98                           |   |
| ENZY                  | Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.  OVERALL                                | Fully          | 90 - 90                           |   |
| EN30                  | Total environmental protection expenditures and investments by type.  SOCIAL: LABOR PRACTICES AND DECENT WORK  PERFORMANCE INDICATOR  EMPLOYMENT  | Partial        |                                   | Only describes the support to ONG's focused on environmental care.  |
| LA1                   | ASPECTO: EMPLEO  Total workforce by employment type, employment contract, and region,   | Partial        | 6 and 72                          | Lack breakdown by contract.   |
| LA2                   | broken down by gender.  Total number and rate of new employee hires and employee turnover by  | Partial        | 72                                | "Falta el desglose por región."   |
|                       | age group, gender, and region.  |                |                                   |   |
| LA3                   | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.  | Fully          | 70 - 71                           | Solo se tiene una sola jornada laboral, de 8 horas de lunes a viernes en todos los lugares de operación.                          |
|                       | LABOR/MANAGEMENT RELATIONS  |                |                                   |   |
| LA4                   | Percentage of employees covered by collective bargaining agreements.  | No Information |                                   | Information not considered in the materiality of the report   |
| LA5                   | Minimum notice period(s) regarding significant operational changes, in-   | No Information |                                   | Information not considered in the materiality of the report   |
|                       | cluding whether it is specified in collective agreements.  OCCUPATIONAL HEALTH AND SAFETY   |                |                                   |   |
| LA6                   | Percentage of total workforce represented in formal joint manage-<br>ment-worker health and safety committees that help monitor and advise  | No Information |                                   | Information not considered in the materiality of the report   |
|                       | on occupational health and safety programs.   |                |                                   |   |

| State of pure, competend decreas, lost days, and absencesion, and existing or a was decided latables by region and by gradual Colorans.  All Countries characters, countries, pure presents, and relacement programs in place to make working experiences, and relacement programs in place to make working experiences, and relacement programs in place to make working experiences, and relacement programs in place to make working experiences, and relacements with the desired particles and considered in the materiality of the spoot them by the control of the materiality of the spoot of the spoot of the materiality of the spoot of the materiality of the spoot of the materiality of the spoot of the spoot of the materiality of the spoot of the materiality of the spoot of the spoot of the materiality of the spoot of the spoot of the materiality of the spoot of the spoot of the materiality of the spoot of the spoot of the spoot of the materiality of the spoot o | PROFILE<br>DISCLOSURE | DESCRIPTION  | REPORTED            | CROSS REFERENCE/<br>DIRECT ANSWER | EXPLANATION  |
|--|-----------------------|--|---------------------|-----------------------------------|--|
| Author of work-mark frailines by region and by gender.   |                       |  |                     |                                   |  |
| Education, saining occurreding prevention, and risk centred programs of appearance and sease investions manuscript members regarding service determined. The manuscript members regarding service determined and sease.   No Information   No Info   | LA7                   | Rates of injury, occupational diseases, lost days, and absenteeism, and        | Partial             |                                   | For our economic activity are considered as low-risk labor   |
| place to assist wolf-the emelors, their families, aroundary member regarder persons disease.  Health and selfer project sprace covered in formal appreciants with trade union. No information  Another |                       |  |                     |                                   |  |
| regarding among disease.  All Personal and oldery regions: concred in formal agreements with trade unions. TRANNIC AND DECATION.  LATO A mappe locus of staining per year per employee by grock, and by one player company.  LATO Personal process of staining personal personal process of staining personal personal process. Personal player company.  LATO CONTROLL OF CON | LA8                   |  | No Information      |                                   | Information not considered in the materiality of the report  |
| Infent had safety poors careful from all agreements with state units.  |                       |  |                     |                                   |  |
| Information   Partial      | 1.40                  |  | No Information      |                                   | Information and considered in the materiality of the const   |
| APT   Program for sith management and Ecksop learning that apport to optimize the program for sith management and Ecksop learning that apport to optimize the program for sith management and Ecksop learning that apport to optimize the program for sith management and Ecksop learning that apport to optimize the program for sith management and Ecksop learning that apport to the program for sith management and Ecksop learning that apport to the program for sith management and Ecksop learning that the program for sith learning that    | LAY                   |  | INO IIIIOIIIIatioii |                                   | information not considered in the materiality of the report  |
| player category.  Alt 17  Alt 20  Alt  | LA10                  |  | Partial             | 76 - 77                           | Training hours are not broken down by employee category.   |
| und employability of employees and most when in managing career endings.  Personal personal personal personal personal personal personal career developed openior traces. by greater.  DVESTIV AND EQUILA OPPORTURINY  Composition of governance bodies and breakdown of employees per employee stategary according to gends, age responsibility group removes ship, and other indicates not diswestly.  LA14 Rate of basic sallary and members on the by employee categary by significant locations of sportation.  LA15 Reums town of an external leave, by gender.  LA16 Reums town does and restant leave, by gender.  LA17 Reums town does and restant est after parental leave, by gender.  LA18 Reums town does and restant leave, by gender.  LA19 Reums town does and restant leave, by gender.  LA19 Reums town does and restant leave, by gender.  LA19 Reums town does and restant leave, by gender.  LA19 Reums town does a restant leave, by gender.  LA19 Reums town does a restant leave, by gender.  LA19 Reums town does a restant leave, by gender.  LA19 Reums town does a restant leave, by gender.  LA19 Reums town does a restant leave, by gender.  LA19 Reums town does restant to a restant leave, by gender.  LA19 Reums town does restant to a restant leave, by gender.  LA19 Reums town does restant to a restant leave, by gender.  LA19 Reums town does received in the materiality of the report town does not the restant sugging the restant for coree, town does not the restant sugging town does not considered and the restant sugging town does not sugging town does not have a restant to a restant to a restant town does not have a restant to a restant town does not have a restant to a restant to a restant to a restant to a  |                       | 3  |                     | 70 77                             | ,  |
| Percentage of employees receiving regular performance and career developed   | LA11                  |  | Fully               | 67, 76 - 77                       |  |
| OPERATIVA DE COLLA COPRORIUNIV  ALA14  Ratio of generative bodie and breakdown of employees per employee category acrossing to greate age group, minority group membershy, and after indicates of diversity.  ALA14  Ratio of base sallary and emmunation of women to mem by employee category, by a significant locations of operation.  ALA15  Ratin through the control of  |                       | . , , , , ,  |                     |                                   |  |
| A13 Composition of geometrace backs and breakdown of employees per employee category according to genetic age group, monthly group membership, and other indicators of devention.  A14 Ratio of back salary and retrumentation of women to mem by employee category, by significant bortions of operation.  A15 Return to work and returnion state after perental leave, by quark.  A16 Percentage and statal number of significant investment agreements and controlled and the state interests that individe abuses incorpositing human rights concerning agreets of human rights screening and actions taken.  A16 To Discontinuous returning and extension taken.  A17 To Discontinuous returning agreets of human rights that are relevant to operations, including the personal and significant investment agreements and conceive extension taken.  A17 To Discontinuous returning agreets of human rights that are relevant to operations, including the personal and significant significant individent to end of the state of support the discontinuous and corrective extension taken.  A18 To Discontinuous returning agreement and continuous and corrective extension taken.  A18 To Discontinuous returning agreement and continuous and corrective extension taken.  A18 To Discontinuous returning agreement and continuous and corrective extension taken.  A18 To Discontinuous returning agreement and continuous and corrective extension taken.  A18 To Discontinuous returning agreement and activities are not important risk in this area.  A18 To Discontinuous returning agreement and activities are not important risk in this area.  A18 To Discontinuous returning agreement and activities are not important risk in this area.  A18 Percentage of employees taken to the operations to the effective about on the distribution of this libution.  A18 Percentage of employees activities as having significant risk of contribute to the effective about of this percentage of employees activity personnel trained in the organizations policies or procedures concerning agorts of human ri | LA12                  |  | Fully               | 76                                |  |
| Composition of governance bodies and breakfourn of employees per employee category according to gender, sage greats, minimizing your amembershy, and other indicators of descript.   |                       |  |                     |                                   |  |
| player category according to gender, seg group, minority group membership, and other indicators of directing.  An of biast salary and remuneration of women to memb by employer category by significant instantion of presents of the state of postate states of presents of the state of postate states of postates.  ART Return to work and recention rates after parental leave, by gender, MYSTMENT AND ROCKIDESENT PRACTICES  ART Percentage and total number of significant investment agreements and contracts that include clause incorporating human rights screening.  ART Percentage and total number of significant investment agreements and contracts that include clause incorporating human rights screening.  ART To thouse of employer training on policies and procedures concerning agencts of human rights that are relevant to operations, and actions taken.  ART To thouse of employer training on policies and procedures concerning agencts of human rights that are relevant to operations, including the processors and significant suppless identifies which the right to exercite freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support the empty.  ART Operations and significant suppless identified which the right to exercite freedom of association and collective bargaining may be violated or at significant risk, and actions believe to applicate of the significant suppless identified when the rights.  ART Operations and significant suppless identified as having significant risk for indicates of full blook, and measures taken to contribute to the effective about on of hill blook.  ART Operations and significant suppless identified as having significant risk for indicates of risk all blooks, and measures taken to contribute to the effective about on of hill blooks.  ART Operations and significant suppless identified as having significant risk for indicates of all filters of freed or computingly blooks.  SECURITY PRACTICES  ARRAINED  ARRAINED  ARRAINED  ARRAINED  ARRAINED  ARRAIN | IA13                  |  | Partial             | 70                                | Not include the breakdown by age and gender  |
| ship, and other inductors of diversity.  At 144  At all can of a base salay and remuneration of weemen to men by employee category, by significant bactions of operation.  At 157  At 167  At 178  At 179  At  | DATS                  |  | T di cidi           | 72                                | Not medde the breakdown by age and gender.   |
| category, by symficant locations of operation.  A15  Return to work and reterition rates after personal leave, by gorde.  No Information  RR1  Return board was described residually reported.  RR2  Return board was described residually reported.  RR3  Return board was described residually residual |                       |  |                     |                                   |  |
| REUIT to work and recention rates after pertratil leve, by gender.  No Information  Percentage and total number of significant interstment and contracts that include clause incorporating human rights concerns, or that here undergone human rights concerns, or that have been subject to human rights concerns, or that have been subject to human rights concerns, or that have been subject to human rights concerns, or that have been subject to human rights field, addressed and resoluted from the materiality of the report independent of the materiality of the report or operations.  NO Information  No Information  No Information  No Information on considered in the materiality of the report or elementation of ill falso.  Percentage of scority personed trained in the organization's policies or procedure concerning appets of human rights field, addressed and resolved from policies and to human rights field, addressed and resolved from policies and to human rights field, addressed and resolved from policies and total humber of poperations that have been subject to human right | LA14                  | Ratio of basic salary and remuneration of women to men by employee             | No Information      |                                   | Information not considered in the materiality of the report  |
| ### Information not considered in the materiality of the report contracts that include clauses incorporating human rights concerns, or that have underspore human rights streaming and cuttors taken.  #### Total human rights that are relevant to operations, including the precedures concerning appects of human rights that are relevant to operations.  #### Total number of incidents of discrimination and corrective actions taken.  #### No Information  ### Information not considered in the materiality of the report indicates of ridial blace.  ### No Information  ### No Information  ### No Information  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Information not considered in the materiality of the report indicates of ridial blace.  ### Infor |                       |  |                     |                                   |  |
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| Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.  INDIGENOUS RIGHTS  Total number of incidents of violations involving rights of indigenous people and actions taken.  ASSESSMENT  HR10 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.  Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.  LOCAL COMMUNITIES  SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  SO3 Percentage of employees trained in organization's anti-corruption policies and procedures.  Fully  No Information  Information not considered in the materiality of the report when the materiality of the report area in charge and countered with training to employees.  Fully  76 and 50  The materialization of this risk is constantly assessed by the area in charge and countered with training to employees.  |                       |  |                     |                                   |  |
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| operations.  INDIGENOUS RIGHTS  Total number of incidents of violations involving rights of indigenous people and actions taken.  ASSESSMENT  HR10 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.  Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.  LOCAL COMMUNITIES  SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  Fully  We have no recorded incidents of this nature  Not material  Not material  No Information  Information not considered in the materiality of the report area in charge and countered with training to employees.  Fully  Fully  76  | пко                   |  | NO IIIIOIIIIALIOII  |                                   | information not considered in the materiality of the report  |
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| HR10 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.  HR11 Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.  LOCAL COMMUNITIES  SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  Partial  Partial  All employees know, sign and agree to comply with the code of ethics that prohibits such behavior  We have no recorded incidents of this nature  Information not considered in the materiality of the report area in charge and total number of this risk is constantly assessed by the to corruption.  For exercitage of employees trained in organization's anti-corruption policies and procedures.  Fully  76   |                       | · ·  |                     |                                   |  |
| human rights reviews and/or impact assessments.  Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.  LOCAL COMMUNITIES  SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  SO3 Percentage of employees trained in organization's anti-corruption policies and procedures.  Fully  To de of ethics that prohibits such behavior  We have no recorded incidents of this nature  Information not considered in the materiality of the report area in charge and countered with training to employees.   |                       |  |                     |                                   |  |
| HR11 Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.  LOCAL COMMUNITIES  SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  Percentage of employees trained in organization's anti-corruption policies and procedures.  Fully  Not material  We have no recorded incidents of this nature  Information not considered in the materiality of the report area in charge and total number of this risk is constantly assessed by the area in charge and countered with training to employees.  | HR10                  |  | Partial             |                                   |  |
| solved through formal grievance mechanisms.  LOCAL COMMUNITIES  Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  Percentage and total number of business units analyzed for risks related to corruption.  Percentage of employees trained in organization's anti-corruption policies and procedures.  Fully  76  Information not considered in the materiality of the report area in charge and countered with training to employees.  | HR11                  |  | Not material        |                                   | 1  |
| Percentage of operations with implemented local community engagement, impact assessments, and development programs.  Corruption  SO2 Percentage and total number of business units analyzed for risks related to corruption.  Percentage of employees trained in organization's anti-corruption policies and procedures.  No Information  Partial  76 and 50  The materialization of this risk is constantly assessed by the area in charge and countered with training to employees.  |                       |  |                     |                                   |  |
| impact assessments, and development programs.  Corruption  502 Percentage and total number of business units analyzed for risks related to corruption.  Formula in the materialization of this risk is constantly assessed by the area in charge and countered with training to employees.  Fully  76 and 50  Percentage of employees trained in organization's anti-corruption policies and procedures.   |                       |  |                     |                                   |  |
| Corruption Percentage and total number of business units analyzed for risks related to corruption.  Percentage of employees trained in organization's anti-corruption policies and procedures.  Partial  76 and 50  The materialization of this risk is constantly assessed by the area in charge and countered with training to employees.  | 501                   |  | No Information      |                                   | Information not considered in the materiality of the report  |
| Percentage and total number of business units analyzed for risks related to corruption.  Percentage of employees trained in organization's anti-corruption policies and procedures.  Partial  Partial  76 and 50  The materialization of this risk is constantly assessed by the area in charge and countered with training to employees.  |                       |  |                     |                                   |  |
| to corruption.  SO3 Percentage of employees trained in organization's anti-corruption policies and procedures.  Fully  Fully  76   | 500                   |  | D 111               |                                   | m  |
| SO3 Percentage of employees trained in organization's anti-corruption policies Fully 76 and procedures.  | 502                   | -  | Partial             | 76 and 50                         |  |
| and procedures.  | 503                   | ·  | Fully               | 76                                | area in charge and countered with training to employees.   |
|  | 300                   |  | . 2,                | , 0                               |  |
|  | 504                   |  | No Information      |                                   | Information not considered in the materiality of the report  |
|  |                       |  |                     |                                   |  |
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| PROFILE<br>DISCLOSURE | DESCRIPTION   | REPORTED       | CROSS REFERENCE/<br>DIRECT ANSWER | EXPLANATION   |
|-----------------------|---|----------------|-----------------------------------|---|
|                       |   |                |                                   |   |
| 505                   | PUBLIC POLICY  Public policy positions and participation in public policy development and lobbying.   | Fully          |                                   | Through collaborative professional bodies are set public positions                                      |
| 506                   | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.  | Fully          |                                   | Not make contributions to political institutions  |
| SO7                   | ANTI-COMPETITIVE BEHAVIOR  Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.  COMPLIANCE  | Fully          |                                   | We participate in a very competitive market, where we have strict regulations and there is no monopoly. |
| 508                   | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.  | No Information |                                   | Information not considered in the materiality of the report   |
| 509                   | Operations with significant potential or actual negative impacts on local communities.  | Fully          |                                   | By the nature of our activities no significant risks exist in this area                                 |
| SO10                  | Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.  SOCIAL: PRODUCT RESPONSIBILITY  CUSTOMER HEALTH AND SAFETY                        | Fully          |                                   | By the nature of our activities no significant risks exist in this area                                 |
| PR1                   | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.                      | Fully          |                                   | The products and services of Compartamos not affect the health and safety of their clients              |
| PR2                   | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.  PRODUCT AND SERVICE LABELLING | Fully          |                                   | The products and services of Compartamos not affect the health and safety of their clients              |
| PR3                   | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.   | Fully          | 34 - 41                           | This information may be supplemented on the website: www.compartamos.com                                |
| PR4                   | Total number of incidents of non-compliance with regulations and vol-<br>untary codes concerning product and service information and labeling,<br>by type of outcomes.  | Fully          | 42 - 43                           | We have no fines for breach of regulations regarding the labeling of products.                          |
| PR5                   | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.  MARKETING COMMUNICATIONS   | Fully          | 14, 42- 43, 26, 28 and 30         |   |
| PR6                   | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.  | Fully          | 14, 42- 43, 26, 28 and 30         |   |
| PR7                   | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.                                | No Information |                                   | Information not considered in the materiality of the report   |
| PR8                   | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.  COMPLIANCE  | No Information |                                   | Information not considered in the materiality of the report   |
| PR9                   | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.   | No Information |                                   | 12:23:00 PM   |

