



UNITED NATIONS GLOBAL COMPACT

Sustainability Report 2022



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01

About this report



About This Report

GRI 2-3, 2-4, 2-5

We present the Sustainability Report of cbc and Beliv

This corresponds to the exercise of the year 2022 and has been prepared in accordance with the Global Reporting Initiative - GRI Standards, as well as in compliance with the principles of the United Nations Global Compact and the Sustainable Development Goals - SDGs. In addition to the mentioned standards and principles, this report includes the use of Stakeholder Capitalism Metrics (SCM) from the World Economic Forum.

The information in this report presents the results of the management of environmental, social, and corporate governance (ESG) impacts of cbc, including all entities and subsidiaries covered in the audit of our consolidated financial statements, including Beliv.

Our previous report was published in May 2022, and like every year, it has been verified by an external expert.



About This Report

How to read this report

GRI 2-3

We present our Sustainability Report corresponding to the fiscal year 2022. The information in this report contains the results of managing environmental, social, and corporate governance impacts, as well as our contribution to the United Nations Global Compact Principles. This report reflects our commitment to transparency and accountability to our stakeholders regarding the Company's material aspects.

At the beginning of each section, you will find the respective codes for the different metrics we are using, starting with their corresponding abbreviations (such as GRI). At the end of the report, you will find the specific index for each of the tools used, such as the Global Reporting Initiative (GRI) standards and the metrics of the World Economic Forum (WEF). The scope of this report corresponds to all entities and subsidiaries included in the audit of our consolidated financial statements.

For more information about cbc's Sustainability Report, please contact: asuntoscorporativos@cbc.co or you can log on to our website: www.cbc.co





02

Letter from our executive president





Message from our president

GRI 2-22
WEF 1

Making a significant difference requires perseverance. This year marks our 10th anniversary of joining the United Nations Global Compact, and we continue to move forward driven by our passion to contribute to improving the state of the world.

We value the Global Compact and its various organizations, initiatives, and programs that provide technical tools enabling us to implement innovative strategies to achieve our sustainability goals.

To continue our ESG agenda in 2022, we incorporated new forms of management through technology, innovation, productivity, and efficiency. We also focused on developing a culture of sustainability, which allowed us to successfully tackle global and local challenges marked by the effects of the pandemic, supply chain issues, and international commodity prices.

We are aware that taking actions to mitigate the risks of climate change is a way to contribute to more resilient and prosperous communities and economies. In line with our objectives, in 2022, we achieved that 50% of the company's production is done using renewable energy sources. By 2023, our goal is to reach 65%, and by 2030, our aim is to achieve 98% renewable energy usage.

Recognizing that the circular economy is a key instrument to achieve Net Zero, in 2022, we obtained the Carbon Trust certification, which recognizes organizations adopting best practices for waste management based on the Zero Waste to Landfill philosophy. This certification covers 35% of operational waste from our production plants. Our goal for 2023 is to reach 52%, and by 2030, our aim is to achieve 100% waste diversion from landfill.

Furthermore, we continue with our programs that promote economic and technological capabilities for small neighborhood

stores through access to credit and the improvement of their administrative and management processes.

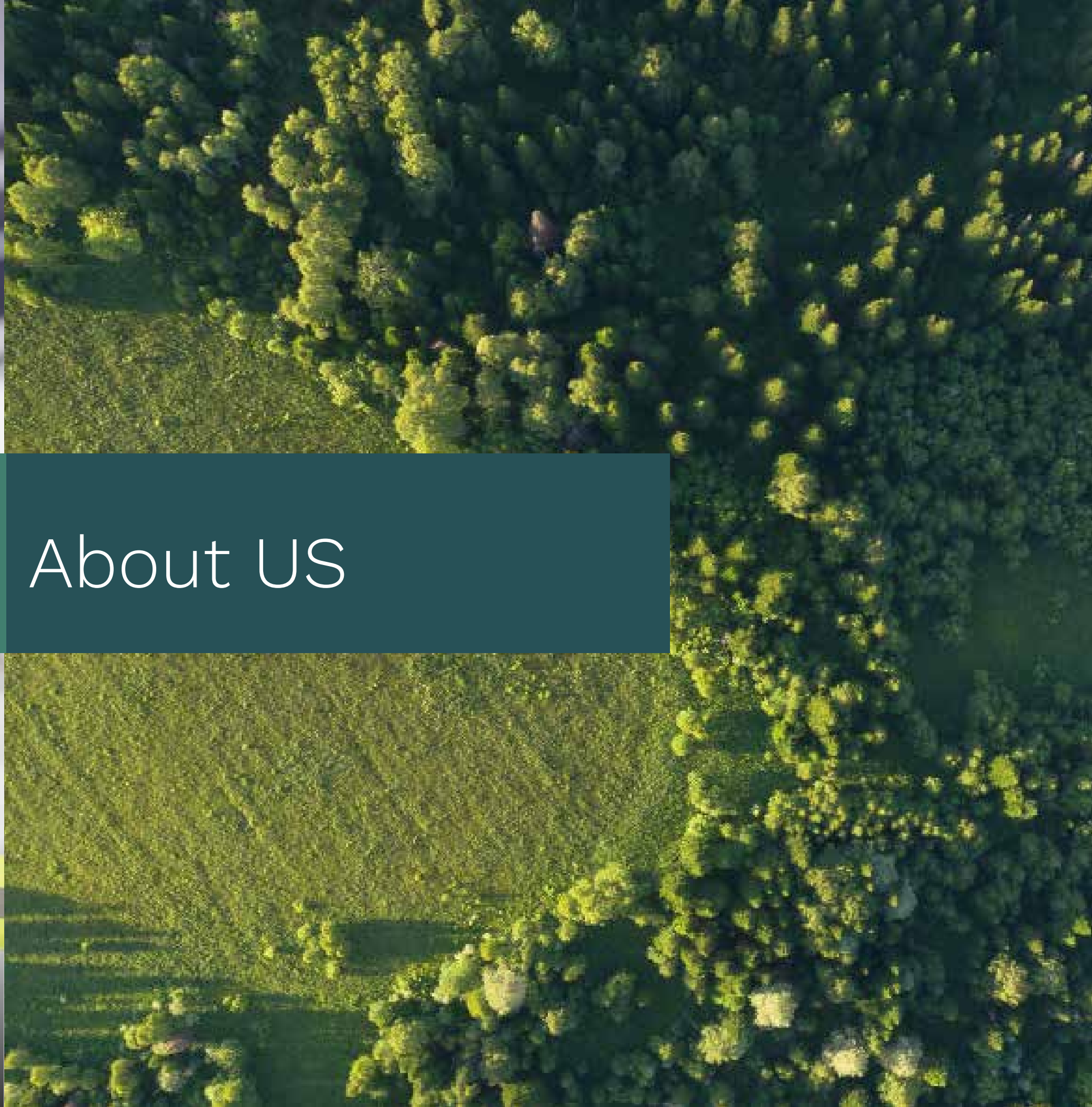
Inspired by the ideal of contributing to the eradication of multidimensional poverty among employees in Latin American companies through the "Creciendo Juntos" (Growing Together) Program, we formed a partnership with Wise Responder, a social enterprise that utilizes a methodology to measure multidimensional well-being in companies. This methodology is based on robust instruments created by the University of Oxford through the Oxford Poverty and Human Development Initiative ("OPHI").

We are committed to the principles of responsibility, ethics, inclusion, and transparency. This entails fostering a culture of integrity and doing what is right, with mechanisms for accountability, access to information, and an ethical hotline that allows us to listen to our employees and all stakeholders, following the best practices.

cbc is a company that places people at the heart of its management and has a strong culture based on its values, meritocracy, and professional and personal development. This has allowed us to strengthen organizational resilience and successfully tackle global and local challenges.

On this occasion, I want to express my recognition to the teams in all the countries where we operate, who demonstrate passion, talent, agility, and commitment to the ESG agenda. I feel inspired by their work as I present this report, which highlights our commitment to being part of the solutions and describes our actions that we believe generate shared value.

Carlos Enrique Mata
Chief Executive Officer



03 About US

ABOUT US

Somos una compañía multilatina de bebidas

GRI 2-1, 2-6, 2-23

We are a multi-Latin beverage company, founded in Guatemala in 1885. We have the largest portfolio in the region, offering our customers and consumers a drink for all consumption occasions and different lifestyles. With a portfolio of over 438 brands, CBC offers a diversified beverage portfolio of carbonated soft drinks (“CSD”), juices and nectars, bottled water, isotonic and energy drinks, tea, and beer.

In 1942

we proudly became the first PepsiCo bottler outside of the United States, and since 1988, we have been the anchor bottler in Central America.

In 2002

we established a joint venture with Ambev, both for production and distribution in Guatemala and for distribution in Nicaragua and Puerto Rico.

In 2016

we developed Beliv, a significant CBC business unit that focuses on creating products and brands through innovation and functionality, to renew or create new categories. Beliv's vision is to "Lead the growth of healthy beverages".

+8500
Employees.

16 Production
Plants

9 Countries



Mision

To be the best beverage company in the Americas, creating sustainable value, offering consumers the best experiences with our brands and contributing to a better world

Vision

We are a competitive team that creates strong relationships with our customers and consumers through the best value propositions.



Our Values

GRI 2-23



Passion

A day with motivation in the heart is the best rhythm to move forward.



Discipline

Through management and processes, we guarantee sustainable results.



We dream big

We are entrepreneurs, we believe that everything is possible, and we make it a reality.



Integrity

We don't take shortcuts. We always do the right thing.



We take ownership

Creating new and better opportunities.



Excellent people

We seek continuous learning and achieve results as a team.

History and background of regional consolidation

GRI 2-6

We are a multi-Latin beverage company with the largest portfolio in the region and exports to more than 35 countries. We are the beverage company of the Americas, whose mission is to generate value for our customers and consumers through high-performance teams with the best portfolio of brands for all consumption occasions.

Our vision is to be the solution for our customers, becoming the first choice of purchase at the point of sale and promoting the development of a better world. Our people drive the success of our business, contributing passion and pride to everything we do, allowing us to dream big.

For over 135 years, we have forged a path through a long and fascinating journey of surprising changes and transformations. Our growth is based on identifying opportunities and transforming businesses, unleashing a better tomorrow for our employees, customers, and suppliers, the heart and hands of our growth.



ABOUT US



in the World

GRI 2-1

cbc, and its business unit **Beliv**, have a commercial presence in 27 countries.

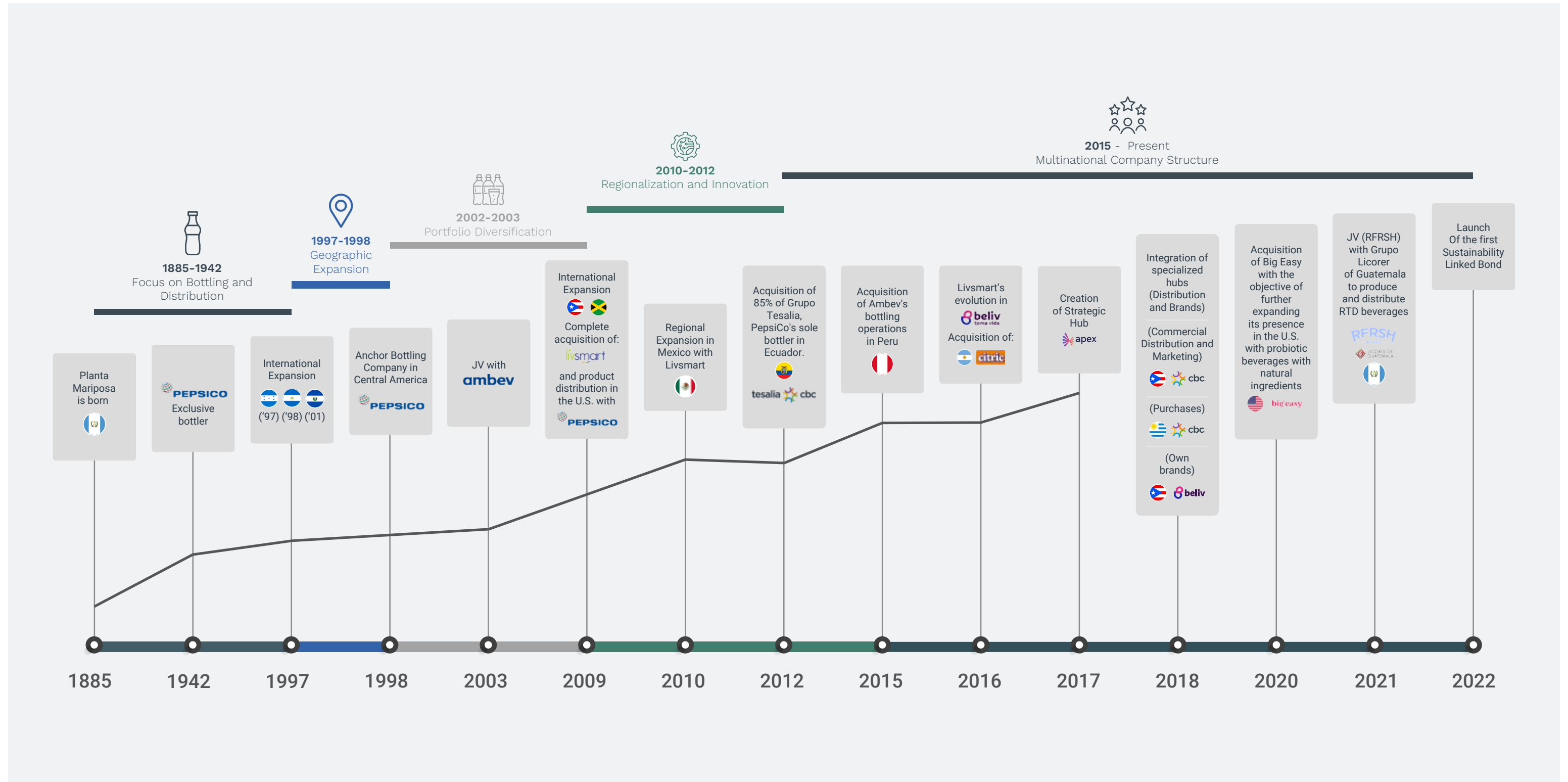
cbc has 16 production plants located in 9 countries.

- **Headquarters**
- **Production Plants**
- **Commercial presence**



History and background of regional consolidation

GRI 2-1



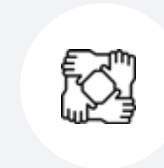
Our Business Strategy

GRI 2-23 y 2-24
WEF 1



FOSTERING ORGANIC GROWTH IN OUR REGION

Strengthen our brands and address new consumer trends, targeting expanding geographies and age groups.
Build strong relationships with existing and new customers.



STRATEGIC ALLIANCES

We have access to the best practices, experience, and resources available from PepsiCo and AmBev.
We have a well-established and one of the most diversified product portfolios in the industry.



CAPITALIZE ON OUR EXTENSIVE DISTRIBUTION NETWORK

Focusing on reducing unit costs.
Enhancing digital sales channels for greater efficiency.
Expanding distribution of recently introduced beverage products.



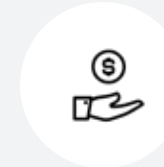
ADVANCING OUR PEOPLE AND CULTURE

Provide extensive training to employees.
Foster a culture of entrepreneurship, meritocracy, preparedness and motivation.



ZERO-BASED BUDGETING FOR A RIGOROUS AND DISCIPLINED APPROACH

Implement sustainable initiatives identified through Project Atlas to generate efficiencies and cost savings to protect our margins during the current environment of supply pressures and commodities.
Leverage current and future technological investments to drive efficiency.



MAINTAINING CONSERVATIVE USE OF CAPITAL

We keep capital reserves in the form of liquidity deposits in international banks.
We implement the Economic Value-Added System to ensure capital efficiency.



EXPAND OUR GEOGRAPHIC PRESENCE

We have a long history of successful business operations in several countries. We aim to increase our presence in the region by seeking acquisitions and strategic partnerships.



COMMITMENT TO PRIORITIZE ESG INITIATIVES

This is part of the United Nations Pact and the Science Based Target Initiative(SBi). We strive to contribute to a better world by promoting social responsibility, protecting natural resources, and fostering a circular economy.

Our Strategic Partners and Our Portfolio

GRI 2-6

PEPSICO

PepsiCo is one of the largest food and beverage companies in the world, with annual sales exceeding \$67 billion. The company manages globally recognized brands such as Pepsi, Gatorade, 7up, Lipton, Frito Lay, and Quaker.

We integrate important global brands from PepsiCo to offer the most diverse beverage portfolio at a regional level, which we make available to our more than 1.2 million points of sale.

Since 1942, we have been PepsiCo bottlers and, due to our operational excellence, we were recognized as the Best Global Bottler in 2012. We take into account PepsiCo's best operational practices, especially in processes that ensure sustainability. Additionally, we are inspired by the vision of "Winning with Purpose," which has allowed us to develop social and environmental programs jointly.

ambev

Thanks to the strategic alliance with Brewery Ambev, a subsidiary of AB InBev, the largest brewer in the world, we have expanded our production and distribution in Guatemala, as well as our distribution in Nicaragua and Puerto Rico.

The portfolio of brands includes Brahma, Modelo, Budweiser, Stella Artois, Beck's, and Corona.

AmBev is an important source of best practices, especially in operations, distribution, and marketing, as well as in the implementation of zero-based budgeting.

beliv

Beliv is an important business unit of CBC, which focuses on the development, production, and commercialization of nutritious beverages, exporting its products to more than thirty-five countries around the world.

This is one of the fastest-growing companies in the region. Beliv focuses all its experience on creating products and brands through innovation and functionality, in order to renew or create new categories. Beliv's vision is to "Lead the growth of beverages that do good."



ABOUT US

Operational Structure

GRI 2-1, 2-6, 2-2
These companies were considered in this report.



Some Operational Data of cbc and Beliv

GRI 2-6



+1,260,000
Points of Sale




+1,800
Trucks



16
Plants



104
Warehouses and Distribution Centers



+4,100
Sales Routes



900mm
Annual Production Capacity



+200,000
Coolers









27 países
Distribution / Commercial Presence

Value Chain

GRI 2-6

For cbc, the sustainability of its value chain is based on the management of environmental, social and economic impacts and the promotion of good governance, within the framework of the values and ethical principles, which are the foundation of the Company, the Sustainable Development Goals and the 10 Principles of Global Compact.

 Procurement	 Production	 Distribution and Sales	 Marketing	 Customers	 Post Consumption
<p>Strategic Suppliers and Raw Material</p> <hr/> <ul style="list-style-type: none"> • Procurement Policy and Operating Committee • Development of local suppliers • Certification and evaluation of suppliers • Purchasing mechanisms based on fair competition • Innovation and relationship development long term • Code of Ethics 	<p>16 production plants</p> <hr/> <ul style="list-style-type: none"> • Quality and Safety Policy • Community Relations • Research and Innovation • Health and Safety Policy • Environmental Policy • Manufacturing Excellence Program • Carbon Footprint Reduction • Use of Renewable Energy Sources • Zero Waste to Landfill Philosophy 	<p>Commercial Operation</p> <hr/> <ul style="list-style-type: none"> • Excellence Programs for Distribution Warehouses • Dynamic Dispatch • Good Environmental Practices • Programs of Excellence in Logistics. • Carbon Footprint Reduction • Efficiency in the use of the Fleet. 	<p>Portfolio of leading brands.</p> <hr/> <p>We seek to satisfy the needs and consumer expectations through:</p> <ul style="list-style-type: none"> • Innovation • Memorable experiences • Functional products • Labeling for informed decisions • Share visions of social and environmental sustainability 	<p>Our products reach more than 1 billion people around the world.</p> <hr/> <ul style="list-style-type: none"> • Portfolio of leading brands • Customer segmentation • Revenue Management • Trade Marketing • Timely and efficient customer service • Technology for development of new opportunities 	<p>Sustainability strategies.</p> <hr/> <ul style="list-style-type: none"> • 100% recyclable packaging and recycling programs • Conservation and Protection of watershed • Participating in Water Funds • Virgin Resin Reduction • Use of recycled resin in the containers • Customer service mechanisms consumer

HUMAN RIGHTS, PEOPLE AND MANAGEMENT

People and Management Committee • Code of Ethics • Respect for Human Rights • Talent attraction, retention, development and recognition • Programs and culture of excellence • Leadership Inclusion • Performance evaluation Meritocracy and Carrer Building • Training and skills development • Engagement Committees • Technology • Competitive compensation and benefits



04 Sustainability Agenda

Ziad Nahas, CEO cbc

GRI 2-22

Within our purpose, we have a clear commitment to being part of the solutions to global and local challenges, generating shared value, and contributing to the prosperity of the countries in which we operate.

Our sustainability foundations are based on the integration of environmental, social, and governance dimensions, and we have an ESG EGS strategy with a roadmap that allows us to mitigate risks and identify opportunities.

We are aware that consumers are increasingly conscious of the impact that products and services have on the environment and the well-being of others, leading them to choose more sustainable options. Likewise, other stakeholders such as shareholders, employees, suppliers, governments, and communities in general are demanding a commitment to initiatives that integrate international standards into local sustainability management.

Although the year 2022 was impacted by the effects of the Covid-19 pandemic, supply chain issues, and high raw material costs, our teams focused on innovation, technology, and digitalization to enhance productivity, efficiency, and customer service. This allowed us to successfully overcome these challenges.

In the issuance of our first Sustainability Linked Bond, we established commitments related to carbon footprint reduction with science-based objectives aligned with the standards of the Science Based Targets initiative.

One of the strategies for reducing greenhouse gas emissions is ensuring renewable energy sources in production plants. Since 2022, our plants in Guayaquil and Machachi in Ecuador, LivsMart plant in El Salvador, La Reyna plant in Honduras, and Cuyotenango plant in Guatemala have been using energy from renewable sources, representing 49.73% of the total production. Our goal for 2023 is to reach 67.96%.

It is also important to mention that by 2023, 33 distribution agencies in

Guatemala will have solar panels, and the production plants in Cuyotenango, Guatemala, and LivsMart, El Salvador, will join this initiative in January 2024. This project aims to accelerate the reduction of our carbon footprint.

The circular economy is another strategy that contributes to reducing greenhouse gas emissions. In 2022, the Mariposa and Cuyotenango plants in Guatemala were certified under the Carbon Trust standards based on the Zero Waste to Landfill philosophy. By 2023, three more plants are preparing for certification: the Machachi and Guayaquil plants in Ecuador and the LivsMart plant in El Salvador. With these certifications, by the end of 2023, we will have achieved treating over 52% of the total operational waste under the Carbon Trust standards.

Our commitment to the development and growth of our employees is evident in the "Creciendo Juntos" (Growing Together) Program, which in Guatemala has achieved a reduction of over 2.64% in the Multidimensional Poverty Index. This program will now be expanded to all countries where we operate.

To contribute to the growth and strengthening of small neighborhood stores, we continue to work on providing them with the opportunity to access credit and improve their management systems through training and skills development.

Thanks to our strategic partners, PepsiCo and Beliv, our portfolio is being innovated with options that contain natural ingredients, functionality, nutrition, and reduced amounts of nutrients that international organizations recommend consuming in moderation.

Likewise, we have a strong commitment to a culture of ethics and transparency, which is the foundation of trust for building solid and lasting relationships with our employees, customers, consumers, suppliers, shareholders, and other stakeholders.



"I reaffirm our commitment to the Principles of the United Nations Global Compact and acknowledge the work carried out by everyone who is part of the cbc family. Their passion and commitment have allowed us to become a successful, resilient company dedicated to being part of the solutions and contributing to a better world."

Ziad Nahas
CEO cbc

Sustainability Agenda

GRI 2-23, 2-24

To further drive our sustainability strategy, in January 2022, Central American Bottling Corporation- cbc successfully launched its first Sustainability Linked Bond (“SLB”).

Co-Broadcasters	La Corporación de Embotellado de América Central (the “Company”), cbc Bottling Holdco, S.L. and Beliv Holdco, S.L.
Structure	Sustainability-linked senior unsecured bonds
Format	144A Reg. S
Currency	U.S. Dollar
Security rating	Ba2 (Moody’s) / BB+ (Fitch)
Expiration date	April 27, 2029
Amount issued	US\$ 1,100mm
Coupon	5.250%
Sustainability Performance Targets (“SPT”)	<p>SPT 1.1: Reduction of absolute greenhouse gas emissions (Scope 1 and 2) below the lower of 70,907 TCO₂Eq or the SBTi validated target, by the end of 2025 (equivalent to a 28% reduction compared to the 2019 baseline).</p> <p>SPT 2.1: Achieve and maintain the Carbon Trust’s Zero Carbon Standard for waste-to-landfill disposal at 8 of the 16 manufacturing sites operated by cbc by the end of 2025.</p>
Observation date of the SPT	December 31, 2025
Increase in rate of interest	Starting from April 27, 2026, the interest rate will increase by 12.5 to 25 basis points unless the following conditions are met: (i) one or both SPTs have been fulfilled by December 31, 2025, and (ii) the SPT has been confirmed by an External Verifier.

Transaction:



It represented the first sustainability-linked bond in the international markets issued by a bottling company in the Americas,

Positioning cbc at the forefront of the industry’s decarbonization strategy and the development of the circular economy in the countries where the company operates.



First bond linked to sustainability,

issued by a private issuer in Central America and the second largest issuance in a single tranche by a Latin American issuer.



Highlighting cbc’s strong credit profile

and its appeal to a broad base of investors, including investment-grade investors from the United States, emerging markets, and ESG-focused investors (environmental, social, and corporate governance).



Reduced the overall cost of debt for the company while extending its maturity profile.

Positioned cbc’s credit with a diverse and high-quality investor base, including ESG-focused investors.

Sustainability Agenda

GRI 2-28

Awards

Our sustainability strategy has not gone unnoticed, and our first Sustainability Linked Bond was awarded the following recognitions:

ESG BOND DEAL OF THE YEAR AWARD



We were recognized as the best sustainability bond issuer of the year, “ESG Bond Deal of the Year,” at the Bonds & Loans Latin America and Caribbean 2022 awards, an event organized by GFC Media Group aimed at acknowledging excellence and outstanding achievements in the credit markets of the region.

CORPORATE ESG DEAL OF THE YEAR



We received the “Corporate ESG Deal of the Year, \$1.1bn SLB and Exchange” recognition from Latin Finance, which acknowledges the best green bond issuance based on a thorough selection process. This is a historic recognition for outstanding transactions and institutions in the capital markets of Latin America and the Caribbean.

DEAL OF THE YEAR HIGH YIELD



This is a recognition for the legal team behind the green bond issuance, which is considered the first of its kind in the Latin American region, involving 9 legal jurisdictions and originating from a bottler. It was awarded by the International Finance Law Review.

We are aware that sustainability is a journey and we are committed to doing our part, and advance.

Sustainability Agenda

GRI 2-23, 2-24, 2-25
WEF 1

Our growth and value are maximized when we transform ourselves to grow and build a better world. We are part of the solutions, integrating the social, environmental, and governance dimensions as the driving force of our strategy and shared value creation.

Our ESG strategy is divided into five pillars: Planet which is divided into Environment and Circular Economy, Governance Principles and Social Dimension that includes Consumer Well-being and Social Fabric.

PLANET: ENVIRONMENT



Environment

- Manage resources efficiently and sustainably.
- Reduce the carbon footprint with science-based targets aligned with the Business Ambition of 1.5 Degrees Celsius.
- Ensure production plants meet the Carbon Trust's Zero Waste to Landfill standard.
- Have energy from renewable sources in at least 98% of production plants.
- Have a responsible water footprint by making efficient use of this important resource and participating in watershed protection initiatives.



Circular Economy

- Ensure that our packaging is integrated into the circular economy.
- Reduce the use of virgin resin by 26% by 2026.
- Ensure that packaging is recyclable, reusable or compostable by 2030.
- Developing and participating in initiatives aimed at recovering 100% of the packaging we put on the market each year, ensuring their recycling.
- Promote the circular economy throughout the value chain.

GOVERNANCE PRINCIPLES



Governance

- Establish a trustworthy organization, acting with ethics and transparency.
- Promote a culture of integrity and transparency throughout the organization and the value chain.
- Implement the Anti-Bribery Management System based on the standard ISO 37001.
- Risk and Compliance Management System.
- Global Policies.
- Human Rights Policy based on the Guiding Principles on Business and Human Rights.

SOCIAL: PEOPLE AND PROSPERITY



Consumer Welfare

- Develop functional options, with natural ingredients and effective nutrition.
- Development of functional drinks, with natural ingredients and effective nutrition.
- Reformulation based on science and consumer trends.
- Clear labelling, allowing the taking of Informed consumer decisions and in line with the regulations of each country.
- Contribute to the reduction of chronic malnutrition.



Social Fabric

- Grow together with our collaborators, customers and suppliers.
- Strengthening the social fabric, through:
- Growing Together: Program that creates the conditions for the multidimensional well-being of employees.
- KREZCO initiative that drives the growth of customers, especially small neighborhood stores, through connectivity, access to credit and telemedicine.
- Productive chains.

Sustainability Agenda

Our Purpose

GRI 2-23
WEF 1

WE ENCOURAGE OUR EMPLOYEES

customers and suppliers to reach their full potential, through the strengthening of the social fabric.

WE PROMOTE THE WELL-BEING OF OUR CONSUMERS

through functional options, with natural ingredients and effective nutrition.

WE ARE COMMITTED TO THE CIRCULAR ECONOMY

and a responsible environmental footprint.

WE GENERATE PROSPERITY

and shared value with communities, acting with transparency and integrity.

We seek to transform the world, being part of the solutions, growing sustainably and positively impacting people and the planet.



In line with cbc's sustainability strategy and its purpose to contribute to a better world, it has aligned its business strategy with important global initiatives:

Focus on Material Topics

GRI 3-1, 2-29
WEF 3

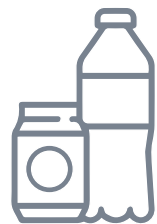
The material topics for the Company's sustainability management are based on legal compliance, operations growth, social, environmental and economic impact generated in the different countries and communities where we operate, expectations of various stakeholders, and the Sustainable Development Goals (SDGs). This management model is based on compliance with the principles of the United Nations Global Compact, using GRI standards as a basis for the development of our annual Communication on Progress (CoP).

Our stakeholders are our main source of information to determine the material contents to be used. Our list of stakeholders includes customers, consumers, employees, communities, investors, financial analysts, suppliers, non-governmental organizations, media and central and local governments.

In 2022, we updated CBC's materiality map, taking into consideration adjustments in the company's business strategy and changes in requirements and expectations of the main stakeholders of the company, using the GRI Standards methodology for this effort.



Global sustainability trends for industry.



References to leading international and regional companies in the food and beverage industry were used as benchmarks for sustainability. The material topics highlighted by RobecoSAM's Sustainability Yearbook 2021 for the food and beverage sector were also incorporated.



Perspectives and feedback from various cbc stakeholders, which were addressed during the process through calls and surveys.



A participatory and continuous process of interaction and validation was achieved that resulted in breaking down sustainability intentions and ambitions to ensure effective communication of the various topics of interest to the business and its various stakeholders. The materiality map includes 15 material themes and categories of materiality levels.

Subsequently, the contents of this report were determined and the standards that aligned with our material themes were chosen. The coverage of each material topic is explained in each management approach of the selected standard and can be visualized throughout the report. Each of the material topics is reported globally, including both cbc's own operations and those of Beliv.

Sustainability Agenda

Focus on Material Topics

GRI 3-1, 3-2
WEF 3

Legend

-  Governance
-  Planet
-  Consumer welfare
-  Employee welfare
-  Social fabric

Importance for Stakeholders



Influence on business success



05 Dimension Principles of Governance

Dimension Principles of Governance

Corporate Governance

GRI 2-9, 2-10, 2-14, 2-17, 2-18

Our Board of Directors is the highest governance body, composed of nine members: four representatives from GEMCORP, two from PepsiCo and three independent members with voice and vote, elected based on their knowledge, background and professional experience. The three independent members are selected through an evaluation process with international standards, carried out by a recognized firm for the search of talents at a global level. Independent members are evaluated annually.

The Corporate Governance Policy sets the guidelines that allow cbc and all its affiliated entities to comply, improve, and continuously review their governance standards, maximizing the company's value in a sustainable manner, taking into consideration the interests of shareholders and ensuring the independence of judgment of the members of the Board of Directors, as well as respecting internal regulations, in order to comply with the best practices in Corporate Governance.

The cbc Board of Directors meets quarterly, and as many times as is necessary when called in accordance with the guidelines established in the shareholders' agreement (SHA). It is the responsibility of the Board of Directors to define the Executive Committees that are necessary for the operation of cbc, defining their roles and responsibilities and verifying that they are fulfilled. The financial statements include all cbc and Beliv business units. The management system allows all operational processes and management indicators to be standardized for the companies that are part of the Group.

FUNCTIONS, POWERS AND DUTIES OF THE BOARD OF DIRECTORS



Direct the overall strategy of the Organization.



Ensure compliance with the agreements of the General Assembly.



Authorize agreements and transactions for the benefit of the organization that require its approval by virtue of legal or contractual provisions.



Approve the budget and annual business plan of the organization in general.



Luis Miguel Castillo
Chairman of the Board of Directors Represents GEMCORP



Carlos Enrique Mata
Executive Chairman cbc Represents GEMCORP



Guillermo Gavira
Independent Director Former Executive Director APEX



Oscar Arroyo Arzu
Secretary of the Board of Directors Represents GEMCORP



Alvaro Castillo Monge
Member appointed by Castillo Family Represents GEMCORP



Edmund Scott Smart
Independent Director Former President of CoAgra Foods Mexico



Erick Scheel
Independent Director Former Managing Director at Diageo Mexico/Cuba



Maria Laura Zabacks
Chief Financial Officer, Beverages, PepsiCo Latam and Vice President of Finance Represents PepsiCo



Erik Siersen White
PepsiCo Latam President of Beverages Represents PepsiCo

4
Members appointed by GEMCORP

2
Members appointed by PepsiCo

3
Independent Members

Dimension Principles of Governance

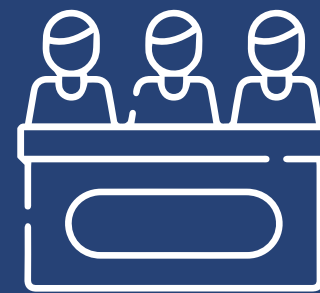
Executive Committees

GRI 2-9, 2-10, 2-12, 2-13

It is the exclusive responsibility and power of the Board of Directors to appoint members of each Committee, review their objectives, authority, responsibility, and scope. The Board of Directors is responsible for defining the person in charge of coordinating the activities of each Executive Committee.

In addition, the Board of Directors is responsible for assigning the areas responsible for defining normative policies and procedures and those that must ensure compliance with them. Compliance standards refer to those that must be executed according to legal, regulatory, fiscal, environmental, and labor requirements established by the countries in which cbc operates, as well as internationally accepted practices that are required to comply with these conventions, as well as international quality, food safety, health and occupational safety standards, among others.

People & Management Committee
Mergers & Acquisitions Committee
Internal Audit Committee
Risk & Finance Committee
Sustainability Committee



OTHER COMMITTEES

Global and Specific Policy Committee
Asset Investment Committee

Dimension Principles of Governance

Corporate Policies

GRI 2-12, 2-13

The Board of Directors appoints those responsible for defining and updating the policies and procedures that are of general observance and application for the Group's companies.

The Board of Directors also designates the areas responsible for defining and updating operational policies and procedures aimed at ensuring that the Company operates consistently and orderly. This responsibility has been assigned to the Centers of Excellence.

It is the responsibility of vice presidents, chiefs, managers and directors to ensure that their teams know and understand their roles and responsibilities, in accordance with the policies related to their position. Likewise, it is the responsibility of heads and area managers to ensure that all employees in their charge are trained, at least once a year, in the policies and processes related to their positions.



- **1**
Corporate Governance Policy
- **2**
Delegation of Authority Policy
- **3**
Anti-Corruption Policy
- **4**
Risk Management Policy
- **5**
Business Continuity Policy
- **6**
Human Rights Policy
- **7**
Information Security Policy
- **8**
Health and Safety Policy
- **9**
Quality and Safety Policy
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Environmental Policy
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Corporate Governance Policy

Global Policy Compliance 2022

GRI 2-24, 205-2

COMMUNICATION AND TRAINING ON POLICIES AND PROCEDURES

Global policies, including anti-fraud and anti-corruption, are issued by mandate of the Board of Directors, signed for compliance by the CEO and applied throughout the organization, including both bodies and committees.

In 2022, cbc employees received training on the Global Policies through the e-Learning platform. The training included comprehension tests. 100% of employees were certified in these policies.



GUATEMALA
100%



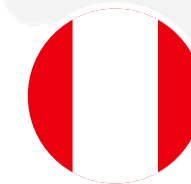
HONDURAS
100%



EL SALVADOR
100%



NICARAGUA
100%



PERU
100%



ECUADOR
100%



ARGENTINA
100%



JAMAICA
100%



PUERTO RICO
100%

Ethics and Struggle Anti-Corruption

GRI 205-2, 3-3

The growth and development of cbc have been possible thanks to the talent and passion of our people, the culture of meritocracy, sustainable management based on continuous improvement, and especially the fact that we base our performance on integrity as one of the fundamental values of the company.

cbc prohibits any practice or act that may generate corruption of any kind. We are committed to complying with all laws and regulations in all countries where we operate.

All of our activities must be carried out with honesty and transparency, in accordance with our principles.



cbc and Beliv, in search of lasting and mutual trust relationships, makes available to its customers, employees, and especially its suppliers, the Code of Ethics, to which all suppliers must adhere, respecting its principles, values and prohibitions.

Ethics Committee

GRI 2-12, 2-13, 2-24

The Ethics Committee reports to the Board of Directors through the Audit Committee and is managed by the Compliance Director. This Committee also receives and manages complaints of possible violations of the Code and other internal policies, taking necessary measures for non-compliance cases. The Ethics Committee is composed of five individuals from different departments of the company and the CEO.

The Ethics Committee is responsible for ensuring that the Code of Ethics is communicated and trained throughout the organization. It is also responsible for verifying the proper functioning of the Ethics Hotline, which allows for reporting of violations of the Code of Ethics, policies, and procedures by employees, suppliers, and third parties of cbc, to facilitate investigations that enable the corresponding actions to be taken and the respective applicable sanctions and recommendations to be established.



The People and Management and Compliance Departments, as well as the management and directors of each area, are responsible for promoting knowledge and dissemination of the Code of Ethics. Compliance and the Ethics Committee are responsible for responding to inquiries related to its interpretation.

Dimension Principles of Governance

Prevention of money laundering and terrorist financing

GRI 205-1, 3-3

cbc, in accordance with local laws and regulations in the countries where we operate and in line with international best practices, makes efforts to identify and prevent situations that violate our Anti-Money Laundering and Counter-Terrorism Financing controls. As a corporate group, we have implemented various controls and actions related to the prevention of these types of crimes.



Free Competition o Antitrust

In 2022, cbc continued its training programs focused on the topic of “Antitrust” to enhance knowledge about competition law principles.

At cbc, we do not engage in or encourage any actions that involve unfair competition practices, and we are committed to ensuring compliance with laws and regulations related to fair competition.

Dimension Principles of Governance

Ethics Line

GRI 2-16, 2-25, 2-26, 2-27, 205-3

Any collaborator or external person who has knowledge or suspicion of a breach of the Code of Ethics, must inform their hierarchical superior and report directly to the Compliance area, who are responsible for guiding the collaborator to report it through the Ethics Line.

Complaints may be submitted through email, the web platform, or through the telephone numbers enabled for this purpose.

Anonymous reporting will be permitted; However, dialogue and trust will be promoted for the complainant to provide their contact information. In any case, the necessary measures will be taken to avoid reprisals against the persons who make the complaints.

Likewise, while the respective investigation is carried out, the confidentiality of the case will be maintained by the persons assigned for the investigation..

cbc sanctions false reports when it is proven that there was an intention to harm the reported person. Any action by employees who have been investigated due to received reports is notified that the Company will not tolerate any kind of retaliation against colleagues, subordinates, customers, suppliers or any other person that the employee suspects reported them.

Those attitudes that allow to verify that it is the taking of retaliation for a complaint received, will be sanctioned with immediate dismissal.

In 2022, 140 complaints were received, each of the complaints submitted was duly followed up.



PUBLIC OUTREACH AND ENGAGEMENT

cbc makes its commitment against corruption public in its Code of Ethics, its Anti-Corruption Policy, and through established channels for inquiries and reports. We make our Ethics Hotline available to suppliers and the general public through our website:

ethikosglobal.com/canaldedenuncias

cbc.co/wp-content/files_mf/1641496515LineaEtica.pdf



Conflict of Interest

GRI 2-15

At cbc, we are committed to conducting our business and activities in a way that decision-making, in all areas, is objective and not influenced by personal interests. A conflict of interest is considered to be any situation in which a person's private interests interfere or may be perceived to interfere with the performance of their job duties, as well as when such personal interests unduly influence their commercial judgment, decisions or actions in their role.

It is the responsibility of all cbc employees to prevent conflicts of interest; that is, they must take necessary measures to ensure that a conflict does not arise.

ADDITIONALLY, IT IS THE RESPONSIBILITY OF EACH EMPLOYEE TO ASSESS AND REPORT ANY REAL OR POTENTIAL CONFLICTS OF INTEREST IN THE PERFORMANCE OF THEIR DUTIES.

In case of doubt or conflict, the person or persons involved should immediately inform the Compliance Department through the Compliance Portal, so that the relevant evaluations can be conducted in accordance with the Policies and the Code of Ethics.



Dimension Principles of Governance

ISO 37001-2016

GRI 205-1, 3-3

In 2022, cbc Guatemala's operation was recertified by AENOR in the ISO 37001-2016 standard, certification for the Anti-Bribery Management System, promoting an anti-bribery culture and reaffirming our commitment to ethics and the fight against corruption.

The certification validates the necessary procedures and actions to demonstrate our commitment to the fight against corruption in all its forms.

In 2022, in conjunction with the operations and the Risk Area, the Risk Matrix and controls in the Anti-Corruption matrix were strengthened as a mechanism to support our Anti-Bribery Management System.



Compliance Portal

GRI 2-16



The Compliance Portal is a platform available to employees to make inquiries about the Code of Ethics and the Anti-Corruption Policy. The portal is also used to evaluate and authorize donations made by the corporate group, as well as a mechanism to inquire and report possible conflicts of interest that employees may have.

Any person requesting a donation is obliged to use the Compliance portal, as a requirement for its delivery.

The Compliance Portal is intended to be a tool for CBC employees where they can make and document the various requests such as:

- Donations.
- Contracts with public agencies.
- Existing and potential conflicts of interest.
- Doubts about the Code of Ethics and Anti-Corruption Policy.
- Authorization for invitations and travel for seminars, industrial fairs and business meetings.
- Doubts about Antitrust practices or competition.
- Notifications of new business practices.

General Rules for Giving Donations

GRI 205-1

GIFTS OR COURTESIES TO PUBLIC OFFICIALS

The Anticorruption Policy clearly establishes that no type of donation, gift or courtesy can be made to any public official whose entity is in charge of managing permits, licenses or any type of authorization that directly or indirectly affects cbc (for example, to family members or friends of the official).

The Anti-Corruption Policy prohibits the granting of donations, gifts, courtesies, loans or rentals of furniture, equipment, means of transport or any other type of support to political parties, candidates for public office and members of political parties, either directly or indirectly.

DONATIONS FOR HUMANITARIAN PURPOSES

Donations may be granted as long as they are oriented to the welfare of the community or for humanitarian purposes, and the established procedure is complied with and supporting documentation is available.

Product donations may be made in case of natural disasters to the public entities responsible for handling such situations. The Policy establishes the use of the Compliance Portal for authorization of all donations. Through the portal, records are kept of the requests, approvals, and necessary supporting documentation to verify the delivery, with the aim of minimizing the possibilities of bribery or fraud.



Dimension Principles of Governance

Respect for Human Rights

GRI 3-3, 2-23, 2-24, 2-25, 2-28, 406-1, 408-1, 409-1

Regarding the commitments and policies related to responsible business conduct, our company complies with the legislation and regulations of each country in which we operate. We respect all internationally recognized human rights, protect the environment, combat all forms of corruption, and continuously assess any impacts on the economy, environment, and people, including our human rights-related impacts.

Since 2012, we have been a signatory of the United Nations Global Compact, committing to transparently report our actions and commitments annually. These are based on various intergovernmental instruments such as the OECD Guidelines for Responsible Business Conduct, the core principles and rights of the International Labour Organization, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and other relevant documents. It is worth noting that our daily activities are guided by responsible conduct towards all our stakeholders, including our suppliers and business partners. This commitment is expressed by our president in our annual Sustainability Reports, as demonstrated in this current report at the beginning.

Regarding the specific management of human rights - HR, in the year 2021, we developed our HR policy, and in 2022, we created a Roadmap for implementing improvements in our human rights management. This Roadmap includes the following actions to be carried out between 2023 and 2024:

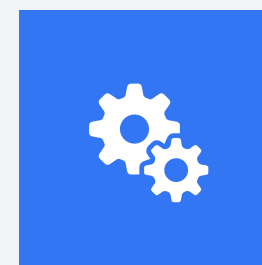
Step 1: Conducting due diligence on human rights to identify, prevent, and mitigate, if applicable, the actual and potential negative impacts of our own activities and supply chain.

Step 2: Developing a human rights management strategy that includes measures to address each of the impacts identified in the previous step, while also measuring the effectiveness of these measures and involving relevant stakeholders.

Step 3: Adapting and updating policies and procedures for effective human rights management and embedding them within the company's culture.



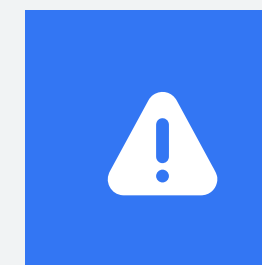
Training and capacity development



Due diligence processes



Prevention and Mitigation



Complaints and Grievance Mechanism



Remediation mechanism

Dimension Principles of Governance

Information Confidentiality and Asset Protection

CONFIDENTIALITY OF PERSONAL INFORMATION

We are committed to requesting and using only the necessary data from our employees for the efficient management of business activities, always in accordance with what is established by the law.

At cbc, confidentiality of information is respected, and responsible and professional use of such information is promoted.

Use and Management of Financial and Non-Financial Information

All financial information and the results of its operations are recorded in accordance with legal requirements and generally accepted accounting principles, ensuring the truthfulness, integrity, accuracy and precision of the same.

All employees are obliged to protect the Company's non-public information and not to disclose it to anyone outside the Company. This includes financial, business, patent, marketing plans, etc. information.



ASSET PROTECTION

We have an information security policy that emphasizes the importance of safeguarding and protecting information.

We always seek to provide the best protection for the assets of cbc, which includes its property, rights, and all types of information. These assets are used solely for their corresponding professional functions.



Dimension Principles of Governance

Risk Management | Methodology

GRI 2-23

The risk management approach aims to help achieve objectives with the lowest assumed risk and with fluid controls as part of the process value chain, alongside operations as the second line of defense.

Within the organization, support, monitoring, validation, and expertise are provided on risk management, including internal control over core business processes, as well as identifying fraud risks.


We develop, implement, and propose continuous improvement of key processes in business cycles, as well as analysis and reporting on the effectiveness of risk management and internal controls.

The evolution we have had as an organization in recent years has been positive and progressive as greater maturity and adherence to risk management are achieved.

Through the global level of integration into risk management processes and culture, the commitment of employees to manage the risk exposure to which they are vulnerable in the processes they administer can be perceived.

The methodology's objective is to identify the risks that affect the business strategies for achieving their objectives, from critical processes, which allows anticipating the materialization of risks and managing the crisis.


RISK MANAGEMENT PROCESS




Identification



Mitigation



Monitoring



Assessment



Communication

The risk management methodology that we have adapted in the organization is based on international standards such as:

- COSO-ERM
- ISO-31000 Administration and Risk Management
- Best practices used by our strategic partners such as: The Global Control Standard –GCS de PepsiCo Internacional



Dimension Principles of Governance

Risk Management | Risk Management Policy

GRI 2-24, 2-25

Guidelines are defined to carry out risk management aligned with risk appetite and risks with zero tolerance.

The objective of the Global Risk Management Policy is to establish guidelines for carrying out risk management in the different business units and processes of the organization, considering internal and external factors that prevent the achievement of the organization's objectives.

GUIDELINES



Risk management

is the responsibility of all employees in the organization. We must all identify and manage the risks associated with the performance of our tasks.



Priority should be given to managing risks

with a higher level of exposure, affecting growth, competitiveness, business continuity and compliance with laws and regulations.



The organization's risk management must be integrated

with all organizational policies and processes.



Risks should be classified

according to their impact and probability.



Risk management must be regular,

timely and systematic and must be aligned with the objectives of the organization.

Risk Management | Business Continuity Policy

GRI 2-25, 2-26

The organization has guidelines to ensure business continuity and preparedness for a short- and medium-term impact.

The objective of the Global Business Continuity Policy is to establish guidelines for developing the organization's business continuity program and ensure that plans and procedures are in place to safeguard human life, facilitate timely recovery of critical company processes, and maintain the organization's public image and reputation in the event of unexpected business interruption.

The Business Continuity Plan is evaluated, reviewed, and updated at least once a year and includes all necessary actions to immediately and effectively recover and restore critical functions of our business that may be partially or fully impacted for a period of time due to an emergency or disaster.

The Business Continuity Plan considers the following aspects:

- 01 Risk Management.
- 02 Crisis committee and the management of communication during the crisis.
- 03 Activities for the start-up of the operation.
- 04 Activities for the recovery of information systems.
- 05 Training program
- 06 Definition of tests for operation recovery.



Business Continuity tests ensure the effectiveness of the business continuity plan and simulate a real disaster situation or an incident that may generate a temporary interruption of the business.

Dimension Principles of Governance

Risk Management | ESG

GRI 2-23

Risk management and opportunity identification are a fundamental basis of the ESG (environmental, social, and governance) strategy, as it allows us to make better decisions with a holistic view of business risks that can be manageable in day-to-day decision-making.

ESG risks are a priority within the organization. Based on this, a robust risk management was implemented within the organizational resilience framework, which includes best practices and challenges for the management of strategic risks, especially in the Sustainability and Transparency front.

The main objective of risk management within ESG is to incorporate processes related to risk identification, evaluation, monitoring, and response to minimize their impact on projects and commitments and also identify opportunities.

According to the ESG risk matrix, risk identification was carried out in the Environmental, Social, and Governance pillars, which were divided into categories and projects and classified into 3 levels of priority for monitoring and tracking.

ESG



ENVIRONMENTAL

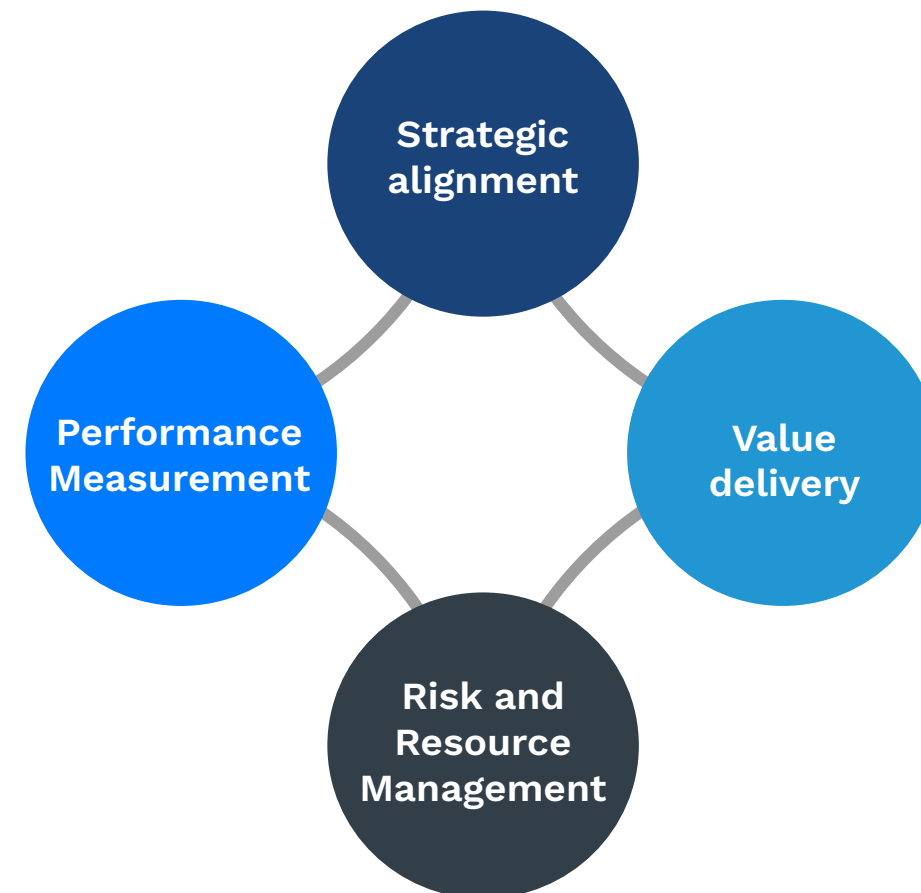


GOVERNANCE



SOCIAL

Monitoring these risks requires strategic alignment, performance measurement, risk and resource management, and value delivery.





06

Planet: Environmental Dimension



Environmental Policy

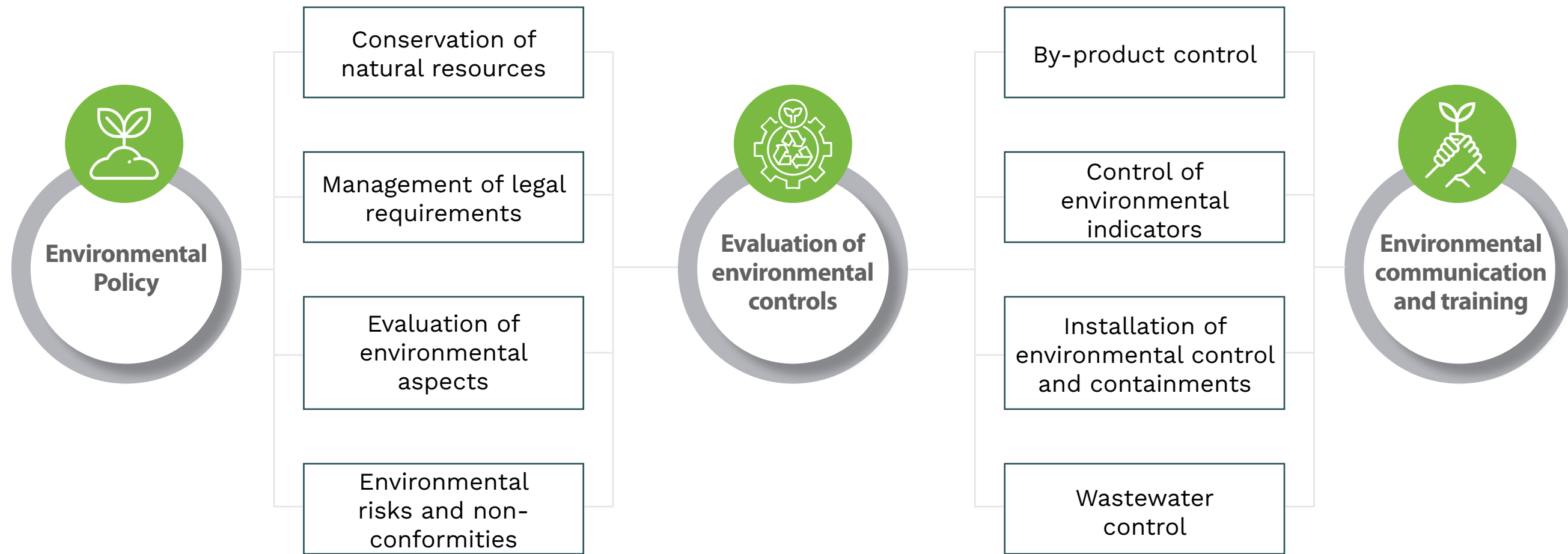
At cbc we are focused on the prevention, minimization and compensation of our environmental impacts, from a life cycle perspective to ensure the continuity of our business, and that is why we have an environmental policy that commits us to the following major objectives:

- Meet or exceed all legal requirements of the countries where we operate.
- Protect the environment and prevent pollution.
- Produce and distribute our products in an environmentally responsible way, maintaining our commitment to the quality of our products, minimizing the consumption of water, energy, fuel and other high value raw materials in our processes.
- Reduce, reuse and recycle in all industrial distribution, marketing and administrative processes.
- Integrate environmental considerations into the company's strategic planning, decision-making processes and routine activities.
- Unfold environmental objectives and targets in the performance evaluations of all members, without exception.
- Evaluate our performance in an open and transparent way, developing continuous improvement projects that allow us to maintain the leadership of the industry, having environmental sustainability as a strategic pillar.



At cbc, we have an Environmental Management System, which guarantees continuous improvement, conservation, and optimization of resources, reduction of environmental impacts, and environmental culture. It has been validated that our management system complies with international environmental standards.

Planet: Environmental Dimension



Each production plant has an internal committee that defines action plans through the PDCA cycle (which stands for Plan, Do, Check, Act in English), reviews and monitors environmental indicators, significant impacts, and excellence programs. We also have environmental procedures. During 2021, we prioritized 5 ESG pillars with three dimensions: Environmental, Social, and Governance.

In the environmental dimension, we focus on managing the reduction of our carbon footprint by implementing renewable energy, reducing water footprint, and ensuring zero waste to landfill in our operations. Likewise, we ensured that our packaging is integrated into the circular economy.



Climate change

GRI 305-5, 3-3

At cbc, we recognize that climate change has a significant impact on people, and we are convinced that a science-based effort, in collaboration with our stakeholders, is necessary to address this issue. Therefore, the actions we are implementing at cbc are focused on reducing our carbon footprint, progressively increasing the use of renewable energy sources, and managing our waste efficiently and responsibly.

We are committed to efficiently managing resources such as water and energy to ensure their responsible use.



At cbc, we recognize the importance of disclosing climate-related risks and opportunities. This enables market forces to drive efficient capital allocation and supports the transition to a low-carbon economy. By providing transparent information about climate-related risks, we aim to empower investors, stakeholders, and the market as a whole to make informed decisions and take necessary actions to address climate change effectively.

Carbon Footprint

GRI 305-5, 3-3, 305-3

OBJECTIVES OF CARBON FOOTPRINT MEASUREMENT

- By 2025, reduce absolute Greenhouse Gas Emissions (GHG) (Scope 1 and 2) by 28% or aligned with the objective validated by the Science Based Targets initiative (SBTi), no later than October 31, 2023, whichever is more aggressive, using the year 2019 as a baseline.
- By 2026, reduce absolute greenhouse gas emissions (Scope 1 and 2) by 33% or align with the objective validated by the Science Based Targets initiative (SBTi), no later than October 31, 2023, whichever is more aggressive of the two, using the year 2019 as the baseline.
- By 2030, reduce absolute greenhouse gas emissions (Scope 1 and 2) by 48% or align with the Science Based Targets initiative (SBTi) objective, at the latest by October 31, 2023, whichever is more aggressive of the two, using 2019 as the baseline.
- Commitment to map Scope 3 GHG emissions across the value chain, in order to implement absolute reductions in Scope 3 emissions by 2030, in line with the criteria and objective of the Science Based Targets initiative (SBTi).
- Achieve carbon neutrality for 2050 in all cbc operations for scopes 1 and 2.

Planet: Environmental Dimension

GRI 302-1, 3-3



STRONG COMMITMENT OF THE BOARD OF DIRECTORS

and the entire organization to the sustainability strategy aligned with the Science Based Targets initiative (SBTi). Targets initiative (SBTi).



ROUTE OPTIMIZATION

through dynamic dispatching and efficient fleet efficient use of the fleet.



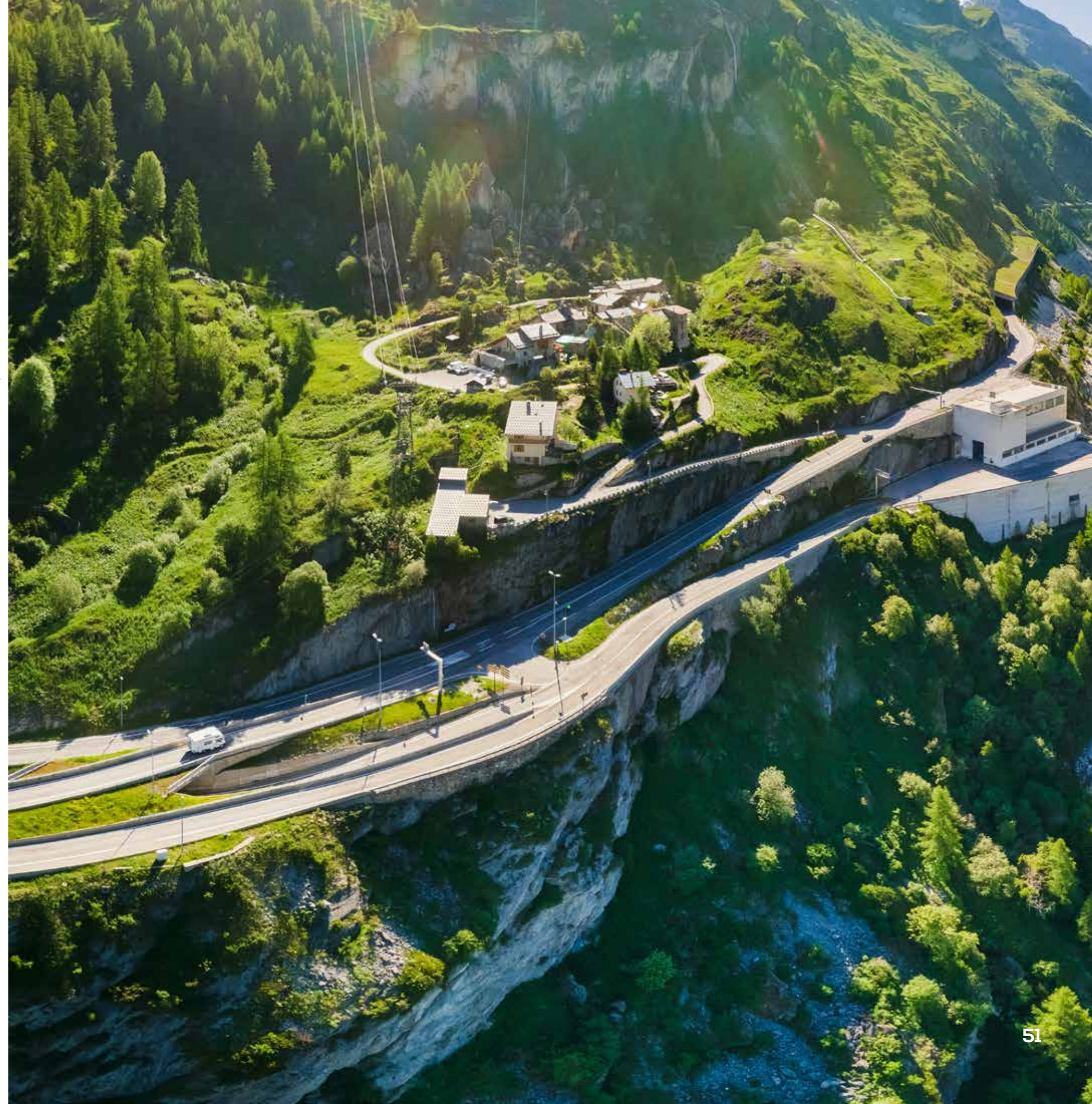
MIGRATION TO A RENEWABLE ENERGY MIX

through the direct contracting of Power Purchase Agreements (PPAs), which enable the secure supply of renewable energy to our production plants.



REPLACEMENT OF OUR CURRENT COOLERS

with more efficient and environmentally friendly technology at our points of sale.



Planet: Environmental Dimension

GRI 305-5, 3-3



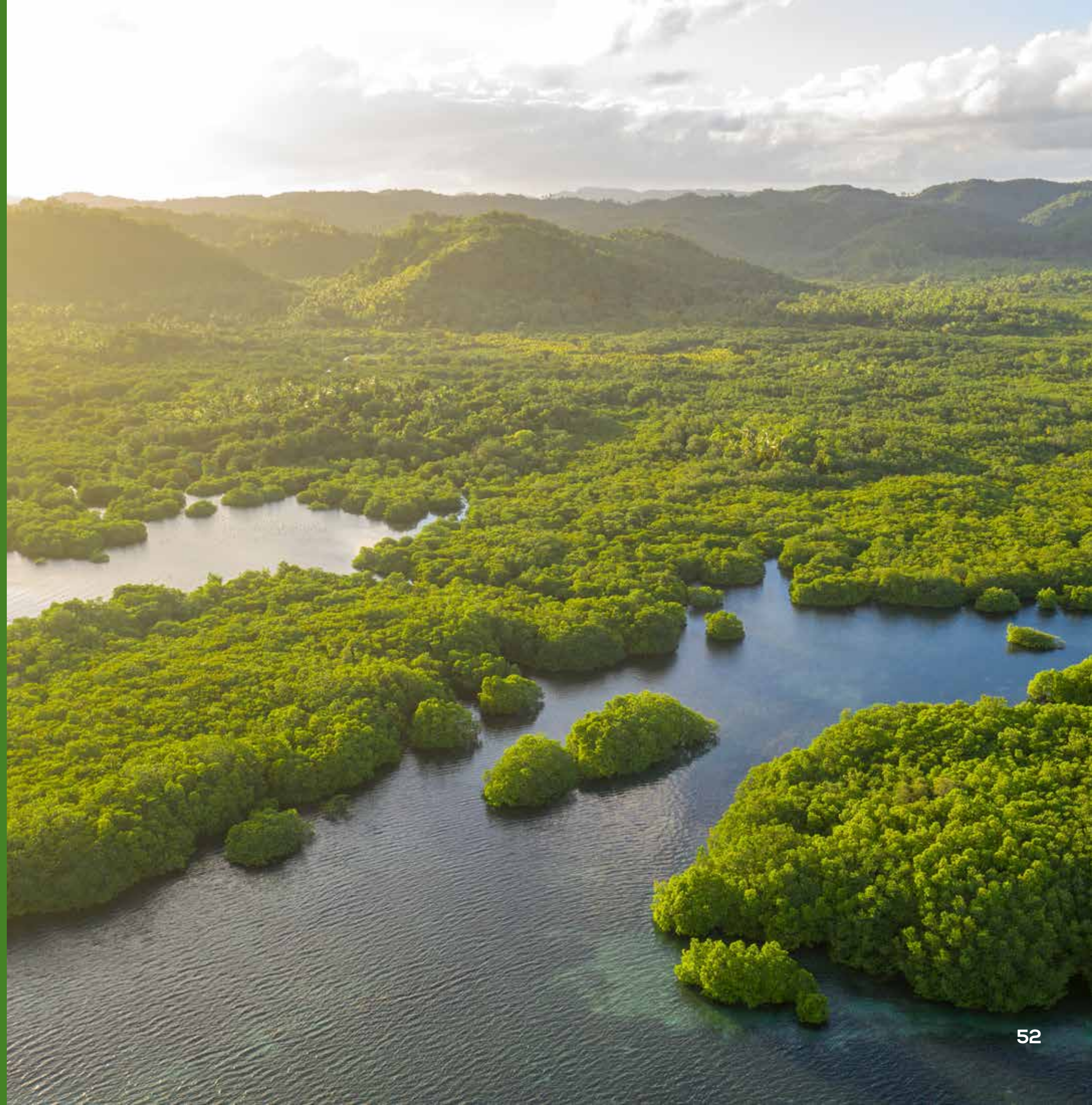
By the end of 2022, cbc submitted the absolute greenhouse gas (GHG) emissions targets for Scopes 1, 2, and 3 to the Science Based Targets initiative (SBTi) and is currently in the validation process, expected to be completed no later than October 31, 2023.



The operational targets (Scopes 1 and 2) set by cbc are consistent with the required emissions reductions under the Paris Agreement and in line with the Business Ambition for 1.5°C campaign, aiming to limit the temperature increase to 1.5°C above pre-industrial levels.



Based on the latest climate science to limit global warming, cbc is committed to long-term strategic partnerships with customers and supply chains to achieve the science-based target for Scope 3 emissions reduction, in line with keeping global warming below 2°C.



Planet: Environmental Dimension

Strategies to Decarbonize

GRI 305-5, 3-3

RENEWABLE ENERGY

In 2022, the supply of renewable energy was guaranteed to the following production plants:



La Reyna in Honduras, La Nacional in Nicaragua, Cuyotenango in Guatemala and Livsmart in El Salvador, through the direct contracting of renewable energy supply with a Power Purchase Agreements (PPAs).



Likewise, the supply of 100% renewable energy was guaranteed, through the Normandy hydroelectric plant, for the factories of Machachi and Guayaquil in Ecuador.



The implementation plan is as follows: La Mariposa Plant in Guatemala, Sullana Plant and Huachipa Peru Plant in 2023, Puerto Rico in 2025, Kingston Plant in Jamaica in 2026, Argentina 2027.



This represents 25,766 MWh of electricity generated, from renewable sources, for Livsmart plant, 6,107 MWh of electricity generated, from renewable sources, for La Reyna plant, 8,491 MWh of electricity generated, from renewable sources, for La Nacional plant and 8,970 MWh for Cuyotenango.



One of the strategies for reducing greenhouse gas emissions is to ensure renewable energy sources in production plants.

Since 2022, our plants in Guayaquil and Machachi in Ecuador, the LivsMart plant in El Salvador, La Reyna plant in Honduras, and Cuyotenango plant in Guatemala have been using renewable energy. With this scope, 49.73% of cbc's production is carried out with renewable energy. Our goal for the year 2023 is to reach 67.96%.

It is important to mention that this year the project of installing solar panels in 33 agencies in Guatemala will be implemented, and in the production plants of Cuyotenango in Guatemala and LivsMart in El Salvador by January 2024.

This project will represent the generation of 8.4 MW and a reduction of 16,600 TCO₂Eq, allowing us to accelerate the reduction of greenhouse gas emissions.

Carbon Footprint scope 1 and 2

GRI 305-1, 305-2, 305-5, 3-3
WEF 7

MANUFACTURING PLANTS, AGENCIES, DISTRIBUTION CENTERS

The baseline for Carbon Footprint Scope 1 and 2, for the year 2019, and the Carbon Footprint for the year 2022, were verified by Ernest and Young with limited assurance of the Carbon Footprint Inventory, in accordance with the International Standard for Assurance Engagements - ISAE 3410, for Assurance Engagements on Greenhouse Gas Statements and the Greenhouse Gas Protocol - GHG.

The Carbon Footprint for the year 2020 for Scope 1 and 2 was internally reviewed, following the Greenhouse Gas Protocol - GHG.

cbc's Carbon Footprint includes manufacturing plants, agencies, and distribution centers. The emissions from administrative offices in 2019 accounted for 1,461.56 TCO₂, representing 1% of the total Scope 1 and 2 emissions. In 2023, there will be a request to include these emissions in the limited assurance provided by Ernest and Young.



Reduction year 2022

In the year 2022, the Carbon Footprint was reduced by 16.34% in Scopes 1 and 2 compared to our baseline, decreasing from 98,882 TCO₂eq (baseline) to 82,385.42 TCO₂eq through management, the replacement of cooling equipment with R-290 gas, and the use of 100% renewable energy in Livsmart factories in El Salvador, La Reyna in Honduras, La Nacional in Nicaragua, Cuyotenango in Guatemala, and Machachi and Guayaquil in Ecuador.

Baseline Year	Year	Year
2019	2021	2022
98,482 TCO ₂ eq	85,258.10 TCO ₂ eq	82,385.42 TCO ₂ eq

Carbon Footprint Measurement Scope 3

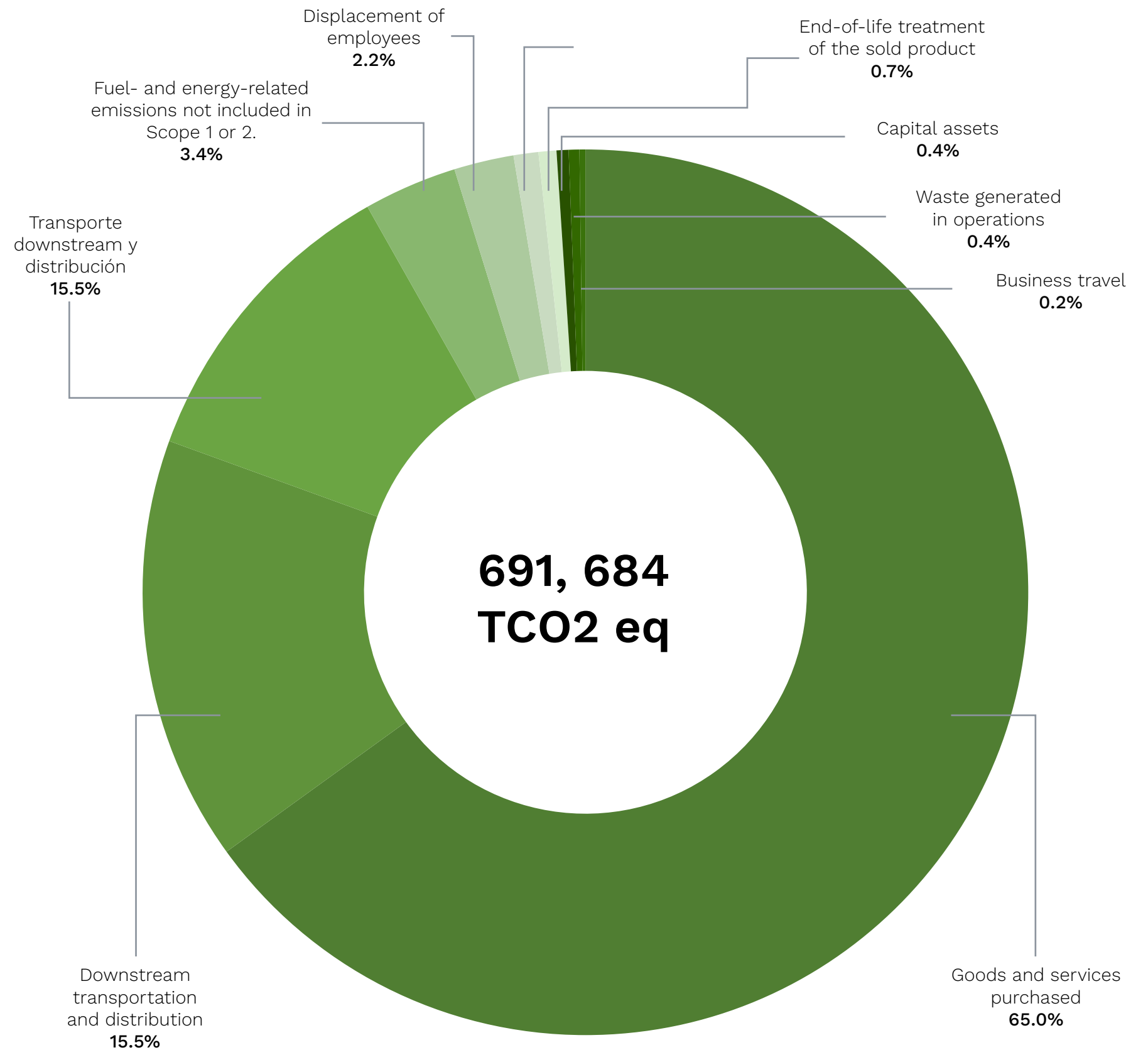
GRI 305-3
WEF 7

In 2022, the mapping of Scope 3 carbon footprint was completed. This mapping included all indirect emissions (not included in Scope 2) occurring in cbc's value chain.

The mapped categories are intended to provide companies with a systematic framework to organize, understand, and report on the diversity of Scope 3 activities within a corporate value chain.

cbc's mapping includes general raw materials (sugar, concentrates, packaging, containers), travel, fleet managed by logistics operators, and final disposal of packaging.

The mapping was conducted following the official guidance for greenhouse gas emissions calculation by the GHG Protocol, specifically the technical guidance for Scope 3 emissions calculation.



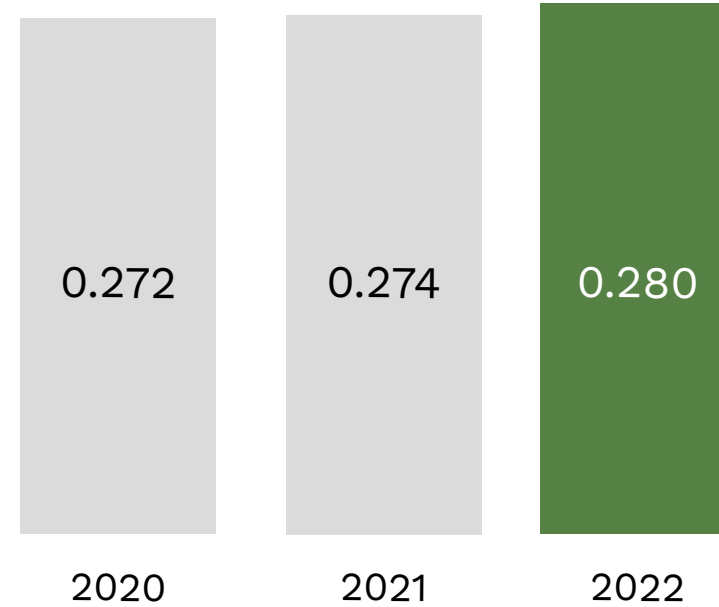
Planet: Environmental Dimension

Energy Consumption

GRI 3-3, 302-3, 302-4

ELECTRIC POWER CONSUMPTION KW. / BOX 8 OZ.

Despite the increases in production lines and volumes in operations, we have managed to be efficient with energy consumption, through good practices in the use of it.



01

The indicator that is worked on in all our production plants is obtained from the ratio of electrical energy consumption to the number of eight-ounce boxes produced. For this indicator, an annual reduction target is defined, which obliges us to implement new technologies and optimize the operation of the equipment in order to achieve the established objectives and goals.

02

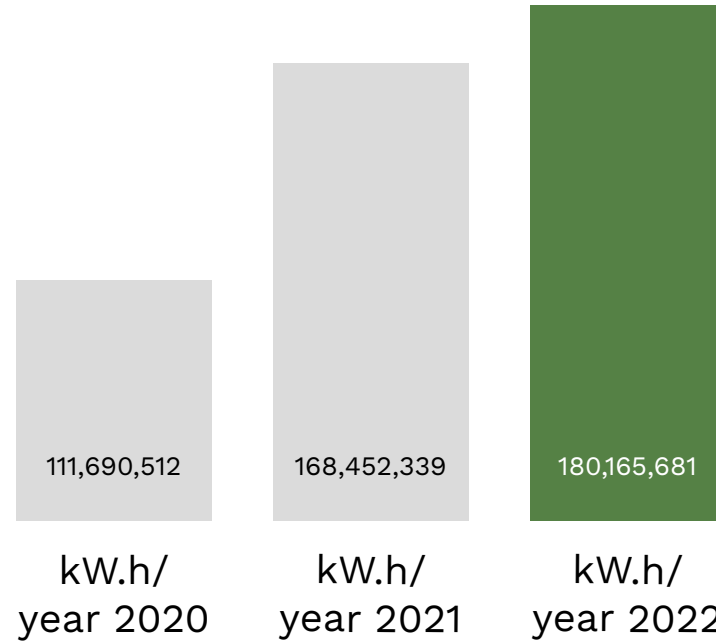
Mainly, we are working on modulating the compressed air and refrigeration equipment to optimize processes. This modulation is carried out through a detailed analysis of production planning and demand, to work with the equipment at a power level that generates only the necessary amount of air, avoiding waste and meeting our demand. Similarly, we established parameters for the operation of air conditioning in different areas, setting start and stop times.

Planet: Environmental Dimension

Energy consumption within the organization

GRI 3-3, 302-1, 302-4

develops, annually, efforts to reduce the consumption of electrical energy. Likewise, the percentage of renewable energy is taken as a basis, according to the energy matrix of each country. In the countries where cbc operates, power generation is mostly done through hydroelectric plants.



Energy intensity

GRI 3-3, 302-3

Energy intensity expresses the energy required per unit of activity, output, or other metric used. By expressing energy efficiency in this way, the company becomes comparable to other companies. The indicator is relative and is obtained from the ratio of energy used versus liters of beverage produced.

Description	Quantity	Dimensional
Electricity consumption year 2021	648,596,450	MJoule
Litres of beverage produced	3,146,952	Litros

Description	Indicator (MJ/Liter)
Energy intensity	0.206



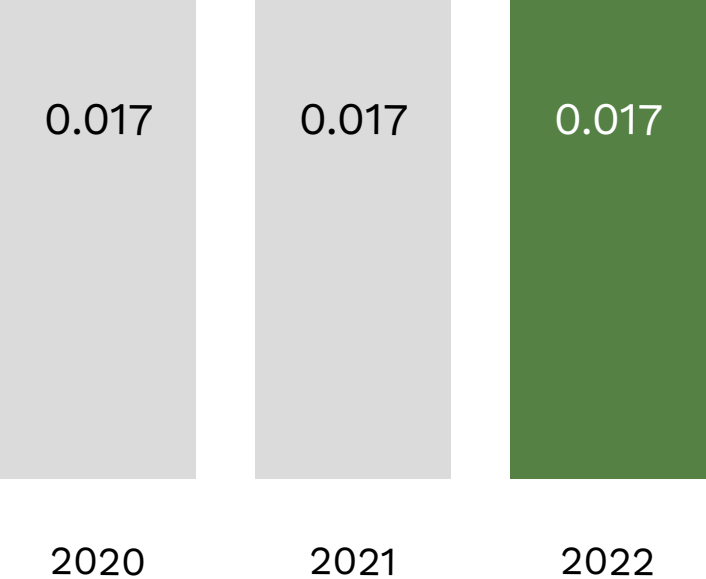
Bunker Consumption

GRI 3-3, 302-3



LITERS OF FUEL BUNKER / BOX 8 OZ.

In 2022, cbc set itself the goal of keeping its bunker consumption in line with the consumption of the previous two years, 2020 and 2021. This was achieved by implementing good consumption practices.



Measures used for the reduction of bunker fuel

GRI 302-4, 3-3

We have implemented a series of processes in order to control, reduce and optimize the consumption of fossil fuels within our production process, this to minimize the impact on the environment of our operations:



We implement bunker consumption indicators

to control and reduce use in our production process. These indicators are reviewed, daily, giving visibility to the entire team with the aim of generating a sustainable culture over time, measuring and then executing action plans.

Measurements are made of the chimney gases of our boilers, as well as measurements of the quality of the fuel we acquire to feed our equipment.



Focused Improvement Groups

are tasked with studying, evaluating, controlling and improving the use of resources.



In all our factories the implementation of Good Operational Practices (GOPs)

is carried out, which are initiatives that allow the control and reduction in the use of Bunker.



Planet: Environmental Dimension

Water

GRI 3-3, 303-1

Much more than a resource, water is a fundamental element for life. And that is why we are committed to guaranteeing its conservation through four initiatives:



We will ensure the most efficient use of water in our operations by maintaining industry benchmarks in terms of liters used versus liters produced.



We will ensure that wastewater is treated and reused in auxiliary services and other uses in accordance with local regulations and international safety standards.



We will participate in collective actions of high impact such as Water Funds that integrate efforts from different actors including industrial groups, civil society, academia, and national and local authorities to preserve river basins. We are founding and active members of the following Water Funds: Quito, Cuenca, and Guayaquil in Ecuador, Piura in Peru, and the Metropolitan Region in Guatemala.



We will share our knowledge and transfer our best practices to our suppliers to help them achieve a more efficient use of water and involve them in conservation activities.



Planet: Environmental Dimension

Water Consumption

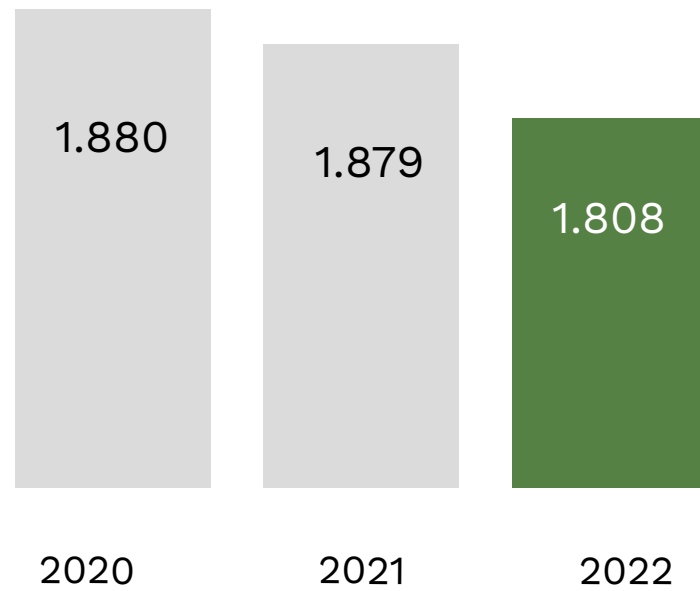
GRI 3:3 GRI 303-1, 303-2

LITERS OF WATER CONSUMED / LITERS OF BEVERAGES PRODUCED

In 2022, we achieved a water indicator of 1,808 liters of water per liter of beverage produced, a reduction of 3.77% compared to 2021.

This indicator has helped us reduce our water footprint in all our operations.

We are committed to water conservation, conducting a comprehensive assessment of the use of this important resource in beverage production and auxiliary services, and taking necessary measures to conserve it.



We comply with laws and regulations related to wastewater and its treatment. We have invested in technology that ensures compliance with parameters established by local regulations. At cbc, we have set the goal of reusing 30% of treated water for auxiliary services and other uses by the end of 2030, following local and international safety standards and norms.

These activities allow us to reinforce a commitment to water as a shared resource.



Measures implemented to reduce water consumption

GRI 303-1

In all our production plants, we implement Good Operational Practices (GOPs), which are initiatives that allow for the control, reduction, and reuse of water.

There are consumption indicators and goals in all consumption points in the plants, which are calculated daily based on the ratio of finished beverage produced in liters to the total liters of water used in its production.

The Focused Improvement Groups (GME) in each plant are responsible for reviewing the water indicators and proposing action plans that help achieve the indicator goal.



Periodic training and awareness sessions are conducted with all our teams.

Operation of wastewater treatment plants

GRI 303-2

The production plants of cbc have wastewater treatment plants. The operation of these plants is based on an aerobic biological treatment system with activated sludge and ultrafiltration membranes, which guarantee the adequate treatment of the plant's wastewater to comply with the guidelines established in national legislation, and above all, with cbc's standards.

There are laboratories equipped with the necessary instruments to carry out daily process control analysis. Likewise, analyses are carried out in certified laboratories to verify compliance with the parameters established by laws and regulations.



When necessary, expansions to the treatment plants are carried out in line with the production volume, demonstrating cbc's commitment to treating every cubic meter that comes out of the factory.

Planet: Environmental Dimension

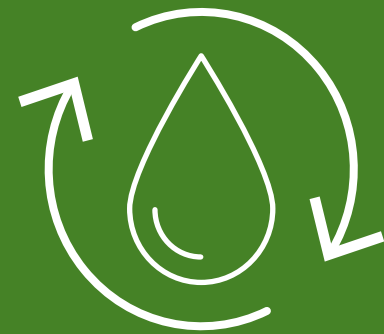
Water Discharge by Destination, Quality, and Type of Treatment.

GRI 303-2, 303-4

cbc complies with local legislation regarding wastewater treatment, ensuring compliance with discharge parameters and internal quality standards at each factory.



Description	Quantity	Dimensional
Treated wastewater	2,43,473	m3
Water Recovery	75,143.17	m3



Description	Quantity	Dimensional	Percentage (%)
Treated water by cbc	2,43,473	m3	72%
Water treated by third parties according to Local legislation	75,143.17	m3	28%



Water Funds

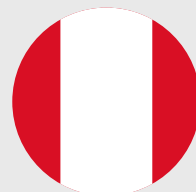
GRI 303-1, 3-3, 2-28

Water Funds are public-private partnerships aimed at developing impactful mechanisms that contribute to water security in specific areas, through investment in natural infrastructure. Water Funds are instruments designed to protect and preserve water recharge areas in certain watersheds.

cbc is part of the Water Funds in the various countries where it operates, with the aim of promoting conservation, recovery and sustainable use of water sources: Ecuador, Fonag, Fondagua, Fonapa.



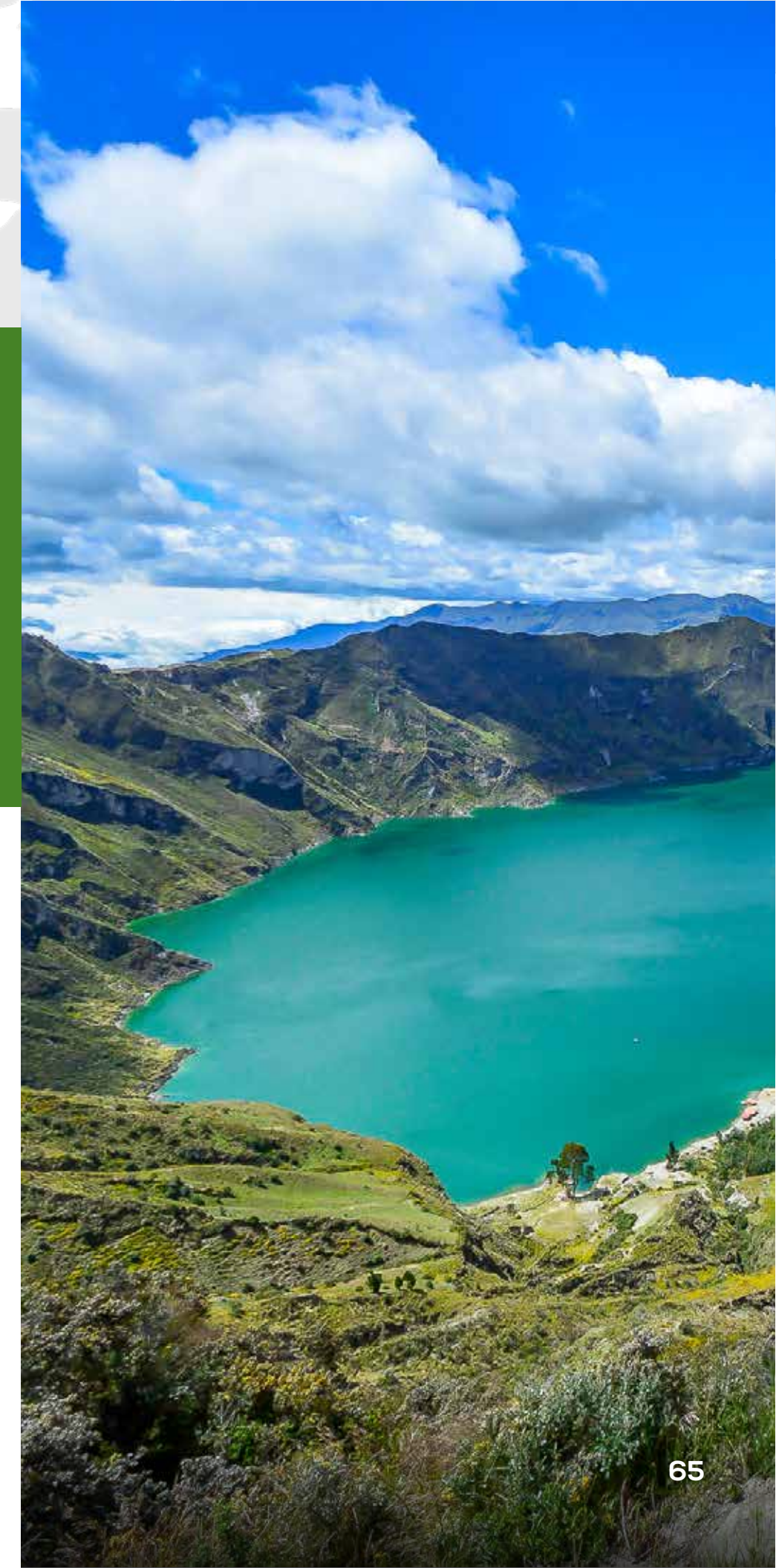
**FONDOS DE AGUA,
ECUADOR**



**FONDO REGIONAL DEL AGUA
CHIRA-PIURA (FORASAN)**



**FONDO DE AGUA DE
GUATEMALA, FUNCAGUA**



Planet: Environmental Dimension

Zero waste to landfill

GRI 306-2, 3-3

For many, waste is just disposal, but for us, it's a valuable resource. That's why we've incorporated the concept of "Zero Operational Waste to Landfill" into our company's philosophy, aiming for responsible, efficient, and sustainable resource utilization to maximize its potential.

Our goal is that by 2030, all our production plants will be certified, meaning that at least 99% of the waste they generate will be recycled, reused, or co-processed to generate energy. This translates to fewer greenhouse gas emissions, as waste won't end up in landfills or our environment, and we'll be steadily advancing towards strengthening the circular economy.

By 2023, our objective is to treat 52.32% of the total operational waste generated by our production plants according to Carbon Trust standards.

OBJETIVOS EN MANEJO DE DESECHOS

By
2025 achieve and maintain the Carbon Trust's Zero Waste to Landfill Standard for 8 of the 16 manufacturing facilities operated by cbc by December 31, 2020.

By
2026 achieve and maintain the Carbon Trust's Zero Waste to Landfill Standard for 9 of the 16 manufacturing facilities operated by cbc by December 31, 2020.

By
2030 achieve and maintain the Carbon Trust's Zero Waste to Landfill Standard for 16 of the 16 production facilities operated by cbc by December 31, 2020.

To achieve and maintain the Carbon Trust's Zero Waste to Landfill Standard, a plant must divert at least 99% of waste generated from landfill.

In 2022, we obtained certification by the Carbon Trust at the Cuyotenango Plant, bringing the total to 2 plants out of the company's 16 certified plants.



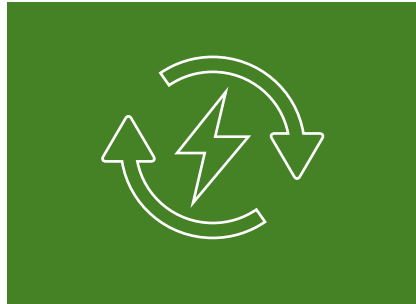
Planet: Environmental Dimension

GRI 306-1, 3-3

TYPES OF TREATMENT ACCEPTED BY THE CARBON TRUST:



Composting



Biomasa



Energy



Recycling

- cbc implements a waste classification process to identify generated by-products and separate them from regular waste.
- The agencies and production plants have a by-product classification system that utilizes bins for sorting cans, glass bottles, PET, sacks, HDPE plastic packaging, barrels, cardboard, nylon, caps, straps, Tetra Pak, wooden pallets, among others.
- Our supplier selection and certification process ensures that the recyclers we work with have the corresponding environmental licenses and handle the by-products correctly, transforming them into raw materials for external processes.
- The prices and recycling companies are approved by a By-Product Committee, composed of representatives from the Operations, Purchasing, Manufacturing, Environment, Finance, and Audit departments.
- 100% of hazardous waste is treated in compliance with the regulatory requirements of the countries where we operate.



Solid Waste Management

GRI 306-1, 306-2, 306-3, 306-4, 306-5

The total weight or volume of materials used to produce and package the organization’s main products and services is divided as follows:

- Non-renewable materials used
- Renewable materials used

Material	Classification	Origin	Tons	Units
PET container	Plastic	Non-renewable	64,056.24	--
Packaging Produced PRB	Returnable plastic	Kwh/year	570.81	--
Plastic lid	Plastic	Non-renewable	5,887.02	--
Corcholata	Aluminium	Non-renewable	566.84	--
Aluminium can	Aluminium	Non-renewable	4,853.53	--
Aluminium lid	Aluminium	Non-renewable	1,200.22	--
Label	Plastic	Non-renewable	1,226.44	--
Heat shrink	Plastic	Non-renewable	6,914.18	--
BIB Bag	Plastic	Non-renewable	--	1,161,917.82
Tetrapack	Cardboard	Renewable	--	261,404,834
BIB Box	Cardboard	Renewable	--	1,155,212.82



Planet: Environmental Dimension

Packaging and Containers - Circular

GRI 3-3, 301-2

We are aware of the importance of giving more each day, of being active gears in the machinery that allows the world to continue moving towards a better future. That's why we are committed to being promoters of the circular economy. To achieve this, we are reducing our plastic consumption from the design stage, implementing more effective packaging recovery models, ensuring the recycling of all packaging, and using recycled resins. Our goal for 2030 is to contribute to recovering 100% of all the bottles we place on the market through the following initiatives:

- Development of strategic alliances with recycling companies
- Support environmental entrepreneurship projects, especially those developed by women and youth such as the Atitlan Recycles program in Guatemala and the Bottles that Empower program in Peru.
- Participate in initiatives driven by our industry such as Recycling Partners of Jamaica.
- Implement RECO programs that promote the returnability of all PET bottles.
- Produce and execute advertising campaigns that raise awareness and promote the culture of recycling.



Reduce by 26% the virgin resin content in PET bottles by 2026, taking as a reference the baseline of the year 2019.



Use more than 30% recycled resin in our PET bottles by 2030, compared to our 2019 baseline.



Use biobased materials in packaging by 2025.



Develop and participate in initiatives that allow us to recover the equivalent of 100% of the packaging we place on the market, by 2030.



Make 100% of packaging reusable, recyclable or compostable by 2030.

Planet: Environmental Dimension

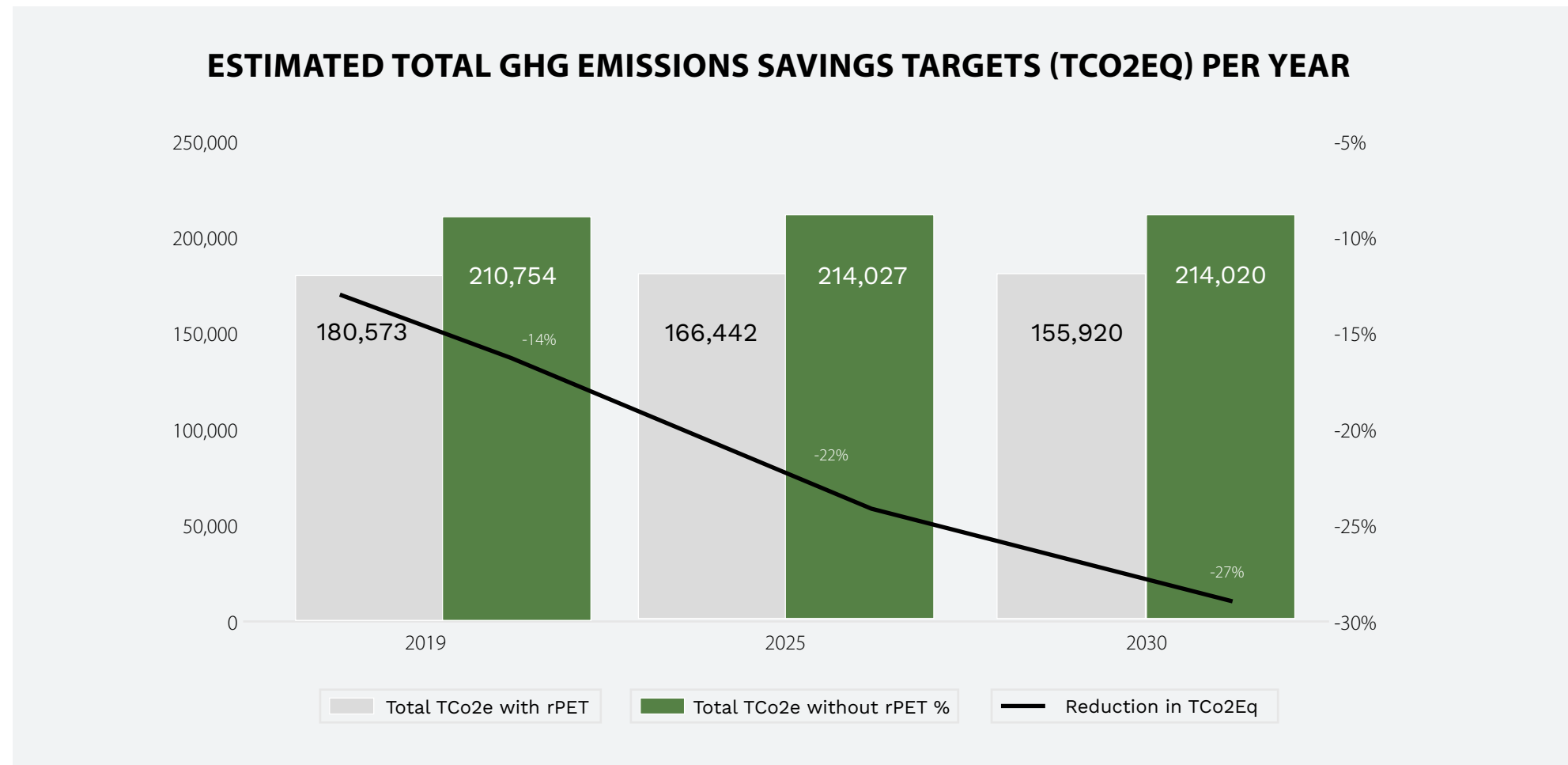
Percentage of Recycled By-products

GRI 301-2, 3-3, 305-5

Our goal is to reduce our emissions by increasing the use of recycled resin.

One of the biggest contributors to carbon emissions in the beverage industry comes from the pre-production process. In fact, according to Libelula1, the production of one ton of virgin PET generates 3.69 tons of CO₂e, while one ton of recycled PET generates 0.37 tons of CO₂e.

By incorporating a higher percentage of recycled resin in our packaging, we estimate a 22% reduction by 2025 and a 27% reduction by 2030 in the CO₂e generated in this process.





GRI 301-2

PERCENTAGE RECYCLED IN PACKAGING MATERIALS

Material composition	Quantity 2021	Quantity 2022
% Recycled Resin	11.46%	20%
Non-recycled resin	88.54%	100%

Due to the pandemic, in 2021 the supply chain of recycled PET was affected. In 2021, cbc resumed the incorporation of recycled resin.

PERCENTAGE OF RETURNABLE PACKAGING

Description	Total quantity	Dimensional	Classification	% TOTAL
Production with returnable packaging	65,622,298	Caja 8 onzas	% Returnability	11.30%
Total plant production	582,649,013	Caja 8 onzas		



Awareness Campaigns

GRI 305-5, 3-3

To reinforce our environmental culture at cbc, we continuously develop environmental campaigns with communications and activities for our team.

We detail some of them below:

1

ENERGY DAY

It is a campaign that aims to raise awareness in our operations and dedicate time to correcting energy waste in our production and generation equipment, educate staff on the use and care of available resources, and involve each employee in the responsibility we have as a company to protect the environment.



GRI 303-1, 302-4, 3-3

2

GOOD OPERATION PRACTICES - GOPS

This consists of disseminating good sustainability practices, which allows us to replicate the efficient and responsible use of available resources in all of our operations.

The good practices are focused on the use of necessary services for the production process (compressed air, steam, electric power, refrigeration, efficient use of water, chemical management, byproduct management, and lighting).

- Leak Inspection Map Consumption
- Measurement by equipment
- Leak repair
- Internal communication
- Kick off Energy Day

3

ENVIRONMENTAL CONSERVATION CAMPAIGNS

Campaign for water conservation in our operations, where we ensure good practices and controls, raising awareness of individual responsibility in the care of the water resource.

The water conservation campaign was implemented in all cbc factories and workplaces.

Planet: Environmental Dimension

Packaging recovery initiatives

GRI 203-2



JOINT VENTURE WITH RECYCLING COMPANIES

Joint Venture with Invema for the recovery of post-consumer PET bottles in Central America, ensuring their integration into the value chain through the production of recycled resin.



#Haciendo ECO AWARENESS

Information and awareness-raising campaigns to promote recycling, in particular direct sorting at the source of consumption for Ensure packaging and bottles are integrated into the circular economy.



VOLUNTARY DEPOSIT

Voluntary deposit return scheme in Jamaica as an industry initiative that allows, through a public-private partnership, the valuation of post-consumer bottles.



COMMUNITY RECYCLING PROGRAM

This program in Peru gives a new purpose to our renewable packaging, converting it into inputs for women artisans to produce sustainable fashion items and thus improve their income.



COMMUNITY RECYCLING

Women and young environmental entrepreneurs who improve their incomes through the circular economy.



ASSOCIATIVE RECYCLING WITH SHARED VALUE

Redes Con Rostro in Ecuador is a program for the recovery of recyclable waste, incorporating grassroots recyclers into a management system that promotes productive chains.



RECO PROJECT

Project that promotes the returnability of PET bottles for recycling. The points of sale become collection centers.



PRICESMART COLLECTION CENTERS

Alliance in Guatemala with Pricemart supermarket chain to promote recycling, In 2022, inauguration of 2 recycling stations in Pricemart Zona 10 and San Cristobal. This program will continue to expand during 2023.



07

Social Dimension: People and Prosperity

**Social Dimension:
People and Prosperity**

Customers & Consumers


GRI 416-1, 3-3

At cbc, we are always focused on meeting the needs of our consumers and clients. For this reason, we conduct periodic studies to understand their lifestyles, motivations, consumption occasions, and emerging trends. This allows us to develop a multi-category portfolio for all consumption occasions and promote healthy habits while prioritizing the safety and well-being of our employees, clients, consumers, and communities. Agility and the ability to quickly adapt to any situation are part of our DNA, reflecting in how we operate in both traditional and modern channels.


At cbc, we seek to develop new business opportunities and catalyze the growth of our strategic partners, neighborhood stores. In 2022, we continued working on the plan initiated in 2021 to create the Customer Digital Ecosystem. We have identified the following opportunities that we can address together:

1. Stores have a loyal customer base and expect to provide them with access to benefits and new services to increase daily purchases.
2. Store owners seek assistance in managing their businesses, allowing them to focus on providing excellent customer service, a key activity for their success.
3. Stores are the heart of their communities and can become catalysts for development through digital services that generate new business opportunities.


Traditional Channel



Digital Transformation



Regional Delivery Platforms




Mobile Distribution Centers




B2B Chats

Modern channel



E-Commerce



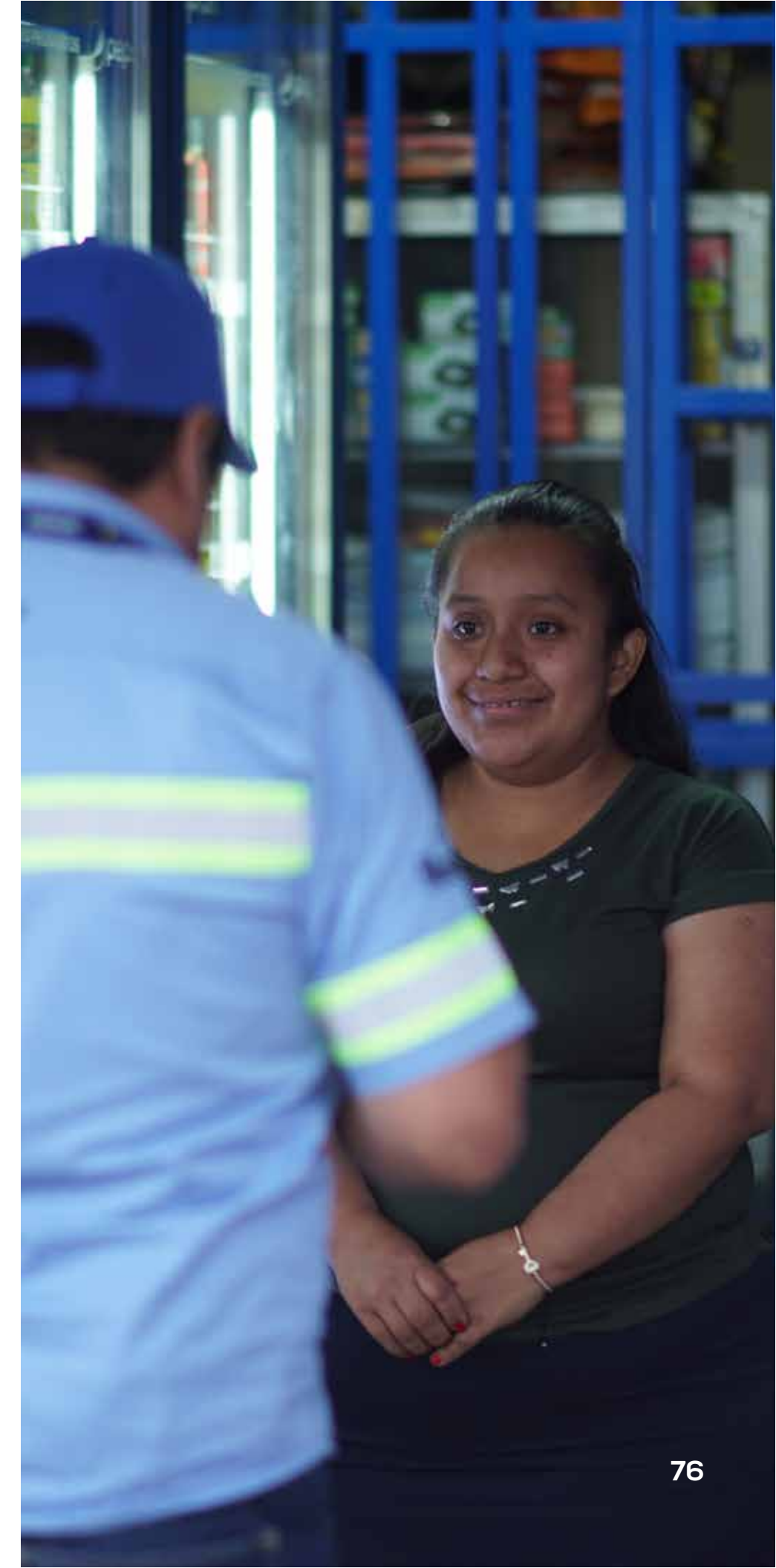
Expansion to new consumers



Multi-serve packaging adapted to new trends



Renegotiation alliances





Customers & Consumers

GRI 416-1, 416-2, 417-1, 417-2, 417-3

At cbc, we follow a structured innovation process, and we develop and reformulate all of our products based on the nutritional needs of the countries where we operate. We provide clear information about the ingredients of each beverage on all our labels, enabling our consumers and their families to make informed decisions.

cbc complies with and respects the labeling laws and regulations of all the countries where it operates. Additionally, our strategic partners PepsiCo and BELIV have made the decision to display the calorie content of their products on the front of their labels, even in countries where it is not required by law.

We maintain the highest standards of quality in the production and distribution of our products to ensure their safety and wholesomeness. We follow our Quality and Safety Policy, which enables us to have a Quality and Safety Management System based on the FSSC 22000 scheme (Food Safety System Certification), providing a scheme for effectively managing a company's responsibilities regarding food safety. Currently, FSSC 22000 is a recognized scheme of the Global Food Safety Initiative (GFSI) that is internationally accepted and based on existing ISO standards.

Being certified under this standard demonstrates that a company has a robust food safety management system in place and meets the requirements of its customers and consumers. Our plants in Guatemala and El Salvador are already certified, and we are working to certify all production plants, reinforcing our commitment to delivering products to our customers and consumers with the highest standards of quality.

We also believe it is essential to share memorable campaigns with our customers and consumers that communicate positive feelings and inspire change.

It is necessary to mention that there have not been any sanctions in matters related to marketing communications and labeling. It is also worth mentioning that there have been no no sanction on issues related to product quality and safety.

Social Dimension: People and Prosperity

Krezco, a commitment to community development

GRI 203-1, 203-2, 3-3

2.7 million Guatemalans generate income through entrepreneurial business activities. We, at cbc, have decided to transform the social fabric starting with the neighborhood stores, the circle of entrepreneurship where we have significant influence and a disproportionate competitive advantage. Krezco is a path to prosperity for store owners, their families, and their community. If we evolve our thinking, envisioning stores not only as customers but as centers of development and social impact, we will see the great opportunities we have to generate business at scale.

Store owners are the heart of our communities and the heart of our business. We want to catalyze their growth, creating a domino effect of positive impact. Through Krezco with capital, businesses obtain working capital to grow their business and the necessary educational tools to sustain it in the long term.

Analyzing customer purchases 3 months before and after their first purchase financed with KMC, it was found that 70% of customers experienced an average revenue growth of 13%. Our impact can be scalable and sustainable!



Hand in hand with capital, comes Krezco, my services, enabling Pepsi stores to pay for water, electricity, telephone, cell phone purchases, remittance collection, and more than 30 different services. And thus, we want to continue developing new businesses to bring more services to the communities.

With Krezco, we go together!

Social Dimension: People and Prosperity

GRI 203-1, 203-2, 3-3



DREAM

+75k micro-entrepreneurs trained and with available working capital to drive development in Latin America.

WHAT IS KREZCO MY CAPITAL?

It is an omnichannel and 100% digital platform that offers working capital to micro-entrepreneurs in Latin America. We have a partnership with Fundación Génesis Empresarial and Migo Payments.

We will provide digital training on financial education and good business practices.



DREAM

To digitalize our shopkeepers and transform the way business is conducted in the region! We promote the economic and social development of Latin America through the use of technology, as well as improving the living conditions of our shopkeepers and their families.

WHAT IS KREZCO MY SERVICES?

Krezco My Services is a digital platform designed to transform the point of sale into a remittance collection and payment center for services such as water, electricity, telephone, internet, and bank loans, among others. It is a platform used to transform the points of sale in the region into a payment channel for end users.



DREAM

To bring health and well-being to communities through a first-rate telemedicine service at affordable prices. Enable access to healthcare services for the entire population and the possibility of leading a full and healthy life.

"A doctor in the palm of every person's hand."

WHAT IS KREZCO MY HEALTH?

Krezco Health is a digital platform that provides virtual medical assistance from anywhere, through chat or video conferencing, without the need to travel long distances or incur additional expenses.

It is an alliance with pioneering companies in the region that offer digital health services through conversational commerce.



Consumer Welfare

GRI 416-1, 416-2 417-1, 3-3

At cbc, we aim to contribute to the well-being of our consumers through a portfolio of highly functional, nutritionally efficient, and natural products. We strive to reduce chronic malnutrition, ensure clear nutritional labeling so that our consumers can make informed decisions, and become a benchmark in the industry.

SUGAR REDUCTION

PepsiCo has set a goal to achieve 100 calories or less of added sugar per 12-ounce serving, which will represent approximately 41% of our portfolio, and expand the portfolio of sugar-free beverages, which will represent approximately 22% of our portfolio, by 2025.

Beliv has defined a target of reducing added sugar in its portfolio by 80%, with approximately 50% of products containing 5 grams or less of sugar per 100ml.

Beliv aims to have 80% of its portfolio consist of plant-based and natural ingredients, with natural flavors and no preservatives by 2025. Beliv is developing a portfolio of plant-based options,

probiotic beverages, natural juices, and a diverse range of water, including Gütig, which has been recognized multiple times as the best natural carbonated water in the world.

LABELING

cbc complies with all labeling laws and regulations in every market where our products are sold. As we strive to offer consumers a variety of choices, the company's position is to contribute to informed consumer decision-making. Taking into account local legislation, CBC provides nutritional information per serving. Simplified information is also provided on the front of the package.

CHILDREN'S ADVERTISING

cbc understands that children are a special type of audience. When we communicate about our products, we take special care to support the role of parents or other responsible individuals in guiding children's dietary and lifestyle choices.

Social Dimension: People and Prosperity

Suppliers - Sustainable Sourcing

GRI 205-2, 414-1, 3-3, 414-2

cbc has a purchasing and process policy that sets the guidelines for the acquisition of goods and services for all of the organization's operations, under a Center of Excellence located in Guatemala and a Procurement Hub based in Uruguay. They execute management based on the basic principles of transparency, equal opportunities, integrity, professional ethics, and confidentiality. The objective is to ensure a long-term relationship with suppliers and a shared value generation outlook. They work with their suppliers to reduce the environmental and social impacts generated by their commercial interaction and thus improve the conditions of the supply chain.



ETHICAL PURCHASING MANAGEMENT

All individuals who perform purchasing and procurement functions for the Organization's affiliated and subsidiary operations, whether they are from the Purchasing area or a different area, must always act in accordance with the Purchasing Policy, the Code of Ethics and Anti-Corruption Policy.

The purchasing processes are executed through defined methodologies for each case, in order to ensure the expected quality and timely supply of the goods or services within a framework of respect for the commercial commitments made with the suppliers, who are also required to comply with the Anti-Bribery Management System, Purchasing Policy, and Confidentiality Agreements, as applicable.

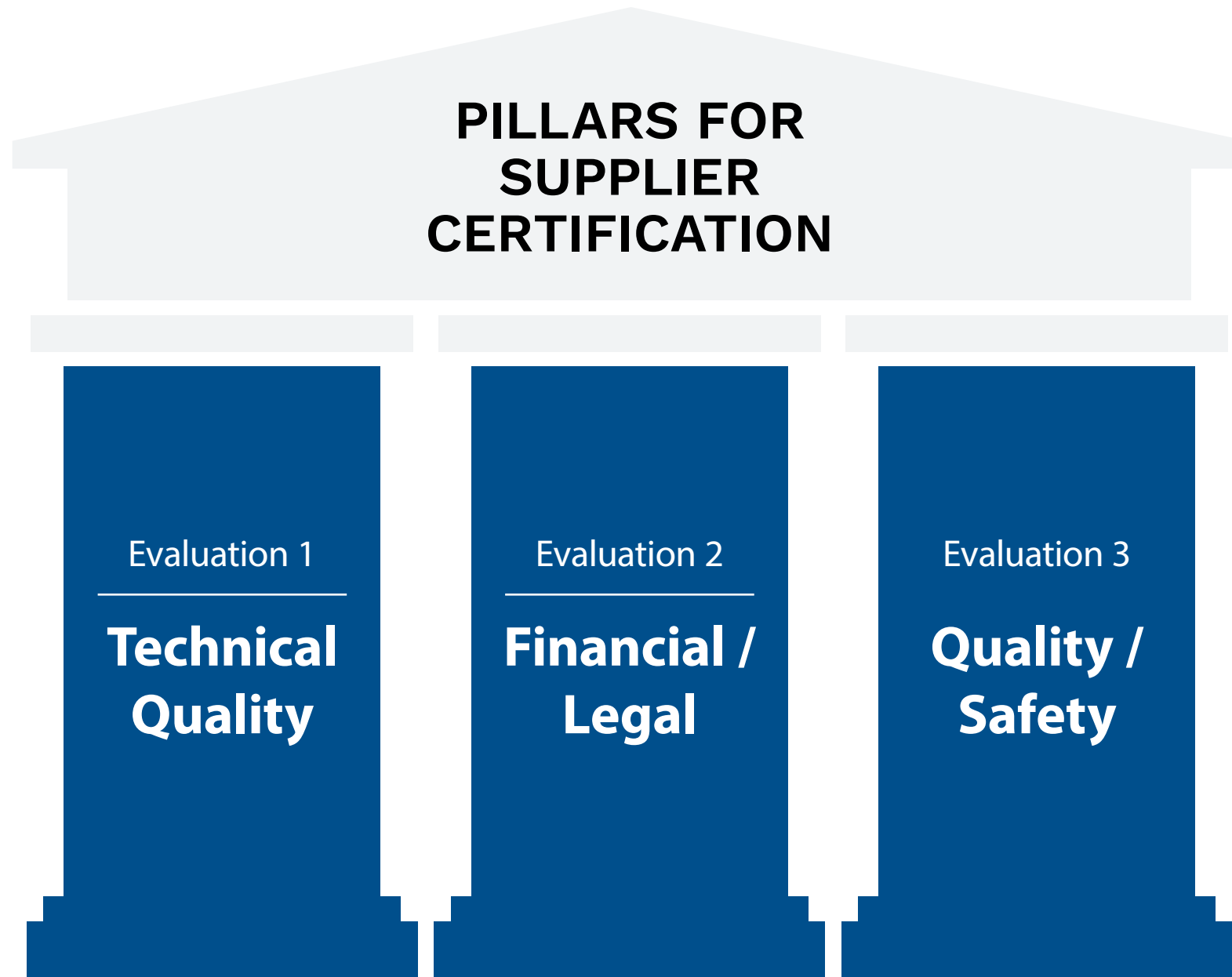


SUPPLIER EVALUATION AND CERTIFICATION

At cbc, we have developed a supplier evaluation process that aims to measure the performance of our main high-impact suppliers in terms of delivery efficiency, quality, service, competitiveness, and added value. This allows us to identify our excellent suppliers or develop an action plan for those who have gaps in their evaluation, thus promoting continuous improvement.

In addition to pursuing operational excellence from our suppliers, at cbc we also aim to work with suppliers who have comprehensive responsibility in all areas, whether technical, financial, quality and safety, or social and business. For this reason, we have developed the Supplier Certification process, which aims to contribute to an integral management approach and mitigate risks related to the areas mentioned above.

Social Dimension: People and Prosperity



SUPPLIER EVALUATION AND CERTIFICATION

GRI 414-1, 414-2, 308-1, 308-2, 3-3

Evaluation 4 – SMETA: the supplier is evaluated by a certification body, according to the SMETA protocol, under the scope of responsible sourcing (RS). The evaluation consists of a declaratory questionnaire (SAQ) and a visit to the supplier's facilities. The Purchasing Department began using the SMETA (Sedex Members Ethical Trade Audits) audit methodology in 2017, certified by SGS, who works with SEDEX. This audit is carried out for all suppliers, in accordance with the high-impact matrix established.

In the plan established by the Organization, high-impact suppliers are addressed first, by expense or by the vitality of the service or product to be delivered, and then the process continues. For this purpose, a high-impact matrix has been defined to identify the priority of certification, according to where it is located in the defined matrix.

This practice has been implemented since 2017 and has allowed us to reduce risks in the supply chain by verifying that our suppliers act responsibly, under principles of labor legislation, business integrity, environment, and occupational health and safety. Annually, more than 400 suppliers are subjected to SMETA certification, which is equivalent to 100% of high-impact suppliers.

Social Dimension: People and Prosperity

Compliance with the code of ethics

GRI 205-2, 407-1, 408-1, 409-1, 414-1, 414-2

All supplier companies have the obligation to adhere to cbc's Code of Ethics and/or have their own code aligned with the vision of fulfilling its principles. These include the respect for human rights, rejection of child labor and forced labor, ensuring that no minors are hired and ensuring compliance with the laws. "Hire the necessary and sufficient labor for the provision of services, whose personnel depend directly on the supplier, ensuring not to hire minors; comply with the occupational safety, health and hygiene standards, as well as those related to the environment and food safety when providing services within cbc's facilities; comply with all provisions of cbc's Code of Ethics, which is declared to be in their possession and knowledge".



As part of the requirements for supplier code registration, suppliers are requested to sign a conformity agreement with the Code of Ethics and an anti-corruption declaration. This ensures that 100% of our new suppliers are informed about the initiatives and regulations that cbc has in place to combat unethical practices.

**Social Dimension:
People and Prosperity**

Supplier contracts

GRI 205-2

In contracts with suppliers, cbc includes the following clauses regarding compliance with integrity standards as part of its Anti-Fraud and Anti-Corruption Policy and Code of Ethics:

“cbc complies with the highest standards of integrity and ethics in business and, furthermore, observes all applicable national legal and regulatory provisions in preventing the crime of bribery, bribery or corruption, and requires the same from its contractors.”



Social Dimension: People and Prosperity



GRI 205-1, 3-3

THE CONTRACTOR MUST DECLARE THE FOLLOWING:

"The Contractor must declare the following: "That he/she has not offered, paid, delivered, promised payment or authorized payment, directly or indirectly, of money, gifts, or any object or valuable asset to obtain or improperly retain any business or commercial advantage, to induce a person to perform inappropriate functions or that could violate the laws of the Republic of Guatemala." And that he/she complies with the legislation of each country, especially with the legislation that considers the crimes of bribery, corruption and money laundering. "The supplier undertakes to comply strictly with the legislation of its country of origin and that of other countries in which it has any type of activity."

Also, within the contracts that cbc enters into, the anti-corruption clause is included, where the parties declare that they comply with the highest standards of integrity and ethics in business, and also observe all national and international legal and regulatory provisions in accordance with the activities they carry out. Likewise, those applicable in preventing the crime of bribery, bribery, or corruption in all its forms, and that in the same way, it is required of its contractors.

**Social Dimension:
People and Prosperity**

Supplier audits

GRI 414-1, 3-3

Through a specific clause, contractors authorize cbc to audit and review the compliance of suppliers in labor legislation and other relevant areas, either directly or through specialized third parties. This way, cbc can verify compliance with legislation and the principles established in the Code of Ethics.

Suppliers assume the following commitments:



Maintain indemnified the warranties and representations of the contract.



To answer any oral or written questionnaire that cbc communicates to them from time to time, and to enable interviews with their employees, within reasonable hours.



Labor Compliance Requirements Manual for Service Providers.

To ensure compliance with labor standards by cbc suppliers, a Labor Compliance Requirements Manual was developed.

This manual consists of a tool that allows for the transmission of this knowledge to suppliers of goods and services, to facilitate joint alignment that ensures respect for human and labor rights, as well as the rights and obligations established by the different International Labor Organization conventions that have been ratified by each of the countries where cbc operates.

Social Dimension: People and Prosperity

COMPLIANCE WITH THE CODE OF ETHICS

GRI 205-2, 408-1, 414-1, 409-1, 407-1, 3-3

The Manual provides a general guide that allows compliance with the labor requirements that form part of the regulatory framework of each country.

The Manual serves as a guide for service providers on the principles and general regulations they must comply with regarding labor and occupational safety, for proper management of their human resources within the framework of the commercial relationship with cbc. (Audit of Compliance with Labor Laws for Logistics Operators)

As a socially responsible company, cbc conducts periodic labor legal audits in all its operations to verify compliance with the provisions of the respective legislation of each country. The baseline for measuring compliance with labor aspects in each country is formulated through the hiring of local labor law experts, external to the company, who present a list of legal requirements to be verified. Subsequently, the experts render a report on the results obtained. cbc continues with the audits to verify compliance with the provisions contemplated in labor laws.



The audits are carried out on all the required labor documentation, in accordance with the Labor Code and other legal provisions, making reviews of a random sample of the files of active workers.

**Social Dimension:
People and Prosperity**

Our People

Atracción y retención de Talento

GRI 404-3, 3-3

We recognize that our people are the heart of our business and that is why, through our management, we seek to be recognized by all our collaborators as a strategic ally to attract, retain, develop, and recognize talent, through discipline, operational excellence, and a highly motivated team.

Our policies guide us to ensure that processes are executed in a standardized way and in constant pursuit of excellence, in order to achieve results and improve through the best recognized practices for each process. We encourage continuous improvement through excellence in the execution of the routines of the People & Management area's processes. We create a healthy competition that inspires people to be the best in their area. We recognize sustainable excellence in means and results.

We have
5 Strategic Pillars
that are the basis of management:



Recognize
Pursuit of excellence
MANAGEMENT PROCESSES



Attract/Engage
Identify talents
EXTERNAL RECRUITMENT



Conserve
Strengthening the heart of the team
CULTURAL COMMITMENT



Develop
Exhibit our talent
ORGANIZATIONAL DEVELOPMENT



Conserve
Intelligence and efficiency
TECHNOLOGY

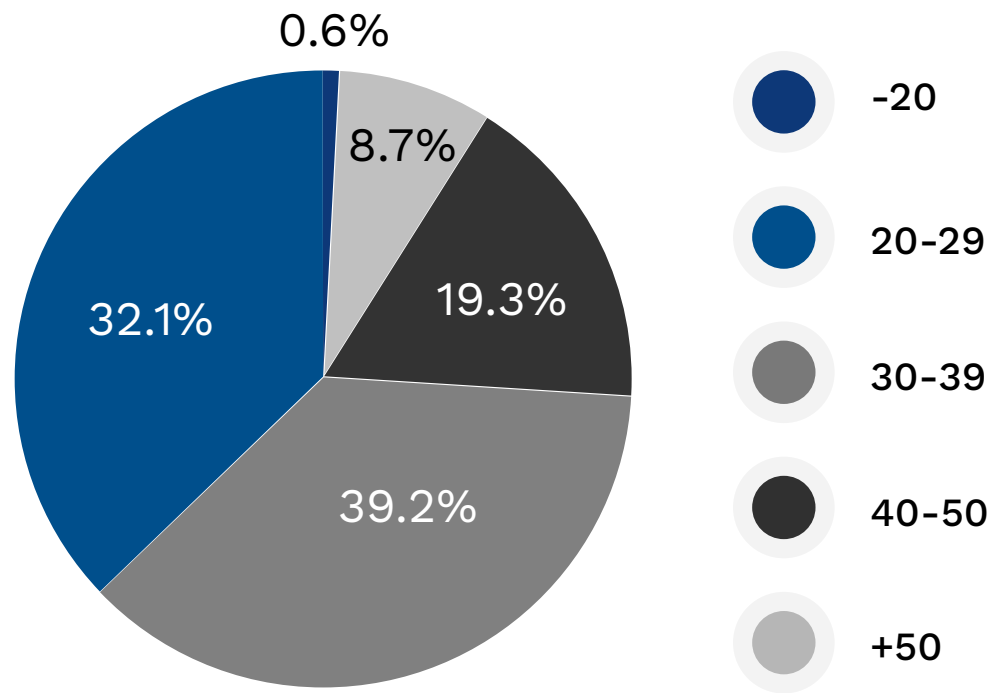
Social Dimension: People and Prosperity

Employees

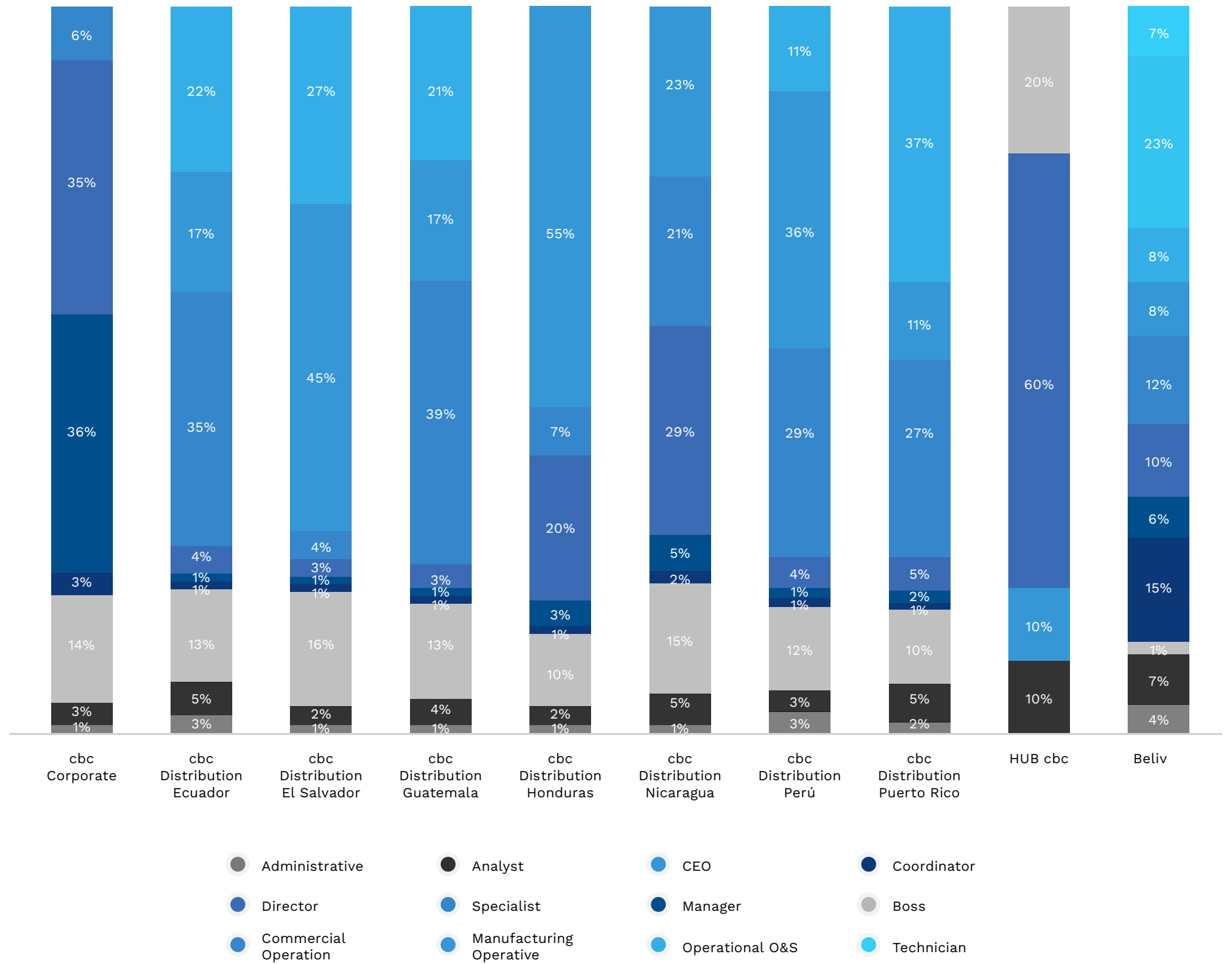
GRI 2-7, 405-1

In 2022, cbc's team consisted of 9,362 employees. 72% of this total is represented by people between 20 and 40 years old.

The following graphs contain data about individuals within the organization, with different classifications throughout 2022.



Data from previous years can be seen in our 2021 and 2020 reports.



Social Dimension: People and Prosperity

Gender

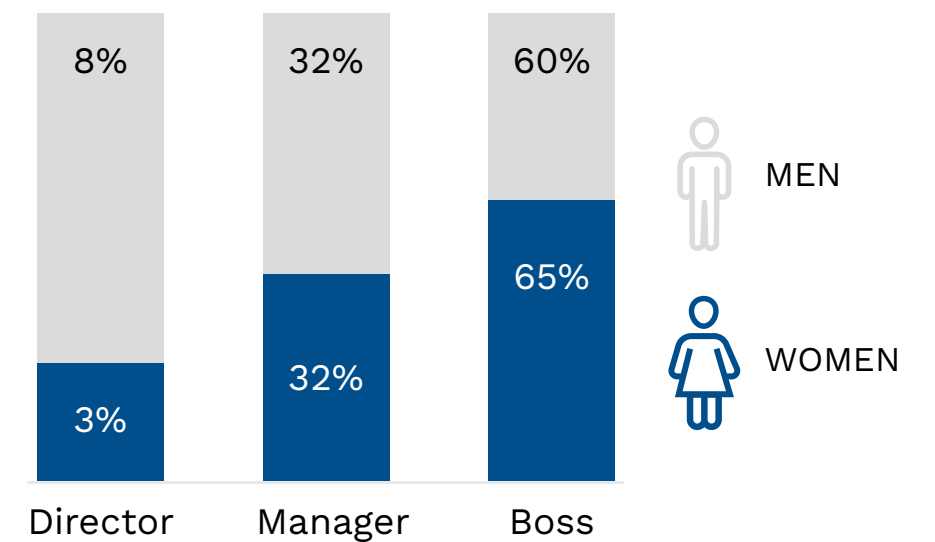
GRI 405-2, 3-3

In recent years, cbc has had significant growth in its business and structure, increasing the number of employees in the region. In 2022, 25% of leadership positions were occupied by women.

cbc is committed to the Women's Empowerment Principles (WEP), developed by the United Nations Global Compact and UN Women, as a demonstration of its commitment to gender equality. cbc is part of the companies in the region that publicly adhere to these principles.

These principles represent a set of business practices to promote equality between women and men in all areas of corporate management. Likewise, they are designed to help companies examine the policies and practices they apply, or to create new ones.

cbc handles gender equality and equity fundamentally in all its operations, in terms of wages, benefits, and safety. It also has career planning policies for women and other benefits, such as special schedules for nursing mothers.



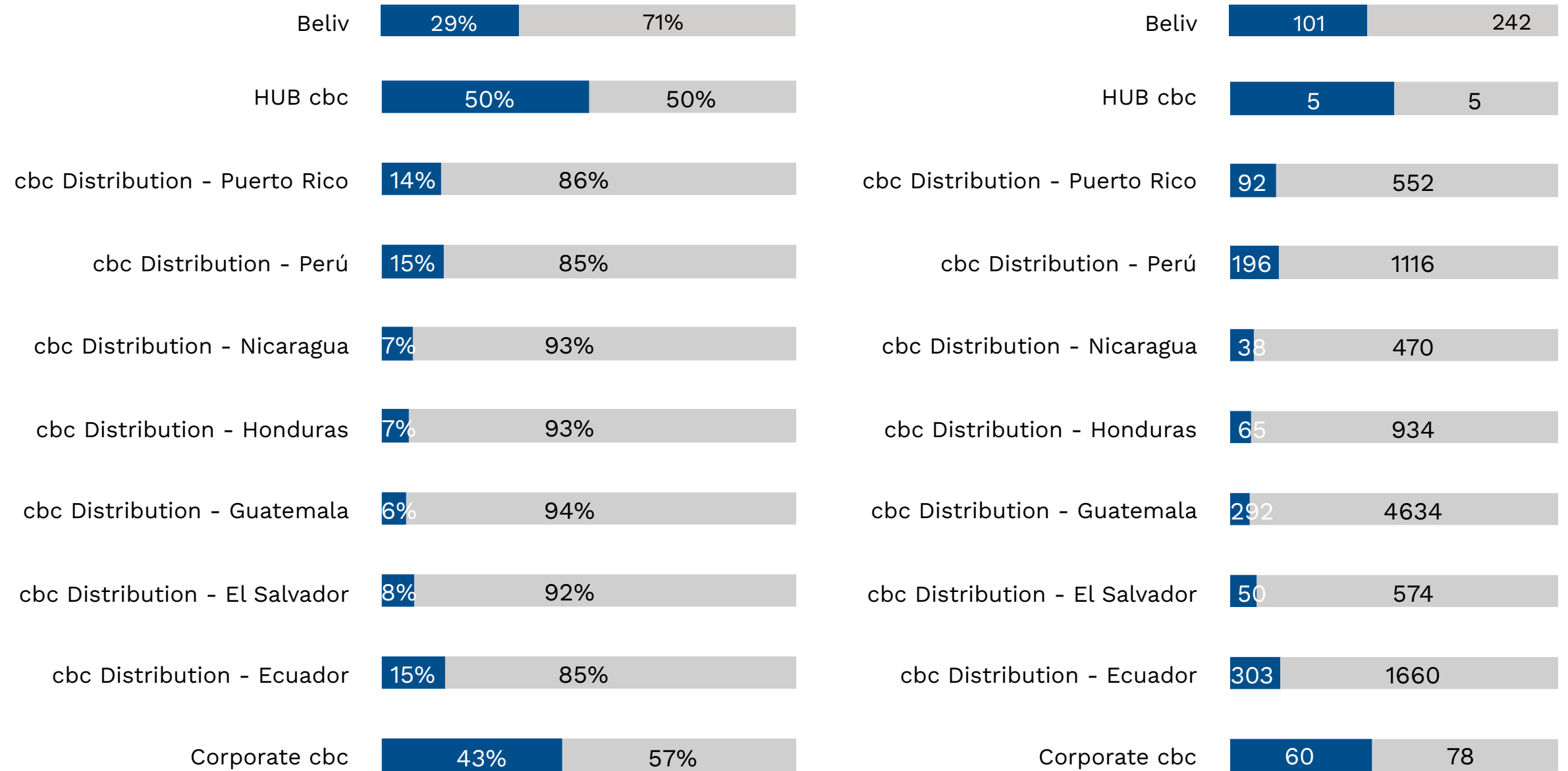
**Social Dimension:
People and Prosperity**

Gender

GRI 2-7

**Number of employees by
gender per operation**

% Of employees by gender



Social Dimension: People and Prosperity



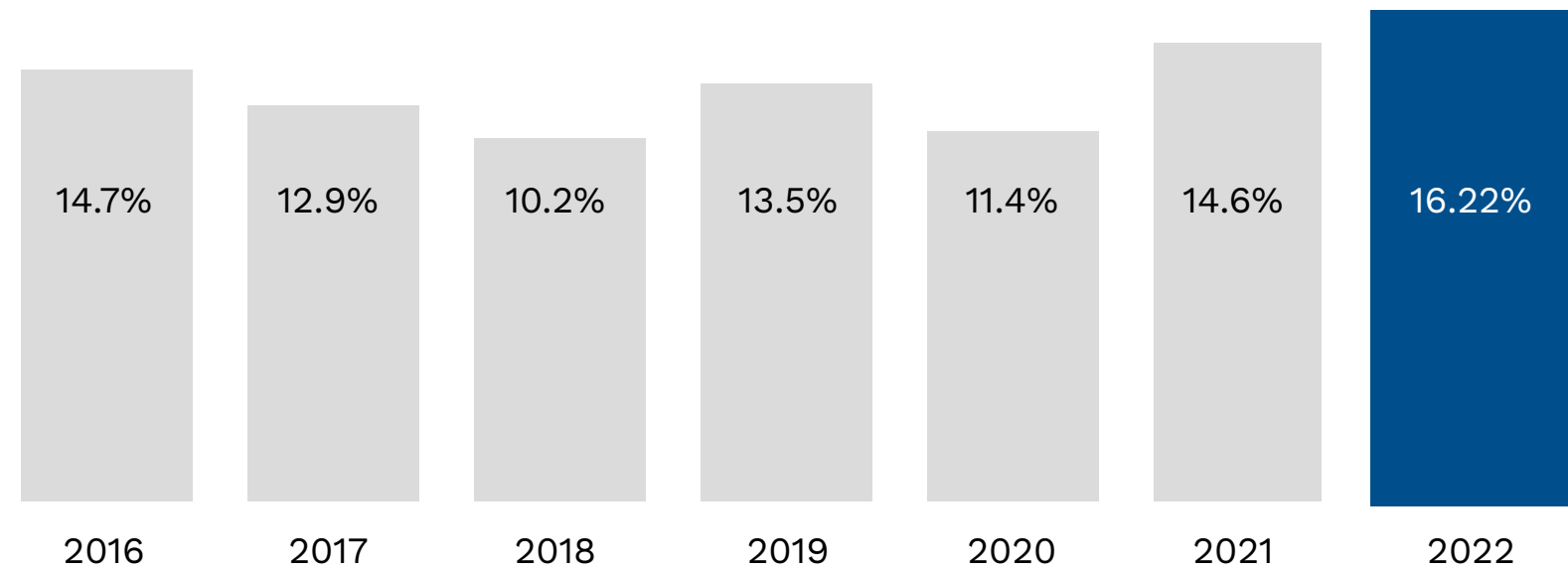
Rotation

GRI 401-1, 3-3

Employee turnover is the number of employees who leave or depart from the company, compared to the total number of employees the company has for a specific period of time.

To understand the causes of voluntary or involuntary departures, cbc analyzes turnover in the operations of different countries and in each area. It also conducts exit surveys and consultations with leaders in the areas where a worker is leaving, to objectively understand the reasons for the departure.

All the information collected through the interviews, combined with the complementary information the Company has based on satisfaction surveys and adherence to culture, allows necessary measures to be taken to strengthen talent retention strategies and improve recruitment and selection processes if necessary.

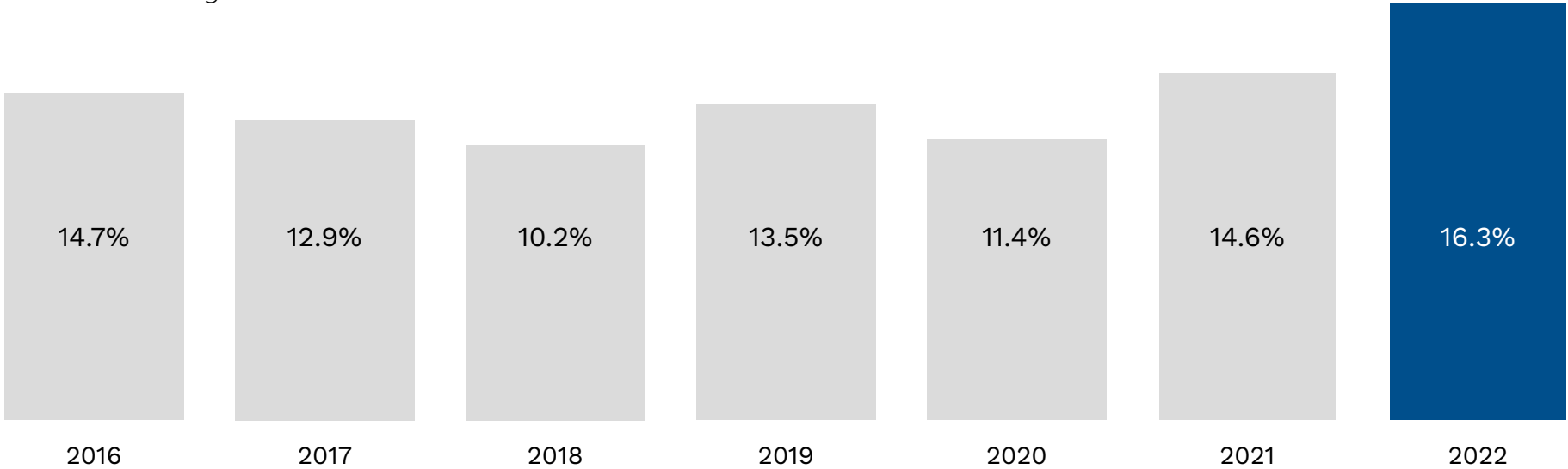


**Social Dimension:
People and Prosperity**

New Hires

GRI 401-1

New hires carried out in 2019, 2020, 2021 and 2022 are the following:



Rango de edad	2019		2020		2021		2022	
	Women	Men	Women	Men	Women	Men	Women	Men
Less than 30 years	85	486	64	466	139	850	187	1,056
Between 30 and 50 years	143	832	11	515	132	783	166	938
Over 50 years old	3	15	3	10	3	18	2	27
Total by gender	231	1,333	78	991	274	1,651	355	2,021
Grand total	1,564		1,066		1,925		2,376	



Social Dimension: People and Prosperity

Early Career Programs

GRI 3-3, 401-1


We create programs for young people entering the labor market that provide transformative experiences.

Focused on generating real opportunities for development and growth, so that you can have an incredible experience.



We are looking for young talents, recent university graduates so that they can develop their professional career holistically in the company, thus preparing us together for a sustainable, committed and culturally sound growth..


 **Duration: 1 year**

 **The program is aimed at young people with 1 to 3 years of university graduation.**



It is the internship program for young university students. The best place to fall in love with Corporación Mariposa, its culture and its brands. Develop strategic projects working as a team with our staff and turn the first step of your career into an unforgettable experience.


 **Duration: 6 to 8 weeks**

 **The program is aimed at young people studying for a bachelor's degree or undergraduate degree at any university.**



Talent, is the attraction program that seeks the incorporation of young people with expertise in a specific area recently graduated from the university, showing that they have the necessary skills and experience to adapt to our culture and enhance their career.

 **Duration: 13 TO 6 MONTHS**

 **The program is aimed at young people with 1 to 3 years of university graduation.**



It is the talent attraction program that seeks master's degree or specialization students in the development of their project who are looking to break barriers with a first class international team.

 **Duration: 1 year**

 **The program is aimed at university groups that are studying for a master's degree or specialization.**

Social Dimension: People and Prosperity

Management model

GRI 404-3, 3-3

As part of our management model, we have CONNECT, a digital platform for management and interaction for our employees. It consists of seven modules. This platform diagrams the entire organizational structure, starting with the CEO and breaking down by area. For each position, there is a profile description, from activity information to personal information of the employee.

Through the tool, the people cycle is also managed with the result of the Nine Box Grid evaluation (the tool we use to measure goal attainment and competency evaluation) and management of free time for vacation requests and additional benefits.



GOALS

Module that handles the complete management of annual goals.



PERFORMANCE

Manages performance evaluation through the Nine Box Grid platform.



EMPLOYEE CENTRAL

Manages the personal and employment information of all cbc employees.



RECRUITMENT

Manages the recruitment and selection process for internal and external candidates.



SUCCESSIONS

It allows mapping critical positions for the functioning of the business and having a talent pool that can occupy those positions.



LEARNING

Permite la gestión de aprendizaje con contenido e-learning.



DEVELOPMENT

It manages the activities that employees must carry out as part of their Individual Development Plan (IDP), to close the gaps identified in their performance evaluation.

Social Dimension: People and Prosperity

Data Hub

GRI 404-3, 3-3

It is a dashboard platform with the key indicators of the People and Management area, which facilitates the management, analysis, and interpretation of the key dynamics of human capital that influence business results.



Budget



Turn Over



Head Count



Goals



People
Cycle

Social Dimension: People and Prosperity

AVI

GRI 401-2, 3-3

AVI is the virtual assistant of People and Management through which we are EVOLVING and TRANSFORMING the experience of our employees.



01

Technology that responds to current needs and trends



02

A consultation platform in the palm of your hand via WhatsApp



03

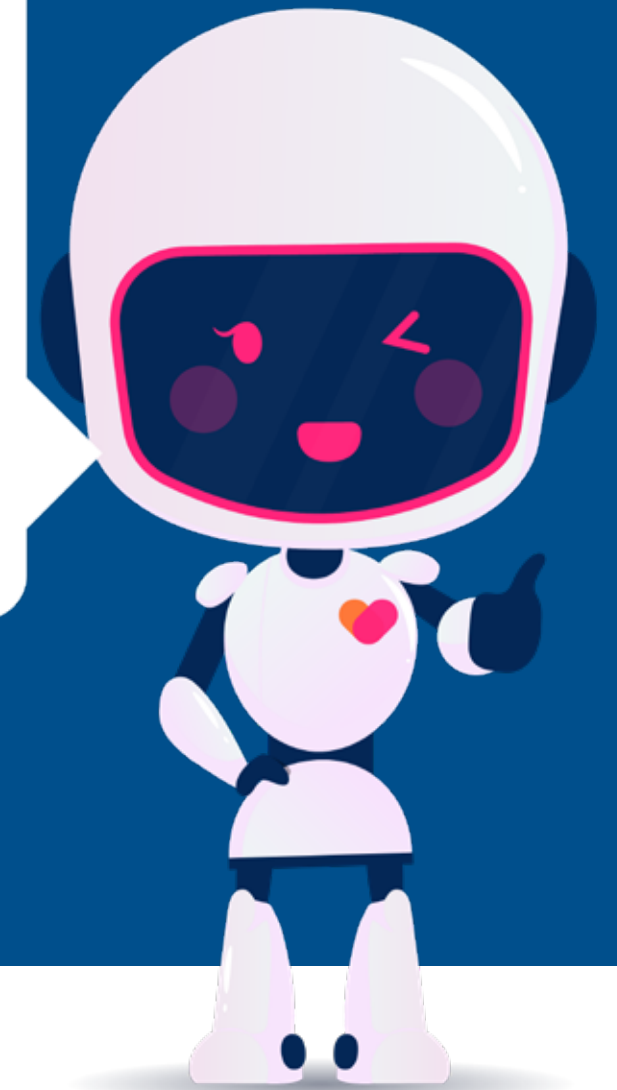
Agile and automated conversations, through artificial intelligence



04

YALO, a global leader in messaging apps powered by artificial intelligence

¡Hola!
soy **AVI**
y estoy para ayudarte



**Social Dimension:
People and Prosperity**



Dreamwork

GRI 404-1, 3-3

In 2021, we launched a work model implemented company-wide, which adapts to the specific needs of hybrid work, with the option for employees to choose where they want to perform their tasks, always guaranteeing productivity in their day-to-day work. This work model is accompanied by technology that allows remote work and access to physical spaces on the Culture Campus via an app called Hotdesk+.

This model is called DREAMWORK and allows us to create culture, build teams, generate results, well-being, and productivity.

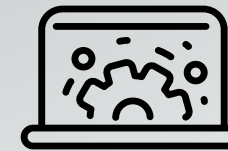
01 Culture

Place where they are carried out: culture dynamics, workshops, strategic meeting place for leaders.



03 Training

Apex University Headquarters for program implementation corporate development programs.



Campus cultura
(transform)



02 Creative sessions

Spaces adapted to the creation of ideas and design thinking dynamics for projects.

04 OPR/Feedback

One-on-one meetings, according to the cycle of people for feedback and development orientation and career planning.

Social Dimension: People and Prosperity



Evaluation

GRI 404-3, 3-3

At cbc, Ciclo de Gente is our process of evaluating employee performance, which is carried out through knowledge and results mapping, in accordance with the meritocracy model. The evaluation process follows these steps:

The evaluation process at cbc starts with goal setting and ends with year-end feedback, which allows for a holistic approach and ensures sustainable development of employees over time.

**Social Dimension:
People and Prosperity**



The timing of the competency assessment depends on 4 important points:

GRI 404-3, 3-3

01

Competency self-assessment and DISC

Self-evaluation determines the level of adherence to competencies and DISC is the test used to measure personality characteristics that may impact the employee's performance.

02

Manager evaluation / 360 evaluation

The immediate manager will conduct the competency evaluation based on their employee's performance in the last year. The top levels of the organization are subject to 360-degree evaluations.

03

Meeting of people

During the people meeting, the calibration in the NineBoxGrid will be discussed based on the evaluation of competencies and goal results.

04

Feedback & PDI

The immediate supervisor provides feedback on performance and together they create an individual development plan to close performance gaps.

COMPETENCY ASSESSMENT

**Social Dimension:
People and Prosperity**

Career plan

GRI 404-3, 3-3

The culture of our corporation is based on meritocracy and developing the career plan of our team, so in 2022, we strengthened tools for the growth of our employees.

CAREER PLAN SITE

Design of an interactive site to map out the career plan, which allows for an analysis of strengths and the ability to close gaps in order to continue developing.

**POSITION
MAP**

We have loaded the map of positions of all areas on e-learning, with specific trainings by levels, so that collaborators can consolidate their growth.

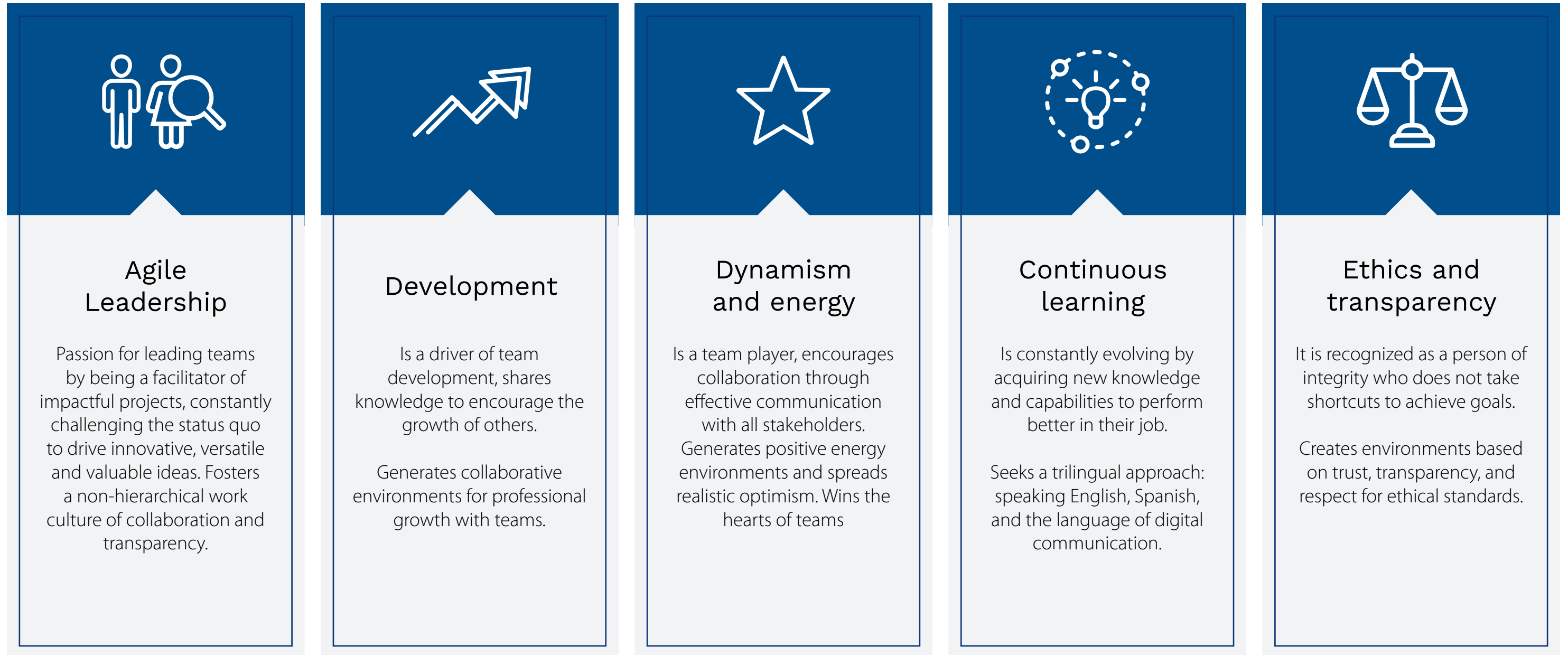
We are a company of opportunities so that our employees can reach their maximum potential.



construyendo profesionales
del futuro

GRI 404-3, 3-3

COMPETENCY MODEL

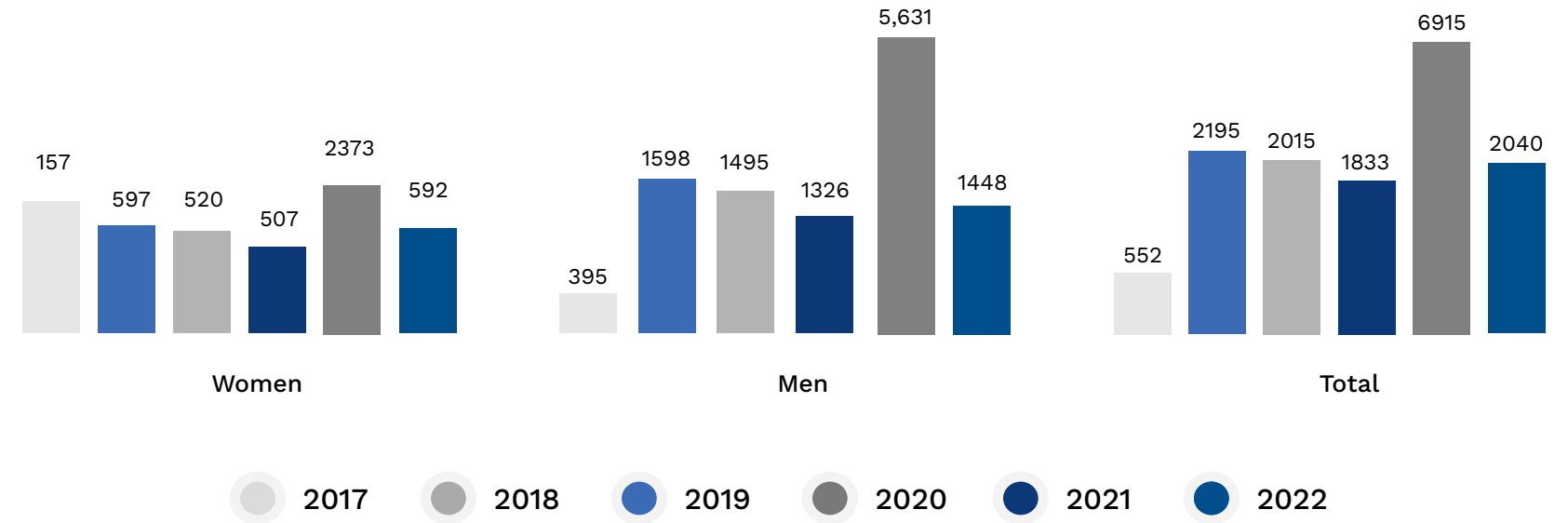


Social Dimension: People and Prosperity

Evaluation

GRI 404-3

The evaluation methodology applies to positions ranging from CEO to analysts. The evaluation is the basis for establishing individual and career development plans.



LABOR CATEGORY	WOMEN	MEN	TOTAL 2018	WOMEN	MEN	TOTAL 2019	WOMEN	MEN	TOTAL 2020	WOMEN	MEN	TOTAL 2021	WOMEN	MEN	TOTAL 2022
OPERATIVE	---	---	---	9	47	56	6	22	28	151	2854	3005	6	22	28
ANALYST	184	209	393	143	161	304	144	170	314	146	162	308	158	162	320
COORDINATOR	182	814	996	182	804	986	182	729	911	215	759	974	212	772	984
SPECIALIST	52	53	105	---	---	---	40	45	85	47	44	91	61	65	127
HEADQUARTERS	96	314	410	142	324	466	99	234	333	98	240	338	97	257	354
MANAGER	77	168	245	42	128	170	35	106	141	34	102	136	54	137	192
CEO/DIRECTORS/VP	6	40	46	2	31	33	1	20	21	1	22	23	3	34	37
GRAND TOTAL	597	1598	2195	520	1495	2015	507	1326	1833	4183	4183	4875	592	1448	2040



Evolution, World Class Manufacturing Program



PROGRAMA DE PRODUCTIVIDAD DE CLASE MUNDIAL

World Class Programs

GRI 404-3, 3-3

In 2020, the World Class Program was launched, starting with the migration of the Manufacturing Fabril Program - PEF to WCM (World Class Manufacturing). We moved from an operational model of process construction to a maturity level focused on sustaining, transforming, and integrating businesses. This has implied a business shift from strategic to tactical, under three pillars: capabilities, benchmarks, and competitiveness.

For 2021, the migration of the PEX (Excellence Program for Agencies) to WCS, World Class Sales, was carried out. Additionally, in the same year, 13 plants and 73 agencies distributed in Guatemala, El Salvador, Honduras, Nicaragua, Puerto Rico, Jamaica, Ecuador, and Peru were evaluated.

The plants and agencies that obtained the best results during 2021 were awarded and recognized. The first-place World Class Manufacturing award went to the Livsmart Plant, and the second place went to the Machachi Plant.

For the Excellence Program of Sales Agencies, the first place was awarded to Chiquimulilla in the Eagles category, and Tegucigalpa won first place in the Falcons category. In this sense, it was demonstrated that no dream is too big when we truly work with our heart to make it a reality.

The World Class and Excellence Programs evaluate, guide, and motivate employees to comply with processes, measure performance, achieve results, while ensuring long-term sustainability of operations.

The evaluations were conducted virtually based on evidence and interviews. The teams from each plant and agency ensure monthly self-evaluations, documenting the results.

The winners receive public recognition and a bonus in which 100% of the participating employees in the winning plants and agencies are included.

**Social Dimension:
People and Prosperity**



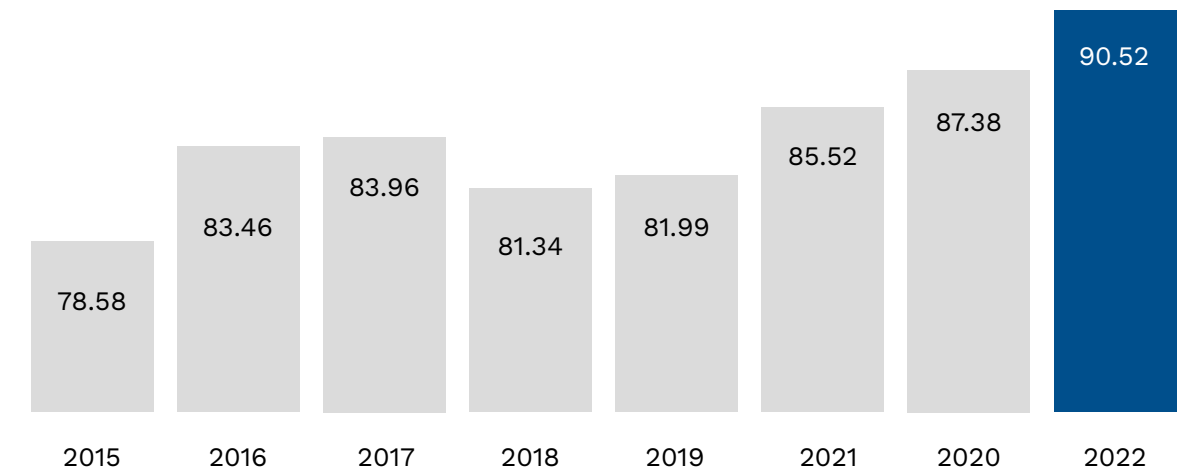
GRI 404-3, 3-3

EVOLUTION RATE 2015 TO 2022



The excellence programs are our methodology for measuring adherence to processes and, at the same time, our way of rewarding the best plants through meritocracy, which are examples of excellence.

Through WCM, the company not only seeks to reward the best, but to develop the best as well.



**Social Dimension:
People and Prosperity**

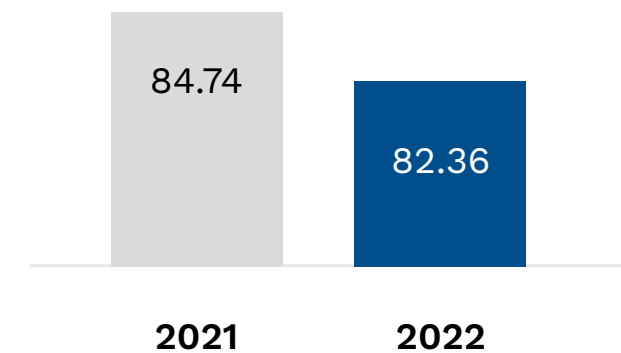


Evolution, World ClassWorld Class Sales Program

GRI 404-3, 3-3

The excellence programs are our methodology for measuring adherence to processes and, at the same time, our way of rewarding the best plants through meritocracy, which are examples of excellence.

EVOLUTION RATE 2021 TO 2022



Through WCM, the company not only seeks to reward the best, but to develop the best as well.

**Social Dimension:
People and Prosperity**



Recognition program that allows us to project through our people the high spirit of overcoming and continuous improvement.

Through it, we recognize the employees who are part of the DNA of our company, who with their experience, growth, triumphs, and life stories inspire us, motivate us, and demonstrate that with discipline and passion, any dream can be achieved.



JAVON SALMON

Head of Manufacturing – PepsiCola Jamaica

JAVON HAS BEEN PART OF THE PEPSICOLA JAMAICA TEAM WITHIN THE CBC BUSINESS UNIT FOR 3 YEARS

In 2019, he joined the company as part of the Talent program. His commitment, excellence, and energy allowed him to be recognized by the leaders in his area, and in 2021, he was promoted to his current position as Manufacturing Manager, where he is in charge of the production team, allowing him to implement better efficiencies to turn the Jamaica plant into a world-class facility.



ELSA PÉREZ

Point of Sale Supervisor – Glad Shops

ELSA HAS BEEN A PART OF LIF IN THE BELIV BUSINESS UNIT FOR 13 YEARS.

She started in March 2009 as a Kiosk Assistant, then was promoted to Kiosk Leader, and currently holds the position of Kiosk Supervisor for Glad Shops.

Her leadership and commitment have allowed her to stand out within her team and have continuous growth within the company.

**Social Dimension:
People and Prosperity**

Training

GRI 404-1

Through the training plan of the University, we have achieved an average of over 20,000 training hours per month.

Apex University is a top-level academic institution where we consolidate solid programs that train and educate our people and contribute to accelerating the development of our talents.



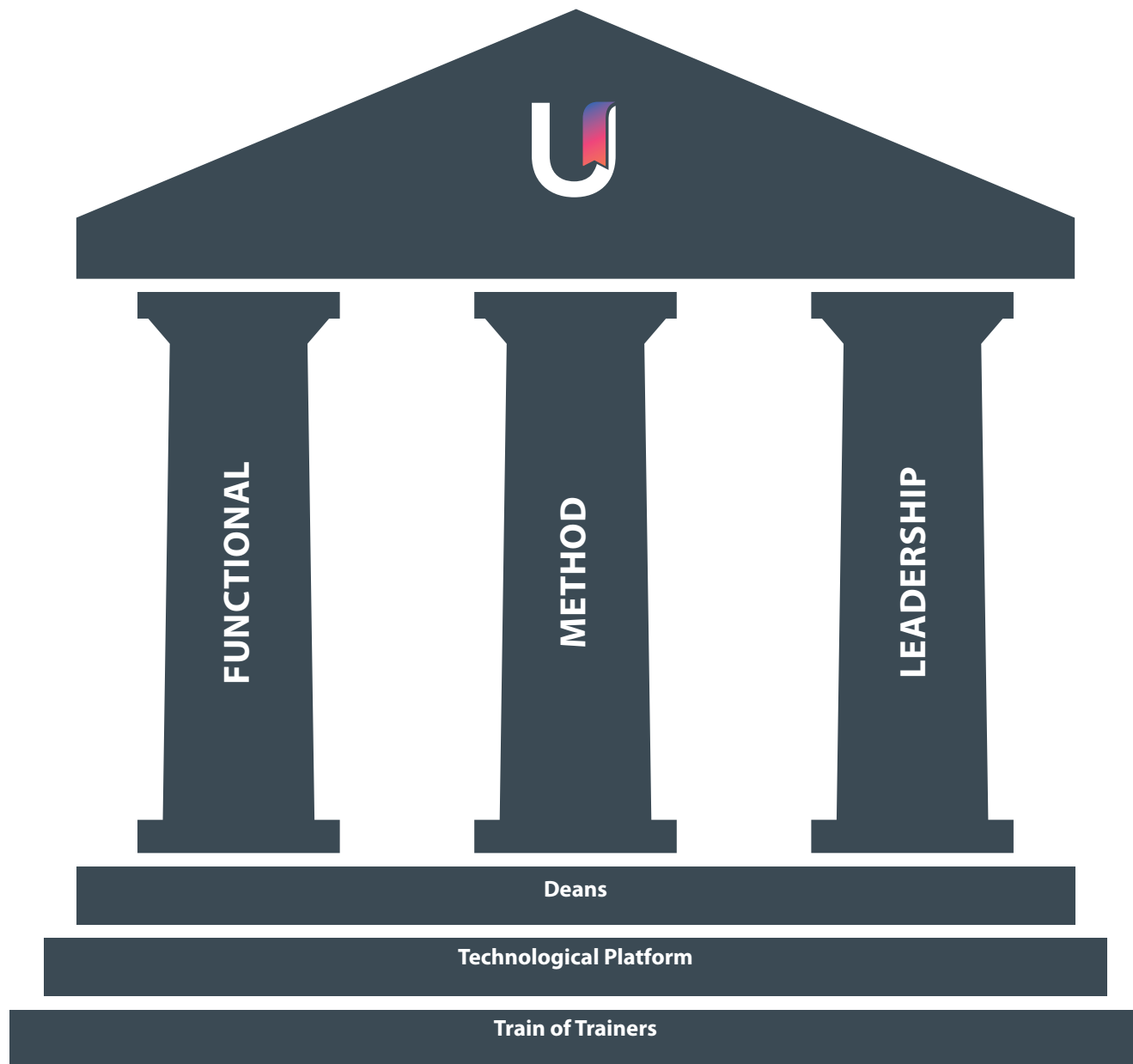
INDICATOR	VALUES 2019	VALUES 2020	VALUES 2021	VALUES 2022
Average hours of training per month	12,725	18,518	11,424	24,486
Average hours of training per employee, per month and by job category	1.3 hours per employee. Administrative Staff: 20% Operational Staff: 80%	2.05 hours per employee Administrative Staff: 55% Operational Staff: 45%	1.5 hours per employee Administrative Staff: 57% Operational Staff: 43%	2.08 Hours per employee Administrative staff: 54% Operational Staff: 46%

**Social Dimension:
People and Prosperity**

Uapex Academic foundations

GRI 404-2

The structure of Apex University is composed of three pillars: functional, method, and leadership, and the foundations: deans, technological platform, and train the trainers.



Pillars: Training Ecosystem

Leadership

Marketing our company culture and developing leaders and future successors.



Functional

Strengthen technical knowledge "skills" to provide the tools and know-how to strengthen performance in the function.



Method

To provide the tools and methodology on "how to" do and better manage routines and processes.



Social Dimension: People and Prosperity

GRI 404-2



Master class

Corporate professional growth program for our employees, through which the directors of apex's centers of excellence and transformation will provide a learning seminar for our employees in each area.

The seminars aim to provide a general understanding of new trends, processes or tools to better develop their functions.



Curriculum

Continuous specialized training plan in each of the functional areas, developed by the deans of the academies, with in-person, virtual, and hybrid courses for administrative staff.



T training day

Methodology of open courses focused on providing key competencies and knowledge for every competitive professional. The trainings cover topics such as:

- Problem-solving
- Negotiation techniques
- Effective presentations
- Decision making
- Change management
- Effective coaching
- Advanced Excel and macros

Social Dimension: People and Prosperity



Certificación técnica Habilidades Comerciales

Potenciar a nuestra fuerza de ventas en los conceptos y lineamientos básicos para el desarrollo de sus actividades diarias, así como desarrollar en el equipo las habilidades involucradas en el ciclo comercial efectivo y en la construcción de relaciones duraderas con nuestros clientes.

Cursos

- **Matemática Comercial**
"Proceso analítico y numérico en las ventas"
- **Gestión Financiera**
"Administración eficiente de mis finanzas"
- **Cómo cerrar ventas efectivas**
"Óptimo cierre con mi cliente"
- **Cómo administrar mi tiempo**
"Gestión de prioridades y tiempo"
- **Técnicas de negociación**
"La técnica ganar-ganar"
- **Relación con clientes**
"Servicio al cliente inspirador"

Creemos en tu desarrollo
creemos en ti.



Certificación técnica Gestión Logística

Fortalecer las habilidades necesarias para la correcta ejecución de la planificación centralizada de la demanda y previsión; y reforzar los lineamientos de logística y almacenamiento que maximicen nuestro rendimiento.

Cursos

- **Administración de flota**
"Logística y administración"
- **Gestión Financiera**
"Administración eficiente de mis finanzas"
- **Organización y Gestión de inventarios**
"Correcta gestión de los recursos"
- **Como administrar mi tiempo**
"Gestión de prioridades y tiempo"
- **Logística Lean**
"Cero pérdidas y cero desperdicios"
- **Gestión de aprovisionamiento**
"Optimizando la cadena logística"

Creemos en tu desarrollo
creemos en ti.



Certificación técnica Eficiencia en Producción

Certificación para optimizar el desempeño del área de manufactura a través del fortalecimiento de los conocimientos y fundamentos de calidad, costo, higiene y gestión de la rutina y de la mejora continua.

Cursos

- **5's**
"Orden, limpieza y disciplina"
- **Manufactura Lean**
"Cero pérdidas y cero desperdicios"
- **Just in Time**
"Cumplimiento de rutina y aprovisionamiento"
- **Seguridad Industrial**
"Optimización y cuidado del recurso"
- **Gestión de recursos energéticos**
"Previsión de accidentes"
- **Buenas prácticas de manufactura**
"Calidad e inocuidad en el proceso productivo"

Creemos en tu desarrollo
creemos en ti.

Technical certifications

GRI 404-2

Technical certifications consist of a structured program aimed at empowering our frontline sales, logistics, and manufacturing employees in the basic concepts and guidelines for the development of their daily activities, as well as developing in the team the skills to maximize their potential.

**Social Dimension:
People and Prosperity**

Talento

GRI 404-2

Corporate program to be carried out once a year, with the aim of developing the potential of second-line talents (levels 1, 2, and 3) and preparing them to be the leaders of tomorrow. This is achieved through a well-defined and planned career path, providing them with access to the unit leader, and developing their functional and leadership skills in partnership with the Monterrey Institute of Technology (TEC).



Social Dimension: People and Prosperity



mujeres líderes

GRI 404-2, 405-1, 3-3

Program designed to activate women's leadership through a strategy focused on executing three tactics that allow women in the organization to develop their leadership:

- Workshops and panels
- Leadership capsules
- Women leaders certification.

This program is developed together with Women Business Coaching



Social Dimension: People and Prosperity



GRI 404-2

Structured program where leaders who have had the opportunity to consolidate their career within the company can guide and accompany a collaborator in the process of mentoring, who is in the stage of training and growth within the company.

This program is developed in collaboration with INCAE.

WHO IS IT AIMED AT?

- Leaders with a solid career and genuine interest in developing people.
- Talents who want to boost their careers guided by a mentor.

LEARNING OBJECTIVES

- Train mentors and mentees to provide the necessary tools for a structured management of the mentoring process.
- Support mentors and mentees throughout the program's development.
- Accompany the development of mentors' and mentees' learning plans.



**Social Dimension:
People and Prosperity**



GRI 404-2

The Entrepreneur Bootcamp was designed to train the first generation of intrapreneurs, seeking constant innovation within our teams. It was carried out in collaboration with the TEC de Monterrey, a leader in entrepreneurship programs in LATAM, with the participation of more than 30 employees.



Social Dimension: People and Prosperity

Training

GRI 404-2

PILLAR METHOD

It is responsible for supporting the formation and consolidation of management practices and tools to ensure adherence to problem-solving and analysis methodologies that enable sustainable business management.

The method pillar provides the following training sessions:

PDCA problem solving and root cause analysis methodology.

Excellence programs, which include all certifications and process management training.

5's: Japanese methodology to create a clean and orderly work environment.

Lean Six Sigma Institute methodology, with certifications in partnership with the Institute, which include:

- White Belt Green Belt Black Belt
- AGILE Methodology

Continuous improvement model in which the result is planned, created, checked, and improved. It's something that's constant and fast, with shortened delivery times to avoid dispersion and focus all attention on a given task. As a result, teams become more dynamic, self-managing, and it motivates each member to be proactive, maximizing their professional development. Agile is based on a set of fundamental principles that breathe life into this philosophy. The key principles for our organization's culture are:



Sustainable development, prioritization and focus, productive culture, communication, and productivity. The course was taught to all locations: Peru, Ecuador, Guatemala, Argentina, Jamaica, El Salvador, Honduras, and Nicaragua.

Social Dimension: People and Prosperity

Training

GRI 404-2

E-LEARNING PLATFORM

Development of more than 400 contents available on the Connect platform to manage a better individual development plan based on technical, functional, and leadership competencies. The platform includes contents divided into:



Soft Skills. Courses divided into levels: beginner and advanced, to reinforce skills.



Video library: Selection of valuable webinars on relevant industry trends, conferences and forums.



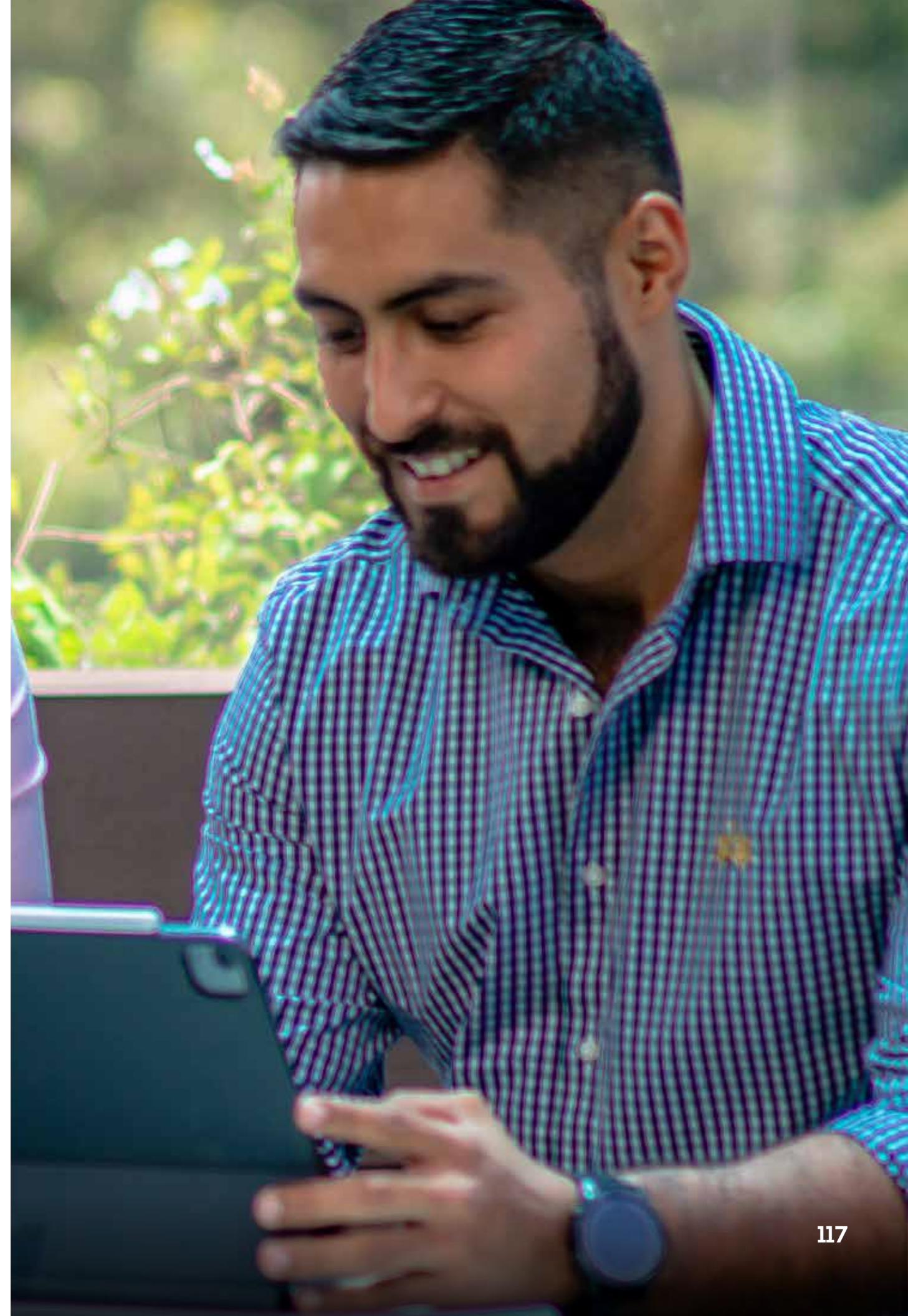
Functional Skills: Courses developed by functional academies for process reinforcement.



Readings: Readings and summaries of best sellers on topics of personal and professional growth.



Growing Together: Capsules and interactive courses on family, work-life balance and leadership.



Social Dimension: People and Prosperity

Engagement

GRI 401-2, 3-3

This is the indicator that measures the commitment of people to the company, so the contribution of each area is fundamental to structure and execute the action plans that allow us to reach the next level.



It is integrated by employees from different areas who must ensure effective communication of engagement activities and initiatives in the operation.

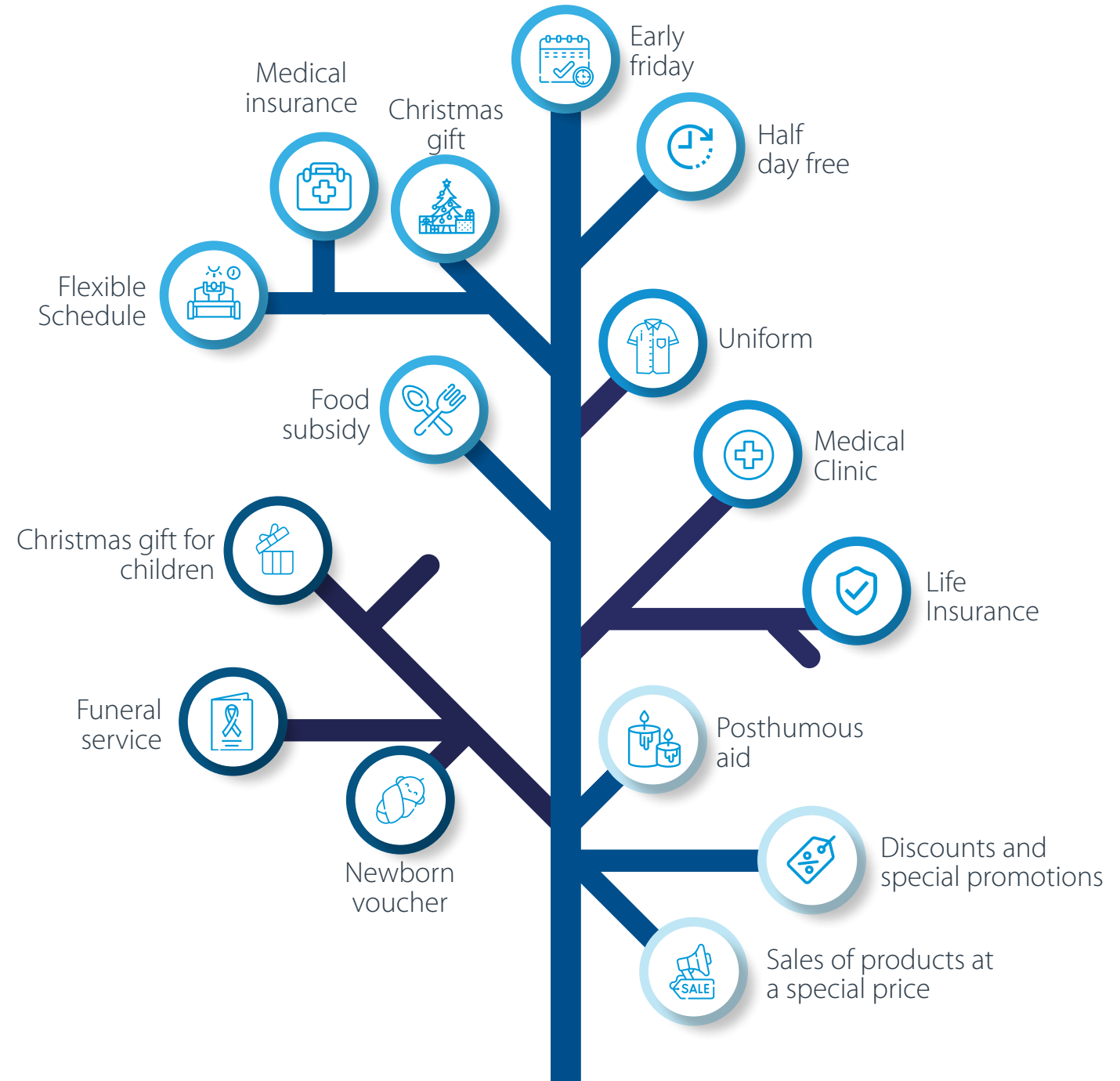
I love my job

The objective is to encourage all areas of the organization to actively participate and be involved in the process of improving the work environment.

BENEFITS

The objective is to provide a benefits plan that goes beyond legal requirements to all employees of the company, so that they can enjoy an excellent quality of life. The benefits are a recognition of the people as the most important value of the company.

BENEFITS TREE



Social Dimension: People and Prosperity

Organizational Health Survey

GRI 401-2, 3-3

As a company in the transformation process, we have implemented the OHI/organizational health survey to generate plans that will help us improve in prioritizing company practices.

The Committees are composed of employees from all areas of the company. Their main function is to follow up on improvement plans and serve as a permanent communication channel to receive feedback from teams.



Identify needs

- Analyze the results of the survey.
- Identify the main needs and critical points based on the results.



Action Plans

- Communicate the main results of the survey.
- Communicate action plans to cover critical points.



Action Plans

- Based on the main needs identified, build action plans for each area and operation and corporate total.



Follow-up

- Follow up on action plans in WAVE
- Constantly communicate the progress of action plans.



**Social Dimension:
People and Prosperity**

OHI total cbc **79%**



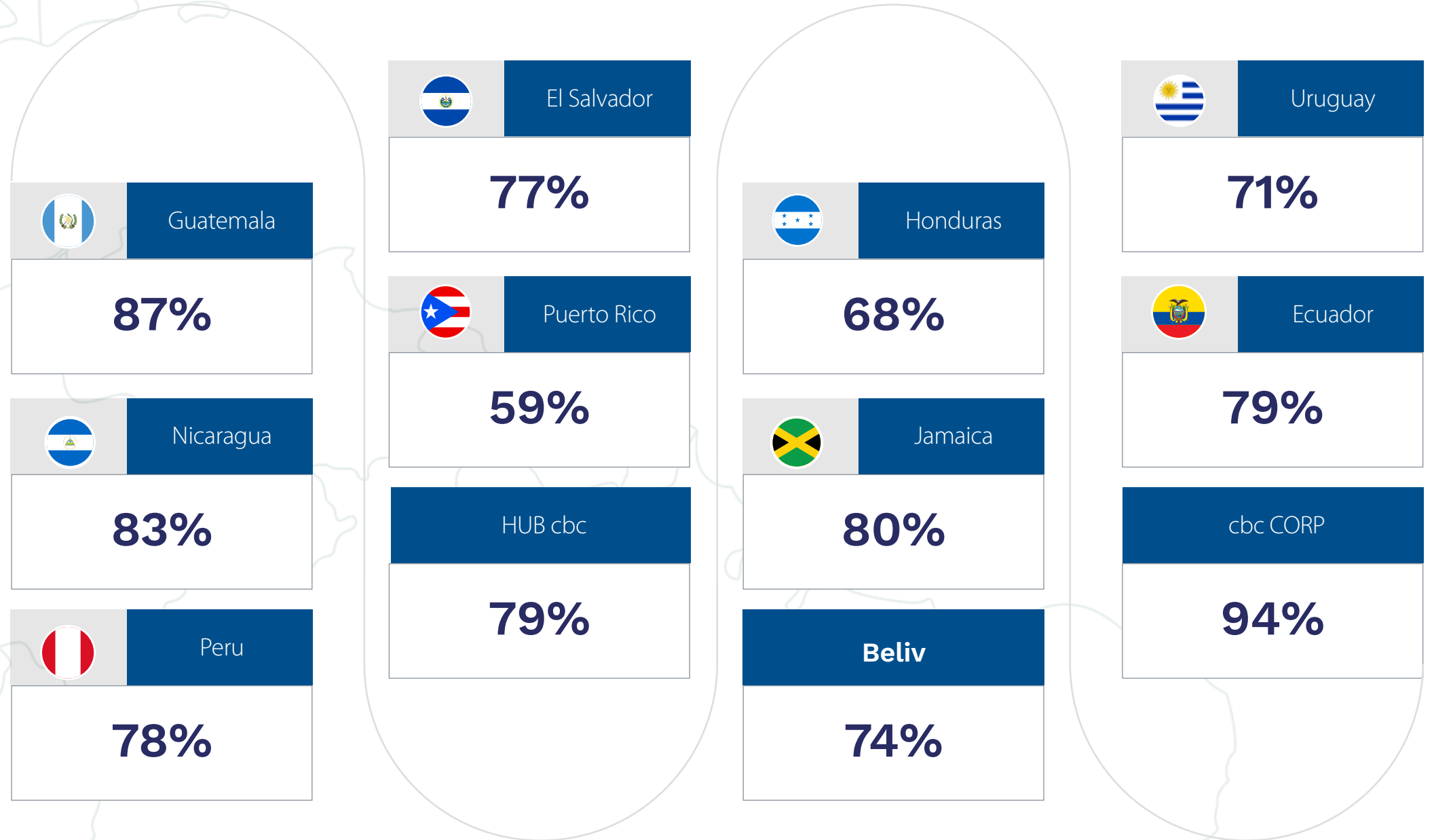
**RESULTS OHI CBC BY
COUNTRY**

GRI 401-2, 3-3

The results of the year 2022 are a position within the scale of Health worldwide.

The scale indicates the % of respondents who selected “agree” or “strongly agree” with the results and “often” or “almost always” regarding management practices.

The organization’s leaders strive to constantly improve the results of the Organizational Health survey.



Social Dimension: People and Prosperity

cbc culture

GRI 401-2, 3-3

At cbc, we design and update a tool every year for the consolidation of culture, which allows the leader to be close to their team, identify opportunities, and transmit our values. This tool is essential for reinforcing the people strategy at the heart of the business.

The different activities carried out are scheduled with each leader to guide the calendar, which includes culture talks and videos.



An opportunity for the CEO to make his team feel special and highlight positive achievements. Employees take the opportunity to ask questions.

Frequency: Monthly
Who participates: First and Second line
Who executes: CEO and Directors



Talk aimed at imparting the CEO's corporate culture to their top executives, emphasizing attitudes, experiences, beliefs, and company values. The talk should include materials referencing the value of the month.

Frequency: Monthly in SDG/RAPA
Participants: Top executives



General results meeting every 2 months to present new apex projects or those within your area, integration status, Business Unit (BU) results, departmental recognitions, and a special guest.

Frequency: Bimonthly
Who participates: Apex team
Who executes: CEO and Directors



Monthly status meetings on OHI actions implemented as part of the culture transformation process.

Frequency: Monthly
Participants: First and second-line executives



Weekly CEO meetings with their top executives to coordinate sprints for the week regarding the most important projects. Management should be conducted using Teams with a meeting kickoff ritual.

Frequency: Weekly
Participants: Top executives

**Social Dimension:
People and Prosperity**

Collective bargaining

GRI 2-30, 407-1, 3-3

cbc respects the freedom of association, freedom of trade union, and freedom of collective bargaining as fundamental rights of employees, as proclaimed in Article 23 of the Universal Declaration of Human Rights and the Conventions of the International Labour Organization (ILO).

In cbc's operations, there are ten trade union organizations with which mechanisms of dialogue, consultation, and collective bargaining are developed in accordance with the local laws.

The countries with trade union organizations are Guatemala (1), Honduras (1), Nicaragua (2), Peru (2), Jamaica (2), and Puerto Rico (2).

PERCENTAGE OF TRADE UNIONS



GUATEMALA

Embotelladora La Mariposa, S.A. workers' union.

2020: 0.52%
2021: 0.52%
2022: 0.52%



NICARAGUA

Democratic Union of Workers at ENSA

2020: 6.4%
2021: 6.4%
2022: 6.4%

ENSA's Democratic Workers Union

2020: 8.3%
2021: 8.3%
2022: 8.3%



HONDURAS

Beverage and Allied Workers Union (Sindicato de Trabajadores de la Industria de la Bebida y Similares)

2020: 58.3%
2021: 58.3%
2022: 58.3%



JAMAICA

The Union of Technical Administrative & Supervisor Personnel

2020: 59%
2021: 59%
2022: 59%

The Union of Clerical Administrative & Supervisory Employeess

2020: 7%
2021: 7%
2022: 7%



PERU

National Union of Workers of cbc Peruana, S.A.C.

2020: 0.52%
2021: 0.52%
2022: 0.52%

cbc Peruana's Sole Workers' Union

2020: 20.77%
2021: 20.77%
2022: 20.77%



PUERTO RICO

Union Solidarity Movement

2020: 55%
2021: 55%
2022: 55%

The Union of Tronquillists


2020: 15%
2021: 15%
2022: 15%

**Social Dimension:
People and Prosperity**


Occupational Health and Safety

GRI 403-1, 3-3


THE OBJECTIVES ARE:




Identify possible hazards and risks to adopt the corresponding measures.



Work with a safe attitude.



Provide safe and healthy places.



Ensure the preservation of health.

Occupational Health and Safety

GRI 403-1

Safety culture is part of our DNA, and the same vision and strong adherence to our Occupational Health and Safety strategy is shared across all of our teams. We can tell that we work under a strong Occupational Health and Safety culture when workers feel comfortable expressing their perceptions about potential risks or hazards in their workplace, and leaders actively collaborate with workers to find appropriate, effective, and sustainable solutions. In our corporation, we all act with responsibility, leading in a positive way so that safety becomes an intrinsic part of our actions and reflects the values of our DNA.

Social Dimension: People and Prosperity

Management system

GRI 403-1, 403-8

Our management system at CBC is reinforced with policies, procedures, and standards that ensure the identification and control of risks, establishing safe conditions for our employees, visitors, contractors, and stakeholders. Our processes are based on international standards that we comply with or exceed, in addition to complying with all legal requirements in the countries where we operate.

The Safe Attitude campaign has been carried out since 2014, and with it, we have achieved a reduction of more than 75% in disabling accidents, going from being a reactive company to being a proactive one.

Our management system is based on the following:



- Local Regulations



- International Standards



- Security Committees - Legal Requirements Matrix - International Standards - Basic security requirements



- Occupational health and safety infrastructure - Security level



- Critical Equipment Inspections



**Social Dimension:
People and Prosperity**

Health and Safety Pillar

GRI 403-1, 3-3

The Safety and Health pillar is designed to ensure safe and healthy operations for our employees, contractors, visitors, and other stakeholders, working with the highest global standards in Safety and Health, and complying with legal requirements in the countries where we operate.

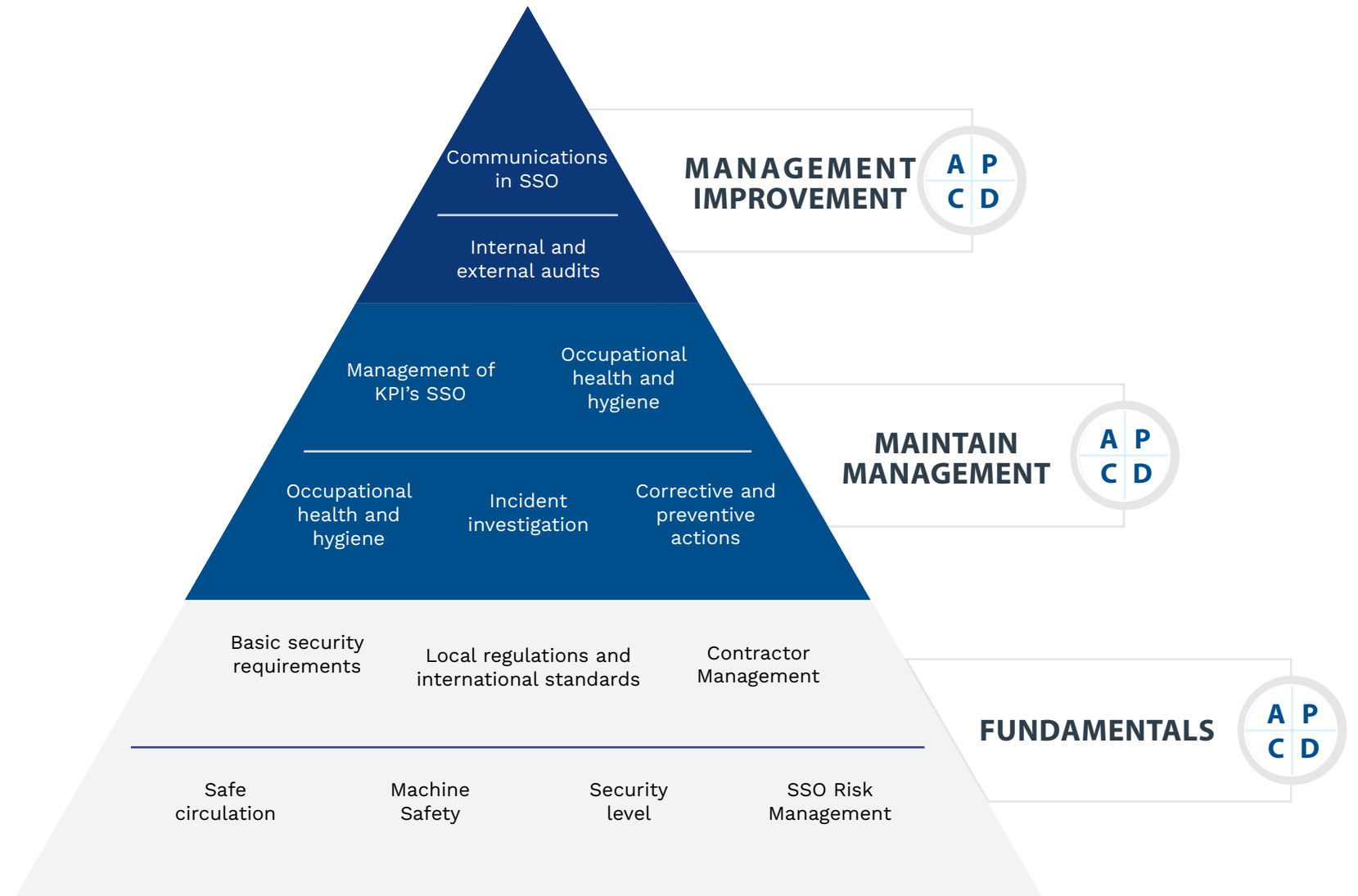
The pillar has four levels: fundamentals, maintenance management, improvement management, and dream.

Through the fundamentals of Occupational Safety and Health, we ensure compliance with legal requirements and international standards, basic safety requirements, inspection management, and safety level.

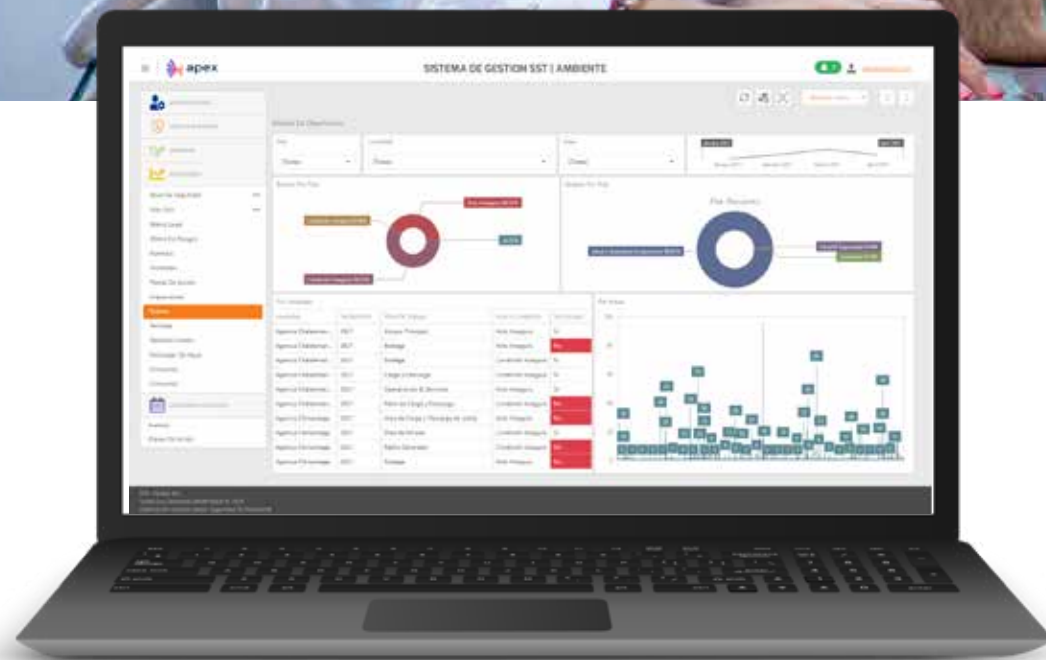
The maintenance fundamentals focus on accident investigation and occupational hygiene and health.

The improvement fundamentals manage SSO KPIs, and finally, our dream is to have a zero-accident company and be leaders in Safety and Health in the region.

PYRAMID PILLAR OCCUPATIONAL HEALTH AND SAFETY



Social Dimension: People and Prosperity



Technology Platform

GRI 403-2, 403-7

Our management system is based on a technological platform, EHS Tracker, which guarantees control of legal requirements, monitoring of tools to investigate and manage incidents, review of strategic KPIs, and benchmarking between factories and agencies within the group.

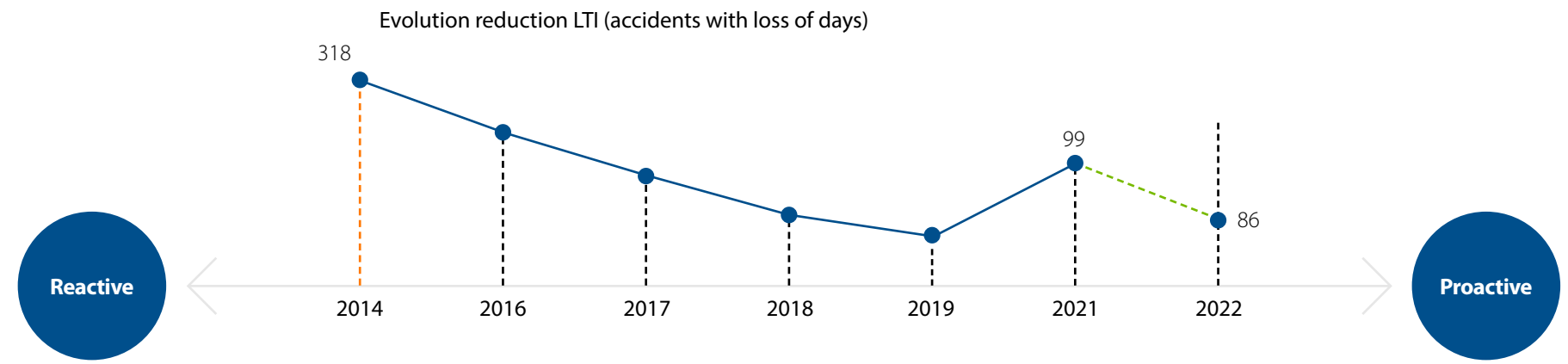
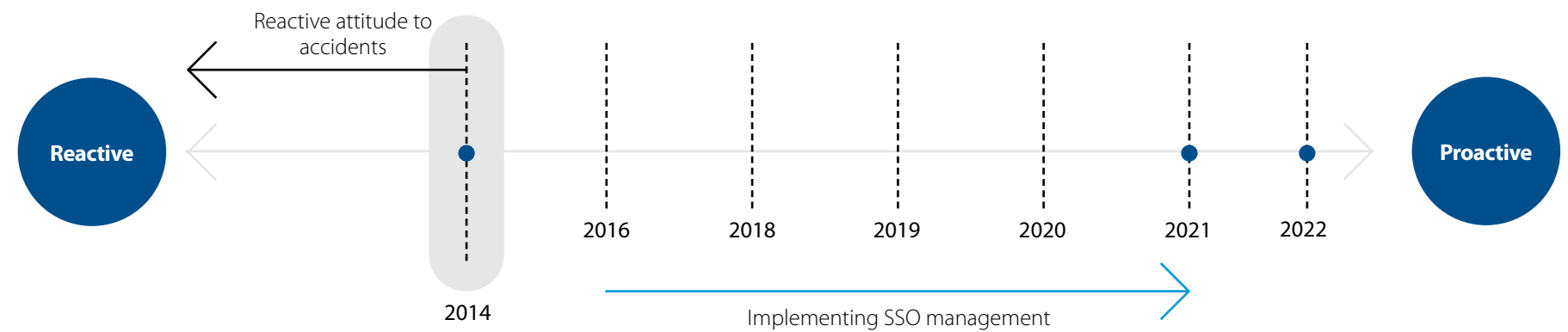
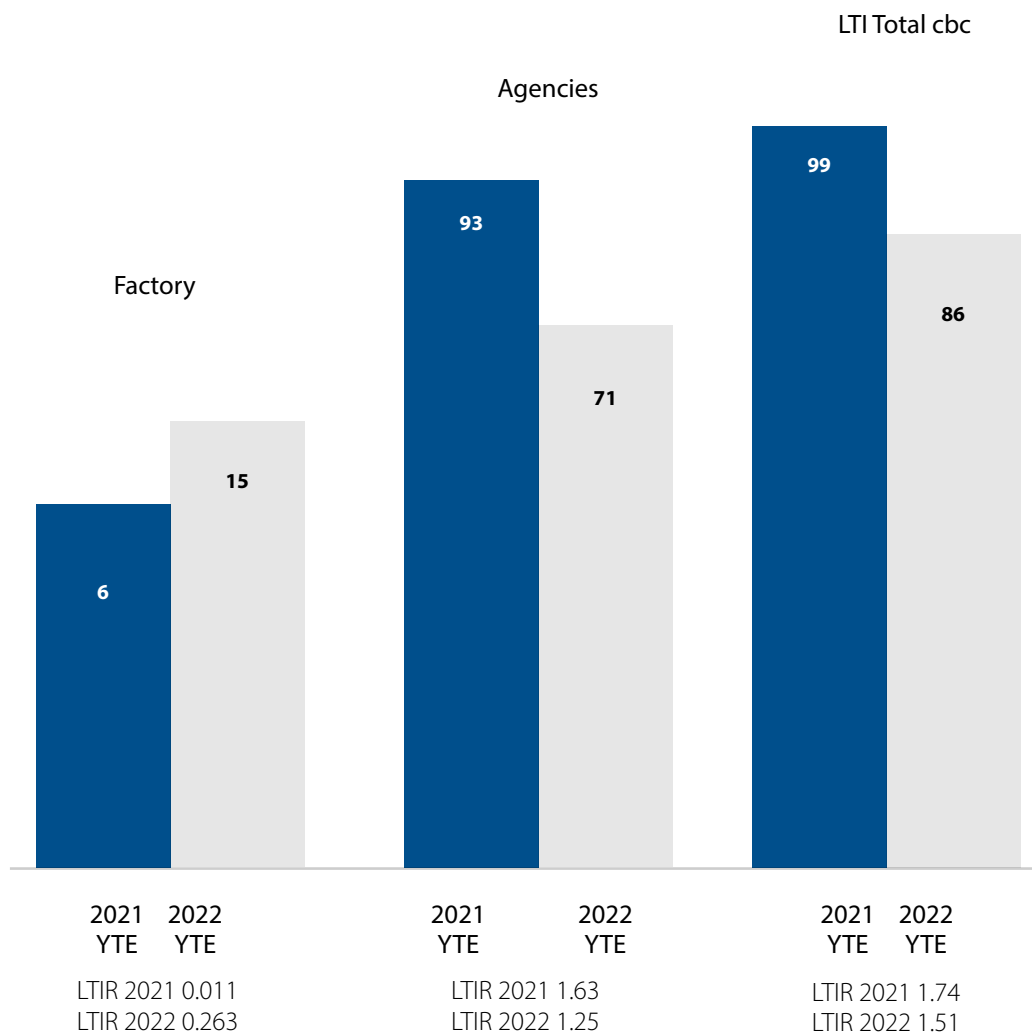
Through this tool, we manage the Health and Safety management system in real-time, allowing all levels of leadership in the company to have visibility of a workplace, region, or country. The system is designed to send alerts to specific groups when there is a change in legislation or control in occupational health and safety.

**Social Dimension:
People and Prosperity**

Types of Accidents and Frequency Rates

GRI 403-9

Thanks to the measures being taken in the organization regarding the culture of health and occupational safety, a culture of preventive safety is being fostered where each employee leads by example and becomes a safety role model in their workplace.



Social Dimension: People and Prosperity

Security Management

GRI 403-5, 3-3

cbc uses international standardization entities as models for knowledge, support, and education.

The combination of these, with the world-class manufacturing-based management model, allows us to define management models that guarantee strong occupational health and safety programs.



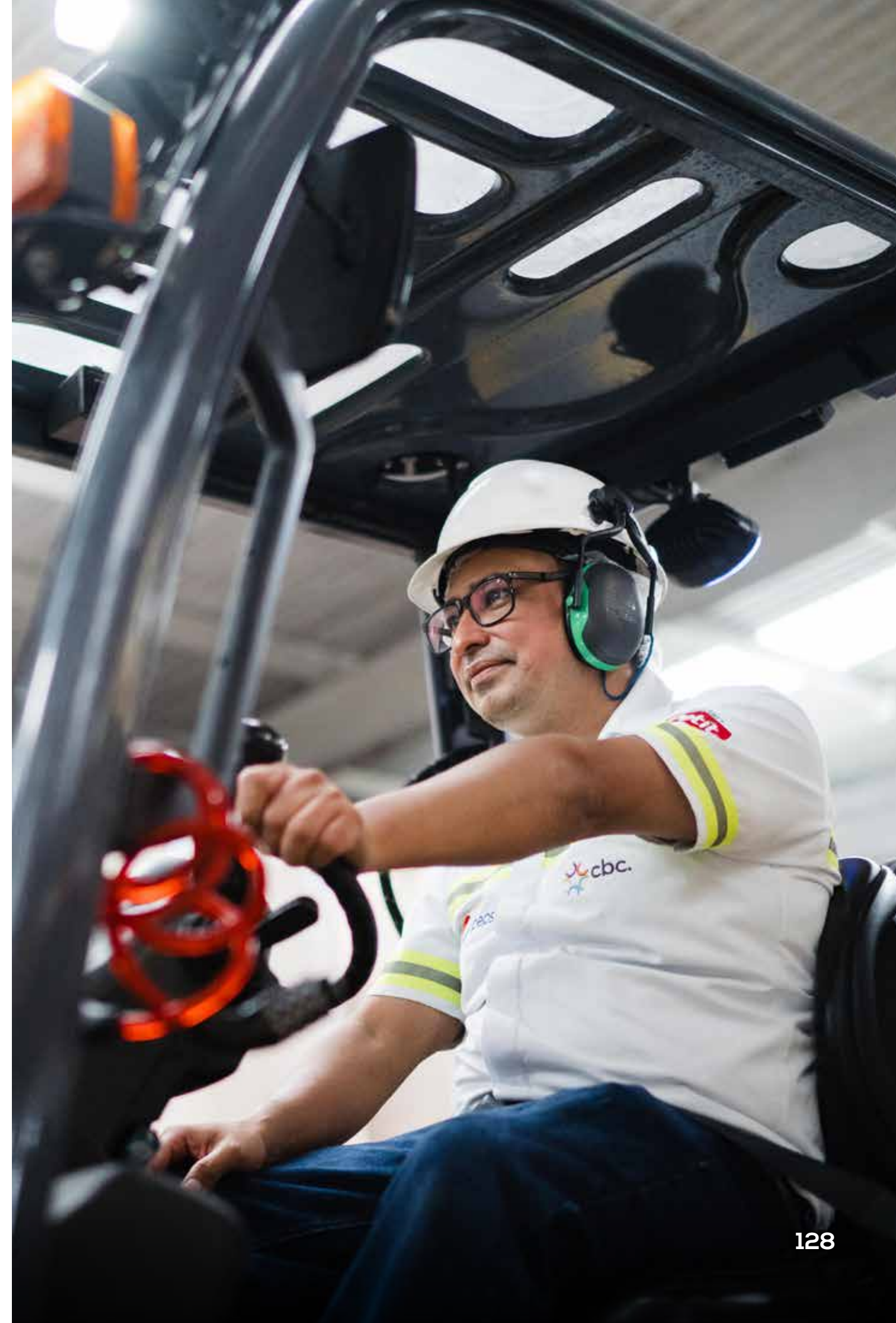
MACHINE SAFETY MANUALS

Manuals for the different work environments in our plants are designed under international standards.

cbc MANAGEMENT MODEL

With our sustainable work lever based on world-class management (WCM), we work on:

- Vulnerability diagnostics
- Risk and vulnerability analysis
- Evaluation of guards



Social Dimension: People and Prosperity

WORLD DAY FOR SAFETY AND HEALTH AT WORK



SAFETY OBSERVATIONS



BEHAVIORAL OBSERVATIONS



Safety Culture

GRI 403-4, 403-5, 3-3

As part of the SSO strategy, the safety culture is reinforced through official announcements on bulletin boards in cbc's factories and agencies operations, in order to raise awareness among employees and contractors, including biosecurity measures.

**Social Dimension:
People and Prosperity**

Critical sso training among the main courses are:

GRI 403-4, 403-5, 403-7



Comercial

- Motorcycle Academy
- Safe attitude
- Riding in the rain
- Safe Motorcycle Riding Certification
- Covid-19 Protocols



Manufacturing

- Vulnerability in machinery
- Hazardous Work Activities Course
- Safety Brigade Course
- Safety Observations



Logistics

- Safety tips truck handling 360° inspection Safety level Racking safety



Administration

- SSO Policies

Trainings

GRI 403-1

Through the Apex University and the Safety Academy, we have defined trainings that reinforce safe work procedures in all areas of the company: administration, manufacturing, logistics, and sales.

We have developed virtual trainings through the e-Learning platform. In 2022, 100% of the CBC population was trained.

Weekly, we assess compliance with safety trainings by measuring the safety level per area and workplace.



**Social Dimension:
People and Prosperity**

Preventive Safety Indicators

GRI 403-2

At cbc we have implemented the monitoring of preventive indicators of the Safety and Health management system.

ADHERENCE TO SSO PILLAR

Monthly measurement of the percentage of adherence to the Company's SSO procedures.

SECURITY LEVEL

Monthly measurement of compliance with the SSO Company procedures is carried out by work center, correction of non-conformities, safety inspections by area, and training development.

ACTION PLANS

Monthly compliance with commitments made for closing agreed action plans for the period.



CONTROL KPIS

97%

Security Level

99%

Action Plans

93%

Adherence to the SSO Pillar

96%

Total Average

Social Dimension: People and Prosperity

REPRESENTATION OF WORKERS IN COMMITTEES

GRI 403-4

There is a procedure and a joint worker-employer committee in 100% of the workplaces (factory, agency, and administrative office) in the countries where we operate. The committee meets monthly and actively participates in decisions related to occupational health and safety in the workplace.

100% of workers belong to a workplace with formal health and safety committees.

WORKERS WITH HIGH INCIDENCE

GRI 403-10

We do not have employees whose work is exposed to uncontrolled risk and who are involved in activities with high incidence or high risk of diseases

HEALTH ISSUES IN FORMAL AGREEMENTS

GRI 403-3, 403-6

All cbc employees have been trained in the global safety, health and environment policies, as well as in the safety and health manual of agencies and factories. 100% of unionized personnel in the group must comply with the safety and health manual defined for cbc employees, which defines standards and processes to follow to ensure the safety and health of our people. The collective agreement includes clauses that reinforce compliance with these standards.



Social Dimension: People and Prosperity

Health and Safety Pillar

GRI 403-3, 403-6, 403-10

As part of the world-class management system, we have medical services in compliance with the legal requirements of the countries where we operate. These medical services serve the purpose of Occupational Health and General Medicine. The medical services are responsible for the occupational health plan of the workplaces they belong to or serve, ensuring compliance with pre-employment exams and annual check-ups. They also ensure that workers and contractors work under appropriate medical conditions for risk-related tasks.

Annually, screening is conducted for all company employees to diagnose and monitor their health through Health Fairs in which employees and their families participate.

Based on the results, risks are classified, and follow-up programs are defined for employees. The confidentiality of each employee's information is strictly safeguarded in clinical records in a specific area within the clinic. The occupational health programs in place include:

- Visual Health, which checks visual acuity, fundus examination, and color discrimination.
- Screening Audiometry
- Spirometry Screening
- Lumbosacral Spine X-rays for screening, due to possible occupational risk of lumbar disease.



Based on the results, risks are classified, and follow-up programs for employees are defined. The confidentiality of each employee's information is strictly safeguarded in clinical records in a specific area within the clinic. The occupational health programs available include:

- Visual Health, where visual acuity, fundus examination, and color discrimination are assessed.
- Screening Audiometry - Screening Spirometry
- Lumbosacral Spine X-rays for screening.

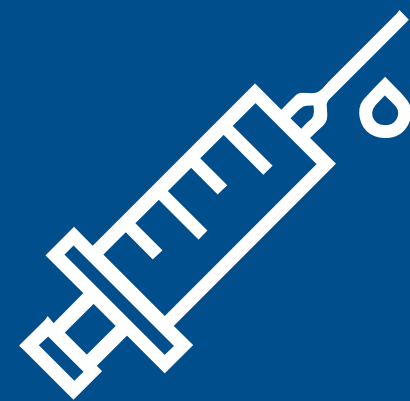
**Social Dimension:
People and Prosperity**

Pilar de Seguridad y Salud

GRI 403-3, 403-6

The medical service continues to support those collaborators with a high health risk in accordance with the WHO and applicable legislation. Medical examinations, screenings and follow-up with statistical control are carried out. People identified as vulnerable personnel for COVID-19 are sent home following teleworking, isolation and quarantine protocols.

The COVID-19 prevention manuals continue to be used as informative guides for biosafety protocols, preventive measures disseminated to all cbc personnel with Health and Safety culture campaigns.



Additionally, vaccination campaigns were coordinated with employees with the support of medical services.

Social Dimension: People and Prosperity

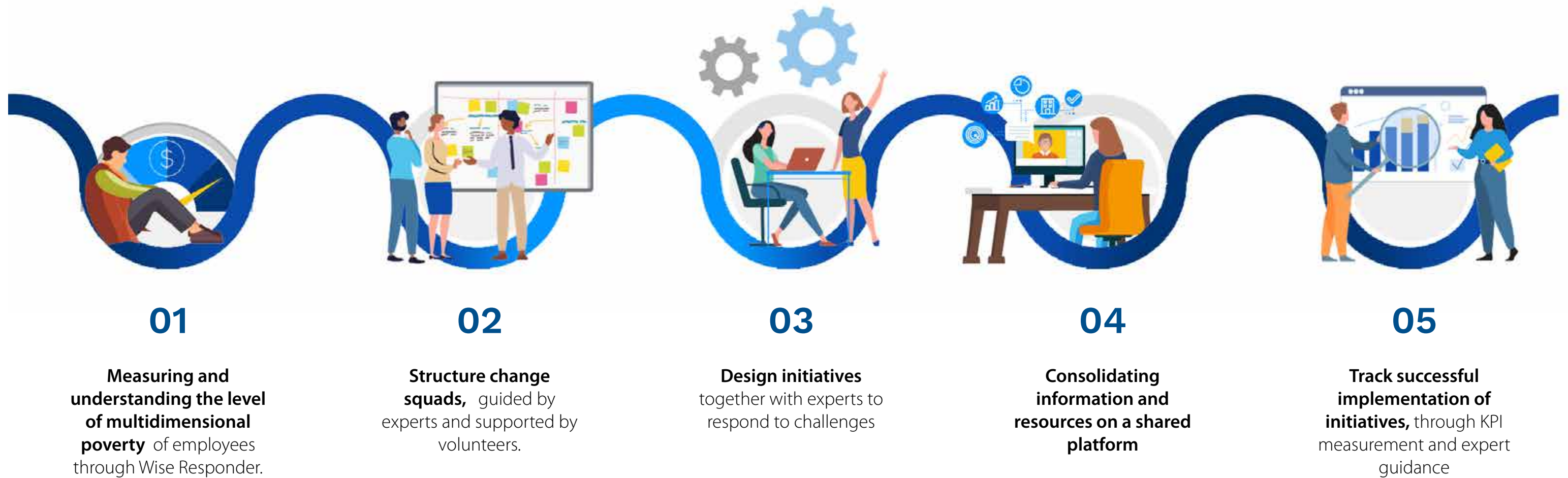
Growing Together, following the road to multidimensional wellbeing

GRI 3-3, 401-2, 403-1

PASOS PRINCIPALES DE LA METODOLOGÍA:

Our team is the heart of the business, our employees are the main protagonists of our success, and they have helped us build the company we are today. That is why we have decided to transform the social fabric starting from within.

cbc is a company committed to the integral development of its employees. For this reason, in 2020 cbc adopted the methodology to measure the Multidimensional Poverty Index among employees. This was done using a robust methodology that consisted of 3 important steps:



Social Dimension: People and Prosperity

Creciendo juntos

GRI 3-3, 401-2

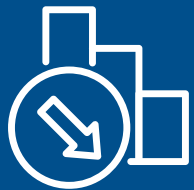
In 2020, the first pilot plan was carried out in the commercial area of Guatemala, which allowed us to identify opportunities for improvement in the comprehensive well-being of our employees and their families. At the end of 2020 and throughout 2021 and 2022, a volunteer program was implemented through the integration of Change Squads dedicated to creating strategies and providing support in areas such as health, nutrition, education, housing, entrepreneurship, and financial management.



To date,

6,055 volunteer

hours have been invested



In just two years we have managed to reduce the Multidimensional Poverty Index in cbc Guatemala from

14.9% a 12.26%



The objective of the company is to expand the program, creating conditions to contribute to the multidimensional well-being of its employees, providing them with a decent standard of living and contributing to their development and that of their families.



08

Beliv
Chapter



Carlos Sluman CEO Beliv

GRI 2-22

At Beliv, we have set challenging goals to expand our portfolio of beverages that are good for you in the United States, Asia, and Europe in the coming years. Our main objective is to remain a consumer-centric company that is constantly innovating to create the best options for consumers and fulfill our purpose: “bringing the best of Latin nature to every corner of the planet.”

In 2022, we focused on the continuity of our human rights initiatives, labor standards, safety of our employees, environmental sustainability, transparency, and the fight against corruption, which have been fundamental pillars for our growth.

Every day, we work together with our strategic partners in more than 27 countries to develop ethical and transparent relationships, ensuring our customers that behind the quality and flavor of our products, we have implemented processes that are respectful and consistent with the principles of the United Nations Global Compact.

It is important to mention that we continue our self-regulation efforts, the use and innovation of environmentally friendly packaging, and working in line with the principles of the circular economy.

In line with our corporate values and our vision to lead the growth of beverages that are good for you, we continue to develop “products with purpose” that contribute to a diverse portfolio with various options for our consumers. We believe that interaction and co-creation with consumers themselves allow us to understand their needs and solve them effectively.

Likewise, we continue with our expansion plans, bringing our OCA brand (100% natural energizer) to the entire United States and Puerto Rico, being present in relevant supermarket chains such as Whole Foods, Walmart, Walgreens, and e-commerce channels like Amazon. This has allowed us to gain relevance in the plant-based energizer category within the US and Puerto Rican markets. Naturalness, calorie reduction, and the use of natural ingredients free of preservatives remain among our priorities.

In addition, we have introduced Big Easy products to Amazon, including Tepache, a beverage rich in prebiotics made from an authentic Mexican recipe, and Kombucha, a probiotic-rich beverage that promotes digestive health. We have also launched our Old Jamaica brand in China, where people can now enjoy the taste of Jamaican ginger. Undoubtedly, it has been a year of innovation, expansion, and entrepreneurship, aimed at continued growth and creating sustainable value for all our stakeholders: shareholders, employees, suppliers, strategic partners, consumers, and society as a whole.

Our growth and value are maximized by being part of the solutions, integrating the social, environmental, and governance dimensions as the driving force behind our shared value creation strategy.

We have a Latin American DNA that is entrepreneurial and innovative, and this is also an opportunity to express gratitude to the great team of collaborators with whom we dream big and work to consolidate a relevant role in the industry globally.

Who we are?

GRI 416-1, 3-3

Beliv started in 2009 and today it is more awake than ever. It was born in Central America, a magical land full of color that provides its people with a wide variety of fruits and natural resources all year round. The idea was simple: to take the best that our land offers us to revolutionize the way we quench our thirst. The journey has led Beliv to create a portfolio of beverages that fills us with pride and has conquered the palates of 30 countries in the Americas and the world. This motivates us to want to reach even further, bringing our Latin flavor and character to the largest markets to compete with the best.

We constantly invest in the development of new and better sweetening alternatives and the utilization of natural raw materials. Additionally, we search the world for the ideal strategic partners for the development of beverages that consumers will prefer in the future.

Beliv is an important business unit of cbc that focuses on the development, production, and commercialization of nutritious, functional, and natural ingredient-based beverages. We export our products to more than thirty-five countries around the world. This is one of the fastest-growing companies in the region. Beliv focuses all its expertise on creating products and brands through innovation and functionality, in order to renew or create new categories.

BELIV DNA

We take everything nature gives us to create the #SideB of beverages.



We believe that diversity is the value

We are inspired by the shapes, flavors and textures of nature. Our Latin American roots add rhythm and passion to everything we do.

We were born to do something different

The talent, stories and diversity of the Belivers are the main elements to create natural, unique and global beverages.

MANIFESTO #BELIVER

- Nature shows us the way.
- Every day is an opportunity to grow.
- We work as a team, wherever we are and without losing our essence.
- With entrepreneurial energy, innovative vision and the freshness that represents us.





Portfolio for a better world

PACKAGING

GRI 301-2, 3-3

At Beliv, we support the transition to a circular economy through recycling, innovation, and collective and individual actions.

We optimize our processes along our value chain to have sustainable packaging that generates a positive impact on the environment. Starting from 2023, all our 200ml SKUs sold in Costa Rica and Panama will use biodegradable straws.

In all the countries where we operate, we promote the recovery and recycling of all PET, aluminum cans, and glass produced.



Aqua, Fruta Fresca, Frutado and other brands in our portfolio migrated their packaging to a lighter version in 2022, achieving a 15-20% reduction in the amount of plastic used in each unit produced.

Consumer Welfare

GRI 416-1, 3-3

Our dream is to be a reference in the research and development of foods and beverages that promote health and nutrition. Committed to the integral wellbeing of our consumers, we will have an extensive portfolio of products with high functionality, effective nutrition and naturalness.



By 2022, we achieved a 40% reduction in sugar in our portfolio over the last five years.

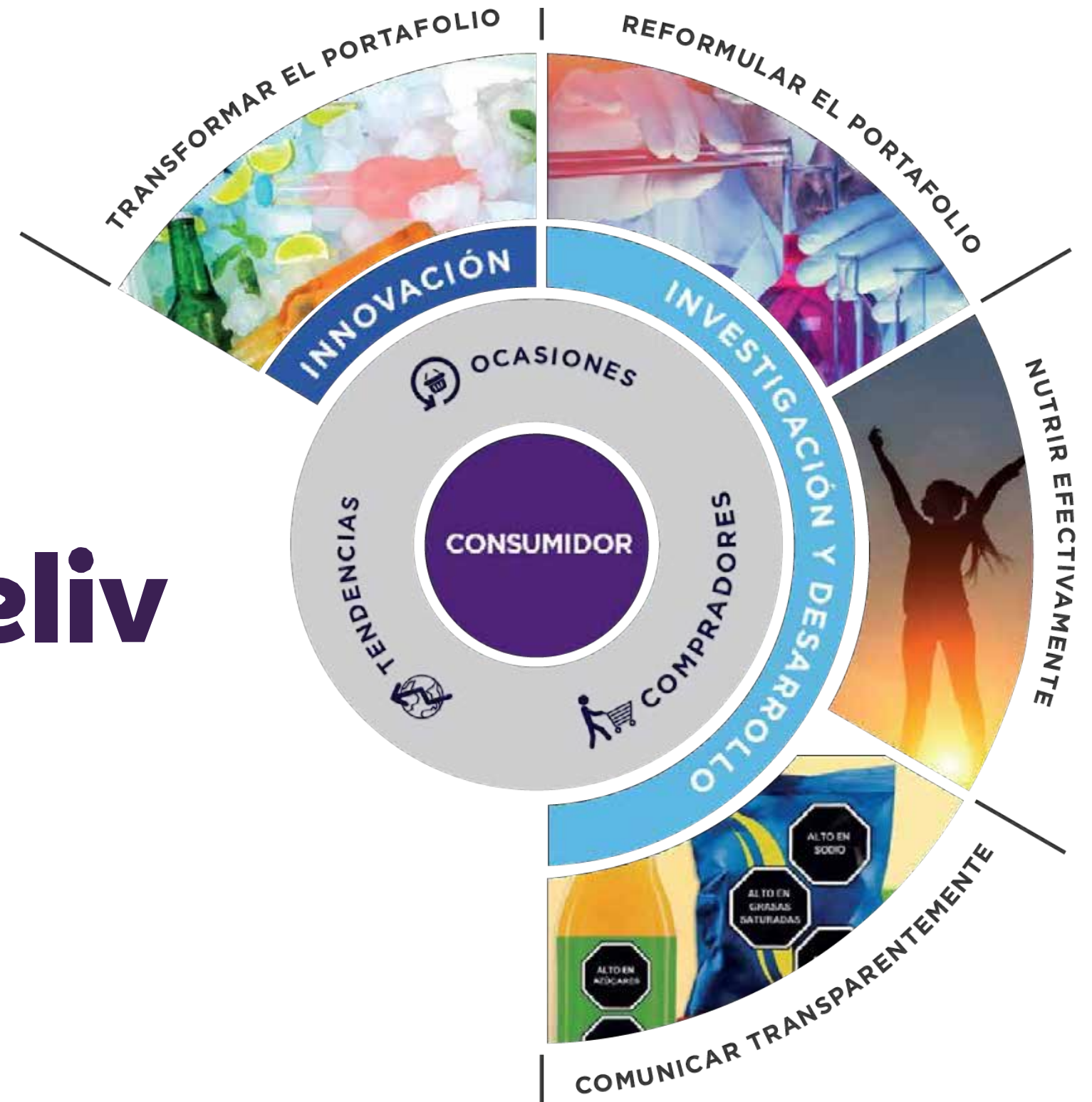


Committed to our goal of bringing our brands to 5 grams / 100 ml of added sugar, the reduction in our portfolio positively impacts the habits of our consumers, reducing caloric intake and adopting healthy lifestyles.



85% of our innovations in 2022 were launched under the consumer welfare pillar, such as reducing the use of artificial ingredients and using ingredients with a nutritional proposition, for example fiber and protein.

beliv



Innovations with a healthy focus

GRI 416-1, 3-3

MAGIC NATURE



Ingredients

BIG EASY



Probiotic and prebiotic products focused on digestive health to meet consumer needs

GUITIG LIMONADA



Natural flavor
Low in sugars
Naturally carbonated



Global partners

We have commercial partners that allow us to expand our portfolio and exponentially develop our global footprint, without losing focus on naturalness and portfolio differentiation.



Research partners

GRI 2-28

We have a partnership strategy with companies, universities and external partners that allows us access to the latest technology in beverage processes. Today we work with more than 15 scientists and 20 partners.

We also have a consulting partnership in International Nutrition that provides guidance and strategy to an increasingly healthy portfolio goal.





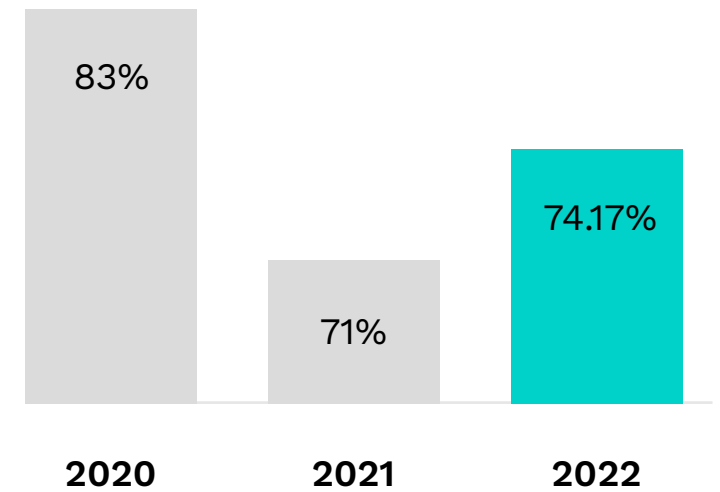
Administrative Excellence Programs Beliv

GRI 404-3, 3-3

Beliv's excellence programs aim to assess the performance of administrative processes, seeking continuous improvement and motivating and guiding operations to achieve and enhance their results. These programs are developed for the commercial area, called Commercial Excellence Program (CEP), and the People & Management area, called People & Management Excellence Program (PEGG). The teams ensure monthly self-assessments, documenting the results, and auditors conduct an annual audit to verify and certify the results.

Evolution of the People & Management Excellence Program at Beliv

Evolution note 2020 to 2022



Beliv Business School

GRI 404-2

Apex University aligns with Beliv's strategy through the Beliv Business School.

Through this school, Beliv manages its own training programs by annually identifying learning needs and transforming them into a training plan to address functional and talent competency gaps.

The training strategy follows the 70-20-10 model, which emphasizes learning through a combination of on-the-job experience (70%), interactions with others (20%), and formal training and education (10%).



10% of learning occurs through formal training

20% of learning occurs through coaching and guidance from the director/manager of collaboratos

70% of learning happens informally through the employee's own experience and challenges





Training Plans

GRI 404-2

SUBJECT TAUGHT	SCOPE	DURATION (MIN)
Design Thinking	3 employees	135
The art of telling a story	26 employees	624
Lidershio in diverse and changing environments	28 employees	56
The rhythm of Beliv leadership	28 employees	464
Strategic Negotiation	29 employees	464
Use of Teams and Planner	12 employees	12
PMO – Project Management Tools	20 employees	240
Power BI	11 employees	605



Organizational Health Survey Results - OHI Beliv

GRI 401-2, 3-3

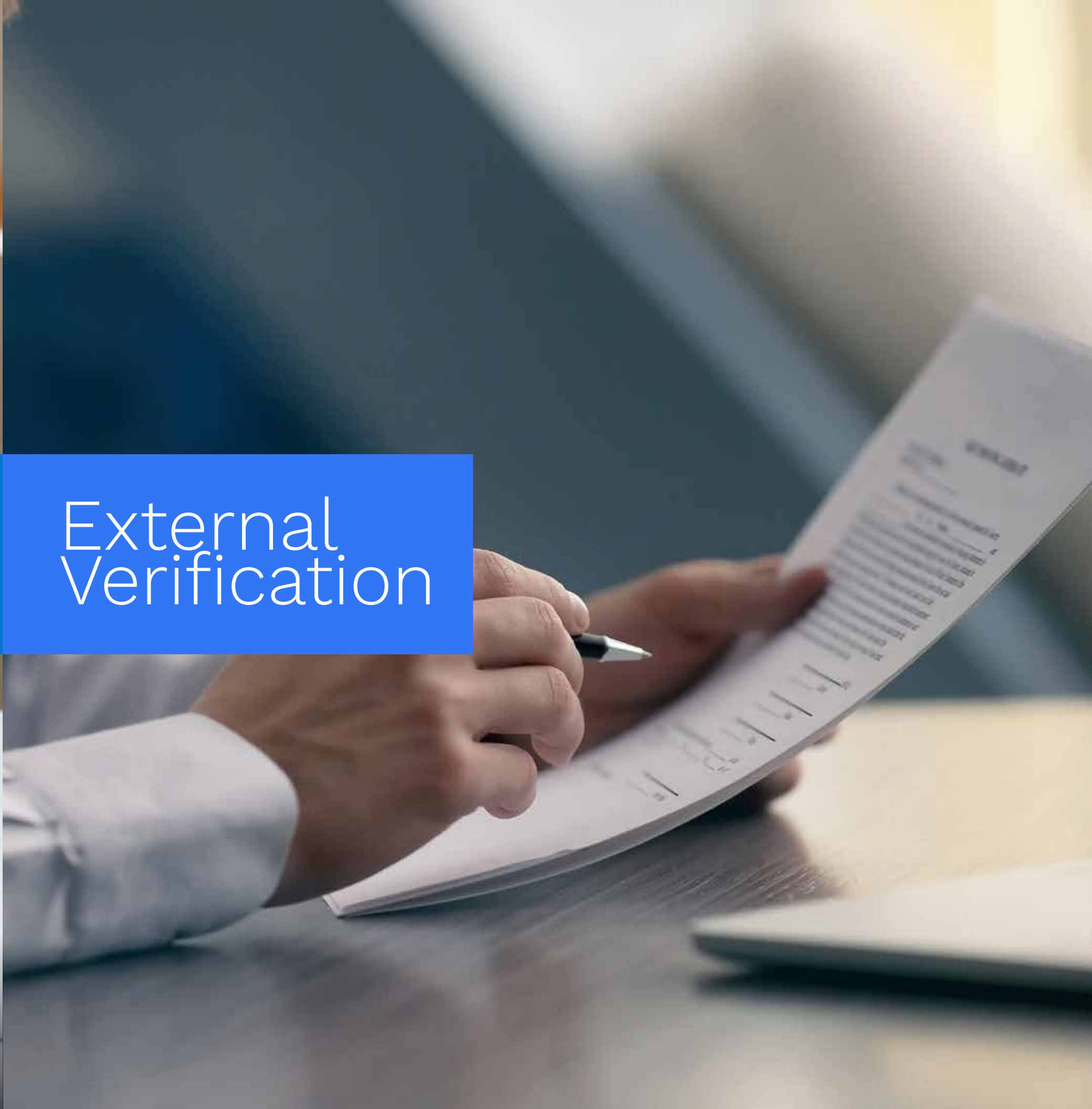
A survey is conducted mid-year to measure the progress of the action plans derived from the overall OHI (Organization Health Index) survey.

The results for the year 2022 position us within the global Health scale. The scale indicates the percentage of respondents who selected “agree” or “strongly agree” with the results and “often” or “almost always” regarding management practices. This methodology enables continuous improvement to be generated.



09

External Verification



External Verification Letter



Independent Verification Statement of the 2022 Sustainability Report by CBC
July 6, 2023

The company ESG Consultants by Personaz USA LLC., through its President, Milagros Zamudio, at the request of the company CBC, has conducted an independent verification of its 2022 Sustainability Report in accordance with the *Global Reporting Initiative - GRI Standards*, which are aligned with the new questionnaire of the United Nations Global Compact Progress Report. Additionally, in this report, CBC has begun measuring its ESG¹ performance using the *Stakeholder Capitalism Metrics - SCM² from the World Economic Forum (Core)*.

Scope

We applied external verification procedures to the '2022 Sustainability Report by CBC' with the aim of ensuring the accuracy of the statements and data related to their ESG performance and coverage on respective material matters.

It is worth noting that CBC has been responsible for the preparation of the aforementioned report and the respective supporting information. This responsibility includes designing, implementing, and maintaining relevant internal controls in the preparation of a sustainability report in strict compliance with the principles of GRI standards, the Global Compact, and the SCM. Our responsibility is to issue an independent verification statement based on the procedures applied in our review.

Criteria for the Assurance Statement:

- Our verification work is based on the following criteria, which we consider appropriate for the purpose of our assurance engagement:
- The Global Reporting Initiative (GRI) standards, including the new Universal Standards 2021.
 - The principles and criteria of the United Nations Global Compact.
 - The AA1000 standard.
 - ISO 19011 Standard.
 - The Guiding Principles on Business and Human Rights.

Procedures Carried Out:

- Our procedures were applied with the purpose of:
- Ensuring that CBC's 2022 Sustainability Report has been prepared in accordance with GRI Standards.

¹ ESG, which refers to Environmental, Social, and Corporate Governance issues.

- Verifying that the information presented in CBC's 2022 Sustainability Report is appropriately supported by evidence in each circumstance.
- Confirming the alignment of the report with the information requested in the United Nations Global Compact questionnaire.

The main verification actions carried out were as follows:

- Review of the entire report, including quantitative and qualitative information.
- Verification of material topics and alignment of content with these topics.
- Interviews with executives from different areas of CBC to cross-reference the information provided in the report, including its value chain.
- Requesting and reviewing documented evidence to support the information included in the report. It's worth noting that a representative sample was used.

Conclusions:

Based on the procedures conducted and in accordance with the assurance engagement criteria, we present the following conclusions regarding the 2022 Sustainability Report by CBC:

The mentioned sustainability report has been prepared in accordance with GRI Standards and the principles and criteria of the United Nations Global Compact COP questionnaire. Additionally, there is an effort evident in aligning with the SCM metrics from the World Economic Forum (WEF).

In this regard, we declare that no aspects have come to our attention that would lead us to believe that the information and data published in the 2022 Sustainability Report by CBC are not presented accurately.

Recommendations

"While the way water and energy measurements provide a clear view of consumption, we suggest aligning with the units of measurement requested by the GRI.

Sincerely,

Milagros Zamudio Romero
President

² It refers to the document *Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation*, issued by the World Economic Forum in September 2020.



10

Indexes and Annexes

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
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	2-2 Entities included in the organization’s sustainability reports.	4, 16			
	2-3 Reporting period, frequency and point of contact	4,5			
	2-4 Reformulations of information	4			
	2-5 External assurance	4			
	2-6 Activities, value chain and other business relationships	9, 11, 15, 16, 17, 18			
	2-7 Employees	89, 91			
	2-8 Non-employee workers	--	Not reported	Information not available	As this is the first time the company is reporting the new Universal Standards 2021, it has not accounted for the exact data.
	2-9 Governance structure and composition	28			
	2-10 Appointment and selection of the highest governance body	28			
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GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
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	2-18 Evaluation of the highest governance body's performance	28			
	2-19 Compensation policies	--	Not reported	Confidentiality	Due to security issues.
	2-20 Process for determining compensation	--	Not reported	Confidentiality	Due to security issues.
	2-21 Total annual compensation ratio	--	Not reported	Confidentiality	Due to security issues.
	2-22 Sustainable Development Strategy Statement	138			
	2-23 Policy commitments related to responsible behavior, such as commitments to human rights, climate change impacts, and other similar commitments	9, 10, 14, 21, 23, 24, 40, 42, 45			
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			Omission Requirements	Reason	Explanation
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	3-2 List of material items	26			
Ethics and transparency					
GRI 3: Material Topics 2022	3-3 Management of material issues	31, 32, 37, 85			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for corruption-related risks	85			
	205-2 Communication and training on anti-corruption policies and procedures	31, 32, 81, 83, 84, 85			
	205-3 Confirmed corruption cases and actions taken	35			
Water management					
GRI 3: Material Topics 2022	3-3 Management of material issues	60, 61, 65, 73			
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	60, 61, 62, 65, 73			
	303-2 Management of the impacts related to water discharges	61, 63, 64			

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
General Contents					
GRI 303: Water and Effluents 2018	303-3 Water extraction	61	Another unit of measurement is used	Information not available	The register is measured according to the liter of beverage produced.
	303-4 Water Discharge	64			
	303-5 Water Consumption	61	Another unit of measurement is used	Information not available	The register is measured according to the liter of beverage produced.
Greenhouse gas emissions					
GRI 3: Material Topics 2022	3-3 Management of material issues	49, 50, 51, 52, 53, 54, 56, 57, 58, 59, 70, 72, 73			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	57			
	302-2 Energy consumption outside the organization	--	Consumption outside the organization	Information not available	No record is kept of energy consumption outside the organization.
	302-3 Energy intensity	56, 57			
	302-4 Reduction of energy consumption	56, 58			
	302-5 Reduction of energy requirements for products and services	56, 58	Consumption outside the organization	Information not available	Energy measurement is per 8 oz case produced. We also measure consumption in relation to liters of beverage produced.
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	54			
	305-2 Indirect GHG emissions from energy generation (Scope 2)	54			
	305-3 Other indirect GHG emissions (Scope 3)	55			
	305-4 Intensity of GHG emissions	--	Consumo fuera de la organización	Information not available	The data are comprehensive and absolute according to the methodology requested by the Science-based Targets Initiative - SBTi.
	305-5 Reduction of GHG emissions	54, 70			
	305-6 Emissions of Ozone Depleting Substances (ODS)	--	Consumo fuera de la organización	Information not available	The data are comprehensive and absolute according to the methodology requested by the Science-based Targets Initiative - SBTi.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	--	Consumo fuera de la organización	Information not available	The data are comprehensive and absolute according to the methodology requested by the Science-based Targets Initiative - SBTi.

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
General Contents					
Abastecimiento Sostenible de Materias Primas					
GRI 3: Temas Materiales 2022	3-3 Gestión de los temas materiales	67, 81, 82, 83, 86, 87			
GRI 308: Evaluación Social de Proveedores 2016	414-1	81, 82, 83, 86, 87			
	414-1	81, 82, 83			
GRI 308: Evaluación Ambiental de Proveedores 2016	308-1 Nuevos proveedores que han pasado filtros de evaluación y selección de acuerdo con los criterios ambientales	81, 82			
	308-2 Impactos ambientales negativos en la cadena de suministro y medidas tomadas	81, 82, 83			
Gestión de residuos					
GRI 3: Temas Materiales 2022	3-3 Gestión de los temas materiales	66, 67			
GRI 306: Residuos 2020	306-1 Generación de residuos e impactos significativos relacionados con los residuos	66, 67, 68			
	306-2 Gestión de impactos significativos relacionados con los residuos	68			
	306-3 Residuos generados	68			
	306-4 Residuos no destinados a eliminación	68	Classification of hazardous and non-hazardous waste.	Information not available	We comply with the Hazardous and Non-Hazardous Waste Classification Law; however, as they are managed by an external company, we do not have the information.
	306-5 Residuos destinados a eliminación	68	Classification of hazardous and non-hazardous waste.	Information not available	We comply with the Hazardous and Non-Hazardous Waste Classification Law; however, as they are managed by an external company, we do not have the information.
Empaques y envases					
GRI 3: Temas Materiales 2022	3-3 Gestión de los temas materiales	69, 70, 141			
GRI 301: Materiales 2016	301-1 Materiales utilizados por peso o volumen	69, 70, 71			

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
General Contents					
GRI 301: Materials 2016	301-2 Recycled inputs used	69, 71, 141			
	301-3 Reused products and packaging materials	69, 70, 71			
Healthy beverage portfolio					
GRI 3: Material Topics 2022	3-3 Management of material issues	76, 80, 139, 142, 143			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product or service categories	76, 77, 80			
	416-2 Non-compliance cases related to health and safety impacts of categories of products and services	77			
Responsible Market					
GRI 3: Material Topics 2022	3-3 Management of material issues	80			
GRI 417: Marketing and Labeling 2016	417-1 Product and service information and labeling requirements	77, 80			
	417-2 Cases of noncompliance related to product and service information and labeling	77			
	417-3 Cases of noncompliance related to marketing communications	77			
Human and Labor Rights					
GRI 3: Material Topics 2022	3-3 Management of material issues	40, 83, 87, 122			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Own and suppliers' operations where freedom of collective association is at risk	83, 87, 122			

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
General Contents					
GRI 408: Child Labor 2016	408-1 Own and suppliers' operations where there is a risk of child labor	40, 83, 87			
GRI 409: Forced or Compulsory Labor 2016	409-1 Own and suppliers' operations where there is a risk of forced labor	40, 83, 87			
Talent attraction and development					
GRI 3: Material Topics 2022	3-3 Management of material issues	92, 94, 95, 96, 97, 98, 99, 100, 101, 102, 104, 105, 106, 118, 119, 120, 121, 135, 136, 145, 148			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	92, 93, 94			
	401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	97, 118, 119, 120, 121, 135, 136, 148			
	401-3 Parental leave	118			
GRI 404: Training and Education 2016	404-1 Average number of training hours per year per employee	98, 108			
	404-2 Programs to improve employees' skills and transition assistance programs	109, 110, 111, 112, 113, 114, 115, 116, 117, 146, 147			
	404-3 Percentage of employees receiving regular performance and career development reviews	88, 95, 96, 99, 100, 101, 102, 103, 104, 105, 106			
Multidimensional Well-Being					
GRI 403: Occupational Health and Safety 2018	3-3 Management of material issues	123, 125, 128, 129, 135			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	123, 124, 125, 135			
	403-2 Hazard identification, risk assessment and incident investigation	126, 131			
	403-3 Occupational health services	132, 133, 134			

GRI Content Index

GRI Standard	GRI Content	Page	Omission		
			Omission Requirements	Reason	Explanation
General Contents					
GRI 403: Occupational Health and Safety at Work 2018	403-4 Worker involvement, consultation and communication on occupational health and safety	129, 130, 132			
	403-5 Occupational health and safety training of workers	128, 129, 130			
	403-6 Workers' health promotion	132, 133, 134			
	403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked to commercial relations	126, 131			
	403-8 Coverage of occupational safety and health management system	124			
	403-9 Work-related injuries	127			
	403-10 Occupational diseases and illnesses	133			
Diversity, Equity and Inclusion					
GRI 3: Material Topics 2022	3-3 Management of material issues	40			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in governing bodies and employees	89, 113			
	405-2 Ratio of basic salary and remuneration of women vs. men	90			
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective actions taken	40			
Client development and MSMEs / Community Development					
GRI 3: Material Topics 2022	3-3 Management of material issues	74, 78, 79			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	78, 79			
	203-2 Significant indirect economic impacts	74, 78, 79			

World Economic Forum (WEF) Conscious Capitalism Metrics (SCM) Index

The cbc 2022 report is the first disclosure exercise using the WEF Forum’s Conscious Capitalism Metrics (SCM).

Pillar	Subject	Metrics	Page
Governance Principles - Core	Governance Purpose	Establishing Purpose. The stated corporate purpose, as an expression of how a company intends to provide solutions to economic, environmental, and social issues. The corporate purpose should create value for all stakeholders, including shareholders.	28, 29, 30, 31
	Quality of the governing body	Composition of the Governing Body Composition of the highest governing body and its committees by: expertise in economic, environmental, and social matters; executive or non-executive status; independence; tenure on the governing body; number of other significant positions and commitments for each individual; nature of commitments; gender; membership in underrepresented social groups; representation of stakeholders.	28, 29, 89
	Stakeholder engagement	Material Topics Affecting Stakeholders. A list of issues that are important to key stakeholders and the company, how these issues were identified, and how stakeholders were involved in the process.	25, 26
	Ethical behavior	Anti-Corruption. 1. Percentage of total board members, employees, and business partners who have received training on the organization’s anti-corruption policies and procedures, categorized by region. a) Total number and nature of confirmed corruption incidents during the current year but related to previous years. b) Total number and nature of confirmed corruption incidents during the current year related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the operational environment and culture, with the aim of combating corruption.	7, 20, 21, 23, 24, 138
	Ethical behavior	Protected Ethical Information and Advisory Mechanisms. A description of internal and external mechanisms for: 1. Requesting advice on ethical and legal behavior and organizational integrity. 2. Reporting concerns about unethical or illegal behavior and a lack of organizational integrity.	31, 32, 33, 34, 35, 36, 37, 38, 39, 40
	Risk and opportunity surveillance	Integration of Risk and Opportunity into the Business Process. Statements of the company’s risk and opportunity factors that clearly identify the key and significant risks and opportunities specific to the company (as opposed to generic sectoral risks). This should include the company’s risk appetite, how these risks and opportunities have evolved over time, and the response to these changes. These opportunities and risks should encompass significant economic, environmental, and social issues, including climate change and data management.	42, 43, 44, 45.

World Economic Forum (WEF) Conscious Capitalism Metrics (SCM) Index

The cbc 2022 report is the first disclosure exercise using the WEF Forum’s Conscious Capitalism Metrics (SCM).

Pillar	Subject	Metrics	Page
Planet - Core	Climate change	Greenhouse Gas Emissions (GHG). For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, fluorinated gases, etc.), report in metric tons of carbon dioxide equivalent (tCO2e) according to the GHG Protocol, emissions Scope 1 and Scope 2. Estimate and report upstream and downstream emissions (GHG Protocol Scope 3) if applicable.	50, 51, 52, 53, 54, 55
	Climate change	Implementation of the Task Force for Climate-related Financial Disclosures - TCFD. Apply all TCFD recommendations. If necessary, provide a maximum three-year timeline for full implementation. Indicate whether you have established or are committed to establishing greenhouse gas emissions targets that align with the goals of the Paris Agreement to limit global warming well below 2°C above pre-industrial levels and to pursue efforts to limit warming to 1.5°C, and to achieve net-zero emissions by 2050.	50, 51, 52, 53, 54
	Loss of nature	Land Use and Ecological Sensitivity. Specify the number and area (in hectares) of sites you own, lease, or manage within or adjacent to protected areas and/or key biodiversity areas (KBAs).	It's not material, so it's not reported.
	Availability of fresh water	Water Consumption and Extraction in Water-Stressed Areas. Report for significant operations: megaliters of water abstracted, megaliters of water consumed, and the percentage of each in regions with high or extremely high water stress, according to the World Resources Institute - WRI Aqueduct Water Risk Atlas tool. Estimate and report the same information for the entire value chain (upstream and downstream) when applicable.	60, 61, 62, 63, 64, 65
People - Core	Dignity and equality	Diversity and Inclusion (%). Percentage of employees by employee category, age group, gender, and other diversity indicators (e.g., ethnicity).	89, 90, 91, 93
	Dignity and equality	Pay Equity (%). The relationship between the base salary and compensation for each employee category in significant operating locations for priority areas of equality: women to men, younger to major ethnic groups, and other relevant equality areas.	90, 113

World Economic Forum (WEF) Conscious Capitalism Metrics (SCM) Index

The cbc 2022 report is the first disclosure exercise using the WEF Forum’s Conscious Capitalism Metrics (SCM).

Pillar	Subject	Metrics	Page
People- Core	Dignity and Equality	Salary Level (%). Ratios of the standard entry-level salary by gender compared to the local minimum wage. Ratio of the CEO’s total annual compensation over the median of the total annual compensation of all employees, excluding the CEO..	Information omitted for confidentiality reasons.
	Dignity and Equality	Risk of Child Labor, Forced, or Compulsory Labor Incidents. An explanation of operations and suppliers considered to have a significant risk of incidents related to child labor, forced labor, or compulsory labor. Such risks may arise in relation to: a) Type of operation (manufacturing plant) and type of supplier. b) Countries or geographical areas with operations and suppliers considered at risk.	40, 83, 87
	Health and Well-being	Health and Safety (%). The number and rate of deaths resulting from work-related injuries; serious work-related injuries (excluding deaths); reportable work-related injuries; major types of work-related injuries; and the number of hours worked. An explanation of how the organization facilitates workers’ access to non-occupational medical and health services, and the scope of access provided for employees and workers.	127, 132, 133, 134
	Skills for the Future	Training Provided (#, \$). Average hours of training per person that organization employees have received during the reporting period, by gender and employee category (total number of training hours provided to employees divided by the number of employees). Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).	108

World Economic Forum (WEF) Conscious Capitalism Metrics (SCM) Index

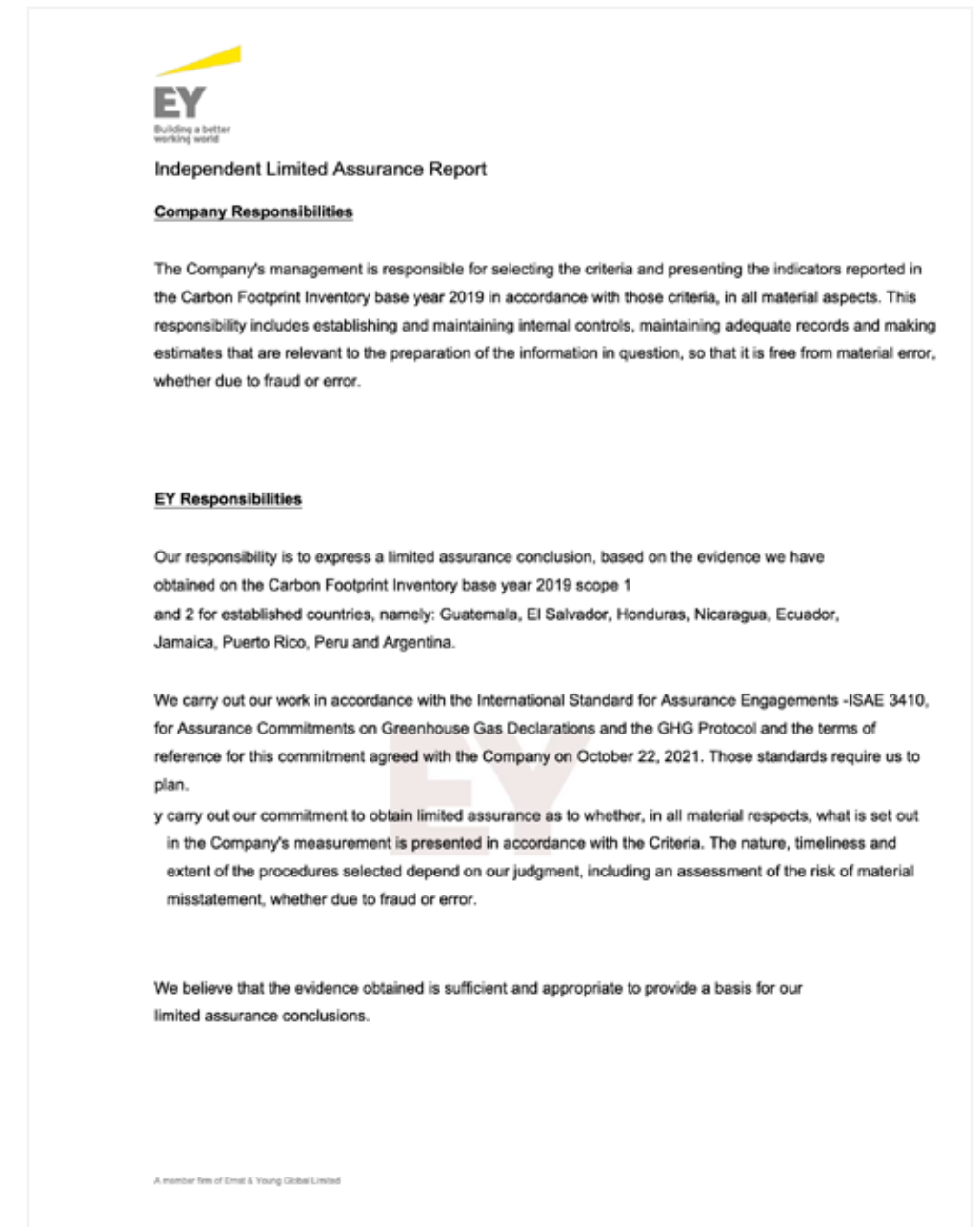
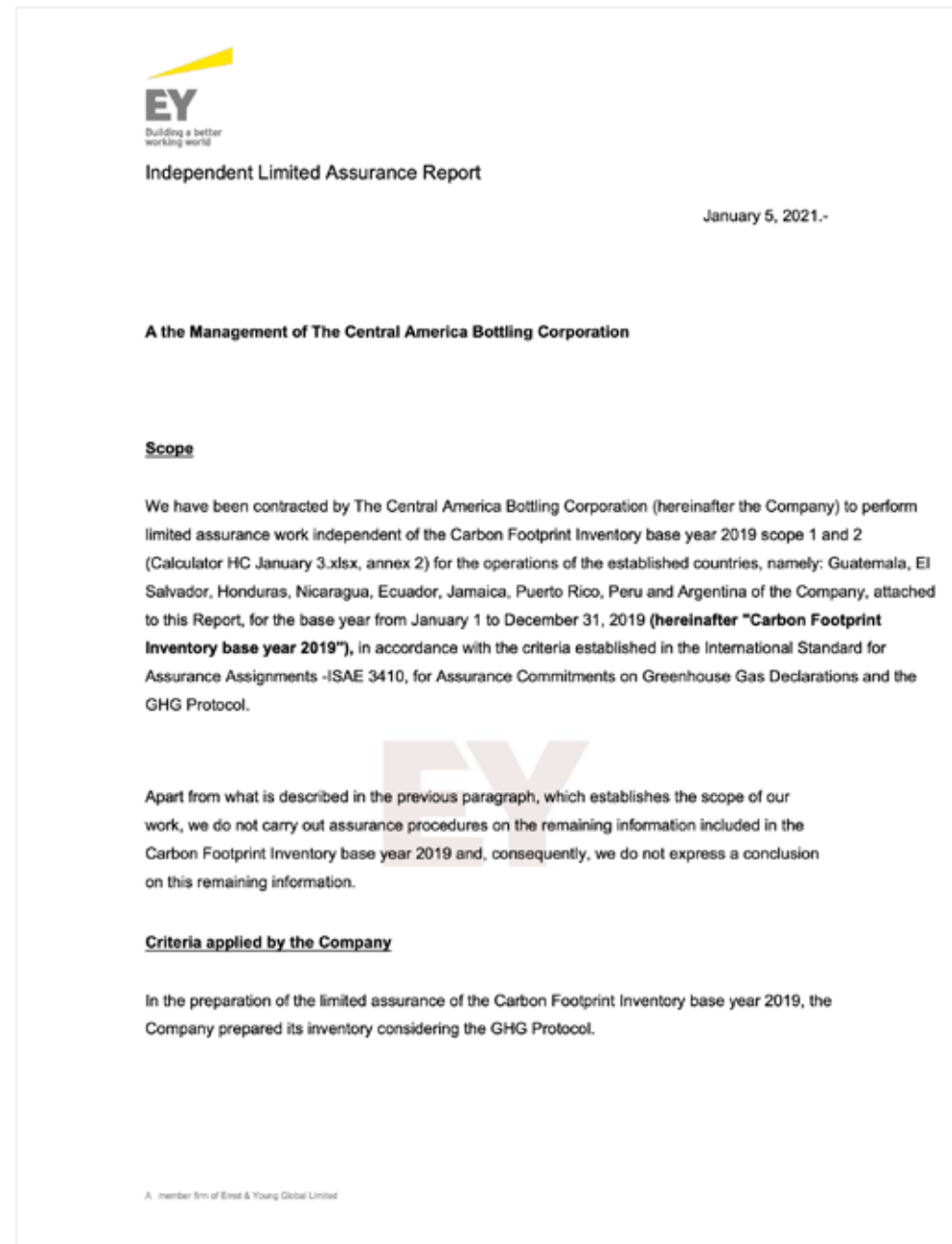
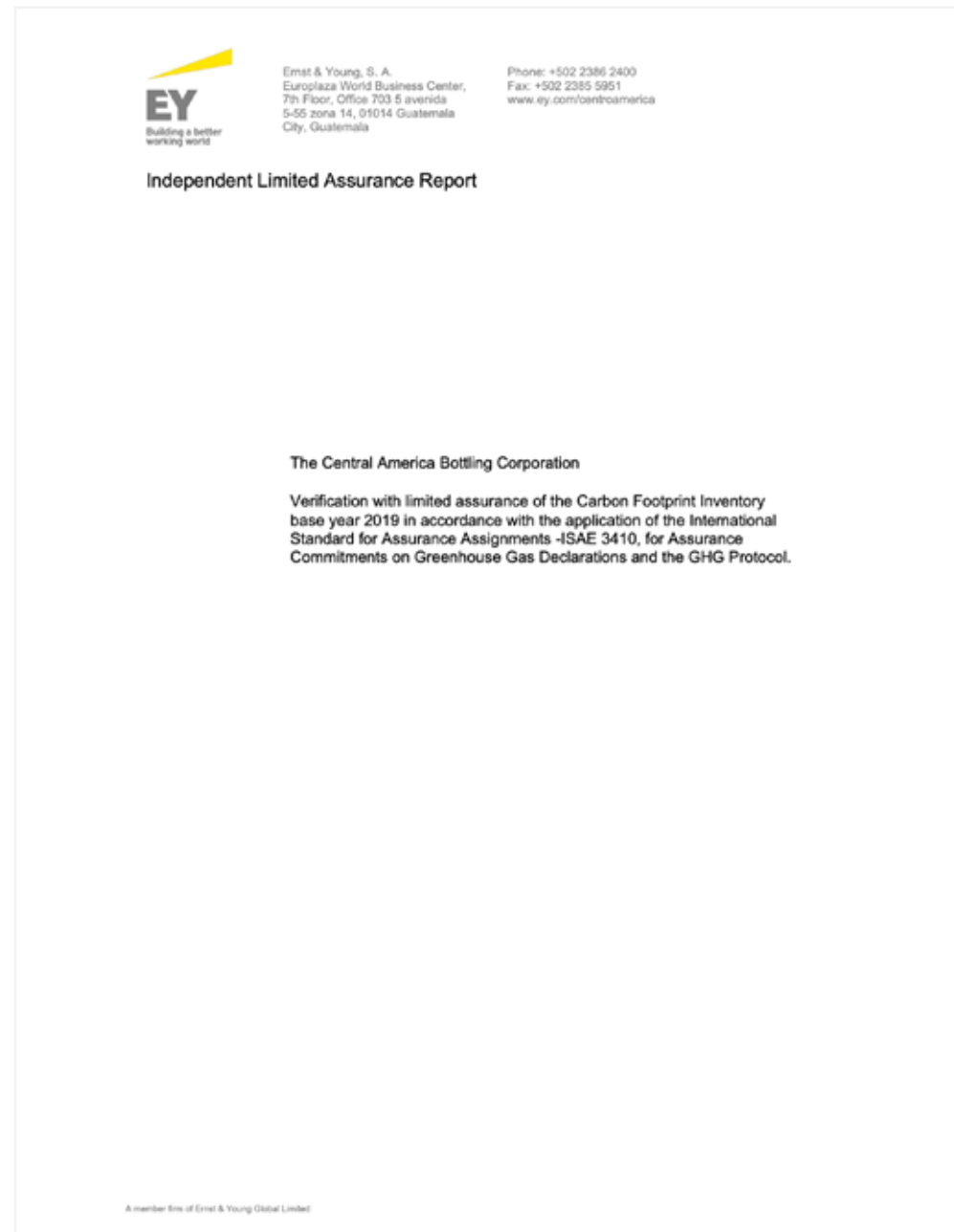
The cbc 2022 report is the first disclosure exercise using the WEF Forum’s Conscious Capitalism Metrics (SCM).

Pillar	Subject	Metrics	Page
Prosperity - Core	Employment and Wealth Generation	Absolute Number and Employment Rate. 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other diversity indicators, and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other diversity indicators, and region.	92, 93
	Employment and Wealth Generation	Economic Contribution. 1. Direct economic value generated and distributed (DEV&D), on an accrual basis, covering the basic components for the organization’s global operations, ideally divided by: - Revenues - Operating costs - Employee salaries and benefits - Payments to capital providers - Payments to government - Community investments 2. Government financial assistance received: the total monetary value of financial assistance received by the organization from any government during the reporting period.	It’s not reported because it’s not a material issue.
	Employment and Wealth Generation	Financial Investment Contribution. 1. Total capital expenditures (CapEx) minus depreciation, supported by a narrative to describe the company’s strategic investment. 2. Stock buybacks plus dividend payments, supported by a narrative to describe the company’s strategy for returning capital to shareholders.	It’s not reported due to confidentiality reasons.
	Innovation of better products and services	Total R&D Expenses (\$). Total costs related to research and development.	115, 139, 141
	Community and Social Vitality	Total Taxes Paid. The total overall taxes borne by the company, including corporate income taxes, property taxes, non-recoverable VAT, and other sales taxes, payroll taxes paid by the employer, and other taxes that constitute costs for the company, categorized by tax type.	It’s not reported due to confidentiality reasons.


Global Compact Principles Index

Group	Principle	Description	Page
Human Rights	1	Companies must support and respect the protection of internationally recognized fundamental human rights within their sphere of influence.	18, 23, 26, 30, 40, 83, 86, 87, 122, 138
	2	Companies must ensure that their businesses are not complicit in the violation of human rights.	81, 82, 83, 84, 85, 86, 87
Labor Standards	3	Companies should support the freedom of association and the effective recognition of the right to collective bargaining.	40, 83, 87, 122
	4	Companies must support the elimination of all forms of forced or coerced labor.	40, 83, 87
	5	Companies must support the eradication of child labor.	40, 83, 87
	6	Companies must support the abolition of discriminatory practices in employment and occupation.	40, 89, 90, 91, 113
Environment	7	Companies should maintain a preventive approach that promotes environmental sustainability.	de 46 a 74
	8	Companies should promote initiatives that encourage greater environmental responsibility.	de 46 a 75
	9	Companies should support the development and dissemination of environmentally friendly technologies.	de 46 a 76
Anticorruption	10	Companies must work against corruption in all its forms, including extortion and bribery.	10, 23, 31, 32, 33, 34, 35, 36, 37, 38, 39, 41, 81, 83, 84, 85

Limited Assurance of the Carbon Footprint Inventory for the baseline year 2019



Limited Assurance of the Carbon Footprint Inventory for the baseline year 2019



Independent Limited Assurance Report

Our independence and quality control

We have maintained our independence and confirmed that we have complied with the requirements of the Code of Ethics for Professional Accountants issued by the International Ethical Standards Board for Accountants, and we have the necessary competencies and experience to carry out this assurance work.

EY also applies International Standard on Quality Assurance 1, Quality Control for companies that perform audits and reviews of financial statements and other assurance engagements and related services, and accordingly maintains a comprehensive quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of the procedures performed

The procedures performed in the present limited assurance work vary in nature and timing and are substantially inferior than for reasonable assurance work. Consequently, the level of assurance obtained in this assignment is substantially lower than the assurance that would have been obtained if a reasonable assurance assignment had been made. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we consider the effectiveness of management's internal controls in determining the nature and scope of our procedures, our assurance work was not designed to provide assurance over internal controls. Our procedures did not include test controls or execution procedures related to verifying data aggregation or calculation within IT systems.

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Independent Limited Assurance Report

Our limited assurance assignment consisted of consultations, mainly with the people responsible for the preparation of the Carbon Footprint Inventory base year 2019, and related information, and we applied analytical and other appropriate procedures.

Our procedures mainly included

Conduct interviews with the persons responsible for the information of the indicators to understand the activities carried out and the processes used for the collection of information.

Obtain documented evidence that supports the information of the reported contents.

Review and analysis of the relevant quantitative and qualitative information of the data of the nine countries reported in the Carbon Footprint Inventory base year 2019.


Perform recalculations, based on sampling, to have greater certainty of the reported indicators.

Identify and report material errors and/or discrepancies that would preclude a statement of assurance.

We proceeded with a country-by-country sampling, based on the total CO2eq tonnage of scope 1 and scope 2 emissions, and chose a sample size of 5%, where the test threshold was defined at 50%, with a tolerable margin of error of 5%.

Verify that discrepancies have been adjusted.

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Independent Limited Assurance Report

Conclusion


Based on our procedures and the evidence obtained, we are not aware of substantial modifications that need to be made to the Carbon Footprint accounted for by the Company, for our limited assurance work and reported in the Carbon Footprint Inventory base year 2019 scope 1 and 2 for the operations of the established countries, namely: Guatemala, El Salvador, Honduras, Nicaragua, Ecuador, Jamaica, Puerto Rico, Peru and Argentina to and for the period ended December 31, 2019 (Calculator HC January 3.xlsx, Annex 1), in order to be in accordance with the criteria established in the GHG Protocol.

Guatemala City, Guatemala

Original document in Spanish translated to English



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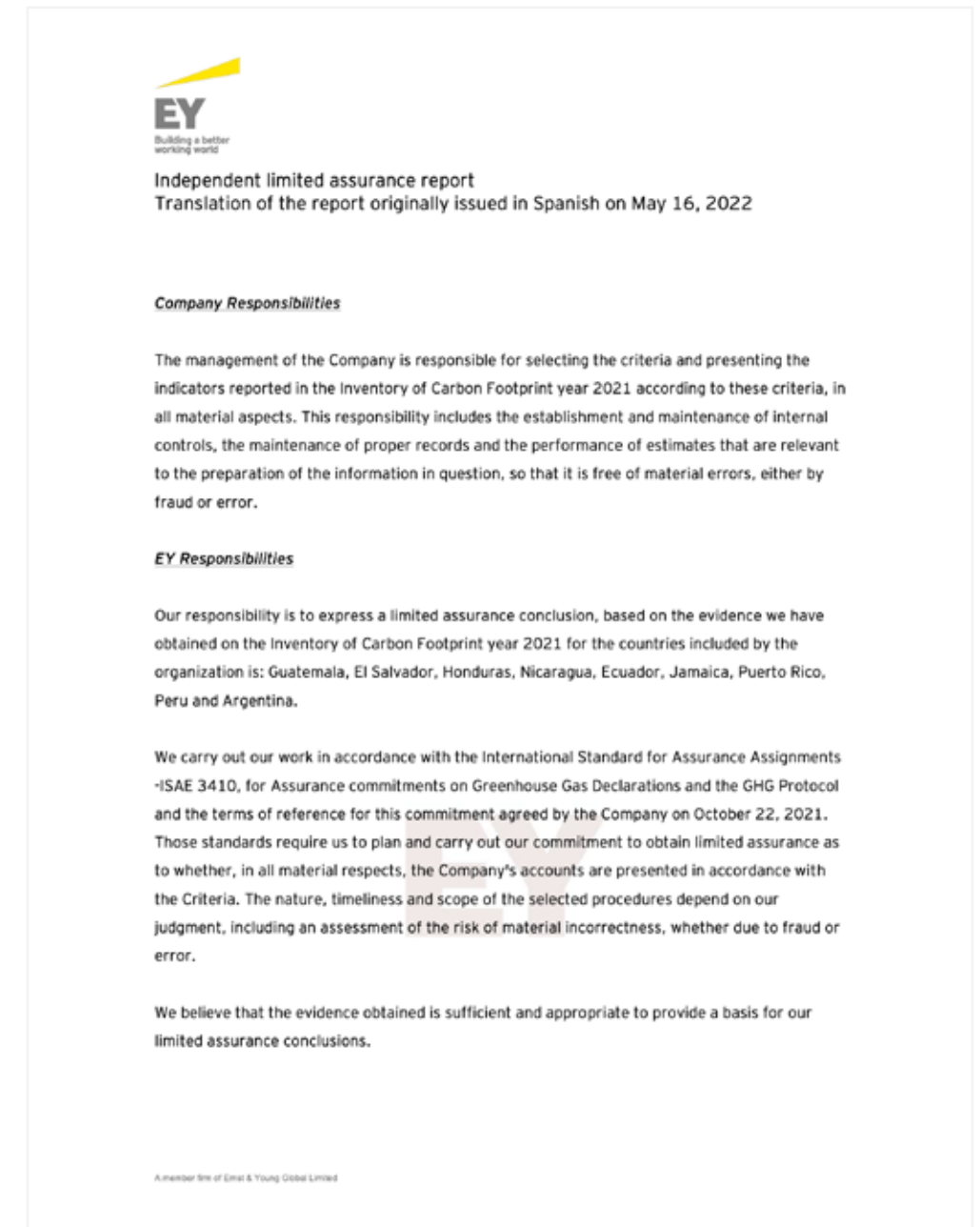
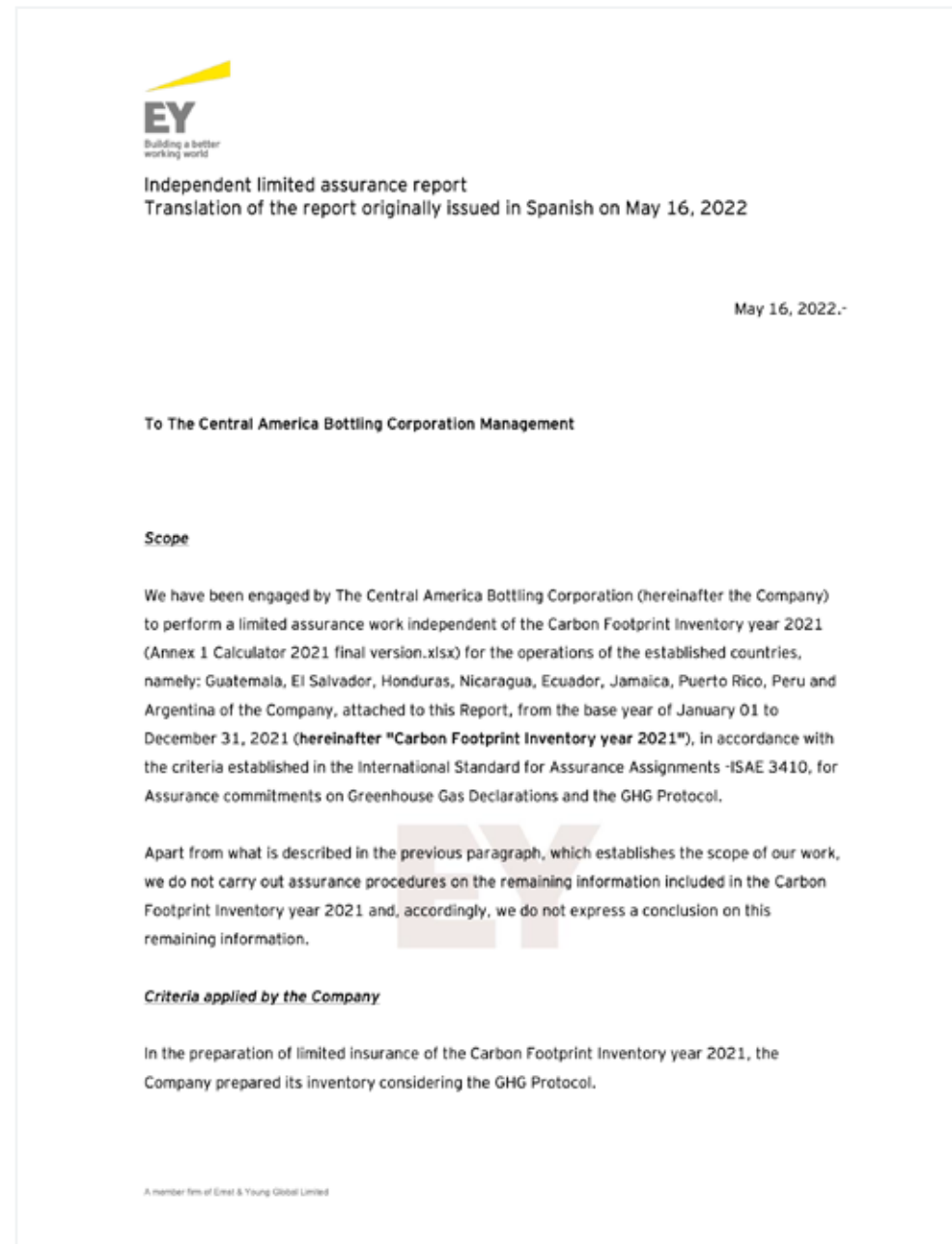
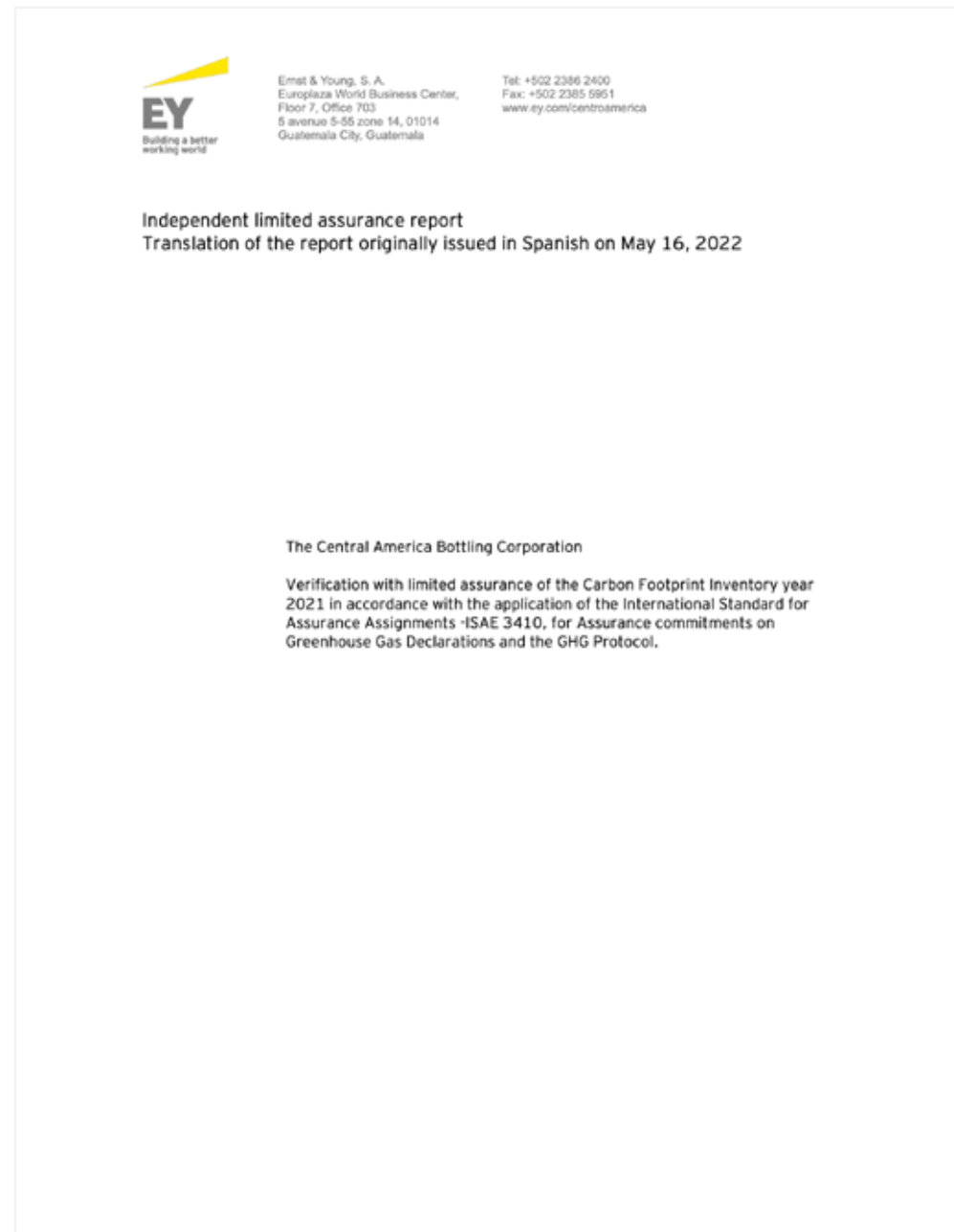
Carbon Footprint Inventory base year 2019

Partner The final reported tonnage by country is as follows:


Country Guatemala	Total tons reported: 33,769.48
Country El Salvador	Total tons reported: 16,030.32
Country Honduras	Total tons reported: 7,410.74
Country Nicaragua	Total tons reported: 6,354.63
Country Ecuador	Total tons reported: 7,649.12
Country Jamaica	Total tons reported: 8,037
Country Puerto Rico	Total tons reported: 9,712
Country Peru	Total tons reported: 5,737.95
Country Argentina	Total tons reported: 1,580.89
Total reported tonnage:	96,482.13 CO2eq

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Limited Assurance of the Carbon Footprint Inventory for the year 2021



Limited Assurance of the Carbon Footprint Inventory for the year 2021



Independent limited assurance report
Translation of the report originally issued in Spanish on May 16, 2022

Our independence and quality control

We have maintained our independence and confirm that we have complied with the requirements of the Code of Ethics for Professional Accountants issued by the Board of International Standards of Ethics for Accountants, and we have the necessary competencies and experience to carry out this assurance work.

EY also applies the International Standard on Quality Control 1, Quality Control for companies that perform audits and reviews of financial statements and other assurance assignments and related services, and accordingly maintains a comprehensive quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.


Description of the procedures performed

The procedures performed in the present limited assurance work vary in nature and timeliness and are substantially lower than for reasonable assurance work. Consequently, the level of assurance obtained in this assignment is substantially lower than the assurance that would have been obtained if a reasonable assurance order had been made. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we consider the effectiveness of management's internal controls in determining the nature and scope of our procedures, our assurance work was not designed to provide assurance over internal controls. Our procedures did not include test controls or execution procedures related to verifying the aggregation or calculation of data within IT systems.

Our limited assurance assignment consisted of making inquiries, mainly to the people responsible for the preparation of the Inventory of Carbon Footprint year 2021, and related information, and we apply appropriate analytical and other procedures.

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Independent limited assurance report
Translation of the report originally issued in Spanish on May 16, 2022

Our procedures mainly included

Conduct interviews with the people responsible for the information of the indicators for the understanding of the activities carried out and the processes used for the collection of information.

Obtain documented evidence that supports the information of the reported contents.

Review and analysis of the relevant quantitative and qualitative information from the data of the nine countries reported in the Inventory of Carbon Footprint year 2021.

Perform recalculations, based on sampling, to have greater certainty of the reported indicators.

Identify and report material errors and/or discrepancies that would prevent a statement of assurance.


We proceeded with a sampling by country, where the total tonnage of CO₂e of scope 1 and scope 2 emissions, and a sample size of 5% was chosen, where the test threshold was defined at 50%, with a tolerable margin of error of 4%.

Verify that the discrepancies have been adjusted.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of substantial modifications that must be made to the Carbon Footprint accounted for by the Company, for our limited assurance work and reported in the Carbon Footprint Inventory year 2021 scope 1 and 2 for the operations of the established countries, namely: Guatemala, El Salvador, Honduras, Nicaragua, Ecuador, Jamaica, Puerto Rico, Peru and Argentina to and for the period ended


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Independent limited assurance report
Translation of the report originally issued in Spanish on May 16, 2022

December 31, 2021 (Annex 1 Calculator 2021 final version.xlsx), in order to bring it into conformity with the criteria set out in the GHG Protocol.


Guatemala City, Guatemala



Carmen Rovira Iguarán
EY Partner



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Carbon Footprint Inventory year 2021

The final reported tonnage per country by is as follows:

Country Guatemala	Total tons reported: 32,579.44
Country El Salvador	Total tons reported: 10,174.76
Country Honduras	Total tons reported: 4,381.08
Country Nicaragua	Total tons reported: 6,621.65
Country Ecuador	Total tons reported: 7,946.40
Country Jamaica	Total tons reported: 9,264.36
Country Puerto Rico	Total tons reported: 7,214.17
Country Peru	Total tons reported: 5,854.27
Country Argentina	Total tons reported: 1,221.98
Total tons reported:	85,258.10 CO₂e

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Limited Assurance of the Carbon Footprint Inventory for the year 2022



Ernst & Young, S. A.
12 calle 2-25 zona 10, Edificio AVIA
Torre II Oficina 1701, Piso 17
Ciudad de Guatemala, Guatemala


Tel: +502 2386 2400
Fax: +502 2385 5951
www.ey.com/centroamerica

Building a better working world

Independent limited assurance report
Translation of the report originally issued in Spanish on May 05, 2023

The Central America Bottling Corporation

Verification with limited assurance of the Carbon Footprint Inventory year 2022 in accordance with the application of the International Standard for Assurance Assignments -ISAE 3410, for Assurance commitments on Greenhouse Gas Declarations and the GHG Protocol.



Building a better working world

Independent limited assurance report
Translation of the report originally issued in Spanish on May 05, 2023

May 05, 2023.

To The Central America Bottling Corporation Management

Scope

We have been engaged by The Central America Bottling Corporation (hereinafter the Company) to perform a limited assurance work independent of the Carbon Footprint Inventory year 2022 (Annex 1 Calculator 2022 final version.xlsx) for the operations of the established countries, namely: Guatemala, El Salvador, Honduras, Nicaragua, Ecuador, Jamaica, Puerto Rico, Peru and Argentina of the Company, attached to this Report, from the base year of January 01 to December 31, 2022 (hereinafter "Carbon Footprint Inventory year 2022"), in accordance with the criteria established in the International Standard for Assurance Assignments -ISAE 3410, for Assurance commitments on Greenhouse Gas Declarations and the GHG Protocol.

Apart from what is described in the previous paragraph, which establishes the scope of our work, we do not carry out assurance procedures on the remaining information included in the Carbon Footprint Inventory year 2022 and, accordingly, we do not express a conclusion on this remaining information.

Criteria applied by the Company

In the preparation of limited insurance of the Carbon Footprint Inventory year 2022, the Company prepared its inventory considering the GHG Protocol.

Company Responsibilities

The management of the Company is responsible for selecting the criteria and presenting the indicators reported in the Inventory of Carbon Footprint year 2022 according to these criteria, in all material aspects. This responsibility includes the establishment and maintenance of internal controls, the maintenance of proper records and the performance of estimates that are relevant to the preparation of the information in question, so that it is free of material errors, either by fraud or error.

EY Responsibilities

Our responsibility is to express a limited assurance conclusion, based on the evidence we have obtained on the Inventory of Carbon Footprint year 2022 for the countries included by the organization is: Guatemala, El Salvador, Honduras, Nicaragua, Ecuador, Jamaica, Puerto Rico, Peru and Argentina.

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Building a better working world

Independent limited assurance report
Translation of the report originally issued in Spanish on May 05, 2023

We carry out our work in accordance with the International Standard for Assurance Assignments - ISAE 3410, for Assurance commitments on Greenhouse Gas Declarations and the GHG Protocol and the terms of reference for this commitment agreed by the Company on October 22, 2021. Those standards require us to plan and carry out our commitment to obtain limited assurance as to whether, in all material respects, the Company's accounts are presented in accordance with the Criteria. The nature, timeliness and scope of the selected procedures depend on our judgment, including an assessment of the risk of material incorrectness, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality control

We have maintained our independence and confirm that we have complied with the requirements of the Code of Ethics for Professional Accountants issued by the Board of International Standards of Ethics for Accountants, and we have the necessary competencies and experience to carry out this assurance work.

EY also applies the International Standard on Quality Control 1, Quality Control for companies that perform audits and reviews of financial statements and other assurance assignments and related services, and accordingly maintains a comprehensive quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of the procedures performed

The procedures performed in the present limited assurance work vary in nature and timeliness and are substantially lower than for reasonable assurance work. Consequently, the level of assurance obtained in this assignment is substantially lower than the assurance that would have been obtained if a reasonable assurance order had been made. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we consider the effectiveness of management's internal controls in determining the nature and scope of our procedures, our assurance work was not designed to provide assurance over internal controls. Our procedures did not include test controls or execution procedures related to verifying the aggregation or calculation of data within IT systems.

Our limited assurance assignment consisted of making inquiries, mainly to the people responsible for the preparation of the Inventory of Carbon Footprint year 2022, and related information, and we apply appropriate analytical and other procedures.

A member firm of Ernst & Young Global Limited

Limited Assurance of the Carbon Footprint Inventory for the year 2022



EY
Building a better working world

Independent limited assurance report
Translation of the report originally issued in Spanish on May 05, 2023

Our procedures mainly included

Conduct interviews with the people responsible for the information of the indicators for the understanding of the activities carried out and the processes used for the collection of information.

Obtain documented evidence that supports the information of the reported contents.

Review and analysis of the relevant quantitative and qualitative information from the data of the nine countries reported in the inventory of Carbon Footprint year 2022.

Perform recalculations, based on sampling, to have greater certainty of the reported indicators.

Identify and report material errors and/or discrepancies that would prevent a statement of assurance.

We proceeded with a sampling by country, where the total tonnage of CO₂eq of scope 1 and scope 2 emissions, and a sample size of 5% was chosen, where the test threshold was defined at 50%, with a tolerable margin of error of 4%.

Verify that the discrepancies have been adjusted.

Conclusion


Based on our procedures and the evidence obtained, we are not aware of substantial modifications that must be made to the Carbon Footprint accounted for by the Company, for our limited assurance work and reported in the Carbon Footprint Inventory year 2022 scope 1 and 2 for the operations of the established countries, namely: Guatemala, El Salvador, Honduras, Nicaragua, Ecuador, Jamaica, Puerto Rico, Peru and Argentina to and for the period ended December 31, 2022 (Annex 1 Calculator 2022 final version.xlsx), in order to bring it into conformity with the criteria set out in the GHG Protocol.

Guatemala City, Guatemala



Iván Herranz
EY Partner

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Carbon Footprint Inventory year 2022

The final reported tonnage per country by is as follows:

Country Guatemala	Total tons reported: 27.728,15
Country El Salvador	Total tons reported: 11.012,11
Country Honduras	Total tons reported: 5.898,03
Country Nicaragua	Total tons reported: 2.943,08
Country Ecuador	Total tons reported: 8.629,63
Country Jamaica	Total tons reported: 9.853,48
Country Puerto Rico	Total tons reported: 8.820,21
Country Perú	Total tons reported: 6.285,33
Country Argentina	Total tons reported: 1.215,39
Total tons reported:	82.385,42 CO₂eq

Carbon Trust Zero Waste to Landfill Standard

Carbon Trust Assurance Limited
4th Floor, Dorset House
27-45 Stamford Street
London
SE1 9NT

E-mail: assurance@carbontrust.com
Telephone: 0207 832 4655

Alexandra Vidal Walters
Gerente de Asuntos Corporativos
Cbc – Mariposa Site
Guatemala, Guatemala

22 February 2022

Dear Alexandra

Re: Carbon Trust Standard for Zero Waste to Landfill - Your successful certification

I am delighted to confirm that Cbc - Mariposa Site has achieved the Carbon Trust Standard for Zero Waste to Landfill, and I have great pleasure in enclosing your certificate and certification letter.

Key information about your assessment, including details of the boundary and certification dates, can be found in the certification letter. Please keep in mind that all certificates start immediately the day after the data set you submitted and are valid until the date specified below.

You and your marketing and communications colleagues (where possible) will receive an email with suggestions of how your organisation could use the Carbon Trust Zero Waste to Landfill logo to promote Mariposa's achievement to customers, staff, and other stakeholders. If you do not receive this or have any queries, please contact our operations team on 020 7832 4655 or email assurance@CarbonTrust.com and we will endeavour to help you.

You can also find out more about other services offered by the Carbon Trust at www.carbontrust.com in the run up to re-certification.

Thank you again for all your efforts in tackling waste and congratulations to everyone at Mariposa site on achieving the Carbon Trust Standard for Zero Waste to Landfill; if You need any further assistance, please do not hesitate to contact your account manager.

Yours sincerely



Hugh Jones
Managing Director



Alexandra Vidal Walters
Gerente de Asuntos Corporativos
cbc – Mariposa Site
Guatemala, Guatemala

Certification Letter - Carbon Trust Standard for Zero Waste to Landfill

Certificate Number: CERT-13225

Carbon Trust Assurance Limited ("The Company") certifies that cbc – Mariposa Site ("You") have been awarded the Carbon Trust Standard for Zero Waste to Landfill in accordance with the Corporate Zero Waste to Landfill Protocol methodology.

Compliance period

Your performance has been certified based on the compliance period of 01/01/21 to 31/12/21.

Boundary

All operations at the Mariposa bottling site in Guatemala

Exclusions

The following waste streams were excluded under the Corporate Zero Waste to Landfill Protocol methodology:

Code	Waste Stream	Tonnes	Percentage of the total waste footprint	Exclusions explanation	Further comments
20 03 99*	Municipal waste not otherwise specified	72.60	0.362%	No permitted alternative	Since October 70% of this category is used for energy recovery, 30% is being evaluated to allow its recovery
16 03 05*	Organic waste containing dangerous substances	34.13	0.170%	No permitted alternative	No technology locally available
02 01 08*	Agrochemical waste containing dangerous substances	11.138	0.056%	Mandatory waste collection	Regulation specifies its incineration
04 02 09	wastes from composite materials (impregnated textile, elastomer, plaster)	5.7	0.028%	No permitted alternative	Since august this category is sent to energy recovery
18 02 03	wastes whose collection and disposal is not subject to special requirements in order to prevent infection	4.3	0.022%	Mandatory waste collection	This is sent to incineration in compliance with the Practical management of waste and common solid waste in face of COVID 19 pandemic
19 10 03*	Fluff-light fraction and dust containing dangerous substances	0.223	0.001%	Mandatory waste collection	Technology used is one of the most relevant for the management of fluorescent lamps and according to what is authorized by the Ministry of Health. CBC cbc - Mariposa Site plans to change to LED lamps
20 01 27*	Paints, inks, adhesives, and resins containing dangerous substances	2.302	0.011%	No permitted alternative	Since October this category is now sent for energy recovery
Total footprint of exclusions		130.4	0.650%		



Exclusions were made according to the Corporate Zero Waste to Landfill Protocol – v1.1 which states the following:

"Organizations may still claim zero waste to landfill status if they send waste to landfill or incineration without energy recovery where the waste meets one or more of the criteria below:

- No permitted alternative
- Mandatory waste collection
- Unforeseen waste arisings

All determined exclusions consist of waste streams that for the moment there is no available treatment in Guatemala that could be implemented (hospital waste) and waste streams following "the minimis" as permitted criteria in the Protocol for exclusion. Therefore, these streams are sent to landfill. When available, Mariposa site will reduce its exclusions or eliminate them completely, as is the case with small fragments of glass with soil product from sweeping in the distribution warehouse and from the production area of glass bottles.

Certification period

This certification is valid for a period of 24 months from 01/01/22 until 01/01/24 subject to the provisions of this Certification Letter.

Materiality

It has been verified that all material non-conformities identified during the sampling performed on the waste arisings data submitted have been closed. If at any time and for whatever reason You or the Company identify any further non-conformities, you shall promptly inform the Company.

Communications

In accordance with the Communications rights associated with certification, the present Certification Letter allows You to communicate that you have been certified for sending zero waste directly to landfill. Any claims made during the Certification Period must be done in accordance with the information present in this Certification Letter. Any other communication proposed during the Certification Period shall be submitted to the Company for prior approval. Non-standard communications approved by the Company will be documented in the Annexes of this Certification Letter, at the Company's discretion.

For and on behalf of Carbon Trust Assurance Limited



Hugh Jones
Managing Director

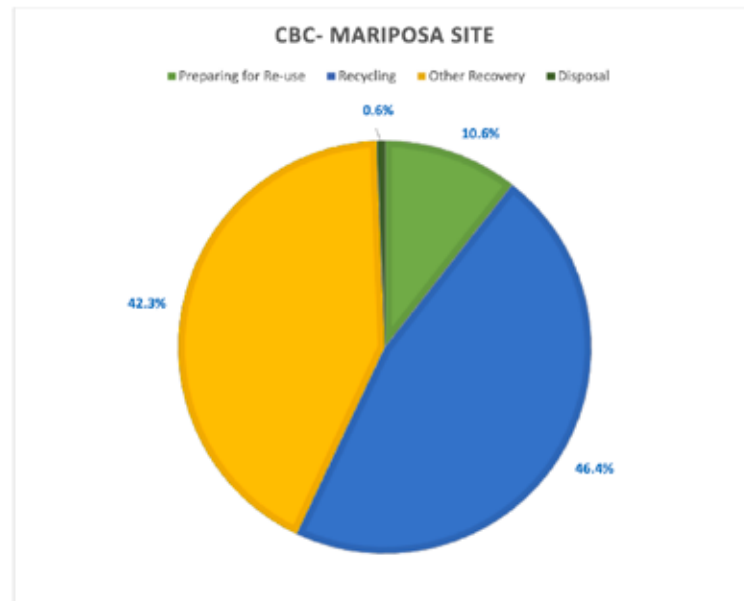
Carbon Trust Zero Waste to Landfill Standard



Alexandra Vidal Walters
Gerente de Asuntos Corporativos
cbc - Mariposa Site, S.A.
Guatemala, Guatemala

Certification Summary - Carbon Trust Standard for Zero Waste to Landfill

The graph below demonstrates your organisation's breakdown of waste management during your assessment period.



Assessor Comments

The Carbon Trust Standard for Zero Waste to Landfill for cbc - Mariposa Site covers their Mariposa bottling site in Guatemala, Guatemala

As part of their effort to achieve the Carbon Trust Standard for Zero Waste to Landfill certification process, Mariposa site progressed from its gap analysis performed in 2020 and has now achieved zero waste to landfill being the first site with this achievement of 16 sites that the company is willing to certify in the short term. Mariposa site now sends no waste to landfill, with some exclusions under the Corporate Zero Waste to Landfill



Protocol methodology.¹ It is recommended that for re-certification processes, cbc - Mariposa Site seeks to find a way to process the waste streams that end up in landfill. These streams are 20 03 99* and 16 03 05* where waste stream corresponds to waste from sweeping (sand and crushed glass).

Opportunities for Improvement

- 1) Successful certification against the Carbon Trust Standard for Zero Waste to Landfill requires an organisation to demonstrate good all-round waste management in their day-to-day operations and Cbc - Mariposa Site complies with it, although automatization of the process is recommended for future verifications.
- 2) Provide an "Annual Solid Waste and Recycling Report" to be able to sum up the numbers generated month by month and compare them with the number reported in the tool. This could be delivered in an excel file per month that already includes the solid waste format and the invoicing details. It would make the review process easier.
- 3) For further verifications, it is important that Cbc - Mariposa Site reconfigures their invoice formats to include the weight so that it can be compared and crosschecked with certificates provided by the sub-contractors. Moreover, it is recommended to ask contractors that all certificates include weight in tons (this is included only in some certificates of certain contractors). This will simplify the review of evidence and internal control and will facilitate cross-checking processes with invoices for future certifications. However, if it is not possible to include weight and Cbc-Mariposa Site's staff has to weight certain category of waste, always include calculation process for traceability.
- 4) Either the invoices or Cbc - Mariposa Site internal tool detailing invoices information should also include a column regarding treatment, this is specially for those contractors that may apply different treatments (e.g., recycling, and other recovery), thus, if Cbc - Mariposa Site performs manual classification of waste, this classification can be tracked clearly, and during certification process tonnes for each treatment can be reviewed easily.
- 5) Mariposa Site internal tool detailing invoices should include exact information from certificates and invoice, otherwise this tool can provoke the need for further clarifications and/or corrections.
- 6) Generate contracts with recyclers or service providers that state that what is purchased/received by Cbc - Mariposa Site will not go to landfill or incineration without energy recovery.
- 7) Where wastes are taken off-site for preparing for reuse, recycling or recovery, the organisation should look to conduct duty of care audits to confirm that their waste is being handled and disposed of correctly and that the information they are receiving regarding waste diversion is accurate.
- 8) The organisation should ensure that it has sufficient processes in place to ensure that Zero Waste to Landfill status is maintained, including in changing circumstances (ex: changes in personnel, waste contractors, operational processes, etc.). This could be achieved via having a formal Zero Waste to Landfill policy and associated operating procedures.
- 9) It would be very useful that all waste contractors include a clear and complete flow chart that specifies the treatment to each type of waste they treat, so it can be easier to proof waste diversion.
- 10) It is encouraged that the Site receives written confirmation from waste contractors regarding what happens to rejected/contaminated waste. Evidence was provided for most of the waste, please fill the gaps for future certifications.
- 11) CBC cbc - Mariposa Site has integrated new waste contractors vs the ones reviewed in the Gap Analysis, so it would be good to have historical information of how the waste contractors have changed and the reason why they are not providing the service anymore.

¹ Each of excluded waste streams represent less than 1% of the total waste footprint, and in total, all exclusions represent less than 5% of all waste footprint



CERTIFICATE OF ACHIEVEMENT

cbc - Mariposa Site

has achieved the Carbon Trust Standard for Zero Waste to Landfill for:

All operations at the Mariposa Site, Guatemala, Guatemala

for and on behalf of Carbon Trust Assurance Limited

Hugh Jones, *Managing Director - Assurance*

Awarded	01 January 2022	Valid until	01 January 2024
Licence No.	CERT-13225	Certified since	2021

CARBON TRUST ASSURANCE LIMITED

4th Floor Dorset House, 27-45 Standard St, London SE1 1NT, UK
T: +44 (0)20 7170 7000 F: +44 (0)20 7170 7020 www.carbontrust.com

Carbon Trust Assurance Limited is registered in England and Wales
(no. 06547018) at 4th Floor Dorset House, 27-45 Standard Street, London SE1 1NT, UK

Carbon Trust Zero Waste to Landfill Standard

Carbon Trust Assurance Limited
4th Floor, Dorset House
27-45 Stamford Street
London
SE1 9NT

E-mail: assurance@carbontrust.com
Telephone: 0207 832 4655

Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

28 December 2022

Dear Alexandra

Re: Carbon Trust Standard for Zero Waste to Landfill - Your successful certification

I am delighted to confirm that CBC, including the below listed facilities have achieved the Carbon Trust Standard for Zero Waste to Landfill, and I have great pleasure in enclosing your certificate and certification letter.

Scope of the certified facilities:

- All operations at the Cuyotenango site in Guatemala

Key information about your assessment, including details of the boundary and certification dates, can be found in the certification letter. Please keep in mind that all certificates start immediately the day after the data set you submitted and are valid until the date specified below.

You and your marketing and communications colleagues (where possible) will receive an email with suggestions of how your organisation could use the Carbon Trust Zero Waste to Landfill logo to promote CBC Cuyotenango's site achievement to customers, staff, and other stakeholders. If you do not receive this or have any queries, please contact our operations team on 020 7832 4655 or email assurance@CarbonTrust.com and we will endeavour to help you.

You can also find out more about other services offered by the Carbon Trust at www.carbontrust.com in the run up to re-certification.

Thank you again for all your efforts in tackling waste and congratulations to everyone at CBC Cuyotenango on achieving the Carbon Trust Standard for Zero Waste to Landfill; if You need any further assistance, please do not hesitate to contact your account manager.

Yours sincerely



Hugh Jones
Managing Director



Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

Certification Letter - Carbon Trust Standard for Zero Waste to Landfill

Certificate Number: CERT-13390

Carbon Trust Assurance Limited ('The Company') certifies that CBC, site Cuyotenango ('You') have been awarded the Carbon Trust Standard for Zero Waste to Landfill in accordance with the Corporate Zero Waste to Landfill Protocol methodology.

Compliance period

Your performance has been certified based on the compliance period of 01/01/22 to 31/10/22.

Boundary

- All operations at the Cuyotenango site in Guatemala

Exclusions

The following waste streams were excluded under the Corporate Zero Waste to Landfill Protocol methodology:

Table 1: Exclusions breakdown

Code	Waste Stream	Description	Tonnes	Percentage of the total waste footprint
17 01 06*	Mixtures of, or separate fractions of concrete, bricks, tiles and ceramics containing dangerous substances	Mixed crushed glass, sweeping sand and dust.	11.4	0.004721
18 02 02*	Wastes whose collection and disposal is subject to special requirements in order to prevent infection	Toilet paper	0.07	0.000029
18 02 02*	Wastes whose collection and disposal is subject to special requirements in order to prevent infection	Toilet paper from sanitary services, quality laboratory strains and cultures, laboratory ETEI, bio infectious clinic waste.	3.184	0.217412
Total footprint of exclusions			14.6	0.606990



Exclusions were made according to the Corporate Zero Waste to Landfill Protocol – v1.1 which states the following:

*Organizations may still claim zero waste to landfill status if they send waste to landfill or incineration without energy recovery where the waste meets one or more of the criteria below:

- No permitted alternative
- Mandatory waste collection
- Unforeseen waste arisings

All determined exclusions consist of waste streams that for the moment there is no available treatment in Guatemala that could be implemented (hospital waste and other sanitary waste) and waste streams following "the minimis" as permitted criteria in the Protocol for exclusion. Therefore, these streams are sent to landfill. When available, Cuyotenango site will reduce its exclusions or eliminate them completely, as is the case with small fragments of glass with soil product from sweeping in the distribution warehouse and from the production area of glass bottles. For this last waste stream Cuyotenango is starting to produce bricks, however this production is still not enough to prevent all this waste stream go to landfill.

Certification period

This certification is valid for a period of 6 months from 01/11/22 until 01/05/23 subject to the provisions of this Certification Letter. The verification team will review the remaining 2 months of year 2022 in early 2023, when, subject to Zero Waste to Landfill provisions, The Carbon Trust will issue a certificate with a full two year validity.

Materiality

It has been verified that all material non-conformities identified during the sampling performed on the waste arisings data submitted have been closed. If at any time and for whatever reason You or the Company identify any further non-conformities, you shall promptly inform the Company.

Communications

In accordance with the Communications rights associated with certification, the present Certification Letter allows You to communicate that you have been certified for sending zero waste directly to landfill. Any claims made during the Certification Period must be done in accordance with the information present in this Certification Letter. Any other communication proposed during the Certification Period shall be submitted to the Company for prior approval. Non-standard communications approved by the Company will be documented in the Annex of this Certification Letter, at the Company's discretion.

For and on behalf of Carbon Trust Assurance Limited



Hugh Jones
Managing Director

Carbon Trust Zero Waste to Landfill Standard



Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

Certification Summary - Carbon Trust Standard for Zero Waste to Landfill

The graph below demonstrates your organisation's breakdown of waste management during your assessment period.

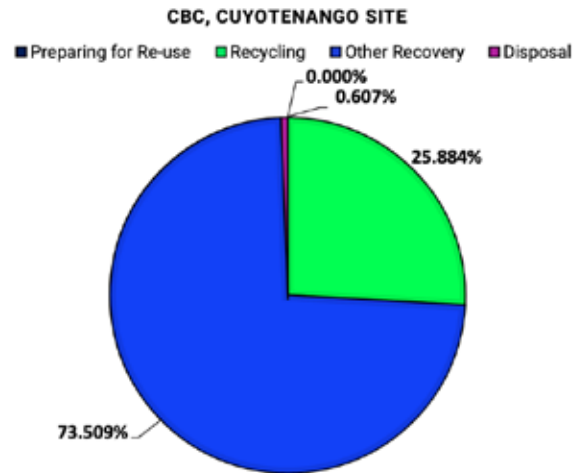


Figure 1: Waste percentage breakdown

The graph shows that the highest percentage (73.509%) of waste from Cuyotenango site goes to other kind of recovery, mainly due to the treatment of sludges for agricultural use in plantations of coffee and rubber near Cuyotenango site as organic fertilisers. Afterwards, recycling occupies the second mode of treatment in percentage with 25.884% and finally a 0.607% that are exclusions that go to landfill or incineration without recovery under the Corporate Zero Waste to Landfill Protocol – v1.1 criteria.

Assessor Comments

The Carbon Trust Standard for Zero Waste to Landfill for CBC covers the following:

- All operations at the Cuyotenango site in Guatemala



Cuyotenango has excelled in practices to become a zero waste to landfill site. This sums up with its general CBC's ambition to guarantee 50% of their 16 sites become zero waste to landfill by 2025 and by 2030 make the 100% of CBC's sites become zero waste to landfill. For this new certified site (after Mariposa) the company has shown great management of data collection process and with high quality evidence. The company must keep working so that it does not have to report any exclusions in the future.

Opportunities for Improvement

- There is an opportunity for innovation, so that the company avoids reporting exclusions (that are not mandatory) in the future. Wastes streams as "dust and glass sweeping" could soon be avoided. This is relevant as all/most of CBC's sites share this type of exclusion.
- Data collection has shown a lot of improvements compared to previous CBC certifications (for Mariposa). For example, information is clear and easy to follow, also, certificates, process and declared figures are all correct. The only improvement, is to be sure that certificates indicate a clear unit, otherwise, specify with further evidence (this is the example of used oil).
- When reporting data in the Carbon Trust tool, assure to always describe waste streams, codes are a first indicative of the description, but a breakdown is always useful to understand the specific waste that is treated. Furthermore, for exclusions this is even more relevant. Exclusions must be disaggregated in the "Additional Comments or Waste Descriptions", especially for codes where the description is very general or not specific to CBC's site.
- It is recommended to add evidence of on-site audits for suppliers and waste contractors. For interim review please include as well this evidence.
- It is encouraged that the plant receives written confirmation from waste contractors regarding what happens to rejected/contaminated waste. Evidence was provided for most of the waste, please fill the gaps for future certifications.



CERTIFICATE OF ACHIEVEMENT

CBC, Cuyotenango Site

has achieved the Carbon Trust Standard for Zero Waste to Landfill for:

All operations at the Cuyotenango site in Guatemala

for and on behalf of Carbon Trust Assurance Limited

Hugh Jones, *Managing Director - Assurance*

Awarded 1 November 2022

Valid until 1 May 2023

Licence No. CERT-13390

Certified since 2022

CARBON TRUST ASSURANCE LIMITED

4th Floor Dorset House, 27-45 Stamford St, London SE1 9NT, UK
T: +44 (0)20 7170 7000 F: +44 (0)20 7170 7020 www.carbontrust.com

Carbon Trust Assurance Limited is registered in England and Wales
(no. 05547050) at 4th Floor Dorset House, 27-45 Stamford Street, London SE1 9NT, UK

Carbon Trust Zero Waste to Landfill Standard



Carbon Trust Assurance Limited
4th Floor, Dorset House
27-45 Stamford Street
London
SE1 9NT

E-mail: assurance@carbontrust.com
Telephone: 0207 832 4655

Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

26 April 2023

Dear Mario

Re: Carbon Trust Standard for Zero Waste to Landfill - Your successful certification

I am delighted to confirm that CBC, including the below listed facilities have achieved the Carbon Trust Standard for Zero Waste to Landfill, and I have great pleasure in enclosing your certificate and certification letter.

Scope of the certified facilities:

- All operations at the Cuyotenango site in Guatemala

Key information about your assessment, including details of the boundary and certification dates, can be found in the certification letter. Please keep in mind that all certificates start immediately the day after the data set you submitted and are valid until the date specified below.

You and your marketing and communications colleagues (where possible) will receive an email with suggestions of how your organisation could use the Carbon Trust Zero Waste to Landfill logo to promote CBC Cuyotenango's site achievement to customers, staff, and other stakeholders. If you do not receive this or have any queries, please contact our operations team on 020 7832 4655 or email assurance@CarbonTrust.com and we will endeavour to help you.

You can also find out more about other services offered by the Carbon Trust at www.carbontrust.com in the run up to re-certification.


Thank you again for all your efforts in tackling waste and congratulations to everyone at CBC Cuyotenango on achieving the Carbon Trust Standard for Zero Waste to Landfill; if You need any further assistance, please do not hesitate to contact your account manager.

Yours sincerely



Martin Hockaday,
Head of Assurance

CARBON TRUST ASSURANCE LIMITED
4th Floor Dorset House, 27-45 Stamford St, London SE1 9NT
T: +44 (0)20 7320 7000 F: +44 (0)20 7320 7009 www.carbontrust.com
Carbon Trust Assurance Limited (a wholly-owned subsidiary of the Carbon Trust) is registered in England and Wales (no. 06347636) at 4th Floor Dorset House, 27-45 Stamford Street, London SE1 9NT, UK.



Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

Certification Letter - Carbon Trust Standard for Zero Waste to Landfill

Certificate Number: CERT-13390

Carbon Trust Assurance Limited (The Company) certifies that CBC, site Cuyotenango (You) have been awarded the Carbon Trust Standard for Zero Waste to Landfill in accordance with the Corporate Zero Waste to Landfill Protocol methodology.

Compliance period
Your performance has been certified based on the compliance period of 01/01/22 to 31/12/22.

Boundary

- All operations at the Cuyotenango site in Guatemala

Exclusions
The following waste streams were excluded under the Corporate Zero Waste to Landfill Protocol methodology:




Table 1: Exclusions breakdown

Code	Waste Stream	Description	Tonnes	Percentage of the total waste footprint
17 01 06*	Mixtures of, or separate fractions of concrete, bricks, tiles and ceramics containing dangerous substances	Mixed crushed glass, sweeping sand and dust.	13.5	0.4814%
18 02 02*	Wastes whose collection and disposal is subject to special requirements in order to prevent infection	Toilet paper	0.1	0.0025%
18 02 02*	Wastes whose collection and disposal is subject to special requirements in order to prevent infection	Toilet paper from sanitary services, quality laboratory strains and cultures, laboratory ETEL, bio infectious clinic waste.	3.8	0.1349%
Total footprint of exclusions			17.4	0.6188%

Exclusions were made according to the Corporate Zero Waste to Landfill Protocol – v1.1 which states the following:

*Organizations may still claim zero waste to landfill status if they send waste to landfill or incineration without energy recovery where the waste meets one or more of the criteria below:

- No permitted alternative
- Mandatory waste collection
- Unforeseen waste arisings

All determined exclusions consist of waste streams that for the moment there is no available treatment in Guatemala that could be implemented (hospital waste and other sanitary waste) and waste streams following "the minimis" as permitted criteria in the Protocol for exclusion. Therefore, these streams are sent to landfill. When available, Cuyotenango site will reduce its exclusions or eliminate them completely, as is the case with small fragments of glass with soil product from sweeping in the distribution warehouse and from the production area of glass bottles. For this last waste stream Cuyotenango is starting to produce bricks, however this production is still not enough to prevent all this waste stream go to landfill.

Certification period
This certification is valid for a period of 24 months from 01/01/23 until 31/12/24

Carbon Trust Zero Waste to Landfill Standard

CARBON TRUST

Materiality

It has been verified that all material non-conformities identified during the sampling performed on the waste arisings data submitted have been closed. If at any time and for whatever reason You or the Company identify any further non-conformities, you shall promptly inform the Company.

Communications

In accordance with the Communications rights associated with certification, the present Certification Letter allows You to communicate that you have been certified for sending zero waste directly to landfill. Any claims made during the Certification Period must be done in accordance with the information present in this Certification Letter. Any other communication proposed during the Certification Period shall be submitted to the Company for prior approval. Non-standard communications approved by the Company will be documented in the Annexes of this Certification Letter, at the Company's discretion.

For and on behalf of Carbon Trust Assurance Limited

Yours sincerely



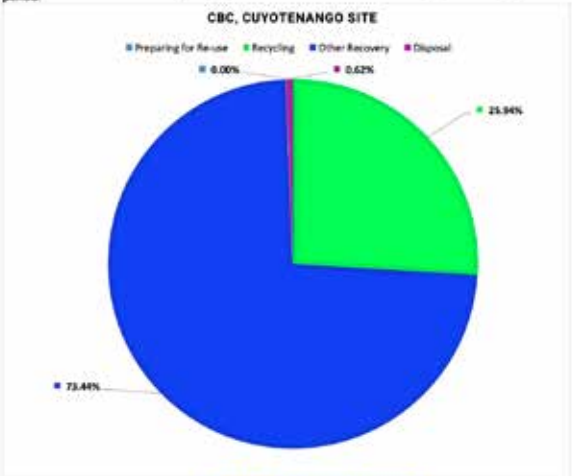
Martin Hockaday,
Head of Assurance

CARBON TRUST STANDARD ZERO WASTE TO LANDFILL

Mario Rene Hipp Alvarado
Site Manager
CBC- Cuyotenango site
Cuyotenango, Guatemala

Certification Summary - Carbon Trust Standard for Zero Waste to Landfill

The graph below demonstrates your organisation's breakdown of waste management during your assessment period.



Category	Percentage
Other Recovery	73.44%
Recycling	25.94%
Disposal	0.62%
Preparing for Re-use	0.00%

Figure 1: Waste percentage breakdown

The graph shows that the highest percentage (73.44%) of waste from Cuyotenango site goes to other kind of recovery, mainly due to the treatment of sludges for agricultural use in plantations of coffee and rubber near Cuyotenango site as organic fertilisers. Afterwards, recycling occupies the second mode of treatment in percentage with 25.94% and finally a 0.62% that are exclusions that go to landfill or incineration without recovery under the Corporate Zero Waste to Landfill Protocol - v1.1 criteria.

CARBON TRUST STANDARD ZERO WASTE TO LANDFILL

Assessor Comments

The Carbon Trust Standard for Zero Waste to Landfill for CBC covers the following:

- All operations at the Cuyotenango site in Guatemala

Cuyotenango has excelled in practices to become a zero waste to landfill site. This sums up with its general CBC's ambition to guarantee 50% of their 16 sites to become zero waste to landfill by 2025 and 100% of CBC's sites to become zero waste to landfill by 2030. For this new certified site (after Mariposa) the company has shown great management of data collection process and high quality evidence. The company must keep working so that it does not have to report any exclusions in the future.

Opportunities for Improvement

- There is an opportunity for innovation, so that the company avoids reporting exclusions (that are not mandatory) in the future. Waste streams such as "dust and glass sweeping" could soon be avoided. This is relevant as all/most of CBC's sites share this type of exclusion.
- Data collection has shown a lot of improvements compared to previous CBC certifications (for Mariposa). For example, information is clear and easy to follow, also, certificates, process and declared figures are all correct. The only improvement would be to ensure that certificates indicate a clear unit, otherwise, specify with further evidence (this is the example of used oil).
- When reporting data in the Carbon Trust tool, ensure to always describe waste streams, codes are a first indicative of the description, but a breakdown is always useful to understand the specific waste that is treated. Furthermore, for exclusions this is even more relevant. Exclusions must be disaggregated in the "Additional Comments or Waste Descriptions", especially for codes where the description is very general or not specific to CBC's site.
- It is recommended to add evidence of on-site audits for suppliers and waste contractors. For interim review please include this evidence as well.
- It is encouraged that the plant receives written confirmation from waste contractors regarding what happens to rejected/contaminated waste. Evidence was provided for most of the waste, please fill the gaps for future certifications.
- Through years, density of sludges has not been asked, however, even when density of sludges is very similar to (1000 kg/m³), it would be better if you provide specific density to provide exact figures in the tool when converting volume figures from certificates to metric tonnes in the tool.

CARBON TRUST STANDARD ZERO WASTE TO LANDFILL

CERTIFICATE OF ACHIEVEMENT

CBC, Cuyotenango Site

has achieved the Carbon Trust Standard for Zero Waste to Landfill for:

All operations at the Cuyotenango site in Guatemala

for and on behalf of Carbon Trust Assurance Limited



Martin Hockaday, Head of Assurance

Awarded	1 Jan 2023	Valid until	31 Dec 2024
Licence No.	CERT-13390	Certified since	2022

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