

Sustainability Report

2019 - 2020





Table of Contents

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Introduction



- 1.1. About the report
- 1.2. CEO Letter

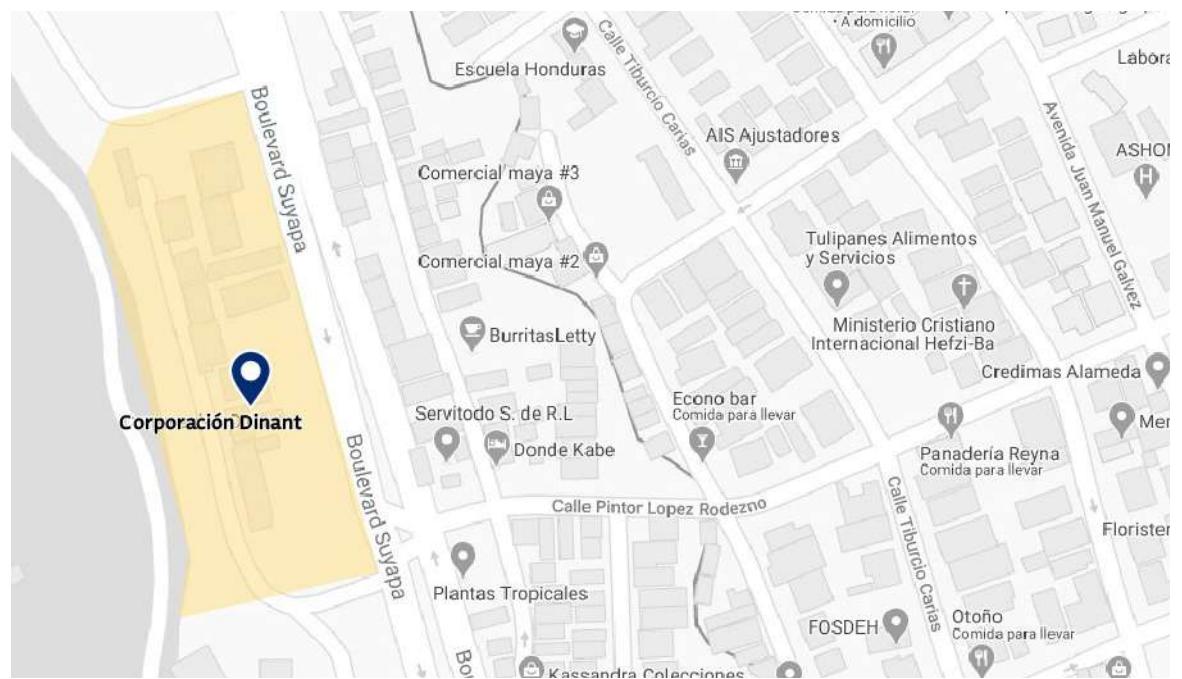


About the report

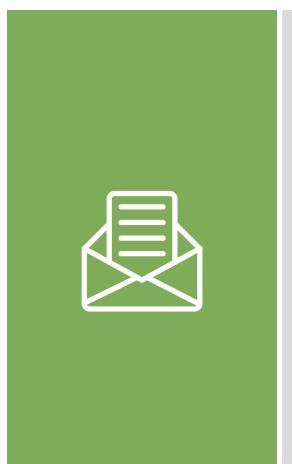
This biannual report covers the period from January 1, 2019 to December 31, 2020. It includes DINANT's operations in Honduras; the Agribusiness division for protected crop operations in Comayagua and the Palm Oil extraction cultivation operations in the Lean and Aguán valleys located in the Atlantic region of Honduras, as well as the manufacturing facilities for consumer products in San Pedro Sula, Choloma, Comayagua and in the Aguán Valley.



For the first time, the company is publishing its Sustainability Report according to the **Global Reporting Initiative (GRI) standards**



DINANT's headquarters are located in Barrio Morazán, in front of Plantas Tropicales, Boulevard Suyapa, Tegucigalpa, Honduras.



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CEO Letter



Eng. Miguel Mauricio Facusse Sáenz
CEO of DINANT

After a year full of challenges, learning, and opportunities to strengthen our **commitment to sustainability programs**, I am pleased to present the **first DINANT Sustainability Report**. It has been developed based on the **Global Reporting Initiative (GRI)** standards in order to communicate, plan, implement and measure the economic, environmental, and social impact we generate as an organization. In turn, this Report contributes to strengthening our governance, transparency, and trust with our different stakeholders.

At DINANT, we are proud of our Central American roots, of our market-leading brands, and of having a talented and supportive team in every place where we operate. However, as citizens of the world and **strategic actors in sustainable development**, we

are aware of the important roles we play in tackling **climate change**, defending **human rights**, promoting **gender equality**, and contributing to **social welfare**. Thus, we decided to incorporate the **Sustainable Development Goals (SDGs)** of the United Nations in each of our strategic and operational decisions.

During our more than **60 years of history**, there is no doubt that DINANT has been a driving force for prosperity and positive change in the lives of employees, markets, and communities.

The conviction that a better way of doing business is possible - where sustainability is at the core - guides our day-to-day operations. Consequently, we invest time and resources to rigorously analyze our initiatives according to strict international standards regarding the **triple impact** of our operations: integrating **sustainability throughout the entire value chain**, from our supplies, our production practices, and our commitment to local communities.

We are pleased to share in this Report evidence that validates the collective and persistent work we have been developing to achieve important national and international certifications and recognitions. Among these, we have achieved Environmental Management System certification **ISO 14001** and **Occupational Health and Safety System** certification **ISO 45001**. In addition, our Palm Oil business has been certified with the **ISCC EU and ISCC Plus standards** thanks to the sustainability of our raw materials and products, the traceability of

our supply chain, and our control of greenhouse gas emissions.

Among other certifications related to production processes, it is important to mention that DINANT was qualified for the **ISO 9001 standards**, the **Safe Quality Food Program (SQF)**, and the **HACCP Standard** related to food safety. In this way, we have been promoting safety and quality principles during agricultural and manufacturing processes, based on waste reduction, inspired by the circular economy.

Among the most significant progress related to risk management, DINANT is committed to the **Voluntary Principles on Security and Human Rights**, an international code that governs how organizations hire and train security employees and how these staff behave with respect to local communities. The commitment to respect fully all persons' human rights led DINANT in 2013 to take the historic decision - unprecedented in the region - to eliminate the use of firearms in all its forms by security officers

“ We are proud to be recognized by Great Place to Work as one of the best places to work in Central America and the Caribbean. At DINANT we provide sustainable jobs to more than 7,600 employees.”

working in our plantations, agro-industrial plants, and manufacturing centers. We are proud of this decision, which has enabled DINANT to generate trust and respect with our neighboring communities.

Finally, we are proud to announce that DINANT has been recognized by the regional authority **Great Place to Work®** as one of the best places to work in Central America and the Caribbean. This award recognizes DINANT as a diverse and inclusive company that provides sustainable jobs to more than 7,600 employees, including people with disabilities in Honduras, Nicaragua, Costa Rica, and the Dominican Republic. Our human talent management strategy seeks to change the work routine of our employees and support them by providing educational development, new skills, healthcare, and community engagement.

This is DINANT's first report on Sustainable Development in which we describe our impact on the well-being of people and the planet. As such, it is only a step, not an end in itself. We are aware of the challenges that await us as a company, a country, and a region knowing, above all, that 2021 presents additional challenges. Nevertheless, we reaffirm our commitment to continuous improvement and innovation in all our processes.

On behalf of the DINANT Family, I invite all those who have been part of our history of success and learning – employees, friends, suppliers, strategic partners, and the general public – to read our 1st Sustainability Report and send us your comments on the multiple actions that support the progress of this, your company.

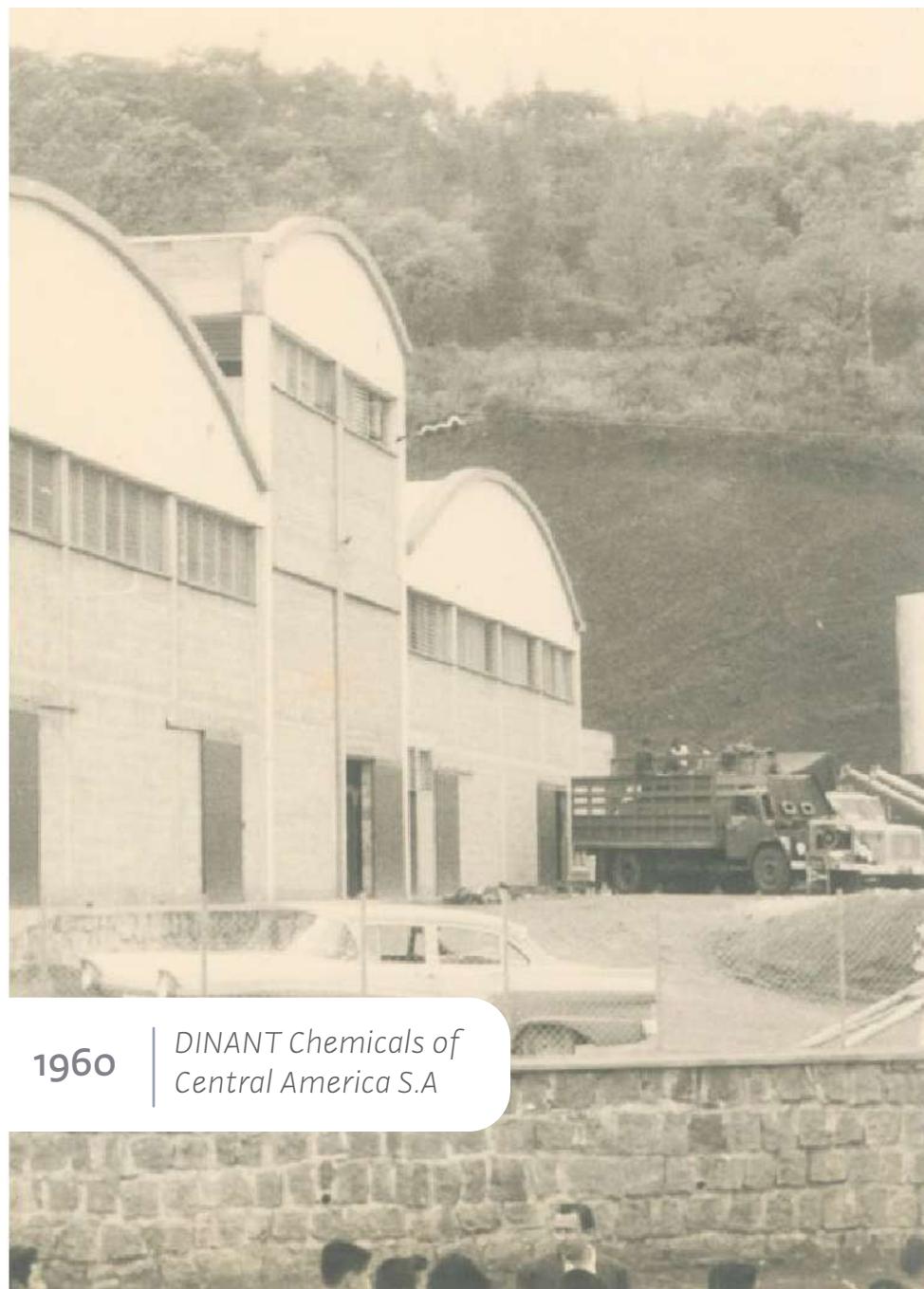
Organization Profile



- 2.1. Mission
- 2.2. Vision
- 2.3. Ethics and Integrity
- 2.4. Our operations
- 2.5. Governance of the Organization
- 2.6. Brands & products
- 2.7. Changes in the Organization during the period
- 2.8. Organizations to which we belong



Organization Profile



DINANT is a Honduran company with presence throughout Central America, the Caribbean, United States and Spain. Since its founding in 1960, it has been known for offering high-quality mass consumer products at competitive prices.

Agribusiness

Our Agribusiness division has 28 palm oil farms, and farms for bell peppers and jalapeño peppers.

The company is currently organized into six business divisions:



Snacks



Edible Fats and Oils



Food



Home Care



Agribusiness



Personal Care

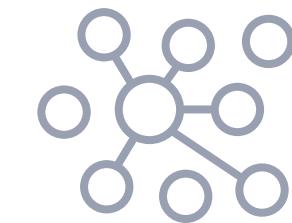




The company manufactures
edible oils and margarines, snacks, food, home
care products and personal care products.,



with a total workforce
of **7,600** people in its different business divisions in
the region.



We have an extensive
distribution and sales network

It has 9 distribution centers in Honduras and
16 distribution centers at the regional level; its
corporate offices are located in the capital of
Honduras, Tegucigalpa



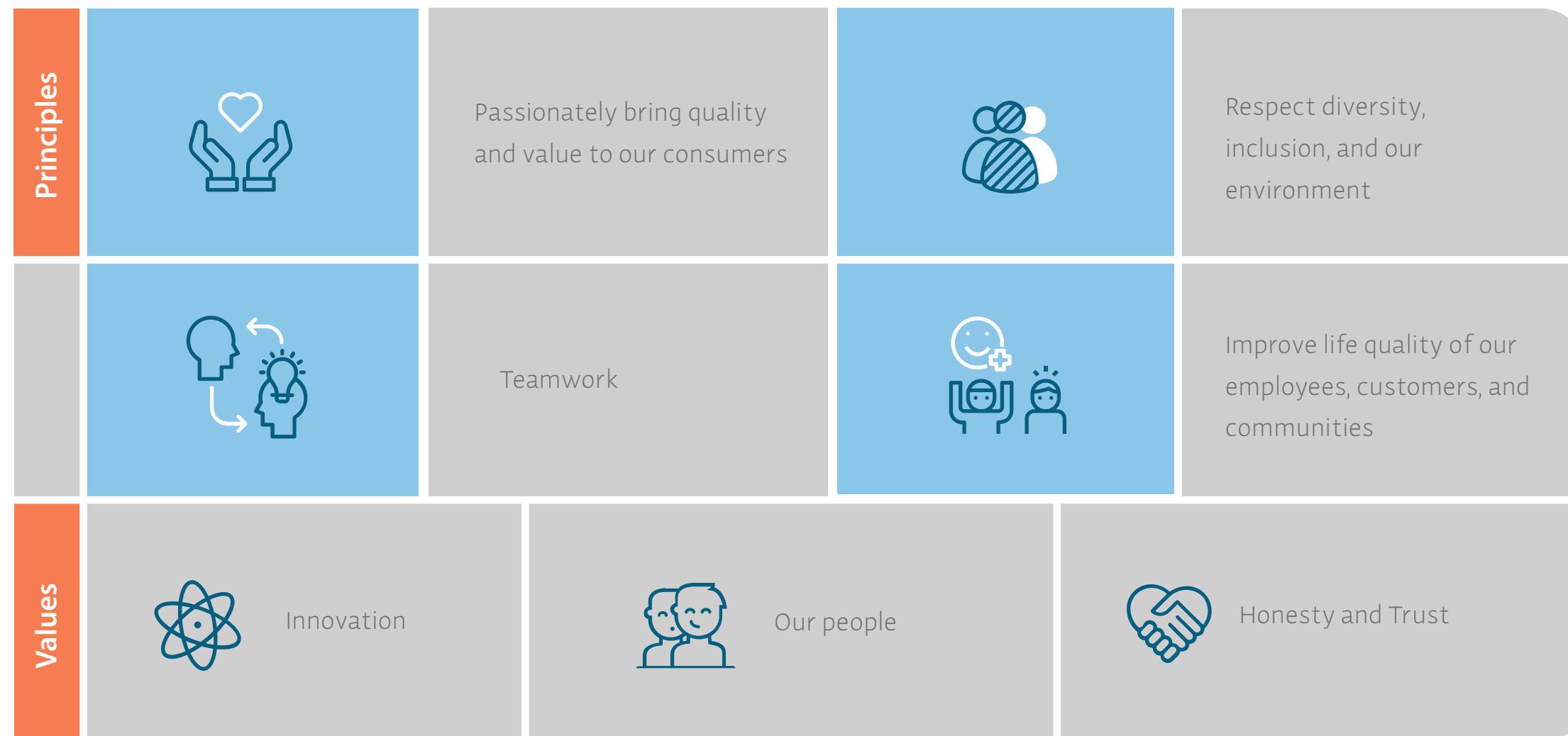
Mission

To produce more, with quality and efficiency, to generate social welfare and economic profitability, while aiming to improve the life quality of our employees, suppliers, and customers, and to enhance our natural environment.

Vision

To be a global Company.

Ethics and Integrity

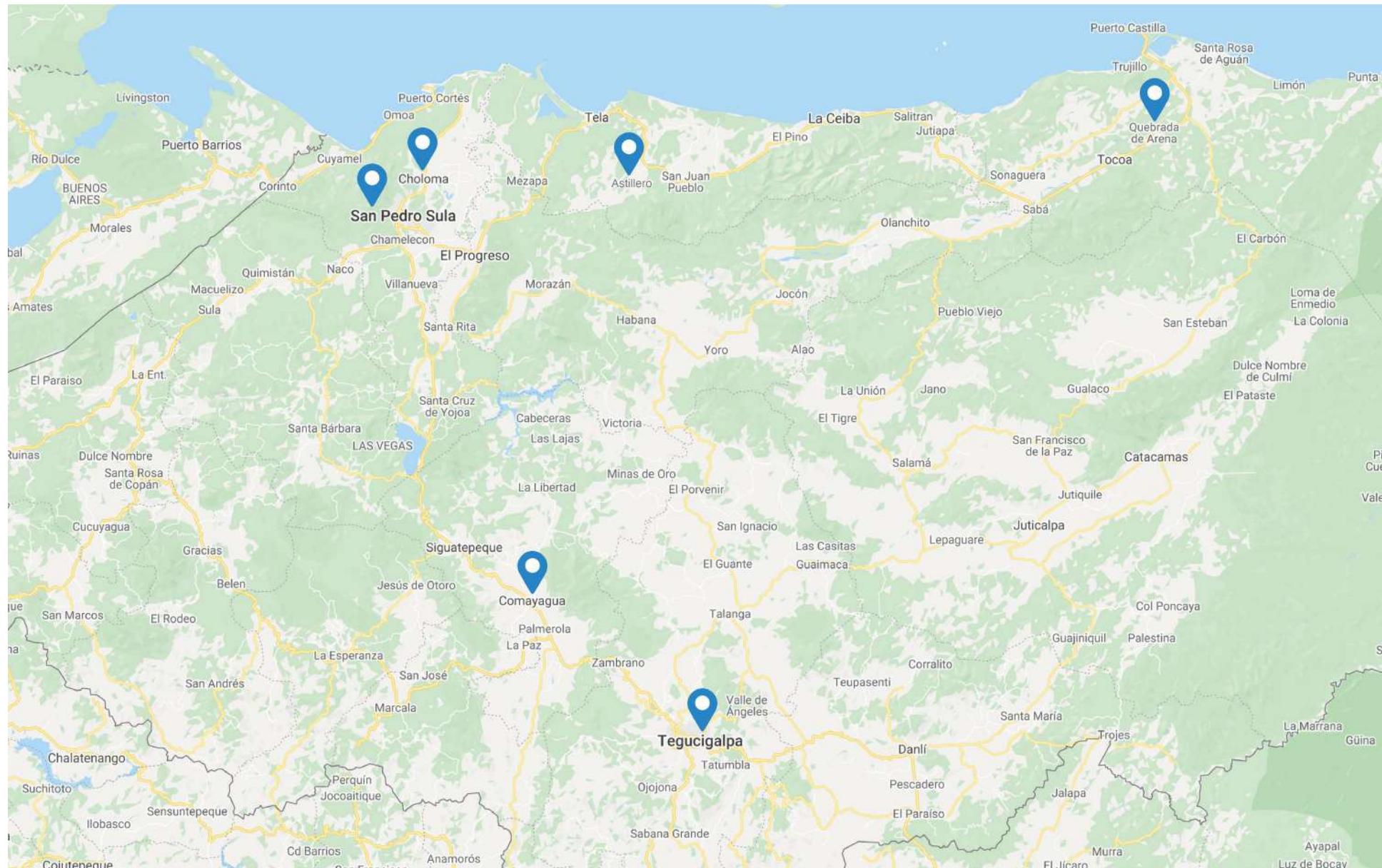


Code of Ethics

We strive to work in a climate of honesty and trust that is conducive to generating wellbeing for our employees, consumers, customers, suppliers, intermediaries and communities; these corporate values are the basis of our actions.

The Ethics Committee is in charge of overseeing and implementing this Code, ensuring that it is decent to all aspects of the Company's operations.

Our operations



Operations

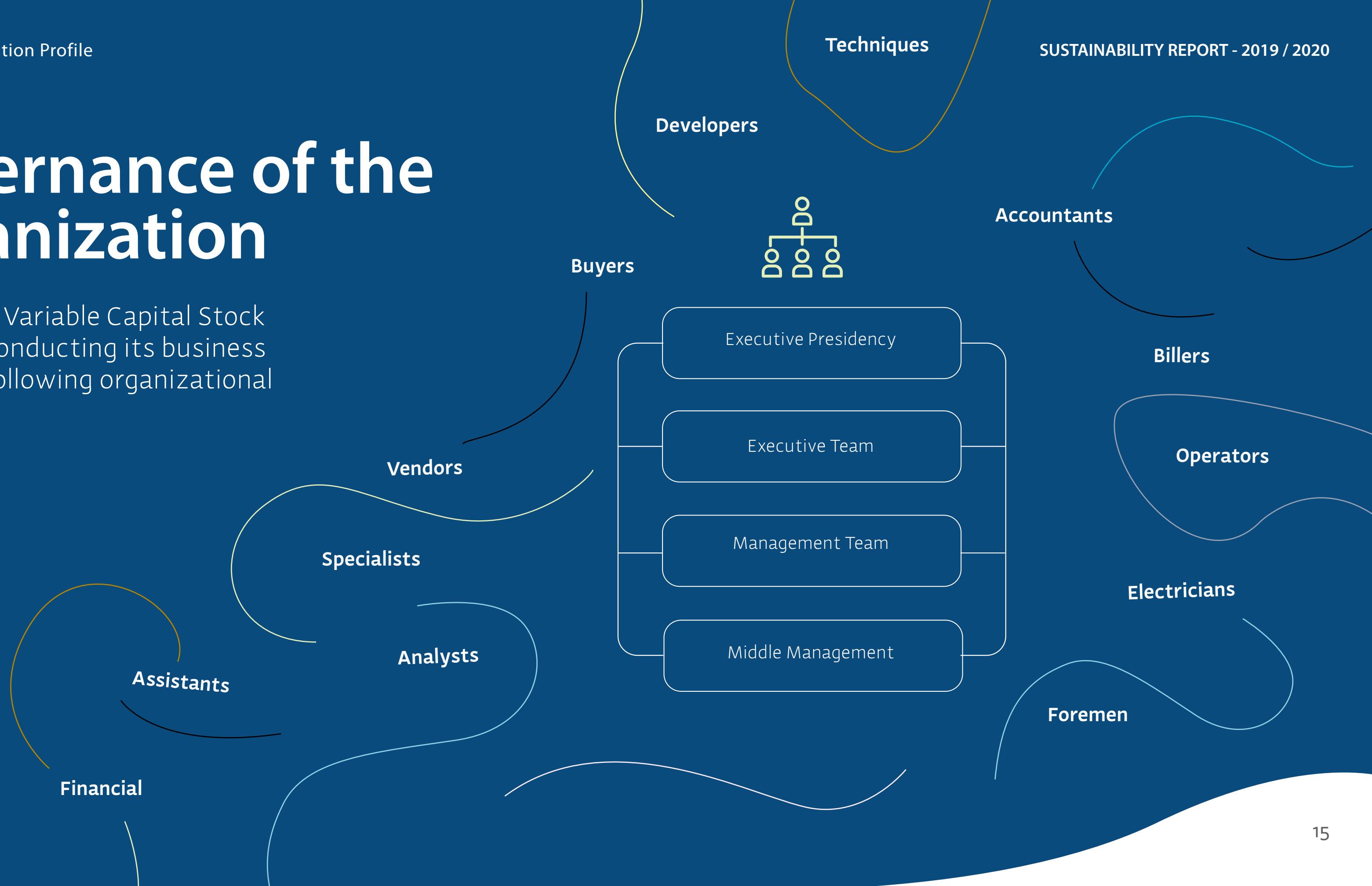
Tegucigalpa, Comayagua, San Pedro Sula, Choloma, Leán and Aguán Valley.

Total employees
in Honduras

5,836
employees

Governance of the Organization

DINANT is a Variable Capital Stock Company, conducting its business under the following organizational structure.



Brands & products



Zambos

Ranchitas®

TAQUERITOS®

Ziba's®

Cappy®

DEL RANCHO®

Yummi Pops®

YUMMI NUTS

Taco®



íssima®

ÁLTIMA®
FRESH FRUITS AND VEGETABLES

Mazola®

SCHILO'S®

venza

Zixx®

Roku®

Suavissimo®


KAORI



Snacks Yummies

Yummies is a Honduran brand and a snacks leader in the region, producing more than fifty types of snacks in the Central American and Caribbean market. The flagship brand of these products is Yummies and its sub-brands include Zambos, Ranchitas, Taqueritos, Ziba's, Cappy, Del Rancho, Yummix, Yummi Pops, Taco, Yummi Trones, Yummi Nuts.



Fats and Oils Division

This division includes the Mazola and Íssima brands. Both brands offer products such as cooking oil, margarine, and vegetable shortening.



Food Division

The Íssima brand has different products such as Sofritos, Íssima marinades, Íssima Ketchup, Tomato paste, Salsitas, Instant soups and Schilo's hot sauce. Mazola products in this category include lemon and mayonnaise.



Home Care Division

This division produces home care products such as Kaori candles, Zixx Liquid Detergent, Zixx Super Soap, Roku Soap, Zixx bleach gel, and Zixx Cleaner, all under the Zixx brand, as well as Suavissimo fabric softener.



Personal Care Products

Venza, in the Personal Care category under the antibacterial soap and skin care segment; offers the consumer a totally innovative, different, accessible product, with fragrances that activate the senses and provoke unique emotions such as Oatmeal, Extreme Freshness, Aloe Vera and Vitamin E.

Venza soap eliminates 99.9% of bacteria, with extreme freshness and total protection.



Agribusiness Division

This division is responsible for the production of fresh palm oil fruit and its transformation into crude palm oil and palm kernel oil, as well as the export of fresh vegetable products under the Áltima brand.

The products exported are palm oil, sweet peppers and jalapeño peppers. The company also produces fruits and vegetables, corn, tomatoes, plantain and cashew, which are integrated into the supply chain of the consumer business.

Changes in the Organization during the period



With a high diversity of categories in our product catalogue and a growing demand by our customers and consumers, DINANT has increased production capacity in its different manufacturing plants and automation of its processes. It has achieved all of this while following the highest national and international quality standards, reducing our environmental impact, generating jobs, and supporting our business partners.

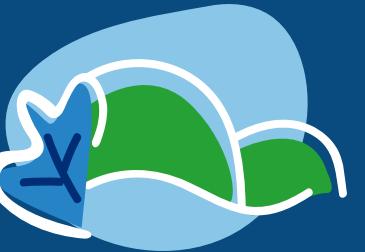
Organizations to which we belong:



BANCO
DE ALIMENTOS
HONDURAS



Sustainability Management



- 3.1. Sustainability Policy
- 3.2. Sustainability Strategy
- 3.3. Environmental and Social Management work Pillars
- 3.4. Stakeholder Engagement
- 3.5. Impacts and risks
- 3.6. Alignment with Sustainable Development Goals
- 3.7. Certifications and Programs



Sustainability Policy

The Company has incorporated social and environmental elements into its Business Strategy in order to meet its commitment to sustainable development. During this reporting period, the Company's Sustainability Strategy has enabled it to ensure a balance between economic growth, environmental protection and social welfare.

DINANT's Corporate Relations and Sustainability Department is responsible for leading, designing, implementing and monitoring the Sustainability Strategy.

Through its Sustainability Policy, DINANT focus on 9 main pillars:



Sustainability Strategy

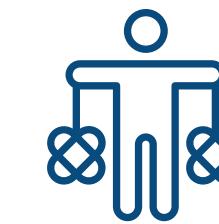
During this reporting period, DINANT carried out a series of workshops with all company departments, as well as interviews with key personnel and document review. Based on an analysis of impacts and stakeholders, the company developed a work plan for each of the components of the Sustainability Strategy.



Environmental and Social Management work Pillars



Community management pillars



Life
Quality



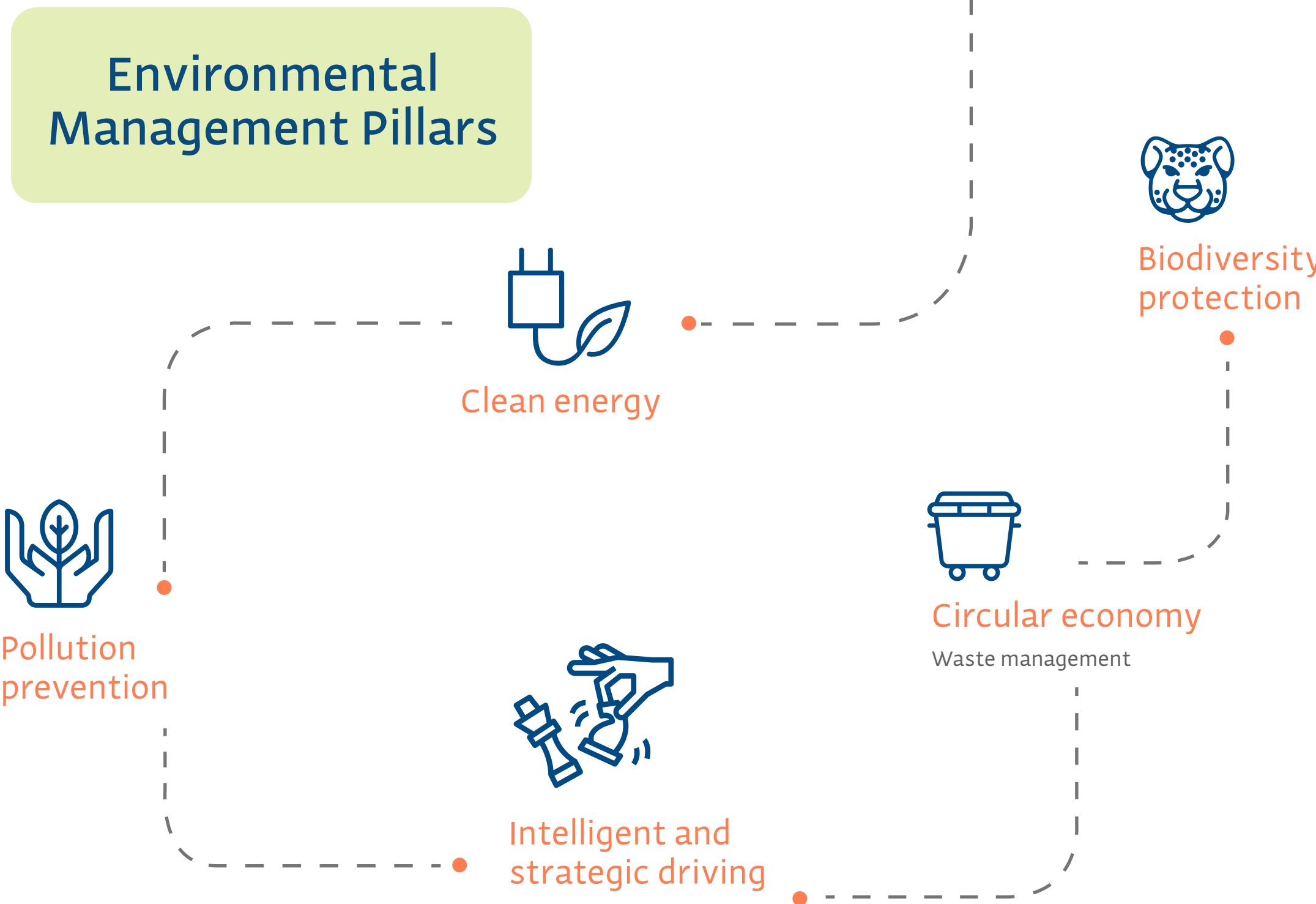
Education, Health
and Nutrition



Environmental
Sustainability



Community
Development



Stakeholder Engagement

DINANT has identified the following Stakeholders for its businesses:



Impacts and risks

The Company, for its Palm Oil operations in the Leán and Aguán valleys, updates a Social and Environmental Impact Study carried out in 2016 every two years.

This Study is achieved throughout participatory workshops with members of the communities

in order to identify possible environmental and social impacts, as well as potential risks to subsequently develop and implement mitigation and monitoring plans for all those identified as negatives and enhancing the positive ones.

For the 2019 update, the results were:

Positive impacts



Increased Employment generation

in communities



Wildlife Conservation Centers

on the Atlantic Coast of Honduras



Financing and undertaking

the maintenance of public access roads



Support in education

with the financing of teachers in some schools in the communities of Leán and Aguán



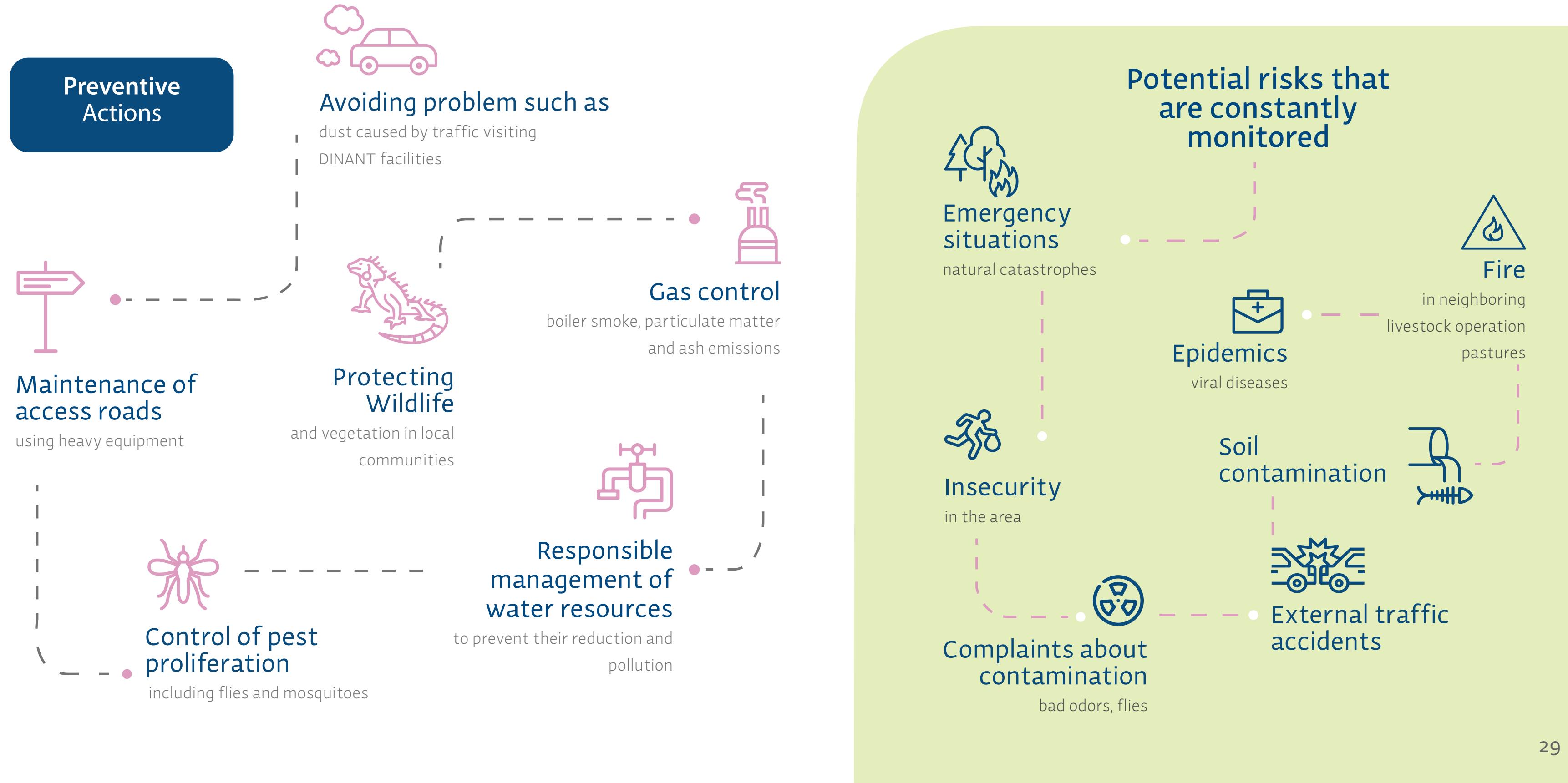
Health improving support

for people in local communities



Producers Program

for Independent Palm Oil Producers



Alignment with Sustainable Development Goals



Zero hunger

Target 1: By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

Our contribution

- Founding partner and active member of the Honduras Food Bank.
- Support for 106 social organizations in Honduras in 4 different departments.
- Active member of Food Banks in other Central American countries.



Good Health and Wellbeing

Target 3: By 2030, reduce by one third premature mortality from non-communicable diseases by one-third through prevention and treatment and promote mental health and well-being.

Our contribution

- Provide health programs and clinics for employees.
- Make DINANT's medical personnel available to local people in community health centers.
- Support for fumigation campaigns in communities.



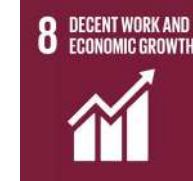
Quality education

Target 3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and higher education, including university.

Target 4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Our contribution

- Professional development programs for employees.
- Financing of 12 teachers for schools in some communities.
- Infrastructure improvement for some local public schools where the company operates.
- Parenting Workshops.



Decent work and economic growth

Target 5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and people with disabilities, and equal pay for work of equal value.

Our contribution

- Decent employment for 5,836 employees in Honduras.
- 62 people with disabilities are part of the work team.
- Salary strategies based on the valuation of jobs and without regard for gender, race, age, sexuality or disability.

13 CLIMATE ACTION



Climate action

Target 3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Peace, Justice and Strong Institutions

Target 1: Significantly reduce all forms of violence and related death rates worldwide.

17 PARTNERSHIPS FOR THE GOALS

17 PARTNERSHIPS FOR THE GOALS



Our contribution

- Wildlife Conservation Centers for the preservation of natural resources and Biodiversity Centers.
- Environmental education activities with different stakeholders.
- Reforestation activities, as well as beach and community cleanups by our volunteers.

Our contribution

- Implementation of the Voluntary Principles on Security and Human Rights Program.
- Grievance Mechanism for communities and other stakeholders.
- Social structure for community service.

Alliances to achieve objectives

Target 16: Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all developing countries.

Our contribution

- Strategic members of the Honduran Food Bank.
- Partnership with Cementos ARGOS for waste management project.
- Members of the business Alliance for Sustainability.

Certifications and Programs

DINANT is committed to constantly improving the social and environmental impact of its production process, and the safety and quality of its products. The Company has been awarded the following certifications:



Kosher-Pareve

Orthodox Union:
Kosher-PareveISO 14001
Environmental
Management
SystemISO 45001 Occupational
Health and Safety StandardISO 9001 Quality
Management SystemISCC Plus
StandardISCC International
Sustainability and Carbon
Certification StandardHACCP Food Safety
StandardSQF Food Quality Safety
StandardEngaged Member of Voluntary
Principles on Security and
Human Rights ProgramBASC Standard
Certification for Secure
Commerce

Contribution to the Economy



4.1. Our suppliers





For DINANT, creating value and working for the development of a more sustainable society, where economic, social and environmental benefits are enjoyed by all, is a permanent commitment.

One of the Company's priorities is the creation of local economic value through sourcing local raw materials.

It is because of this commitment that, during this period, **80% of purchases from local suppliers are reflected** being much higher than international investment, thus generating a positive impact on the local economy.

Our suppliers

DINANT currently has 287 independent direct palm oil suppliers and 1,503 suppliers in the commercial area.

MRO Suppliers*: Maintenance, Repair, and Operations

% Quantity



Environmental Management



- 5.1 Structure for Environmental Management
- 5.2. Consumption data
 - 5.2.1. Energy
 - 5.2.2. Water
- 5.3. Effluents and waste
- 5.4. Emissions
- 5.5. Wastes
 - 5.5.1. Responsible management of the industrial plastic waste project:
Alliance with Cementos Argos de Honduras.
- 5.6. Environmental actions carried out
- 5.7. Packaging
- 5.8. Wildlife Conservation Centers
- 5.9. Environmental achievements





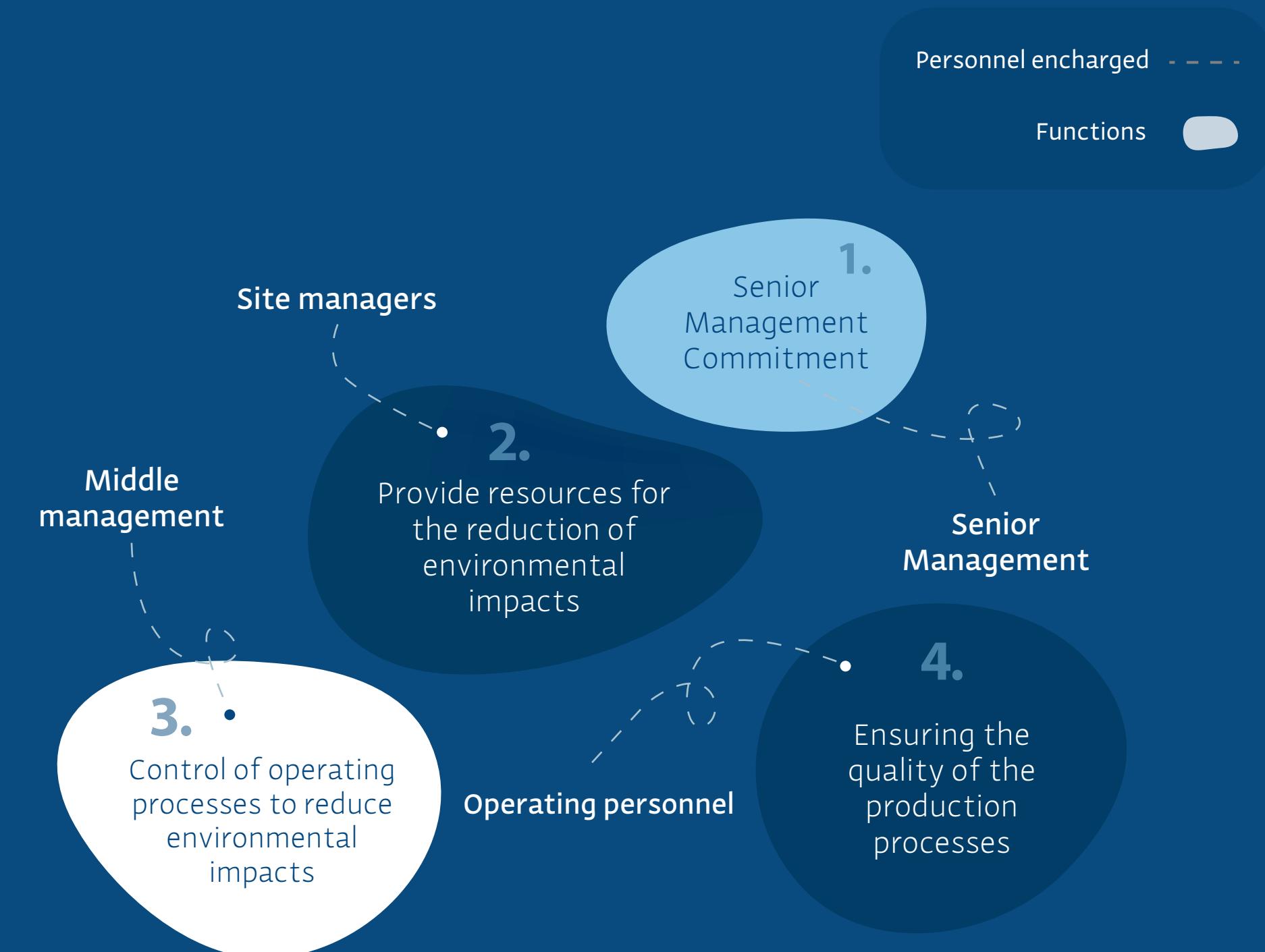
Environmental Management

DINANT places a very high priority on the protection of the environment and the conservation of the ecosystem.

All of the Company's actions are framed within the principle of sustainable development and are based on compliance with local environmental legislation and other requirements under international regulations to which the company has voluntarily adhered.

Structure for Environmental Management

In order to manage this priority efficiently, the company established the following organizational structure for environmental management:



Consumption data

2019

2020



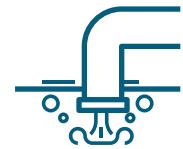
Energy

The total production of the organization was favored by increasing during this period; As a consequence of this, an increase in energy consumption equivalent to **13%** was generated.

51% of the electricity consumed in DINANT comes from its own sources and will increase in the coming years, displacing the electricity consumption of the National Network, as well as the consumption of fossil sources.

| Description of sources | Value (mJ) | Environmental indicator (MJ/Ton) | |
|--------------------------------------|--------------------|----------------------------------|-------------|
| Electricity | 100,499,121 | 106,246,789 | 101 106 |
| Electricity (own renewable energies) | 102,614,318 | 109,712,077 | 114 122 |
| Bunker | 132,752,006 | 143,712,311 | 648 699 |
| Diesel | 11,720,849 | 19,408,966 | 318 522 |
| Gasoline | 516 | 647 | 0.0 0 |
| LPG | 201,729,069 | 240,093,383 | 5,324 6,318 |
| Biomass (Rachis)* | 0.0564 | 0.016 | 0.0 0 |
| TOTAL | 549,315,878 | 6,504 | |
| | 619,174,173 | 7,767 | |

*Does not include biomass by fiber and husk



Water

During this period, the pattern of water consumption for production and industrial processes reflects a slight raise due to increases in production that also responded to the high demand consumption of sanitizing products as part of COVID-19 emergency.

2019

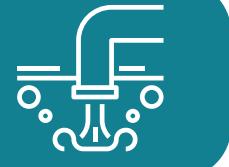
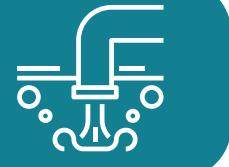
2020

| Description of sources | Value (m ³) | Environmental indicator (m ³ /Ton) | |
|--------------------------------------------------------------------------|-------------------------|-----------------------------------------------|--------------|
| Surface water, including the water of wetlands, rivers, lakes and oceans | 676,272 | 723,424 | 0.75 0.73 |
| Groundwater | 668,401 | 723,324 | 6.83 7.09 |
| Rainwater collected and stored directly by the organization | 170,000 | 182,321 | 36.89 39.26 |
| TOTAL | | 1,514,673 | 44.47 |
| | | 1,629,069 | 47.08 |

Effluents and waste

The discharge of wastewater in all facilities is subject to physical, chemical and biological treatment processes for the removal of contamination parameters based on legal regulations, thus achieving compliance established by law thanks to constant follow-up and monitoring.

The final destination of wastewater discharge is the soil, river and palm oil plantations; For the latter, the strengthening of Fertigation systems stands out, with which it has been possible to reuse the water from the treatment lagoons, improving the quality of the crops.

| Source | Volume (m ³) | Indicator (m ³ /Ton) | Destination | |
|----------------------|--------------------------|---------------------------------|----------------|---------------------------------------------------------------------------------------------|
| Wastewater discharge | 1,034,851 | 1.04 | Receiving body |  |
| Wastewater discharge | 1,134,543 | 1.14 | Receiving body |  2020 |

Emissions



| Description of sources | Value (kg CO ₂ eq) | Environmental indicator (kg CO ₂ eq/Ton) | |
|--------------------------------------------------|----------------------------------|--------------------------------------------------------|---------------|
| Direct Emissions (Scope 1) | | | |
| Fossil fuel consumption | 23,120,739 | 26,806,019 | 23.226 |
| Generation of ordinary and industrial wastewater | 1,212 | 1,329 | 0.0012 |
| Indirect Emissions (Scope 2) | | | |
| Electricity consumption+ | 17,098,809 | 18,076,711 | 17.177 |
| TOTAL | 40,220,760 | 40.404 | |
| | 44,884,059 | 44.959 | |

(+): For electricity consumption in kWh, the calculation factor in kg CO₂eq, reference factor 0.6125 tCO₂e / MWh of the Honduran Grid Emission Factor (version 01.0, ASB0042-2019) was used.

Displacement of Emissions by Source

After a 12% increase in reported emissions between 2019 and 2020, it should be noted that, thanks to the displacement of fossil fuels and other energies, by the use of our own sources, biogas and biomass

we prevent that of the total energy consumed during this period **40%** of CO₂ gases were emitted.

2019

2020

| Description of sources | Value (kg CO ₂ eq) | Environmental indicator (kg CO ₂ eq/Ton) |
|--------------------------------------------|----------------------------------------|-----------------------------------------------------|
| Fossil fuel displacement (biogas, biomass) | 11,461,765 11,263,122 | 25.848 25.327 |
| Owned Renewable Energy Produced | 17,458,686 18,666,291 | 32.139 34.231 |
| TOTAL | 28,920,451 29,929,413 | 57.987 59.558 |

Waste by type and disposal method



Dangerous



Ordinary



| | | | | Total per year | |
|-----------------------------------------------------------------------------------|---------------|-------------------------------------------------------------------------------------|---------------|----------------|---------|
| | | | | 2019 | 2020 |
| | | | | 232,815 | 251,486 |
|  | ORDINARY |  | DANGEROUS | | |
| Elimination method | Weight (Tons) | Elimination method | Weight (Tons) | 2019 | 2020 |
| | 2019 | | 2019 | 2019 | 2020 |
| Recycling | 160,830 | Recycling | – | – | – |
| Composting (rachis) | 15,945 | Composting | – | – | – |
| Recovery, including energy recovery | 53,251 | Recovery, including energy recovery | – | – | – |
| Incineration (mass burning) | – | Incineration (mass burning) | 17 | 20 | 20 |
| Landfill | 2,772 | Landfill | – | – | – |
| | 172,543 | | 5 | | |
| | 14,841 | | 1,864 | | |

Responsible management of the industrial plastic waste project:

Alliance with Cementos Argos de Honduras.

The final disposal of post-industrial waste generated in some of DINANT's production processes, such as plastics used in the cultivation of vegetables in greenhouses and packaging plastics from food plants, oils and soaps, due to their characteristics, cannot be recycled.

For this reason, DINANT and Cementos Argos de Honduras, cement production company, signed an agreement to implement a project aimed at the responsible management of this industrial plastic waste.

This alliance began with the technical, chemical, and physical evaluation of the company's waste, a necessary step for approval and incorporation into the co-processing in the industrial process of the cement plant.

With the implementation of this alliance, the volume of waste currently sent to the landfill will be reduced, increasing its useful life and mitigating the environmental impact caused by waste management. In addition, it will contribute to preserving production processes that help maintain adequate health conditions in neighboring communities.



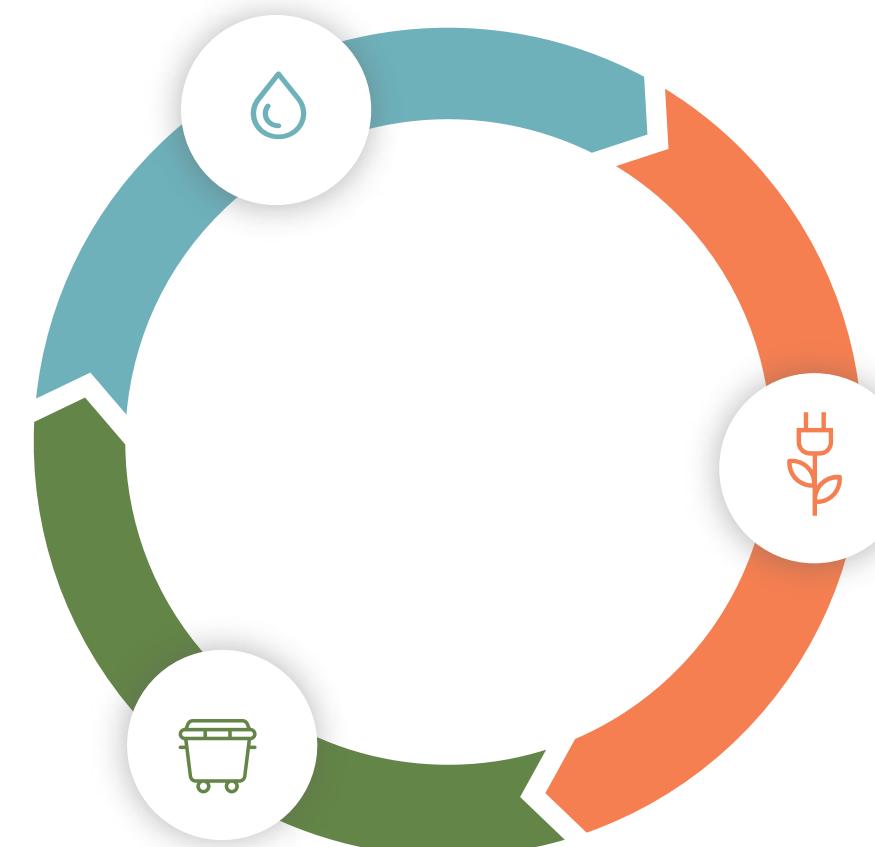
Environmental actions carried out

Water

- › Water saving programs in manufacturing plants
- › Water reuse programs in oil palm extraction plants
- › Pilot tests of dry toilets in greenhouses

Waste

- › Compliance with the boiler maintenance plan



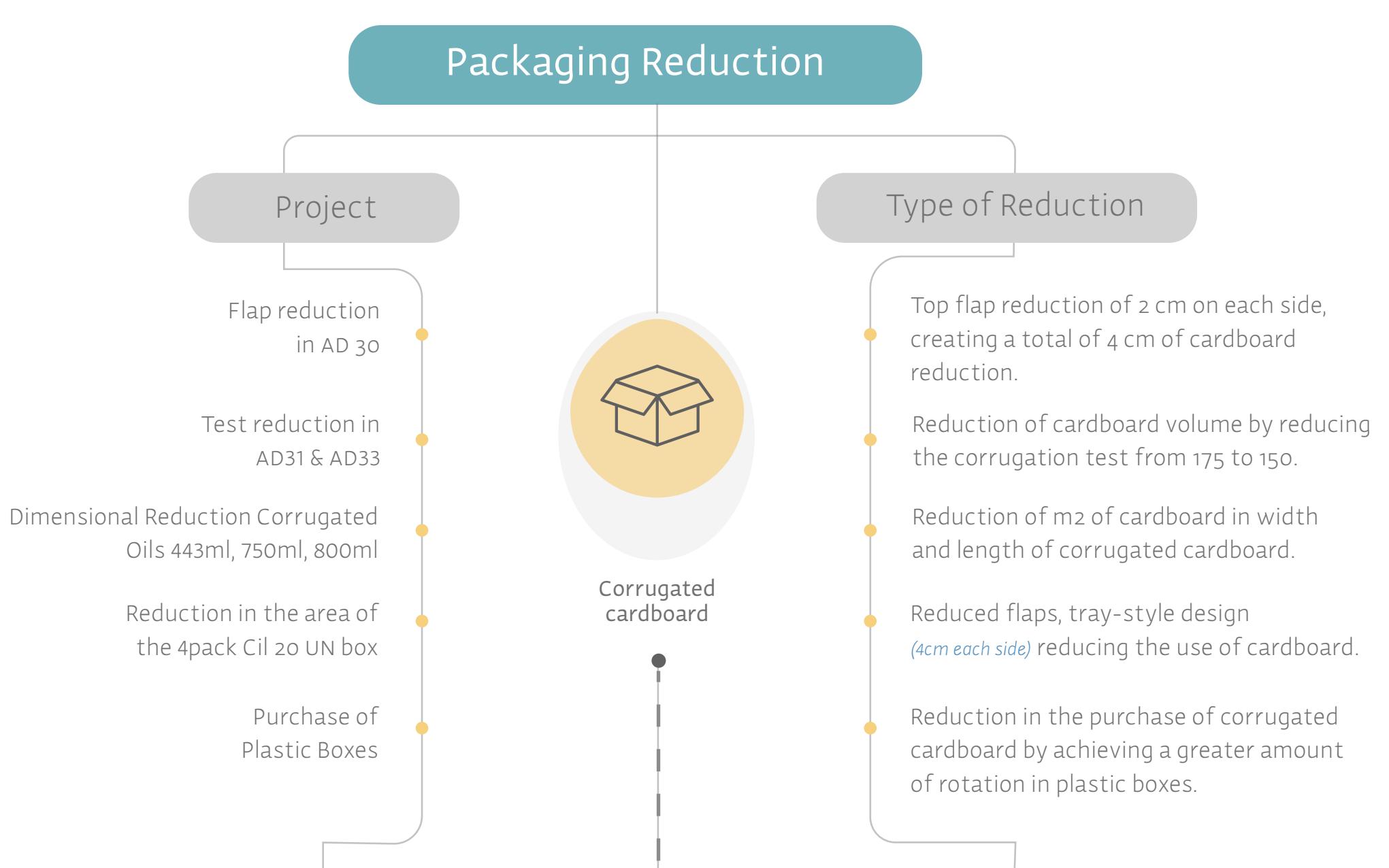
Energy & emissions

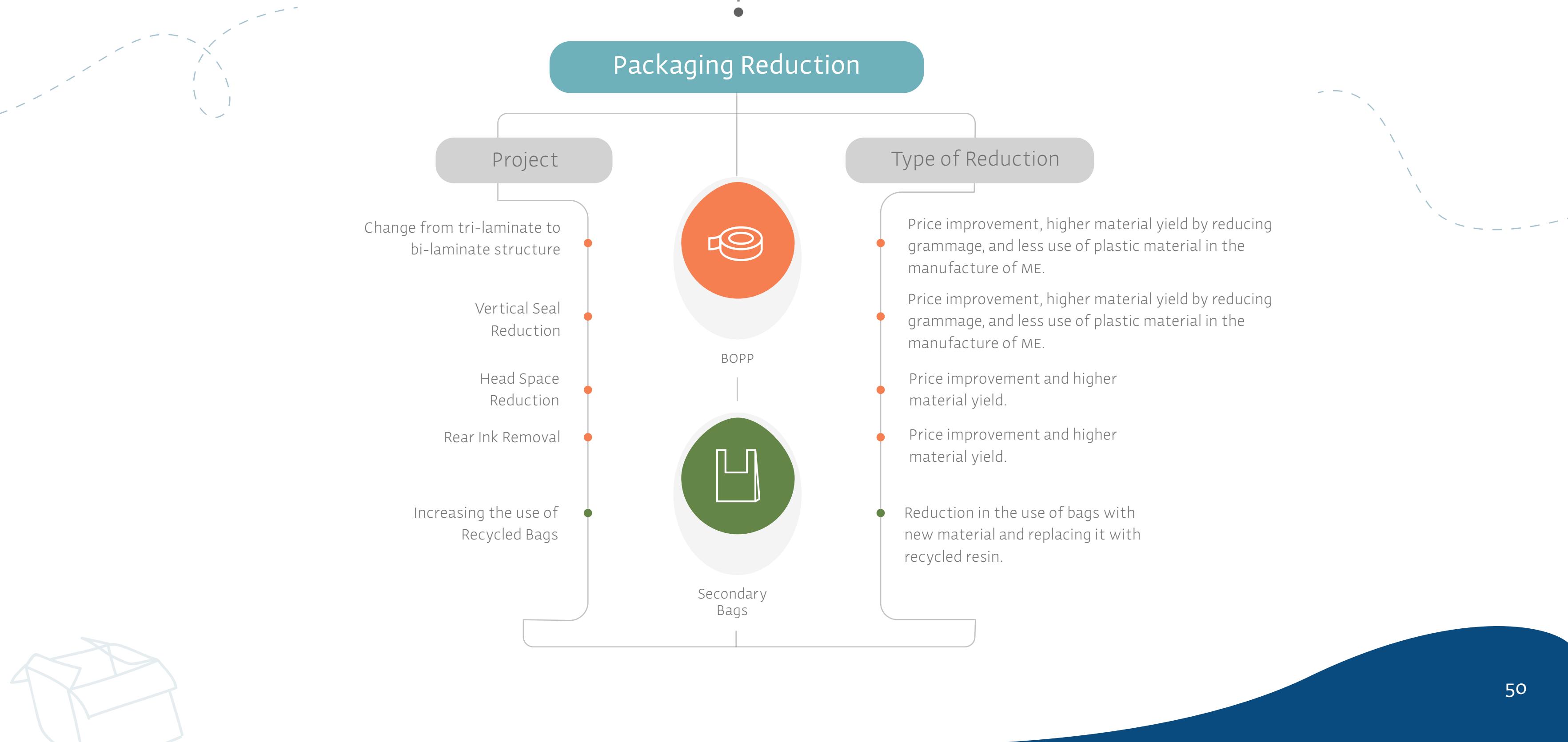
- › Change of luminaires to LED
- › Use of rachis as biomass for boilers
- › Strengthening biogas projects for power generation

Packaging

DINANT recognizes its responsibility related to packaging. The company is committed to promoting sustainability and making this commitment a reality through the reduction of packaging to include materials from more sustainable sources and the use of intelligent designs for the benefit of people and the planet.

The following are the packaging projects implemented during 2019 and 2020:





Wildlife Conservation Centers

“ DINANT maintains Wildlife Conservation Centers (ccvs for its acronym in Spanish); the Conservation Center in the Atlantic region of Honduras, located in the Municipality of Limón, in Colón department, and the Zácate Grande Conservation Center, located in the Municipality of Amapala, Department of Valle. ”

In both centers a series of actions are carried out that are oriented not only to the conservation of natural resources and biodiversity of the area, but also to environmental education and scientific research. The actions carried out and the results obtained during 2019 and 2020 are presented below.





Actions

Support, monitoring and conservation of the jaguar, the largest feline in the Americas.



Ex situ management and conservation of the tapir, the largest terrestrial mammal in Mesoamerica.

Results

Identification of 13 different jaguar species and 6 litters of cubs in a study conducted between 2010 and 2020.

Successful ex situ reproduction of tapirs.



Management and conservation of white-tailed deer, Honduras' national mammal.

Implementation of the conservation program for the red guara and green iguana in the Gulf of Fonseca.

Reproduction and release of more than 20 thousand green iguanas, 100 red guaras and 3 thousand white-tailed deer.



Management of wildlife conservation centers for biodiversity conservation, forest protection and stimulation of natural forest regeneration.

Conservation of biodiversity, creation of feeding and reproductive niches for wildlife and creation of wildlife connectivity corridors.

Reduction of forest fires, production of oxygen, increase of aquifers, reduction of erosion, etc.



Protection and constant monitoring of biodiversity within African oil palm plantations.

Identification of predators in oil palm plantations (jaguars, pumas, ocelots, otters, lizards, snakes, owls, hawks, etc.), biological indicators that indicate health and balance in the ecosystems and food chain.

Identification of more than 80 different species of wildlife living within African oil palm plantations, indicating that a well-managed plantation can stimulate and favor biodiversity despite being a monoculture.

Environmental achievements

1.

Efficiency in water consumption

- Increased consumption of rainwater collected and stored by the organization, as a renewable natural resource that has low pollution rates.
- Reduction in the consumption of surface water, so it can be said that the pressure on surface sources was reduced.

**2.**

Water Use

Effluents

- Reduction of wastewater pollution through major investment works.
- Satisfactory compliance with environmental legal requirements.

**3.**

Waste

Contribution to the circular economy and pollution reduction.

- Increase in waste sent for recycling (significant increase).
- Increased composting and recovery.
- Decrease in the amount sent to the landfill site.

**4.**

Emissions

- Reduction of emissions from the consumption of fossil fuels, by using energy from own sources of biogas and biomass.
- Satisfactory compliance with environmental legal requirements.



Company Responsible With Its People



- 6.1. Our people
 - 6.1.1. Total of employees by gender and employment contract
 - 6.1.2. Employment Stability
 - 6.1.3. Employees with disabilities according to their gender
 - 6.1.4. Parental leave
- 6.2. Benefits for employees
 - 6.2.1. Scholarship Program for Employees
 - 6.2.2. Alliances with Universities
 - 6.2.3. Talent Development Program
 - 6.2.4. Work-Life Balance Program
- 6.3. Occupational Health and Safety
 - 6.3.1. Health clinics with specialists and health fairs
 - 6.3.2. Employees' representation on formal committees
- 6.4. Training
 - 6.4.1 Social Responsibility and Organizational Culture Training Program
 - 6.4.2. Leadership Training
- 6.5. Acknowledgments



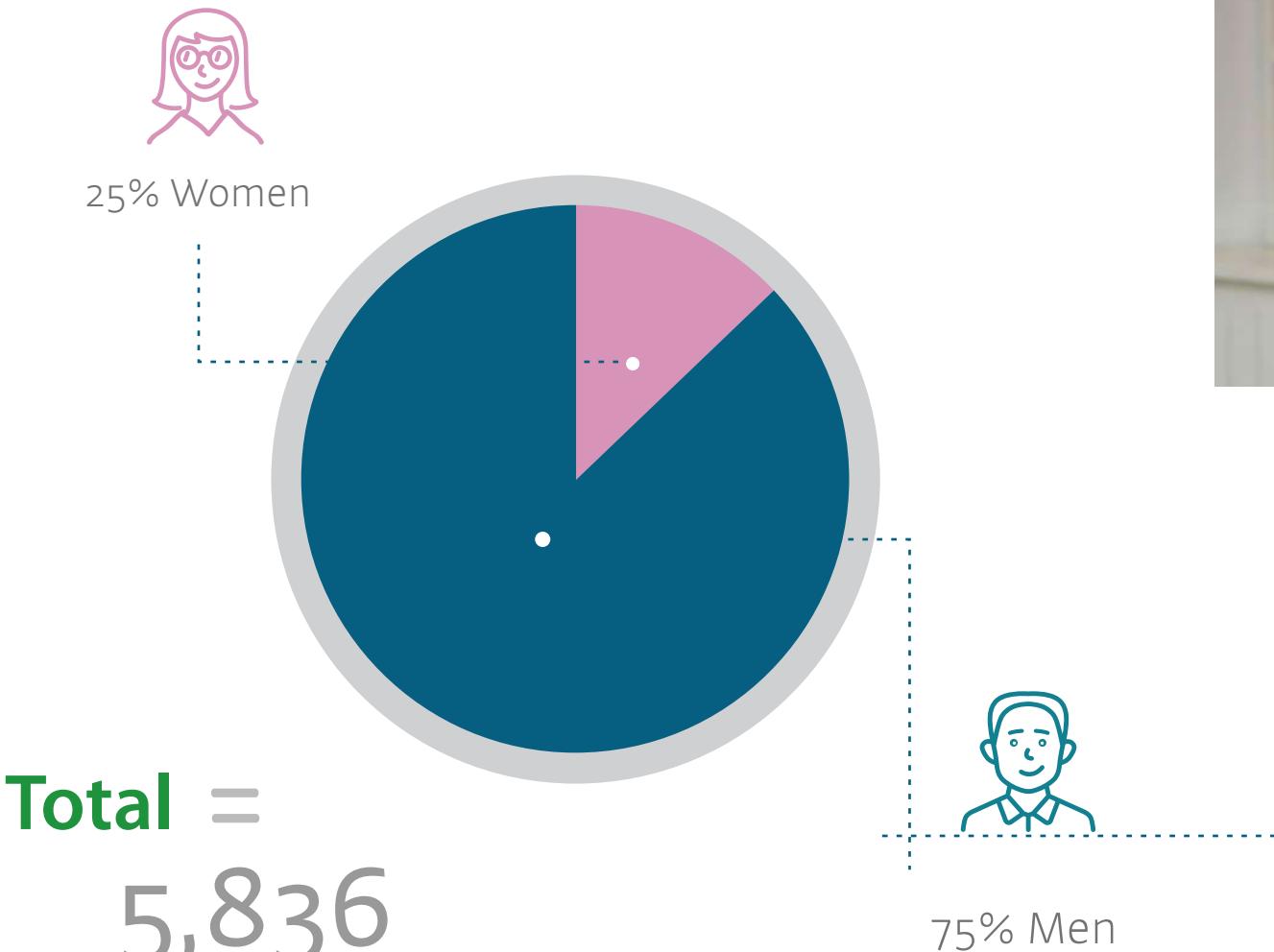
Our people



“ At DINANT, human capital is the most important resource for the successful development of its business strategy. ”

This is why the Human Resources Department devises personnel management processes aligned with the business and at the forefront of the labor market, building training programs that range from inductions to the company to specialized knowledge; the development and growth in the structures generate high job stability.

It is a constant effort to create inclusive workspaces and environments so that employees feel happy working at DINANT, which has allowed the company to be recognized as one of the best places to work by the Great Place To Work Institute of Central America and the Caribbean.



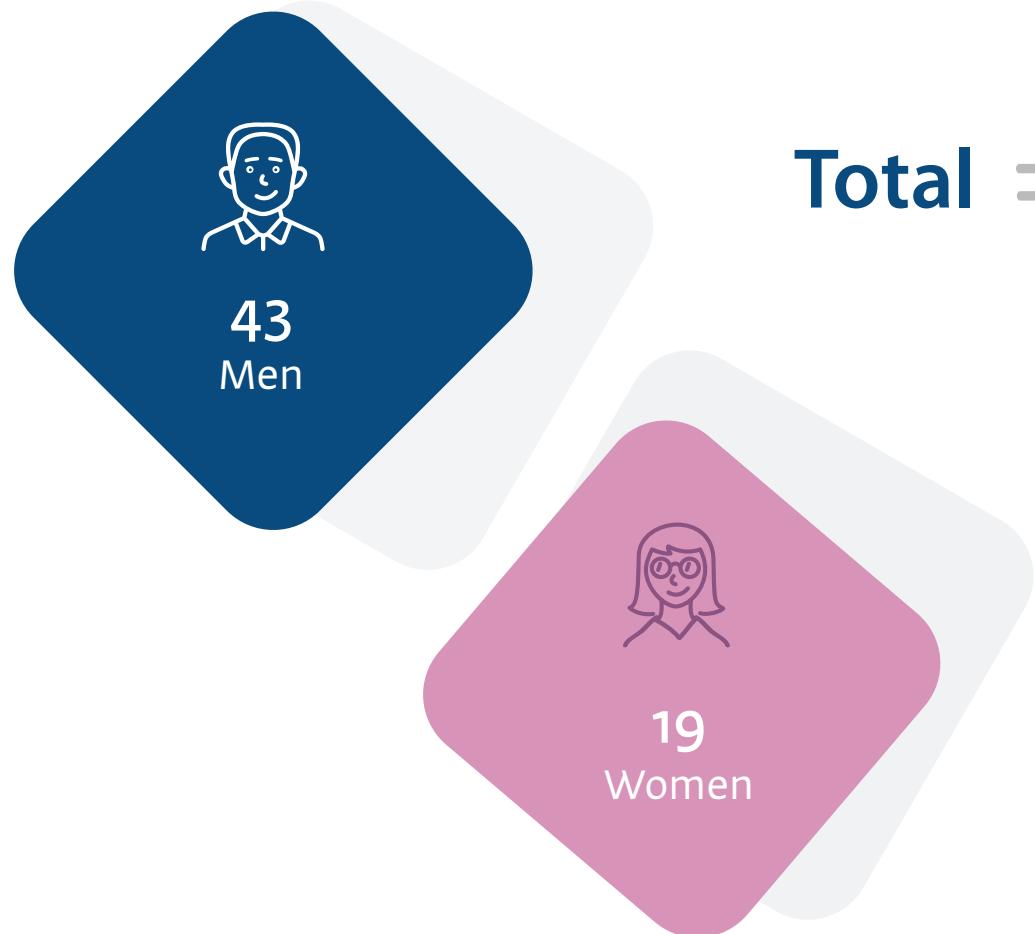
Total of
employees by gender
and employment
contract

Employment Stability

Through our employer brand "*We are looking for talent like you*"; DINANT establishes itself as one of the most sought-after employers in the country, offering job openings in different fields; manufacturing, international trade, human management, logistics, sales, agriculture, food, among others; Therefore, different strategies have been developed to promote job stability and that people who join our company find a place where they enjoy working.



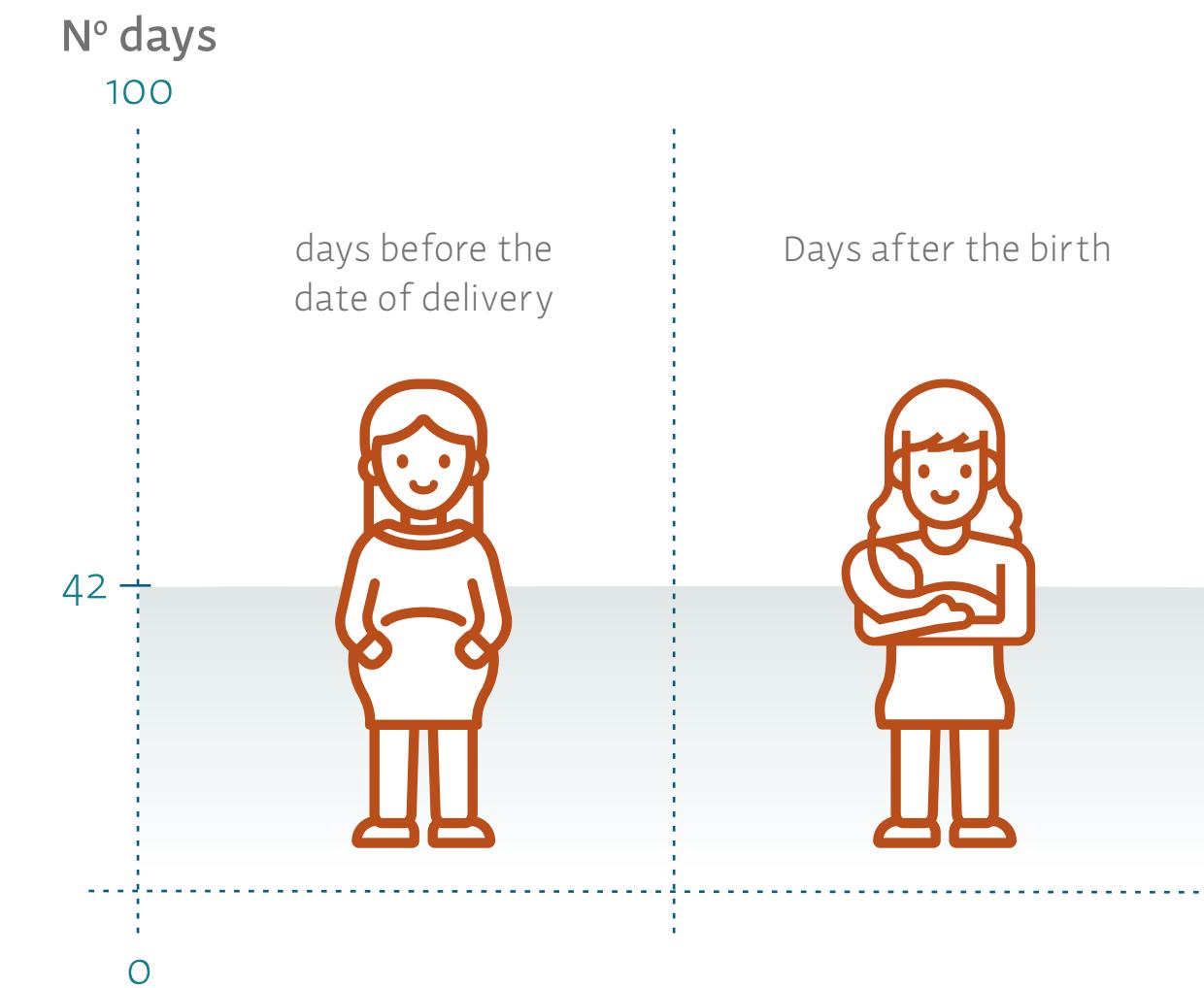
Employees with disabilities according to their gender



Parental leave

Regarding parental leave, DINANT, per national legislation, grants maternity leave (42 days before the date of delivery and 42 days after the birth) for 100% of mothers returning after this period.

As part of the catalogue of special benefits, paid paternity leave is provided to fathers for the birth of their children.



Benefits for employees

During this period, 50 employees participated in the program



18 of whom graduated from high school and 32 from university.

Scholarship Program for Employees

The scholarship program is aimed at providing support to all those employees who have not had the opportunity to complete their high school and university studies, to reinforce their knowledge and improve their skills when putting them into practice in their professional life; all this through partnerships with different schools and universities in the city of San Pedro Sula and the Leán Valley.

Alliances with Universities

DINANT has established alliances with different national universities to provide facilities ranging from discounts to scholarships for employees who wish to pursue a university degree.



Talent Development Program

This program is aimed at promoting continuous learning among employees. Within this framework, during this period “self-development” was activated and an internal digital platform called DINANTEC was created. Both are platforms where employees can access content for individual and group development.



Work-Life Balance Program

Pioneers in the labor market, DINANT have developed innovative benefits that significantly contribute to the balance between family life and work.

Some of the new members of our Regional Benefits Catalog are

Paid parental leave

Day off for birthdays

Day off for work anniversary

Paid leave of absence for marriage

All of these, in addition to those guaranteed by law to each member of DINANT. During the workday, employees can enjoy spaces dedicated to special celebrations on holidays, thus enjoying a healthy work environment.



Occupational Health and Safety

Programs

DINANT has an Occupational Health Area, with clinics managed by qualified doctors and nurses, who manage different health programs at each worksite in manufacturing, commercial, and administration, such as hearing conservation, respiratory conservation, dermatological care, addiction prevention program, back and shoulder pain and ergonomics as main programs, also providing primary health care in the workplace.

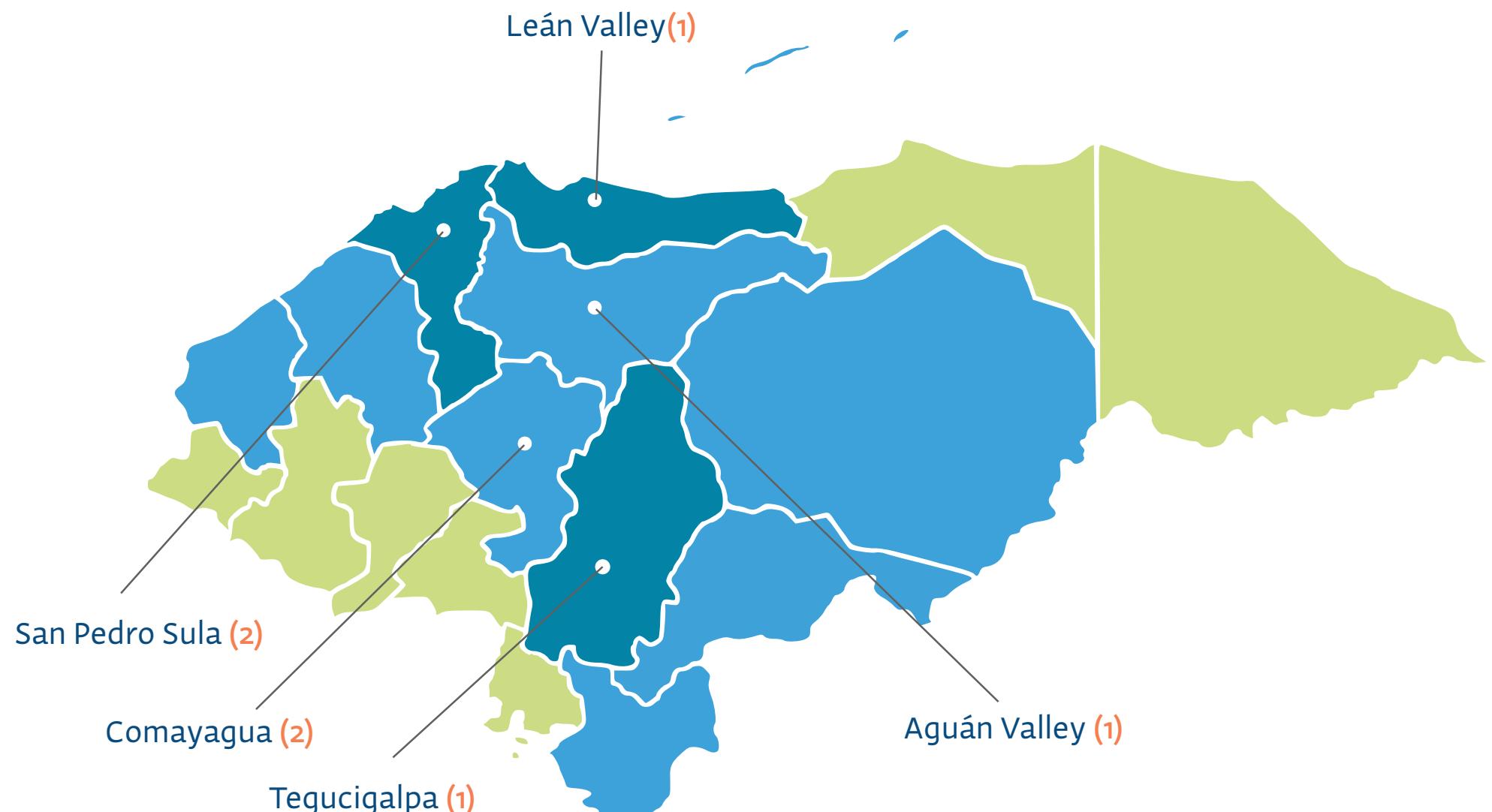
Health clinics with specialists and health fairs

The company provides medical care to employees through its 7 clinics located at its operating sites in Honduras, each one certified under the Medical-Company System of the Honduran Institute of Social Security. These clinics direct the Occupational Health Strategy for the care of all employees in the different tasks that are carried out on a daily basis.

A health fair is held once a year at each operating site.



Every year, **5,000** employees and **1,500** family members participate.

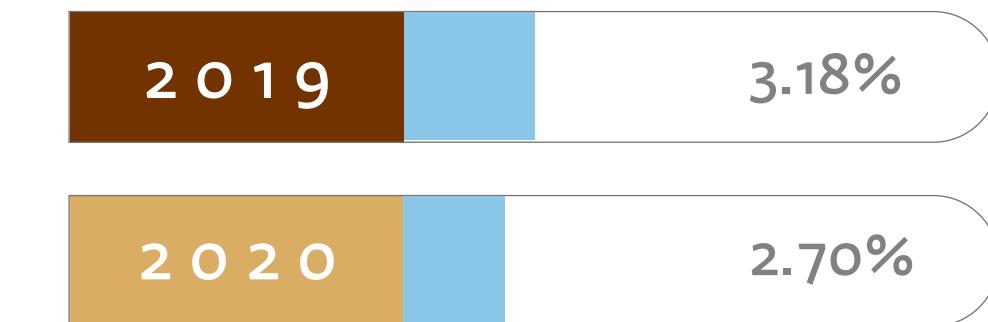


Employees' representation on formal committees

DINANT workers actively participate in Joint Safety and Hygiene Commissions, which focus to promote all programs and actions that are aimed at occupational safety and health; trying to provide its collaborators with safe spaces and conditions in their work activities.

DINANT has been increasingly strengthening actions aimed at occupational health and the safety of employees,

Frequency of accidents
average annual index



For this reason, for this period there was a decrease of 15% in the frequency of disabling occupational accidents.

Training

Social Responsibility and Organizational Culture Training Program

Aware that employees are a fundamental pillar to achieve the organizational objectives, DINANT permanently carries out actions for their strengthening and integral development.

DINANT implements a continuous training processes according to the needs of the company and its employees.

| Training Process: Results 2019 | | |
|---------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| 71,029 hours of training | 25,612 training participations | 100% compliance percentage in the Integrated Sustainability Management System Performance Indicator. |

Training courses were held on different topics, such as Leadership, Office Systems, Industrial Safety, Occupational Health, Environment, Sustainability, Quality, HACCP System, and BASC, among others

Training Process: Results 2020

124,170
hours of
training

141,725
training
participations

96% compliance percentage
in the Integrated
Sustainability Management
System Performance
Indicator.

The Organizational Development strategy for 2020 in terms of training focused on the implementation of virtual training through Dinantec with which various learning activities developed internally and with external offerings through partnerships with prestigious organizations, where various topics of interest were addressed, among which are:

The Latin American
Management Summit of the
company post Coronavirus

Challenges of Senior
Management in the Face of
Crisis, The Keys to be a
Leader in Times of Crisis,
Self-leadership, Innovation,
and Cultural Transformation,
among others.

Leadership Training

Stage I. Year 2018

During this year, the Commercial Area trained 95% of employees in middle management and management positions in the basic knowledge and skills for the management they perform.

Stage II. Year 2019

In this period, the following were: trained:

100% of the leaders in the agribusiness division in terms of managerial competencies.

85% of the management team and 40% of middle and senior management employees who participated in a leadership management program typical of great places to work.

Stage III. Year 2020-2021

It is planned to continue with the training of leaders in management competencies.

Acknowledgments



In 2019, DINANT received recognition as one of the best places to work in Honduras.

This recognition was awarded for the promotion of leadership among its employees, based on competencies, talent development, and the search for a harmonious and challenging organizational climate; it was in 2020 that the company received this recognition for its operations in Costa Rica, Nicaragua, and the Dominican Republic.



For the twelfth consecutive year, DINANT was recognized by the Honduran Foundation for Corporate Social Responsibility as a Socially Responsible Company for its commitment to local communities and its sustainable operations.

Human Rights



- 7.1. Respect for the rights of Indigenous People
- 7.2. Training of Security Personnel
- 7.3. Training of employees in Human Rights Policies and Procedures



A Company Committed to respecting Human Rights

As part of its commitment to respect Human Rights, in 2013, DINANT took the initiative to unilaterally withdraw firearms from its security officers at all plantations and manufacturing facilities in Honduras. It conducted risk assessments at all its facilities and functions. To address these risks, action plans have been developed and the company has adopted and implemented the Voluntary Principles on Security and Human Rights. This ensures respect for human rights in all operations and strengthens the company's relationships with its stakeholders transparently.

The results of this initiative have been independently verified by the International Finance Corporation (IFC) using the U.S. law firm Foley Hoag LLP.

DINANT is the first and only agricultural and consumer products manufacturing business in the world to adopt and implement the Voluntary Principles on Security and Human Rights. Because of this commitment and the work it is doing in this area, it was invited to become an engaged member of the Voluntary Principles on Security and Human Rights, with the intention of becoming a full member of this initiative soon.



Respect for the rights of Indigenous People

As part of its Human Rights Policy, the company affirms its commitment to respect indigenous peoples as permanent societies, as well as ethnic and cultural diversity for the integration of peoples; all of this under the UN Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on the Defense of Indigenous Rights.

Training of Security Personnel

DINANT's commitment to Human Rights and the professional performance of its men and women security personnel remains steadfast. DINANT's Ethical Standards, Security Policy, Human Rights Policy, and Sustainability Policy are part of its fundamental commitments as an organization.

For DINANT, improving the professional capabilities and performance of its security team remains a priority. For this reason, it trains 100% of its Security Officers in the Voluntary Principles of Security and Human Rights Program, which includes the evaluation of risk matrices, relations with Public and Private Security Forces, and the interaction with our security providers, as well as the rules for the use of force.

The company remains a leader in the provision of professional property security while respecting the human rights of all persons and the people on its premises.

Result per year

2019

2020

3,617 people
trained in the
Voluntary Principles
on Security and
Human Rights during
2019 and 2020.

| SITIE | Man Hours | Total Participants |
|----------------|--------------|--------------------|
| COMAYAGUA | 1,292 | 625 |
| AGUÁN | 457 | 744.5 |
| LEÁN | 85 | 501 |
| SAN PEDRO SULA | 396 | 338 |
| ZACATE GRANDE | 28 | 485 |
| TOTAL | 2,257 | 2,693.5 |
| | | |
| TOTAL | 1,695 | 1,922 |

| PARTICIPANTS | Male ♂ | Female ♀ |
|-------------------|--------------|--------------|
| INTERNAL SECURITY | 312 | 159 |
| EXTERNAL SECURITY | 0 | 13 |
| EMPLOYEES | 347 | 1,145 |
| COMMUNITIES | 131 | 50 |
| AUTHORITIES | 155 | 29 |
| TOTAL | 1,043 | 1,396 |
| | | |
| TOTAL | 652 | 526 |

Training of employees in Human Rights Policies and Procedures

In all induction processes, training is provided on the company's Sustainability Policy and Code of Ethics, which includes issues of respect for human rights. This

ensures that there are no cases of discrimination and implementing free inclusion in all labor processes.



Community Engagement



- 8.1. Strategic Allies in the Social Management System
- 8.2. Pillars developed in the communities
 - 8.2.1. Education, Health and Nutrition
 - 8.2.2. Environmental Sustainability
 - 8.2.3. Community Development
 - 8.2.4. Corporate Volunteering
 - 8.2.5. Community Grievance Mechanism
 - 8.2.6. Training in the Communities



Community Engagement

Improving the quality of life and the environment of the communities where DINANT operates is an increasingly strong commitment of the company. Every day the Company strives to maintain and strengthen the relationship it has with each of them.

For community relations, the company identified the following stakeholders:

1.

Surrounding communities within a 2km radius of the strategic business units.

2.

Communities located beyond 2km but which have been directly affected by an eventuality arising from unscheduled but foreseeable events caused by the company's operations.

3.

Communities where there is an indirect impact on biodiversity or ecosystem services on which communities depend for their livelihoods. This includes areas or resources used or directly affected by operations produced by existing, planned, or reasonably defined constructions at the time of the risk and impact identification process.

Through the members of the Social Team, who are located in each of these priority communities, a constant relationship is maintained via two-way dialogue to enable community members to provide feedback on the different topics of interest.

For the implementation of this relationship, the company established the following categorization:

High Relation:

Communities that meet the three established criteria.

Medium Relation:

Communities that meet the first two criteria established and ethnic communities that are located within the municipalities where the company operates.

Low Relation:

Surrounding communities within a radius of 7km to 15km around the Strategic Business Unit polygon.

Strategic Allies in the Social Management System

DINANT has defined the following as strategic allies within the social area in order to strengthen the development and sustainability of the business:

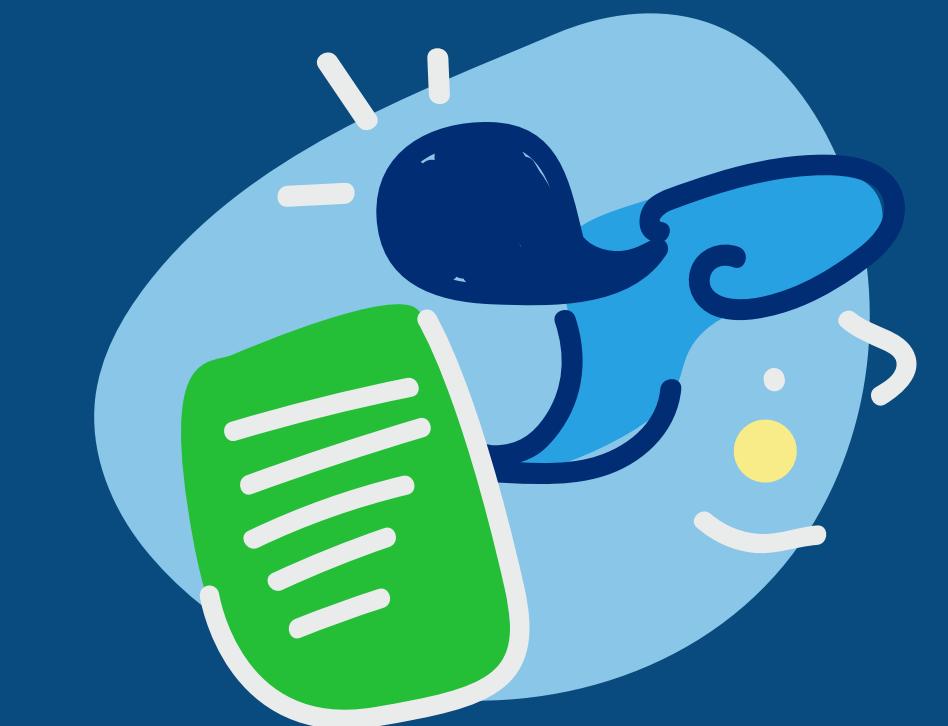


Pillars developed in the communities



Education, Health and Nutrition

Results for 2019 and 2020



The Education, Health, and Nutrition pillar is focused on supporting the education and health of members of the operating communities. Among the actions carried out during this period were the payments of teachers in the public education system, support for the repair and construction of school classrooms, support for the acquisition of medical equipment, and training in health issues, among others.

The following actions were carried out in the communities during the reporting period:

Comayagua



Donation of paint and materials

Donation of paint and materials for recreational parks in educational centers in the communities of El Pajonal, Agua Salada, El Porvenir, San Sebastián, Ojo de Agua, El Arrayán, Pepineros and La Plazuela.



Student visits

to manufacturing plants.



Donation of school kits in the community of Pepineros and Agua Salada.



Donation of materials for the construction of classrooms

at the José Trinidad Cabañas School and Juan de la Cruz Avelar School in the communities of Pepineros and El Porvenir, respectively.



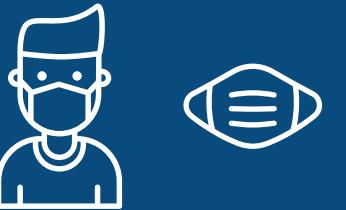
Donation of approximately 5,500kg of food to benefit 1,800 families

8,500 kg of sweet colored pepper, more than 3,600 liters of sanitizers such as chlorine, soap, and cleaners for families in the communities of El Porvenir, El Pajonal, La Plazuela, Pepineros, El Arrayan, Ojo de Agua, San Sebastián, Agua Salada, Palmerola.



Cleanup operations

in La Plazuela, Las Mesas, Palmerola, Quebracho, El Pajonal, El Arrayan, Pepineros.



Donation of biosecurity equipment and supplies such as masks, disinfectants, and chlorine to institutions and communities by Covid-19.



Fumigation campaigns

in the communities of La Plazuela, Las Mesas, Palmerola, Quebracho, El Pajonal, El Arrayan, Pepineros.



Health fairs

for employees and their families.



Support in student gatherings for educational and sport activities

in the communities of Ojo de Agua, El Porvenir, El Arrayan, and El Pajonal.



Bathroom construction

in the community of San Benito for the benefit of the Arely Azucena Melara kindergarten.



Donation of 250 school kits for the benefit of children

in the following communities: Los Langues, Los Huatales, Tierras Coloradas, Puerto Grande, La Flor, and Punta Novillo.



Delivery of food bags to students with academic excellence

We delivered 525kg of food, benefiting 172 families in communities on the island.

Zacate Grande



Donation of biosafety equipment

masks and gloves for COVID-19 care in San Lorenzo Triage.



Delivery of 5,500kg of food to benefit 1,800 families

affected by COVID 19 in the communities of Las Pilas, Los Langues, Huatales, Tierras Coloradas, Puerto Grande, La Flor, and Punta Novillo.



Donation of 3,600 liters of sanitizers

to the health centers in the communities of Los Langues and Puerto Grande, and the Puerto Grande police station.



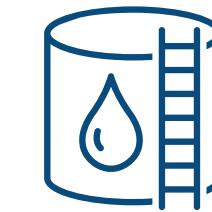
Construction of a school classroom roof

in the school of the community of La Flor.



Training on Fire Prevention

with 45 students from the José Cecilio del Valle School in the community of Los Langues.



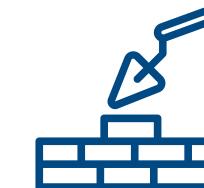
Donation of a water storage tank and stretchers

to the Amapala Health Center.



Donation of L 200,000.00

for improvements in the facilities of the Amapala Health Center.

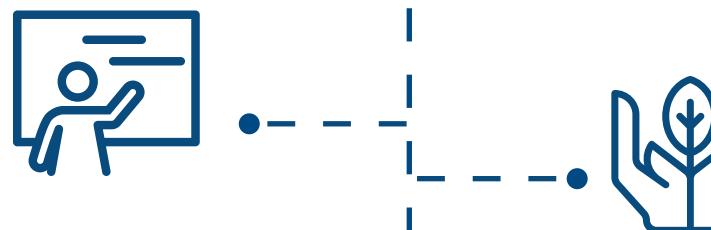


Installation of a wall, door and window

in the health center of the community of Los Langues, benefiting 3,105 people.

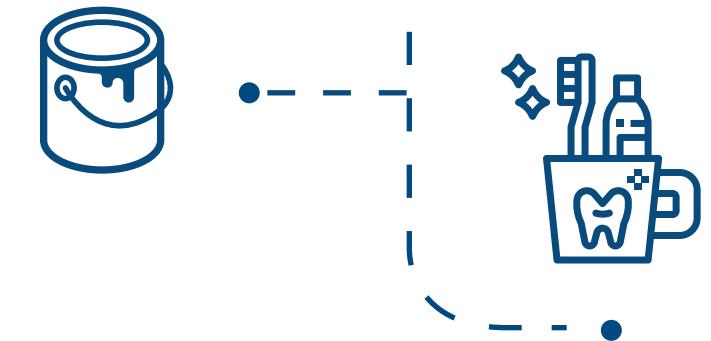
Aguán

Financing of 7 teachers
in the communities of Panamá, Quebrada de Agua, Río
Miel, Flores de Oriente, Plan de Flores

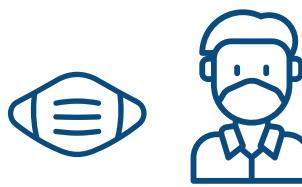


Oath and support
to the first Environmental Club of
the Pech Indigenous Community.

Donation of 46 gallons of paint
at the Alvaro Contreras School
in the Briche Community.



Donation of 700 oral hygiene kits to children
in the following schools Ramon Villeda Morales, Álvaro Contreras, Quebrada de
arena kindergarten and Juana Donatila Ruiz kindergarten, Esteban Guardiola-
Chapagua Community, 13 de mayo School in the 25 de abril Community, 11 de julio
School in Colonia del Aguán, Patria School I in Nueva Marañones Community, and
Jairo Ayala School in Guadalupe Carney Community.



Donation of biosecurity equipment

for the Tocoa Comprehensive Rehabilitation Center - CRICOL, AGAT stabilization center in Tocoa; Aguán Health Center and hospitals including Quebrada de Arena/ San Jose del Cinco / San Isidro Hospital in Tocoa, and Salvador Paredes de Trujillo Hospital, and to government entities too, supplies such as overalls, surgical gowns and caps, oximeters, surgical and KN95 masks, infrared thermometer, gloves, fuel and more than 4,000 liters of sanitizers for the proper management of COVID-19. Biosafety equipment (masks and gloves) was also donated for attention at control points for COVID-19. Benefiting the communities of Plan de Flores, Chapagua, Colonia del Aguan and Limón.



Donation of more than 12,000 kg of food to benefit approximately 4,200 families affected by COVID-19

in the communities of Panama, Isleta, Cayo Campo, Ceibita, Lempira, Col. Aurora, Col. La Unión, Col. Laureles, Salamá, Quebrada de Arena, Quebrada de Agua, El Bridge, San Jose del Cinco, Puerto Castilla, communities of Limón, Nueva Marañones, Plan De Flores, Agua Amarilla, Colonia Del Aguan, Chapagua, Marañores Viejos, 25 de abril, Rio Miel, Planes, Flores de Oriente and Guadalupe Carney and donation of food to shelters for families affected by Hurricane Eta and Iota.



Recreational activities

for the Children's Day Celebration to more than 600 children at the Luz de España School in Quebrada de Agua and the Eden School in the community of Quebrada de Agua y Panamá respectively, also in the education centers of the communities Río Miel, Planes, Plan de Flores, Flores de Oriente, Chapagua, 25 de abril, Colonia del Aguán, Marañones Nuevo.



First aid training

in schools in the communities of influence.



Donation of 4,000 liters of sanitizers

benefiting the following health centers In Limón, 25 De Abril, Triage in Limón, Regional Health Center (Triage Trujillo), and Flores De Oriente Health Center.



Support with more than L 90,000.00

for the repair and maintenance of the road in the Limón Community.



Donation of food for a soccer tournament

with young people at social risk in the Limón Community.



Financing of reinforcement activities

for the benefit of 180 young people for their participation in mathematics contests.



Donation of first aid kits

to schools in communities of influence.



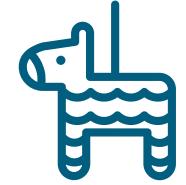
Construction of a classroom

at the Ruben Antunez School in the community of San José del Cinco.



Financing of 5 teachers

in the communities of El Astillero, Retiro, Matarras, Sombra Verde, and Flores de Leán, benefiting 300 children annually.



Recreational activities for the celebration of Children's Day

to more than 180 children in education centers in the communities of El Retiro, Materiales, Flores de Leán y Sombra Verde

Leán



Donation of paint

for 2 schools in the communities of Arizona and Astillero.



Payment of medical personnel

who attend 2 Health Centers in the communities of Arizona and Ceibita Way; in 2019 and 2020, more than 5,000 people, will be benefited.



Donation of 250 oral hygiene kits

to children in the communities of El Astillero, Eden, Matarras, Arizona, Nueva Go, and El Retiro.



Fumigation and home cleaning campaigns

were carried out in conjunction with the health department for the benefit of the communities of Astillero and Arizona.



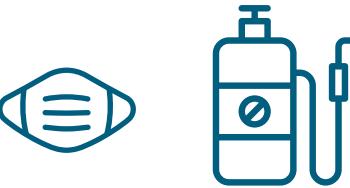
Establishment of 2 control points

and the temporary hiring of 6 nurses with the Mayor's Office and communities to prevent the spread of COVID-19.



Donation of more than 6,000kg of food benefiting more than 2,000 vulnerable families

by COVID-19 in the communities of Nueva Florida, Matarras, Eden, Retiro, Astillero, Mezapita, Mezapa, Hilamo, sombra verde, Rosita, Cayo Venado, Ceibita Way, Flores de leán, Paris de leán, Sisama, Hicaque, Zoilabe, Jazmin and shelters affected by ETA and IOTA.



Delivery of Biosafety equipment

for the benefit of more than 10 communities of the Municipality of Arizona and Esparta in response to the COVID-19 pandemic.

San Pedro Sula



Infrastructure repairs

at Jesús Alberto Navarro School, Arenales Community
in San Pedro Sula.

Support in educational activities

sports, and student gatherings.



Visits by university students

to the manufacturing plant.



School Kits donation

for low-income children in
the community of Ocotillo.



Fumigation campaigns

in Gavión and Arenales village.



Donation of food

to different NGO's and foundations



Cleanup operations

in Arenales Village.



Donation of handicraft materials

to the Outreach Centers of the National Foundation for the Development of Honduras (Funadeh) for the benefit of youth at social risk.



Volunteering activity for the donation of food

home care products, and toys for children and low-income families in the area of San Pedro Sula.



Training on road safety

to prevent motorcycle accidents with the support of the National Directorate of Feasibility and Transportation.



Donation of more than 5,000kg of food

and approximately 3,500 liters of sanitizers to benefit 1,800 families in the communities of Bordo Gavión, Nueva Inversión, Nuevo Paraíso, Cablotales, among others.

Environmental Sustainability

Results for 2019 and 2020



The purpose of the Environmental Sustainability pillar is to develop actions that promote environmental protection. Within this framework, training activities, reforestation days, recycling workshops, among others, are carried out in the different communities.

Actions carried out in the communities during this period:

Comayagua



Talks on
Environmental
Management.



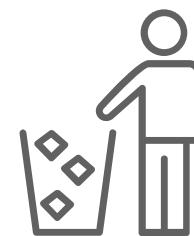
Donation of trees and reforestation

Activities carried out in
El Pajonal, El Porvenir, San
Sebastián, Ojo de Agua, El
Arrayán, Pepineros and La
Plazuela.



Donations of barrels, ramps, mesh.

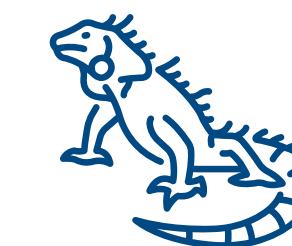
for recreational parks in
communities.



Waste stations

in the schools of the communities
of El Pajonal, El Porvenir, El Arrayán.

Zacate Grande



Release of 2,000 green iguanas

in 2019 and 2020, conducted in-house with
conservation center staff.



Sensitization on flora and fauna protection.



Reforestation days.



Recycling workshop

Activities carried out in Isleta, Ceibita, Cayo Campo, Lempira, Colegio Héctor Hernández, Colegio Laureles, Panamá Salamá, Quebrada Arena, Quebrada de Agua, El Bridge and San José del Cinco.



Oath and support

to the first Environmental Club of the Pech Indigenous Community.

Aguán



Training to 184 community leaders

related to the care and protection of the environment through brochures and audiovisual material shared electronically.



**Training on water care,
water management, and
conservation values**
in the communities of Plan de Flores, Flores
de Oriente, and Río Miel.



Support in beach cleaning
in the Municipality of Trujillo.



**Protection of the area's
biodiversity**
with 5,000 ha of protected forest.



**Environmental
signs placement**
to protect the Guaymoreto Lagoon



**Farallones Wildlife
Conservation
Center.**

Leán y San Pedro Sula



Planting of 2,300 trees

(mesh-mesh, wild red apple, Acacias, teak) in a reforestation day in the Arizona micro-watershed, Finca Manga Sierra, Finca Arizona, Ceibita Way with the Environmental Management Unit.



Recycling activities with children from 5 Beneficiaries schools

Rafael P. Ponce (Astillero), Francisco Morazan (Retiro), Luis Landa (Matarras), Jose T. Cabañas (Flores de Leán), Wil Renan Diaz (Sombra Verde).



Talks on environmental management

(waste classification) and saving natural resources in Aldea Arenales.



Donations of barrels,

ramps, plastic bags, cardboard boxes to Outreach Centers of the National Foundation for the Development of Honduras (FUNADEH).



Donation of trees and reforestation

of 1,000 trees of different species in the Ocotillo sector.

Community Development

Results for 2019 and 2020



Within the framework of the Community Development pillar, the company implements actions aimed at benefiting and improving the quality of the inhabitants' life of the communities where it operates.

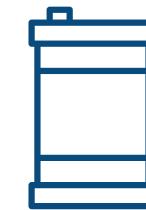
During this period, the following actions were implemented:

Comayagua



Donation of lighting lamps

for the communities of El Porvenir and El Pajonal.



Donation of 120 barrels and pallets

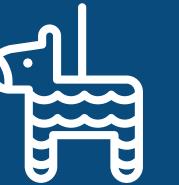
to 112 corn and bean producers in the community of El Porvenir.



Parental School in topics such as:

leadership, supporting our children in their schooling, responsible parents, values, human rights, teamwork, limits, and discipline, exercising our rights.

Aguán



Piñata making course

for senior citizens. Participants: 30 seniors from San José Cinco.



Donation of paint

on the Alvaro School in the community of El Bridge



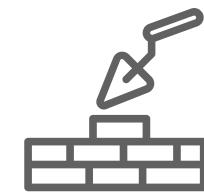
Donation of 150 pipes

for the expansion of the Quebrada de Agua community water project.



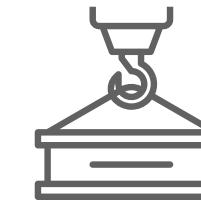
Donation of materials for the construction

of a classroom at the Patria School in the community of Nueva Marañones.



Bathroom construction

at the 11 de Julio School
in Colonia del Aguán.



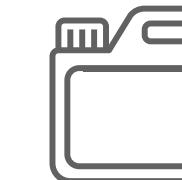
Machinery work payment

for the cleaning and expansion of the
municipal crematorium in Trujillo



Donation of L 340,000

in construction materials benefiting the community of Limón for the building of dressing rooms.

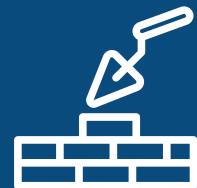


Donation of 780 gallons of fuel

for street repair and maintenance in the municipality of Limón, benefiting the municipalities of Iriona, Limón, and Bonito Oriental.

Leán y San Pedro Sula

Support in the construction of the Borda de Paso a Florida.



Donation of L 75,000 for the purchase of a fire truck for the municipality of Arizona.



Donation of fuel

for fumigation of 2,300 homes in the Municipality of Arizona.

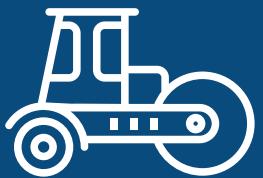


Maintenance of streets and bridges

in the communities of Nueva Florida, Matarras, Edén, Mezapita, Mezapa, El Retiro, Hilamo and El Astillero.

Maintenance of bridges

Bailey Leán y Bailey Hilamo, Communities Benefited: Hilamo, Matarras, Edén, Las Lomas, El Retiro, San Jose De Texiguat, Mezapa, Nueva Florida, Mezapita.



Street maintenance

Communities benefited: Hilamo, Matarras, Las Lomas, El Retiro, San Jose De Texiguat, Mezapa, Nueva Florida, Mezapita, Ceibita Way, Jazmin, Flores De Leán, Paris De Leán among others.



Donation of 200gl of Diesel

to the Arizona City Hall for leán street maintenance.

San Pedro Sula



Maintenance and cleaning

of streets in Arenales Village



Donation of fuel

for fumigation of 1,000 homes in Arenales Village.

Crafts and event decoration course

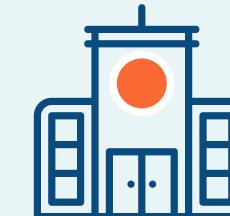
motivational workshop, creative use of time with 114 participants from Arenales Village.



Social investment summary



Salary payment for 12 teachers
from the public education system in 9 communities in the Lean and Aguán Valleys, a program that began in 2007, benefiting more than 4,500 children to date.



Repair of educational infrastructure

in high-influence communities where the company operates.



Maintenance of streets and bridges

in the communities of influence of the company



Payment of salary to medical personnel

to benefit communities in the Lean Valley, achieving more than 2,000 medical attentions annually.



During the COVID-19 pandemic, more than 120,000kg

of food and 40,000 liters of sanitizers were donated to benefit more than 70 communities located at the operation sites in Honduras.

Corporate Volunteering

The company's volunteer program aims to strengthen the involvement of all employees voluntarily in different activities that can contribute to building a more honest, supportive, and sustainable world to create social value together with the local communities in each operation site.

During the year we carried out activities such as:



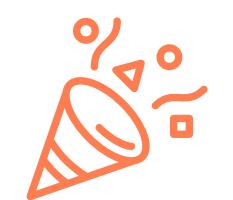
Reforestation
days



Repair and
painting
of school
classrooms



Cleaning days



Celebrations of
special days



Sports
tournaments



For the year 2019 4,005 volunteer hours were achieved, with the participation of 430 employees.

Community Grievance Mechanism

At present, local communities have the following mechanisms available to communicate their complaints, concerns, requests, and suggestions:

-  Mailboxes located in common areas of high-influence communities, like grocery stores, community centers, among others
-  E-mail address
-  Web Page
-  Direct contact with the social liaison



The company operates Grievance Mechanisms to promote and strengthen relations with the communities where it operates.

| Results | SITE | Request | Claim | Tip | Recognition | Complaint | Estatus |
|---------|-----------|---------|---------|--------|-------------|-----------|---------|
| | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 | 2019 |
| | Comayagua | 1 0 | 1 0 | 0 0 | 2 0 | 0 0 | Closed |
| | Aguán | 0 0 | 4 1 | 1 0 | 0 0 | 0 1 | Closed |
| | Leán | 4 2 | 3 2 | 0 0 | 0 2 | 1 2 | Closed |
| | SPS | 1 0 | 6 0 | 0 0 | 3 3 | 0 0 | Closed |
| TOTAL | | 6 2 | 14 3 | 1 0 | 5 5 | 1 3 | |

Training in the Communities



“ Year after year, in addition to the topics related to the Social Management System such as the Sustainability Policy, Community Grievance Mechanism, Social and Environmental Impact Study, among others, the social team provides training to community leaders to raise awareness and socialize topics of general interest that can contribute to their capabilities for the development of each of their communities. ”

Among the topics taught were:

-  Community Grievance Mechanism
-  Corporate Sustainability Policy
-  Care and rational use of water
-  Waste sorting workshop
-  Human Rights
-  Road Safety/ Defensive Driving
-  ESIA and HCV socialization
-  Community consultation workshop
-  School Gardens
-  Interpersonal Relationships
-  Values
-  Piñata making workshop
-  Motivational workshop
-  Human Relations
-  Talk on breast and childhood cancer prevention

Training Summary

| Summary year 2019 | | |
|--------------------|--------------|------|
| TRAININGS | TOTAL | % |
| Female ♀ | 2,177 | 53% |
| Male ♂ | 1,907 | 47% |
| Total participants | 4,084 | 100% |
| MHT* | 8,565 | |

| Summary year 2020 | | |
|--------------------|--------------|------|
| TRAININGS | TOTAL | % |
| Female ♀ | 1,561 | 26% |
| Male ♂ | 4,368 | 74% |
| Total participants | 5,929 | 100% |
| MHT* | 6,379 | |

*MHT, Man-Hours of Training

Other Initiatives



- 9.1. Working with Honduras Food Bank
- 9.2. Fighting against Breast Cancer
- 9.3. Giving Smiles with Operation Smile Honduras



Fighting against hunger with the Honduras Food Bank



Committed to Goal 2 of the Sustainable Development Goals, DINANT is one of the founding partners of the Honduras Food Bank to help contribute ending all forms of hunger and the high rates of malnutrition that affect a large number of Hondurans.

26,595.79

Kilos of Food Donated



106

Benefited Assistance Institutions



32,056

Persons Benefited





Fighting against Breast Cancer



Health being one of the priority pillars in its Social Responsibility Policy, DINANT has implemented a cause-related marketing campaign to raise awareness of breast cancer through its brand Mazola.

Since 2017, DINANT has been able to donate more than 2,400 mammograms to low-income people served by the Emma Romero de Callejas Cancer Center, a non-profit institution that works for the health of the Honduran population by offering high-tech medical services in the early detection and treatment of cancer.

Likewise, through one of the most advanced medical diagnostic centers in the city, we have made available to the Presidential Program Ciudad Mujer the reading and interpretation of mammograms performed at this center, which aims to provide Honduran women with comprehensive care services to contribute to the improvement of their living conditions. Thanks to this alliance **in 2019 we have been able to benefit more than 1,400 women** who attend this center

Giving Smiles with Operation Smile Honduras



To support free surgical treatments for children, youth, and adults with Cleft Lip and Palate, DINANT since 2015 joined to collaborate with the work done by Operation Smile Honduras through its medical missions that are carried out in different parts of the country offering not only free evaluations and surgical interventions but also comprehensive care in the areas of psychology, dentistry, orthodontics, speech therapy, pediatrics, among others.



For the period 2019 and 2020, DINANT contributed more than L 300,000 for the medical brigades that took place in the city of San Pedro Sula and Santa Rosa de Copán



To date, the company has been able to give 48 new smiles to children born with cleft lip and palate.

GRI Index



| GRI Standard | Indicator | Indicator description | Page |
|----------------------|-----------|--------------------------------------------------------------|------|
| 102 General Contents | 102-1 | Name of organization | 10 |
| 102 General Contents | 102-2 | Activities, brands, products and services | 16 |
| 102 General Contents | 102-3 | Location of headquarters | 5 |
| 102 General Contents | 102-4 | Location of operations | 14 |
| 102 General Contents | 102-5 | Ownership and legal form | 15 |
| 102 General Contents | 102-6 | Markets served | 10 |
| 102 General Contents | 102-7 | Scale of organization | 14 |
| 102 General Contents | 102-8 | Information on employees and other workers | 58 |
| 102 General Contents | 102-9 | Supply chain | 36 |
| 102 General Contents | 102-10 | Significant changes to the organization and its supply chain | 20 |
| 102 General Contents | 102-12 | External initiatives | 21 |
| 102 General Contents | 102-13 | Membership of associations | 21 |

| | | | |
|----------------------|--------|----------------------------------------------------------------------|----|
| 102 General Contents | 102-14 | Statement from senior decision-makers | 23 |
| 102 General Contents | 102-15 | Key impacts, risks, and opportunities | 28 |
| 102 General Contents | 102-16 | Values, principles, standards, and norms of behavior | 13 |
| 102 General Contents | 102-17 | Mechanisms for advice and concerns about ethics | 13 |
| 102 General Contents | 102-18 | Governance structure | 15 |
| 102 General Contents | 102-29 | Identifying and managing economic, environmental, and social impacts | 28 |
| 102 General Contents | 102-40 | List of stakeholder groups | 27 |
| 102 General Contents | 102-42 | Identifying and selecting stakeholders | 27 |
| 102 General Contents | 102-47 | List of material topics | 24 |
| 102 General Contents | 102-50 | Reporting period | 5 |
| 102 General Contents | 102-53 | Contact point for questions regarding the report | 5 |
| 102 General Contents | 102-54 | Claims of reporting in accordance with the GRI standards | 5 |

| | | | |
|------------------------------------|-------|-----------------------------------------------------------------------|----|
| 203 Indirect Economic Impacts | 203-1 | Infrastructure investments and services supported | 80 |
| 203 Indirect Economic Impacts | 203-2 | Significant indirect economic impacts | 80 |
| 205 Anti-corruption | 205-2 | Communication and training on anti-corruption policies and procedures | 13 |
| 302 Energy | 302-1 | Energy consumption within the organization | 40 |
| 303 Water | 303-3 | Water withdrawal | 41 |
| 305 Emissions | 305-1 | Direct (Scope 1) GHG emissions | 43 |
| 306 Effluents and wastes | 306-1 | Water discharge by quality and destination | 42 |
| 306 Effluents and wastes | 306-2 | Waste by type and disposal method | 45 |
| 401 Employment | 401-1 | New employee hires and employee turnover | 59 |
| 401 Employment | 401-3 | Parental leave | 61 |
| 403 Occupational Health and Safety | 403-1 | Occupational health and safety management system | 68 |

| | | | |
|------------------------------------|-------|------------------------------------------------------------------------------------------|----|
| 403 Occupational Health and Safety | 403-2 | Hazard identification, risk, assessment, and incident investigation | 68 |
| 403 Occupational Health and Safety | 403-3 | Occupational health services | 67 |
| 404 Training and Education | 404-2 | Programs for upgrading employee skills and transition assistance programs | 69 |
| 406 Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken | 78 |
| 410 Security practices | 410-1 | Security personnel trained in human rights policies and procedures | 76 |
| 411 Rights of Indigenous Peoples | 411-1 | Incidents of violations involving rights of indigenous peoples | 75 |
| 412 Human Rights Evaluation | 412-2 | Employee training on human rights policies or procedures | 78 |
| 413 Local communities | 413-1 | Operations with local community engagement, impact assessments, and development programs | 80 |



For more information consult:
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