

Architects of a **sustainable** **future**

Sustainability Report 2023

GRUPO



Architects of a **sustainable** **future**

Sustainability Report 2023



Index



We are AG

Who We Are	8
Scope and Coverage	9
Operations / Market Presence	10
Our Brands and Products	12
Operation and Distribution Centers	15
Aligned with GRI Standards	18
AG in Figures	19
Economic Impact	21
Corporación AG 2023 Milestones	21
Certifications and Accreditations	34
Membership and Associations	35
Corporate Governance	36
Executive Team	38
Directors	39
Sustainability Governance	42
Business Strategy	44
Global Compact	46
Tax Compliance Approach	48
Tax Governance	50

Sustainable Future Plan

Sustainability Strategy 2022-2025	52
Material Topics	53
Progress and goals dashboards	54
II Sustainability Week	56



Product

Responsible Supply Chain	58
Customer experience	60



Planet

Recycling	64
Water	67
Climate change and energy	73
Waste and co-production	78
Biodiversity	83



Prosperity and incidence

Ethics and compliance	122
Trust with the public of interest	130
Investment and social impact	133



Transition to Vision 2028

From Sustainable Future Plan to Future Vision 2028	138
--	-----



People

Quality of Life	86
Diversity and Inclusion	95
Cultural transformation	101
Occupational health and safety	106



Annex

GRI Content Index	142
External verification report	148



Message from the Chief Executive Officer -CEO-

On our 70th anniversary, I am pleased to present the Sustainability Report 2023 of Corporación AG, a document that reflects our unwavering commitment to building a more sustainable future for the Corporation, our employees, the communities in which we operate, and the planet as a whole.

Global and local trends, analyzed by the World Economic Forum, demonstrate the significant impact on operations and the fulfillment of corporate strategies. In this context, steel is one of the pillars of the world economy, present in almost all industries. Its fundamental role, together with the increasingly urgent need to decarbonize, drives us to be protagonists in the creation of a sustainable investment ecosystem. Steel must be at the forefront of decarbonization, not only because of its economic importance, but also because of its potential to lead the transformation towards a greener future.

The Edelman Trust Barometer reminds us that innovation is the key to building a better future.

Its fundamental role, together with the increasingly urgent need to decarbonize, drives us to be protagonists in the creation of a sustainable investment ecosystem.

The trust that companies generate is crucial to its uptake, and it is in this area that Corporación AG is positioned as a key player. In the last decade, we have witnessed a growing demand for partnerships between governments and the private sector to implement technological changes. In this regard, we have taken a leading role in the search for innovative solutions facing the present and future challenges.

This year, for the first time, we present data from all our businesses in this report, reflecting the transversality of sustainability in our strategy. The integration of sustainability is not just a goal, it is a way of doing business.

In the last year, we have made giant strides in integrating sustainability into the heart of our business. In just two years, we have learned that this is not a separate area, but a way of doing things. And it is on this path that we celebrate our trajectory, with the conviction that building a sustainable future is the best way to honor our legacy and build a prosperous future for generations to come.

On the other hand, we had concrete progress in sustainability:

- ✦ **Diversity and inclusion:** We have a working group dedicated to promoting a culture of inclusion and respect in the company.
- ✦ **Circular economy:** We focus on the valorization of co-products and the closing of the circular cycle, signing agreements with organizations to use steel waste as a substitute for other raw materials.
- ✦ **Investment in technology:** We invested US\$5.9 million in renewing technology to improve our environmental performance.
- ✦ **Reduction in fossil fuel consumption:** We were able to reduce fuel consumption per ton by 6.8%.
- ✦ **Training and education:** We implemented training programs on sustainability issues for all our employees.
- ✦ **Industrial and environmental safety:** We extended the implementation of health, industrial safety and environmental programs to all our new businesses.

In the last year, we have made giant strides in integrating sustainability into the heart of our business.

- ✦ **Sustainable construction:** We are recognized by the Guatemala Green Building Council for promoting the growth of sustainable construction.
- ✦ **International quality verification:** We have international quality verification for our second product, electro-welded mesh.
- ✦ **Energy committee:** We created a committee to reduce the use of fossil fuels in the production process.
- ✦ **Recertification of sustainable raw material:** The grade 60 and 80 bar was recertified as sustainable raw material by the *Centro Guatemalteco de Producción más Limpia* - Guatemalan Cleaner Production Center CGP+L-.
- ✦ **Health:** We promoted the healthy lifestyle program by conducting annual medical evaluations of our employees.

Looking ahead, we expect to complete the technology investment project by December 2024, which will allow us to continue improving our environmental performance.

In addition, we will continue to work on fully integrating sustainability into all aspects of our business, to become a benchmark industry for our commitment to sustainable development.

We have embarked on a path full of challenges and opportunities. We are committed to continue innovating and seeking sustainable solutions, to work in collaboration with our stakeholders, and to be an example of leadership in building a greener and more prosperous future.

Sustainability is a commitment that involves all of us, and only by working together we would be able to achieve a real change. Together, we can build a more sustainable future for generations to come.

We thank our employees, customers, suppliers and partners for their continued support along the way.

Sincerely,

Rodrigo Gabriel
Corporación AG CEO

We are AG



Who we are

Aceros de Guatemala is a Guatemalan corporation incorporated on December 31st, 1980, and part of a group of companies with origins in 1953. Since 2018, it has been commercially known as Corporación AG, (hereinafter referred to as “Corporación” or “AG”).

We are a group of companies within which are **Aceros de Guatemala, Megaproductos, Cal, Tubac in Guatemala, and Typsa in Honduras.**

AG's corporate offices are located at Avenida Las Américas, 18-81, Zona 14, Edificio Columbus Center, Level 14, Guatemala, Guatemala, Guatemala.

Our production plants and distribution centers are located in the following countries:

✚ **Guatemala**

✚ **Honduras**

We are Central America's leaders in the manufacture and commercialization of steel products and are committed to offering integral and sustainable solutions for the construction industry.



The Corporation, through its products, is present in

11 countries:

Guatemala, El Salvador, Belize, Honduras, Nicaragua, Costa Rica, Panama, Puerto Rico, Dominican Republic, Mexico, and the United States.

We present the Corporation's third Sustainability Report, in which we report the progress of the results of the second year of execution of the sustainability strategy **“Plan Futuro Sostenible 2022-2025”** -Sustainable Future Plan-, in which the environmental, social, and governance goals for the steel business were defined.



Scope and Coverage

This report considers all the companies that integrate the Corporación AG:

- Businesses related to **Steel manufacturing and distribution.**
- Related business of **other construction materials.**

Steel Business

Tubac

GRUPO AG

Typsa

DISTUN
CALIDAD EN SU CONSTRUCCIÓN

FERRETERIA INDUSTRIAL
LA BODEGA DEL FERRETERO



Adjacencies business

MEGA

MONCAL
CAL HIDRATADA

This report encompasses all companies within the Corporation; however, the goals of the Sustainable Future Plan, designed in 2021, were built upon the baseline of Aceros de Guatemala's business, which encompasses the Sidegua, Tubac, OC, and Distun branches.

Operations / Market presence

Supply chain

For AG, the value chain begins with the purchase of raw materials and inputs, with scrap metal being the main source of supply.

The supply chain is made up of more than

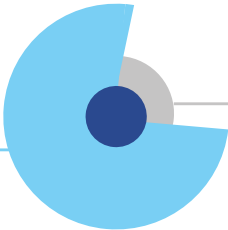
+1,100 suppliers

78%

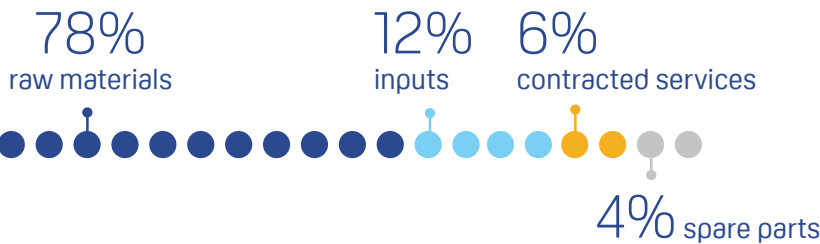
local

22%

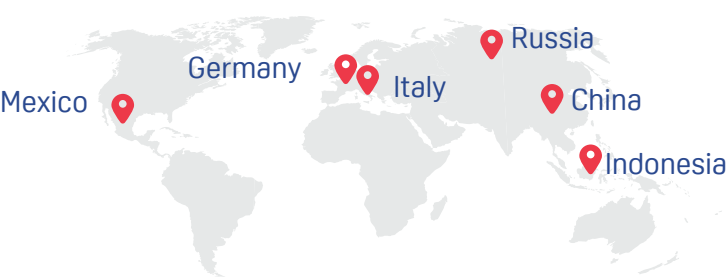
international



The total purchase volume is distributed as follows:



The main countries from which raw materials, equipment, and supplies are purchased and imported are:



Achievement

In 2023, as a result of Supply Chain Management, the strategic sourcing area was implemented.

Its main function is to conduct negotiations to ensure that the operation is sustainable over time, complying with established policies and procedures, obtaining economic benefits, and complying with the ethics, values, and corporate social responsibility of the corporation. At the end of the period, these actions led to improvements in the strategic sourcing purchasing and negotiation processes, by using data analysis and negotiation with suppliers.

Challenges

The most important challenges in the Supply Chain Management are:

- 1 The sustaining of bids by suppliers.
- 2 Stabilization of the costs of materials, goods, and services, due to the fluctuation of international prices of raw materials.
- 3 Availability of materials, due to the geographic location of distributors and manufacturers.
- 4 Develop suppliers to meet legal requirements, industrial safety practices, and environmental and social management.

With these actions, we seek to positively impact the development of the markets where we operate, based on honest and transparent relationships.

The Corporation works with three types of suppliers:



Suppliers of general supplies



Metallic suppliers



Transportation providers

Markets

We distribute in 11 countries:

- Guatemala
- El Salvador
- Belize
- Honduras
- Nicaragua
- Costa Rica
- Panama
- Puerto Rico
- Dominican Republic
- Mexico
- United States



Operations

We operate in 2 countries:

Guatemala

9
Production
plants



11
Distributors
(DISTUN)



Honduras

1
Production
plant

1
Distributor

Due to the sustainability and profitability of the business, Corporación AG made the decision to close the CEDI in San Pedro Sula, Honduras and the CEDI in El Salvador.

Starting in 2024, under the new Corporate vision, we will develop a program aimed at our three types of suppliers that will allow us to achieve a sustainable transformation of our value chain.



Our brands and products

AG has a wide variety of products derived from steel, focused on satisfying the needs of the construction and blacksmithing markets, among others.

Through a portfolio of brands that offer integral steel and concrete solutions, as well as a channel of specialized stores for the sale of the products.



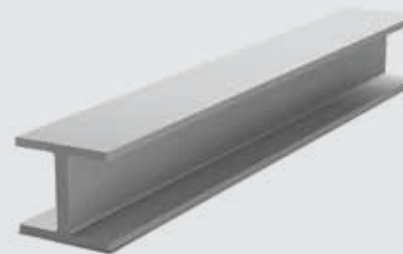
Steel products

Among them, there are products produced with sustainable raw materials. In addition, grades 60 and 80 iron are the preferred products for sustainable construction, which have been validated by external organizations such as the GUATEMALA GREEN BUILDING COUNCIL (GGBC) and the Guatemalan Center for Cleaner Production (CGP+L), both expert institutions in the field.



Iron >

Piping >



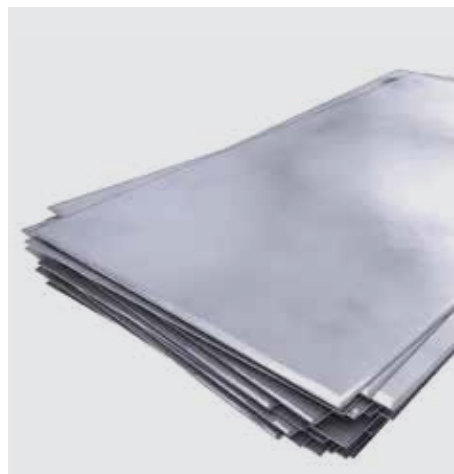
Profiles and beams



Transmetal



>
Wire



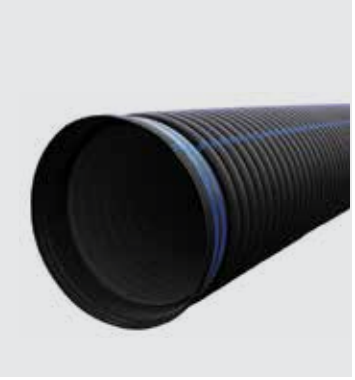
Sheet



Concrete products

Brand focused on providing integral solutions for construction.



Standard Block  Adoquín 			Prefabricated slab 	Tank 
		ADS Pipeline  Perimeter wall 		
	 Concrete pipe		Prefabricated slab 	
New Jersey Fence 			Mega-Bridge 	 Nuraghe

Operation and distribution centers

Sidegua AG

Siderúrgica de Guatemala (Sidegua) is the largest steel industrial park in Central America, located at Kilometer 65.5, *Antigua Carretera al Puerto de San José*, Masagua, Escuintla. This park began operations in 1991 with the steel mill plant, producing steel billet, which is used as raw material for the manufacture of corrugated rebar, profiles, preassembled, and wire drawings.

It has six production plants for the following products:

- National billet.
- Corrugated rebar, wire rod and rebar in coils.
- Profiles.
- Wire drawing (nails, staples, barbed wire, galvanized wire, tie wire and cyclone mesh).
- Pre-assembled (electro welded mesh and high resistance rebar).
- Transmetal (cart, troquet, plastic sheet).



1,080

employees by the end of 2023

TUBAC

Tubex, S.A. and its commercial brand TUBAC and INTUPERSA is comprised of two production plants:

- **Tubac Plant:** Located at *final avenida Petapa, km 11.5, Finca El Frutal, Carretera a San Miguel Petapa, Guatemala*
- **Tubac Plant G:** Located at *Km 18.5 Carretera a San Miguel Petapa, Guatemala.*

The following products are manufactured at these plants:

- Structural piping
- Conduction piping
- Black and galvanized mechanical piping
- Industrial piping
- Electrical piping
- Well piping
- API Pipe
- Banana piping
- Specialized piping
- C Channel
- Sheets



Its carbon steel products are manufactured in accordance with ASTM standards, which has made it stand out for its quality, broad product portfolio and specialized customer service.



236

employees at year-end 2023

Megaproductos

The main offices are located at 6a. Avenida A 0-25, Zona 2, Mixco El Tesoro, Guatemala City.

It has five production plants which are located at:

- Km 30.5, CA-9 Sur, Finca La Providencia, Amatitlán Guatemala.
- Interamerican Highway Km 39.8 Sector Pachaj L. 2 zone 0, Sumpango, Sacatepéquez.
- Km 15.6 CA-9 South, Villa Nueva, Guatemala.
- Km 208 highway to San Marcos, zone 2, La Esperanza, Quetzaltenango.
- Km. 53.5 carretera al Atlántico, Aldea El Nuevo Amatillo, Sanarate (Guatemala Lime)

Its products are:

- Additives and Waterproofing
- Block
- Decorative (pavers, facades)
- Prefabricated slab
- Retaining wall
- Perimeter wall
- Premixed
- 2G construction system
- Special products (tanks, pipes, fences)
- Hydrated and dolomitic lime

 **330**
employees



In 2023, Megaproductos took over the management of the CAL DE GUATEMALA plant and also acquires the mining rights for the commercialization of limestone and dolomitic limestone.

Cal de Guatemala transforms and calcines limestone and dolomitic limestone to obtain calcium oxide (CaO, also known as lime). The steelmaking process is inconceivable without the use of lime, whose mission is to modify the composition of the products obtained in the steelworks in order to purify them.

Megaproductos' plants operate as points of sale and distribution. By the end of December 2023, it has a team of 330 direct employees.

TYPSA

Tubos y Perfiles, Sociedad Anónima de CV, and TYPASA, its commercial brand, is a Honduran plant dedicated to the transformation and commercialization of steel products. Its operation is located in Carretera al Sur, Aldea La Trinidad, municipality of Sabana Grande, Honduras.

Its products are:

- Industrial piping
- Structural piping
- Mechanical piping
- Gutters
- Black pipe
- Aluzinc sheet
- Iron sheet

In Honduras we have a distribution center located in Col. Humuya, Ave. La Sabana, 1 block before the property institute, Kuwait Blvd.

Typsa, by the end of December 2023, has a team of 112 direct employees.

 **112**
employees

DISTUN

CALIDAD EN SU CONSTRUCCIÓN

The Corporation has 11 distribution centers in Guatemala, commercially known as DISTUN.

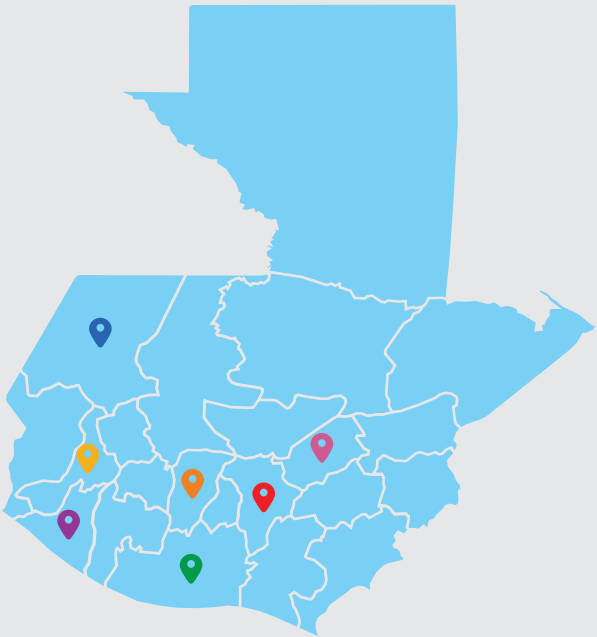
DISTUN is a trademark of Corporación AG, the trade name of AG's logistics distribution centers in Guatemala. They are located at:



DISTUN has a team of 175 direct employees.

175 employees

- Distun zone 7:**
Calzada Roosevelt
9-76, zona 7. Guatemala, Guatemala.
- Distun CAES:**
Km 22.5 Carretera a El Salvador, Guatemala, Guatemala.
- Distun Escuintla:**
Km. 59 carretera a Santa Lucía Cotzumalguapa, Escuintla, Escuintla.
- Distun zone 11:**
Calzada Aguilar Batres
45-70 zona 11, Villa Nueva, Guatemala.
- Distun El Rancho:**
Ruta al Atlántico
Km. 83, San Agustín Acasaguastlán, El Progreso.
- Distun Xela:**
Diagonal 5, 37-349, zona 8, Quetzaltenango, Quetzaltenango.
- Distun zone 12:**
Av. Petapa 51-84 zona 12, Guatemala, Guatemala.
- Distun Chimaltenango:**
Km. 58 carretera interamericana, Aldea Buena, Chimaltenango, Chimaltenango.
- Distun Retalhuleu:**
Calzada Las Palmas, 10-39, zona 2, Retalhuleu, Retalhuleu.
- Distun Huehuetenango:**
KM 255.4 Carretera Interamericana, Aldea Ojechejel, Huehuetenango, Huehuetenango.



Aligned to GRI standards

During 2023, Corporación AG celebrated 70 years of Foundation, and it was also the second consecutive year in which it actively worked to achieve the non-financial goals defined in the “**Sustainable Future Plan 2022-2025**”. In addition, this is the third sustainability report of Corporación AG.

This is one of the commitments of the highest corporate governance body with sustainability; and just as for the quality, safety, and anti-corruption system, we have sought an external entity to evaluate our management. Similarly, we have sought a third party to ensure that this report is made under the new guidelines of the Global Reporting Initiative (GRI) version 2021, by the CentraRSE organization, who is GRI Partner for Guatemala and Latin America, and member of the International Financial Reporting Standards (IFRS). These are the main sustainability reporting and disclosure organizations.

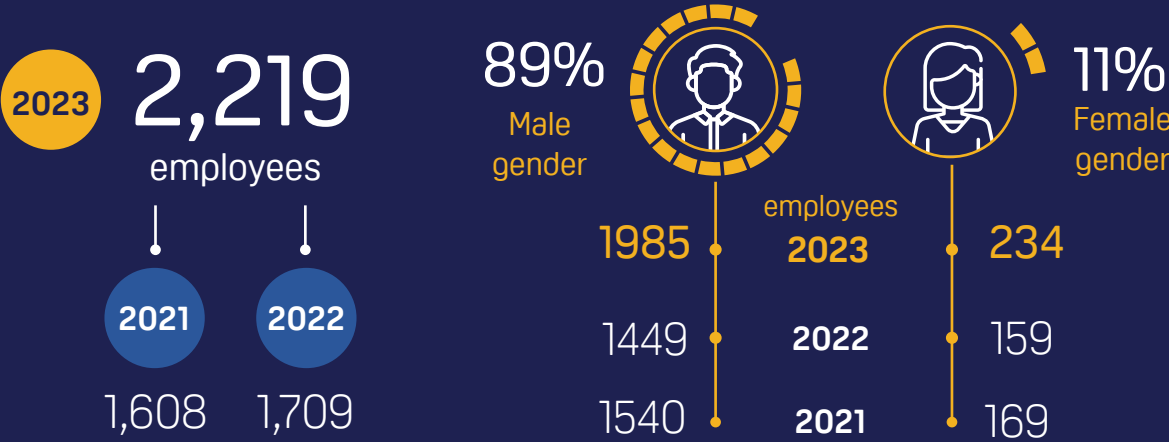


2023

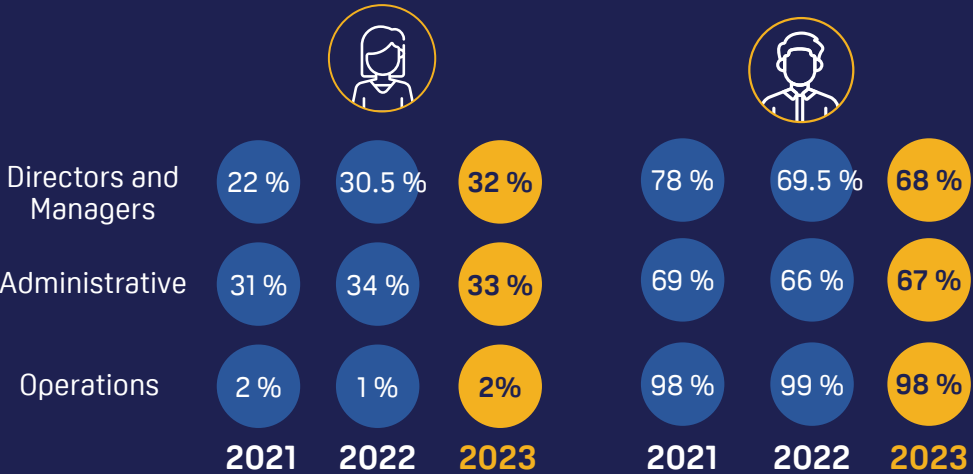
Reporting period:
January 1 to December 31,
2023.



AG in figures



Statistics by position type and gender



Corporación AG's workforce in 2023 exceeded 2,200 employees, comprising Corporación AG's businesses: Aceros, Mega, Cales, Tubac, in Guatemala and Typsa in Honduras.

+10%
management positions

Comparing data from 2021 to 2023, we have increased the number of **women in management positions** by 10%.

33%
administrative roles

At administrative levels, **33% of roles are occupied by women** and **23% of women hold a leadership position** in the company.

2
women in the operation

In the operational area, we were able to incorporate a woman again in the mobile equipment operation position; as a result, in 2023 we will have **2 women in the operation**.

In this way, we were able to achieve a **2%** of women in operational positions by 2023, once again achieving the results we had lost. Although the gap is still very large in comparison with the percentage of women in administrative and management positions, we continue to identify which operational positions can be occupied by women and to promote a training program to prepare them for these challenges.

Other collaborators

AG has outsourced 206 people through other third-party companies whose work is controlled within the organization. The activities performed include cleaning, cafeteria, employee transportation, property security, and oxycutting.

One of the tasks with the highest risks is oxy-cutting so is part of the Corporation's commitment to providing safe workspaces, \$6,500 has been invested in refurbishing the facilities of the oxy-cutting suppliers.

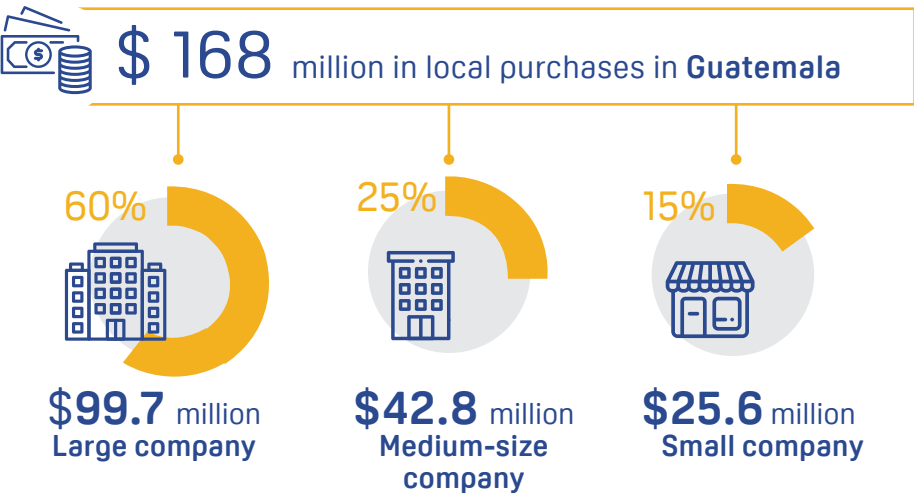


Economic spillover

Payment to the suppliers

During 2023, AG invested **US\$179 million** in local purchases in Guatemala, El Salvador and Honduras.

Local purchases in Guatemala reached US\$168 million; invested in local purchases and representing 94 % of expenses on local suppliers.



In addition, more than US\$11 million was invested in local purchases in **El Salvador and Honduras**.



Payment of direct taxes

\$37.1 million invested



Payment to direct collaborators

\$29 million invested in payroll

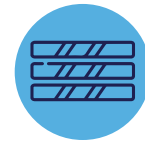
Compared to 2022, there was an increase in investment of **US\$4 million** in payroll.



Corporación AG Milestones 2023

70 years of AG history

Corporación AG completed 70 years of operations, following the legacy of our founder. With the leadership of a high-performance team, Aceros de Guatemala continues with the purpose of *transforming the present to build the future we all dream of.*



Milestones 2023 Product

Corporación AG remains firmly committed to promoting sustainable construction and providing the market with products of the highest quality, produced from the best practices.

In 2023, different teams were recognized for their record-breaking achievements in their operations.



Record production at Transmetal plant

The Transmetal production plant, located in the Sidegua industrial park, reached the production record **of resin and fiber-based plastic sheets**, operating safely. This is an important achievement for the Corporation, as it represents a STEEL step towards reaching the maximum of our installed capacity to continue satisfying our customers' needs.



Record production at the Wire Drawing Plant

In May 2023, the equipment of the wire drawing production plant, located in the Sidegua industrial park, reached a historic record in the following production sections:

Tie wire

Barbed -wire-Honduras

Cyclone Mesh

In addition, in June 2023, the Honduras barbed wire section achieved a historic production record.

This milestone represents a significant advance in the industry and continues to demonstrate the team's commitment and dedication to achieving new levels of efficiency and excellence in their work.



Electro-welded Wire Mesh Plant production record

The team of the Electro-welded Wire Mesh Production Plant was proud to announce the achievement of having reached a historic production record, specifically in the Smooth Rebar area.



In addition, production records were broken in the Smooth Rebar area for the second consecutive month (June and July) at the Electro-welded Wire Mesh plant. This success reaffirms the effort, dedication, and commitment of the 3 production shifts, fulfilling with the goals set.

This is how we continue to strive for new levels of excellence.



Metals Supplier Development Program

In 2023, Metallics' Procurement team trained **94% of active suppliers on our development programs**, such as hiring policies and benefit programs to drive their growth.



In addition, with the support of the Sustainability team, more than **281 training sessions were held for our pilots**, promoting the Metals Suppliers Manual and encouraging compliance with industrial safety measures in their operations.

Know your Customer

At AG we strive to ensure the satisfaction of our customers. For this reason, in 2023, the quarterly theme **Meet your Customer** was developed throughout the Corporation, in which **100% of our employees** met at least one of our customers.

A series of discussions were held at various locations of the Corporation, allowing employees to establish a closer relationship with customers and gain a deeper understanding of their needs and expectations. In addition, visits were made to Distun, as well as visits to clients with the sales team.



Among the clients who visited the Corporation's facilities were:

- ✓ **Central Offices:** Construfácil, Construferre and El Arenal.
- ✓ **Sidegua:** Construtoj, RBJJ Soluciones, S.A. and Distribuidora La Asunción.
- ✓ **TUBAC:** Diseños Originales
- ✓ **Typsa:** Ferretería Elías and Madeconsa.

The passion shown by our clients for their businesses and the relationship they build with the Corporation inspire and nurture us, driving us to work hard to be the best we can be every day.



In November, the AG Corporación's Marketing team conducted a series of **visits to metal suppliers** in coordination with Metals Management, which turned out to be an excellent practice to learn about our processes and continue building relationships with our stakeholders.

By joining efforts with these actions, we were able to exceed the goal of the NPS Metallics measurement, achieving an annual average result of **55%, surpassing our goal.**



At AG, we remain committed to evaluating the level of recommendability and to continuing to develop actions to improve our service to both customers and suppliers.



First convention in sales

The sales teams of Guatemala, El Salvador, and Honduras met in August for the **first Sales Convention** of Corporación AG. The objectives of this event were to align the commercial strategy, provide tools to strategically advise AG's clients, and recharge energies for the fulfillment of commercial goals.



Implementation of Legal Document Manager

In September 2023, AG's legal department achieved a momentous milestone in the pursuit of operational excellence with the implementation of the **"Legal Document Manager"**. This innovative solution redefines the way contracts and documents are requested and worked on, raising efficiency and paving the way for a future firmly anchored in the digital age.



The essence of this innovative tool lies in its ability to automate procedures, minimize errors, streamline work processes and strengthen both the security and accessibility of information. Its main function is to optimize the management of legal documents through a centralized platform, becoming a digital repository.

This achievement has resulted in a more fluid and accurate process. Each stage is designed to provide employees with a view of the status of their requests and the stage they are in, as well as notifications and reminders that will allow traceability in processes and delivery times.

AG Club

In November, the Marketing team launched an exclusive program for our commercial partners called **AG Club**, whose purpose is to encourage business growth through strategic plans.

This program seeks to provide an experience of recognition and belonging to our clients with a visits tour to Guatemala, El Salvador, and Honduras.



E-commerce Launch

At the end of 2023, AG Corporation excitedly announced the **launch of our e-commerce platform**, marking a significant milestone in our **digital strategy**. November 30 was the day



chosen to bring to life this exciting initiative that fuses the power of Information Technology (IT) with the strength of Sales and the impact of Marketing.

Our **e-commerce** represents more than just an online sales platform. It is the result of careful planning and execution, forming an integral part of our digital strategy to strengthen our market presence.

At AG we are committed to offering our customers a unique shopping experience.

Therefore, in the coming year, we will continue to develop the platform to provide a better service to our customers.



Implementation of SAP Rise version

We are very excited to share a significant milestone in our journey towards digital transformation. Since the creation of Technological Solutions Management, we set out to evolve towards the latest version of SAP, with the firm goal of improving operational efficiency, excellence in our work, and customer satisfaction.

After 3 months of intense effort, December 9th marked the successful leap to the **SAP RISE** platform. This achievement is not only a merit of the IT and Solutions management but of all the areas of the company that contributed with their experience and dedication. Finance, Commercial, Industrial, Supply Chain, Central Offices, Distun, Sidegua, and many others made up a multidisciplinary team that made this technological migration possible.

This step is fundamental for AG, positioning us at the forefront of business technology, improving our competitiveness, and optimizing our internal processes to provide even better services to our customers. In the coming months of 2024, we expect to implement a series of changes and improvements to our system, moving towards a promising technological future.



Green label for sustainable construction

As part of the presentation of the 2nd Sustainability Report launched in April 2023: Construction from a New Perspective, the leadership team officially launched the **green label** for AG's sustainable construction.

In direct response to the needs of our customers and with the firm commitment to promote sustainable construction in the country, last year (2022) AG joined the "Construction Materials Accelerator" program of the Guatemala Green Building Council (GGBC) and obtained the **eco-label for verification of products for sustainable construction applicable to G60 and G80 iron.**

The use of these certified rebars allows customers to have certainty about



the use of raw materials, energy, and water and consequently allows them to identify and measure the contribution that AG iron provides to sustainable construction. Likewise, they also have the guarantee of the use of green products that give them points to obtain certifications such as LEED, EDGE, or CASA GUATEMALA.

Our rebar with the same **QUALITY** as always, but now **CERTIFIED** with the guarantee of being a "Preferred Product for Sustainable Construction".

WWTP (PTAR) Operation

In April 2023, our wastewater **treatment plant (WWTP-PTAR-)** began operating, serving the needs of the entire Sidegua industrial park by treating an average flow of 0.49 l/sec, the equivalent of more than 15 million liters of treated water per year, which is used for irrigation in the green areas within the industrial park.



Capture of rainwater flow through new warehouse roofs and rainwater grids, which is infiltrated into the water table through absorption wells

In the year 2022, AG began the project to upgrade the Tubac plant, which sought to increase production capacity by 3,500 tons per month. With the aforementioned upgrade, during the year 2023, we have reached a monthly production of more than 10,000 tons to meet the demand for pipes, tubes, and flanges for our customers in Guatemala.

This project included the construction of 03 new warehouses in the northern area of Tubac, achieving a positive externality in environmental issues such as the **capture of rainwater through new warehouse roofs and rainwater grids**, which through absorption wells, is infiltrated into the water layer -table-.

With the project's storm drainage system, we can capture 2,015.05 cubic meters of rainwater for each hour of rainfall. This flow is captured by the system and infiltrated into the water table through 8 absorption wells that were built as part of the project.

This achievement reflects the teamwork in different areas, such as industrial management, purchasing, projects, and sustainability.

This is how AG adds to the responsibility for our environment.



Fuel consumption at the LPB production plant

During 2023, LPB's plant located in the Sidegua industrial park improved its ratio of fuel consumption per ton of finished product by 6.8 %. Thus, it **reduced the consumption from 9.37 gallons/ton in 2022 to 8.73 gallons/ton in 2023**. This represents a **reduction equivalent to 119,253 gallons of fuel per year**.

This improvement was possible thanks to the implementation of a more efficient and automated fuel filtration system that allows for better fuel atomization and, therefore, more efficient combustion. This system has also reduced manual intervention during filter cleaning, which has eliminated ergonomic and chemical exposure risks for employees.

During 2024, the LPB plant intends to maintain fuel consumption levels and continue to seek opportunities to improve its environmental and production indicators.





Incorporation of the new value: We live in a safe manner

In March, Corporación AG incorporated a new value called **"We live safely"**. This new value commits us as a team to guarantee and promote safety internally and externally, having as a central objective that all our actions and decisions are taken under norms and rules to create together safe and accident-free environments.

As a result of our new value, AG promoted among its employees a culture of safety observation in the different work areas using reporting acts, unsafe conditions, and incidents through the ACII preventive tool, reaching a historic ACII record with 18,099 reports, which represents a 150 % achievement of the established goal.

This achievement was thanks to the effort and commitment of each member of the AG family, who committed to the value **"We live safely"** and demonstrated that at **AG safety comes first.**



14 years without lost-time accidents

Initiated in 2023, AG recognizes three distributors located in different territorial divisions of Guatemala, Distun Chimaltenango, Distun Carretera a El Salvador, and Distun El Rancho for achieving **14 years without lost-time accidents** (LTA -CPT-).



This achievement is evidence that the commitment to safety and health comes first. In addition, it was thanks to the commitment and effort of the area's collaborators who, with enthusiasm and commitment, fulfilled the protocols established to keep our workspaces safe.

AG Corporation is recognized as a breastfeeding-friendly entity

As part of the Ministry of Labor and Social Welfare's commitment to promote the "Breastfeeding Friendly Spaces Initiative" (IEALM), supported by the United Nations Children's Fund (UNICEF), in March 2023, Corporación AG will be officially recognized as a **Breastfeeding Friendly Entity**, making it the **twelfth institution in Guatemala** to receive this recognition.

The event took place at Corporación AG's facilities and with the participation of the Vice Minister of Social Welfare and Employment, Geovanna Salazar; UNICEF's Nutrition Officer, Susana Aguilar; and Corporación AG's Human Resources Director, Rodolfo Guzmán.

Three months later, Corporación AG inaugurates its second breastfeeding room and is recognized by the Ministry of Labor and Social Welfare (Mintrab), supported by the United Nations Children's Fund (UNICEF), becoming the **twenty-fifth** breastfeeding-friendly room **in the country** to receive such recognition.

Both awards were granted after evaluating and verifying that Corporación AG complies with the ten steps required to be recognized as a Breastfeeding Friendly Entity (IEALM) and that they contribute to support working mothers in



the development of their children. With this recognition, Corporación

AG demonstrates its commitment to protecting breastfeeding in the workplace, creating adequate, pleasant, clean, and private environments so that mothers can express their breast milk and continue providing this vital food to their babies.

One of our challenges for 2023 was to enable breastfeeding spaces in our workplaces, as this is part of our commitment to create equal opportunities for the professional and personal development of everyone. Now, we are very happy to be able to say that we have achieved this, and this is key to promoting diversity and inclusion in the workplace, which contributes to Guatemala's development.

Celebrating paths to success: Our journey together at AG

On a special and emotional day that included the presence of their families, Corporación AG celebrated the trajectory, passion, dedication, and commitment of 63 employees who, over 20, 25, 30, 40, and 45 years of service, have left an imprint on our organization.

The activity is part of the "Trajectory" program, to recognize collaborators worthy of admiration for their experience and knowledge.

Thus, Corporación AG celebrated the commitment of employees who have forged the present and the future of the company, building a better future for all.





Milestones 2023

Prosperity and impact

Corporación AG and UVG inaugurate the Advanced Manufacturing Laboratory

In July 2023, authorities of the Universidad del Valle de Guatemala (UVG) and Corporación AG inaugurated the **Advanced Manufacturing Laboratory**, located on the first level of the Innovation and Technology Center (CIT) of the UVG Central Campus.

The Advanced Manufacturing Laboratory is intended for the manufacture of parts of any type, e.g., gears, shafts, or molds. The parts can range from polymeric materials to high-strength metals.

The laboratory is equipped with high-precision and high-capacity industrial equipment, such as lathes, conventional milling machines, and plastic injection molding machines. Due to its characteristics, Universidad del Valle de Guatemala is the sole university education center in Guatemala with HAAS of Computerized Numerical Control (CNC) equipment. The space is essential to promote active learning and to train the necessary skills for future engineers to be successful in the working world.

The Advanced Manufacturing Laboratory is part of the partnership between Corporación AG and UVG. The contribution made by Corporación AG contributed to the acquisition of tools to manufacture parts and products that can be useful for different purposes.

This laboratory is a space to create and develop impact projects that will contribute to the development of its future professionals. As a responsible leader in the steel industry with 70 years of experience, Corporación AG is a company committed to quality and continuous improvement, with a strong focus on adding maximum value to its customers, which has allowed it to be at the forefront and make available steel products with the unmistakable seal of AG quality.



**AG CORPORATION WE TRANSFORM THE PRESENT
TO BUILD THE FUTURE WE ALL DREAM OF!**



Implementation of Integrated Verification System with SAT

Authorities of the Superintendency of Tax Administration (SAT by its acronym in Spanish) and Directors of Corporación AG participated in the protocol ceremony for the **technical implementation of the SAT's Integrated Verifier**, to confirm, online, that the invoices of purchases made by AG are valid tax documents and authorized by the SAT, in addition to verifying that its commercial transactions are carried out with suppliers without tax non-compliance.

Oscar Hernández, Audit -taxation- Intendant, indicated that the system has a user-friendly and intuitive interface, as well as high standards of interconnectivity and computer security, with which SAT reaffirms its commitment to broaden the tax base, provide greater legal certainty to companies, and promote a culture of fair and just competition with companies that promote economic growth, so he urged other companies to join this innovative system.



Corporación AG is the first company in the steel industry to massively implement SAT's Integrated Verification System to verify compliance with the tax obligations of the parties they have business with.

In AG we are convinced that living in a country with a robust and transparent tax culture is the path to the well-being and prosperity of society.

Integrity Morning: “The future of integrity begins today”.

Corporación AG was a sponsor of the event **La Mañana de Integridad -The Morning of the integrity-**: “the future of integrity begins today,” held on December 6. This event was promoted by the Chamber of Industry of Guatemala (CIG) through its flagship program *GuateÍntegra* and ECompliance, which aimed to raise awareness and promote messages that highlight the importance of building a culture of zero tolerance to corruption, as well as to prevent and fight against this scourge in the most effective way: implementing compliance and integrity programs.



https://issuu.com/revistaindustria/docs/revista_i_n_diciembre-enero2023



Compliance Summit 2023

Corporación AG was part of the Compliance Summit 2023, organized by the Guatemalan American Chamber of Commerce (Amcham). Gabriela Roca, Director of Corporate Affairs and Sustainability, developed the theme **“A Call to Action”**, expressing our commitment to compliance and sharing the space with Mark Lopes, President of the Partnership for Central America (PCA).

Our director shared her excitement to know how corporate commitment is growing in Guatemala and made a call to publicly communicate this reality.



Certifications and accreditations

The manufacture of certified products with the best quality to meet all international standards is our priority, and thus ensure the satisfaction of our customers.

To fulfill this, we focus on operational excellence and the management of a three-standard integrated system where we ensure that we always work with continuous improvement focused on providing a safe working environment for all our employees, the quality of our products and with zero tolerance to bribery, as well as always ensuring that the highest standards of environmental sustainability are met.

During 2023, we obtained the Product Conformity Brand certification for the “Production of Corrugated Electro-welded Mesh for Concrete Reinforcement”. In addition, the **“Production of Carbon Steel Wire for Concrete Reinforcement”** certification was maintained for the following products:

- ✦ Corrugated Rebar Grade 40, according to COGUANOR NTG 36011 and/or ASTM A615/ A615M: 8M, 11M, 3/8”, 1/2”, 5/8”, 3/4”, 7/8” and 1”.
- ✦ Corrugated Rebar Grade 60 and Grade 80, according to COGUANOR NTG 36016 and ASTM A706/A706M standards: 3/8”, 1/2”, 5/8”, 3/4”, 7/8”, 1”, 1 1/8”, 1 1/4”, 1 3/8”.

In addition, the Guatemalan Cleaner Production Center (CGP+L) awarded the **green label recertification for G60 and G80 corrugated rebars** and the Guatemala Green Building Council (GGBC) **awarded the eco-label for the verification of sustainable construction products applicable to G60 and G80 iron.**



Continuity of the Integrated Management System (Quality, Safety, and Anti-bribery).



Continuity in the certification of production of carbon steel bars and low-alloy steel bars for concrete reinforcement in grades 40, 6,0, and 80.

Certification of production of carbon steel wire for concrete reinforcement.

Certification of production of corrugated electro-welded mesh for concrete reinforcement.



Recertification green label rebars grades 60 and 80 - Guatemalan Cleaner Production Center (CGP+L)” please translate them.



Awarding of the sustainable construction product verification ecolabel applicable to G60 and G80 Iron - Guatemala Green Building Council (GGBC).



During the year 2023, for the second year, the company obtained the T certification by Ethixbase 360, which consists of a comprehensive due diligence review that proves the commitment to commercial transparency.



Membership and associations

Corporate Governance



Our Vision

Be present in every construction cubic meter in Central America.



Our Purpose

We transform the present to build the future we all dream of.

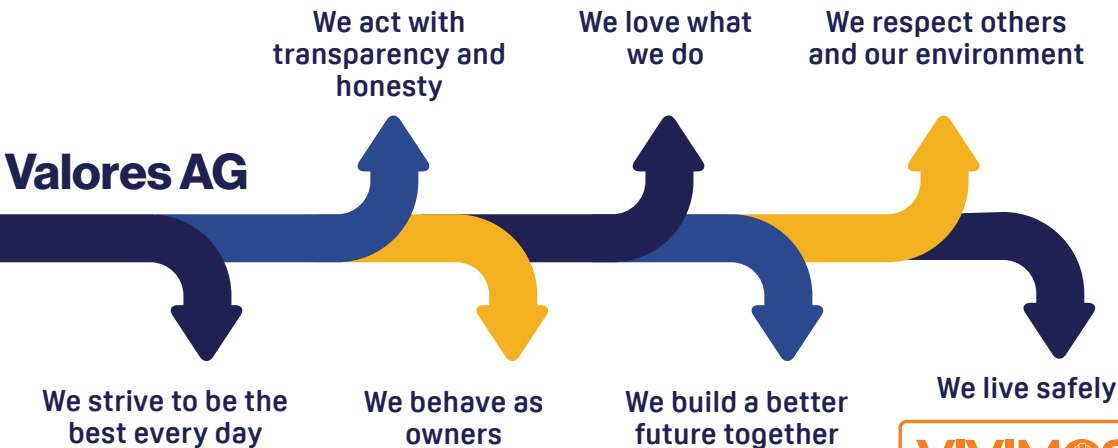
AG Values

During the year 2023, a new value was incorporated into the Corporation, which responds to the way we act in the organization every day: **Living safely** implies comprehensively assessing and mitigating any risk that may compromise our integrity, that of our colleagues, or any person both outside and inside our facilities.

This value is defined based on current and future aspirations to give the priority required for the integral safety of AG's employees.

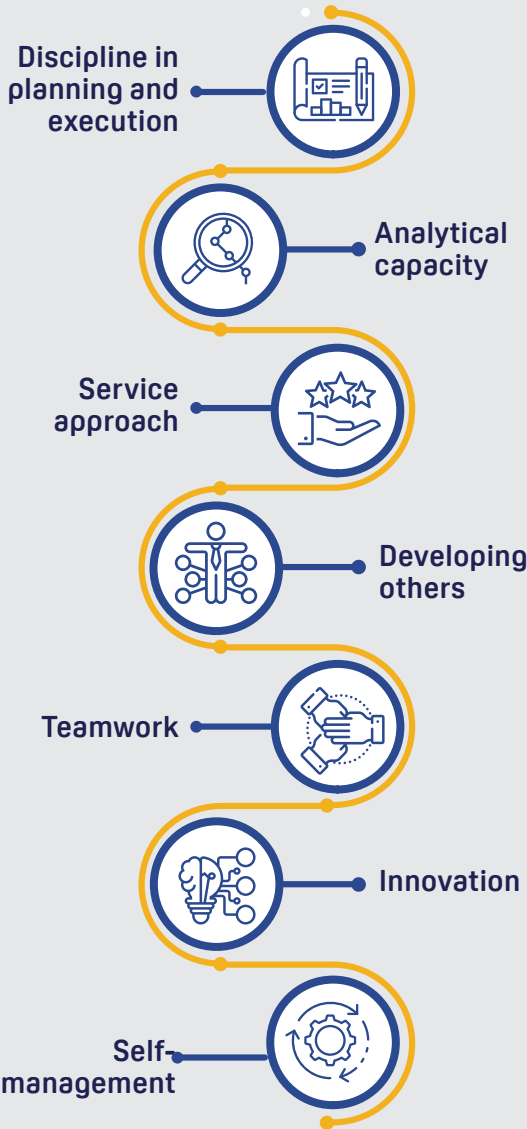
AG Corporation has the following mechanisms in place to ensure that all of our stakeholders act transparently while cultivating respectful, honest, and long-lasting relationships.

- ✓ Reporting Channels
- ✓ Code of Ethics (CE AG)
- ✓ Integrated Management Policy
- ✓ Anti-Bribery Management System Manual
- ✓ Gift Policy
- ✓ Conflict of interest policy
- ✓ For the communication and concerns, we present this channel:
 - Compliance and Human Resources Officer



GA Competencies

At AG, we remain committed to achieving our strategic goals, which is why we have our set of competencies::



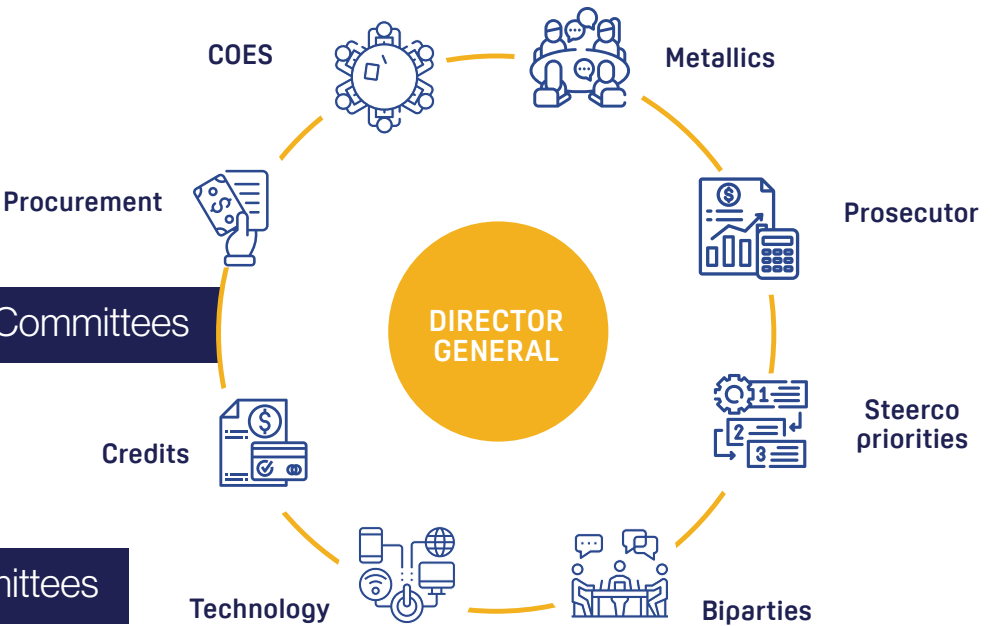
Organizational governance structure

Corporación AG has a governance structure led by a General Shareholders' Meeting, a Board of Directors, and a Chief Executive Officer who is advised and supported in the management of the company by an executive team.



Corporate Committees

Two types of committees have been designated, four Strategic Committees reporting directly to the Board of Directors and eight Administrative Committees reporting to the Chief Executive Officer:



Chairman of the highest governing body

The president of the Board of Directors of Corporación AG is not part of the executive team and has no operational role within the organization; however, he is a member of several committees that by their nature are Management and/or Executive Committees.

Executive Team

During 2023, Corporación AG was working on key structural changes that will enable us to achieve the 2028 strategic goals. To that end, action plans were developed to ensure that we had the right people in the right positions throughout the year. This allowed us to complete the executive team that began its transformation in 2022.

This structure enables our growth and allows us to reach new markets and consolidate our participation in the markets in which we already operate.

The structure is made up of the following members of the Executive Team.

Corporate Directors



Directors



Rodrigo Gabriel
Chief Executive Officer -CEO-

With 13 years in AG, Rodrigo has been promoted since his started as Supply Chain Director, preparing himself for greater challenges. From the General Management, he has led the AG team for 7 years, consolidating his impact on the organization.

Bachelor's degree in business administration and economics from Rice University Houston. He holds a master's in business administration with a specialization in Finance and Strategy from ESADE Business School in Barcelona, Spain. Rodrigo has complemented his education with the Global Leadership Executive Education Program at Harvard University. His extensive academic preparation and experience position him as a key figure in the leadership and strategic direction of Corporación AG.



Carlos Fuentes
Commercial Director

With a career of 19 years at AG, Carlos Fuentes is the current Commercial Director and has contributed significantly to different areas, from administrative to commercial and marketing. Since 2020, he has led the Commercial Department. His experience is also reflected in management roles in associations (guilds) of the construction sector, contributing to the professionalization of the sector and the progress in the regulation of construction materials.

Civil Engineer graduated from the Universidad de San Carlos de Guatemala, he holds a master's degree in business administration with Specialization in Strategy (MBA), from the Universidad Francisco Marroquin. He has complementary experiences in service culture, commercial efficiency, sales team management and digital marketing. Carlos proves his continuous commitment to excellence and leadership in the organization.



Estuardo Forno
Chief Financial Officer

With more than 22 years of experience in finance and 4 years of GA experience, Estuardo Forno, Director of Finance, brings his knowledge as an experienced executive in financial, administrative, and control processes. Before joining the Corporation, he held prominent roles as Director of Finance and Controlling in the poultry industry.

He holds a degree in Industrial Engineering from Universidad Rafael Landivar, and a master's degree in Business Administration from INCAE Business School, Costa Rica. Estuardo stands out for his solid education and his continuous improvement by obtaining several certifications from Columbia Business School. He also participated in the CEO and team leadership program at Harvard Business School.



Gabriela Roca
Director of Corporate Affairs
and Sustainability

Since joining the company in 2021, Gabriela Roca, Director of Corporate Affairs and Sustainability, stands out as enthusiastic about public affairs and government relations. Her enthusiasm focuses on engaging stakeholders to achieve positive results. She collaborates with her colleagues to drive organizational growth, manage risks, and achieve strategic objectives.

With a solid background, she is a lawyer and notary from Universidad Rafael Landívar, with a master's degree in business law from Pontificia Universidad Católica de Chile. With more than 20 years of experience, Gabriela has led projects in key areas such as infrastructure, energy, mining, and natural resources. Her valuable contribution strengthens the sustainable vision of the company.



Rodolfo Guzmán
Human Resources Director

Since joining in 2022, he brings more than 20 years of experience in Human Resources Management. He has held roles in talent, culture, recruiting, compensation and plants. In addition, he has led different organizations in several Latin American countries, strengthening the strategic focus of "having the best talent". His career includes prominent positions in Mexico, Brazil, Venezuela, Peru, Colombia, Chile and Panama.

As an Industrial Engineer graduated from the Universidad del Valle de Guatemala, Rodolfo stands out for his comprehensive vision and his ability to manage human capital effectively, contributing to the development and continued success of the organization.



Isabel Moya
Marketing Director

Isabel Moya starts as Marketing Director in 2023 and brings more than 17 years of experience driving strategic growth and product relevance for leading corporate organizations.

Graduated in Business Administration from the Universidad Metropolitana de Venezuela, she complements her education with a master's degree in marketing from the Instituto de Estudios Superiores en Administración (IESA). Recognized as one of the Top 50 most influential in the IESA Business School ranking and with other distinguished appointments, Isabel is a fundamental pillar to elevate AG's marketing strategy, taking it to new levels of impact and relevance.



Antonio de Faria
Industrial Director

Since joining the AG Executive Team in 2022, Antonio de Faria, Industrial Director, brings more than 22 years of experience in the metal-mechanical, steel and manufacturing industries. His strong record includes leadership roles in Brazil, Mexico and the United Arab Emirates.

Industrial Engineer graduated from the Federal University of Sao Joao del Rei/MG Brazil. He holds an MBA from Fundacao Getulio Vargas University and an Executive MBA from Instituto de Ensino e Pesquisa INSPER/SP, Brazil. With a strategic vision and global experience, Antonio plays a key role in the drive and efficiency of the Corporation's industrial operations.



Emiliano Landesman
IT Director

Emiliano joins in 2023. He brings more than 25 years of experience driving industries such as financial services, telecommunications, energy and oil & gas. His sustainable approach seeks to maximize business results by digitizing processes and implementing innovative solutions and technologies.

With a background in Systems Engineering and a master's degree in planning and management of information technology from the Austral University of Buenos Aires, Argentina, he leads with vision and advanced knowledge, setting the standard in digital transformation and technological efficiency within the organization.



Sergio Jiménez
Director of New Logistics Business

In 2023, Sergio Jimenez joins Corporación AG, bringing more than 22 years of experience in logistics, developed in one of the most important logistics operators worldwide and leading high-performance teams in different countries of the region.

With a degree in Business Administration, International Trade and Finance, Sergio complements his education with a master's in Business Administration from Universidad Latina de Costa Rica. With a solid focus on logistics and a record of effective leadership, Sergio consolidates himself as a key figure in Logistics management at Corporación AG, anticipating a crucial role in the expansion and continued success of the organization.



Jacobo Alvarado
General Manager Megaproductos

With 21 years at AG, Jacobo Alvarado, General Manager of Megaproductos, has built a solid career in sales roles in Guatemala, El Salvador and Belize.

Civil Engineer with a master's degree in Commercial and Marketing Management, from Universidad Carlos III de Madrid, and Universidad Autónoma de Barcelona (IUP), he has complemented his education with a postgraduate degree in Supply Chain from INCAE Business School, in Costa Rica. His experience includes specializations in Supply Chain Management, Price Optimization and Finance, highlighting his dedication to professional growth and excellence in leadership within the organization.

Sustainability governance

As of 2021, AG Corporation has a corporate affairs and sustainability department, which is responsible for advising and executing transversal services for the entire Corporation, among them:

This transversal, and at a time, complementary structure has allowed us to make noteworthy progress and transformations in terms of environmental, social, and economic compliance and performance, and that meets the needs of all stakeholders.



During the year 2023, corporate risk management was strengthened under the supervision of an external firm. Among others, the most relevant changes for the year 2023 are:

- ✓ Separation of risk management and audit management
- ✓ The unification of industrial safety and sustainability management

This last change allowed us to update the industrial safety work plan, under an integrated vision of the health, safety and environment management system.

Responsibility for our social and environmental impacts

The structure of the industrial safety and sustainability management in charge of the system is made up of 23 people, distributed in the following permanent positions:



Role of the highest corporate governance body

Data collection and generation of the sustainability report is the responsibility of the corporate affairs and sustainability department.

AG Corporation's leadership provides all information necessary for the development of the sustainability report, and it is the responsibility of the functional leaders to ensure that all information submitted to the safety and sustainability management is approved and validated by the directors.

To ensure that the report is produced under GRI standards, the expert team of Guatemala's leading sustainability organization thoroughly reviews this document, CentraRSE.

The services provided by the industrial safety and sustainability management are:

Services		 Environment	 Industrial safety	 Social impact
1	Design and proposal of the annual work plan based on the material topics	●	●	●
2	Budget development and execution	●	●	●
3	Management and updating of the legal compliance management -matrix-	●	●	
4	Response to donation request	●		●
5	Communication with governmental organizations for environmental, construction, and operating licenses, among others	●		●
6	Annual volunteer planning	●		●

Business Strategy

Strategic priorities 2023

The strategic priorities of the organization respond to the corporate strategy, which seeks to achieve our vision and guide our steps with our purpose as our objective, thus, during the year 2023 the Corporation focused on the following priorities:

1



Increase our industrial safety consciousness

Aligned with our values, we seek to make industrial safety an active part of our operations.

2



AG Leadership Program

Our leaders are the ones who plan and execute our strategy; through their leadership we can achieve our objectives, developing and training current and future corporate talent.

3



Execution of our digital roadmap

Technology allows us to achieve and maximize our results, and we are in a process of digital transformation and our roadmap is showing us the path to achieve this transformation.

4



Improve proximity and service to our external customers

AG is making efforts to exceed its customers' expectations in terms of service and value delivery, a fundamental basis for creating strong and lasting relationships with them.

5



Profitable growth

Meeting our financial objectives and goals will allow us to continue growing in a sustainable manner, seeking excellence in everything we do.

Integrated Management System AG

Our commitments to responsible business conduct are:



To regulate and promote a culture of ethics, transparency, and honesty in our operations, establishing principles and values that guide our actions through a Code of Ethics.



To be zero-tolerant to bribery and corruption, establishing mechanisms to prevent and mitigate bribery risks in our operations.



Promote and work to have accident-free and safe spaces for all our collaborators and third parties.



To guarantee the quality of our products and services, generating products aligned with international technical standards.



Promote continuous improvement by making available the resources deemed necessary to strengthen and achieve our strategic objectives, emphasizing the investigation of all non-conformities due to system failures.



Managing our social and environmental impacts

These commitments are based on Corporación AG's Integrated Management System.



100% of new employees received training on Corporación AG's Integrated Management System during the year 2023.

In 2023 we underwent an **external evaluation by the certifying body AENOR** who after their evaluation, they **confirmed the maintenance and improvement of the best practices established in ISO 9001:2015, ISO 37001:2016 and ISO 45001:2018.**

Access to integrated management policy:
[Integrated Management Policy : AG \(corporacionag.com\)](https://corporacionag.com/integrated-management-policy)

Global Pact

We are committed to making the Global Pact and its principles as part of our company's strategy, culture and daily actions.

During this year, we have worked on three major themes:



Establish a human rights policy, in the process of training 100% of our employees.



Establish the diversity and inclusion policy.



Carbon footprint measurement scopes 1, 2, and 3.

Partnership for Central America PCA

During the year 2023, as a result of joining the Partnership for Central America (PCA) and the Anti-Corruption and Transparency Initiative for Central America (ACT), a commitment was made to follow responsible business conduct according to the Due Diligence guidelines of the Organization for Economic Cooperation and Development (OCDE), which includes:

- ✓ Act with due care to ensure that our business operations in El Salvador, Guatemala, and Honduras do not adversely affect or violate the rights of stakeholders.
- ✓ Progressively include in our operations the standards established by the Due Diligence Guidance for Responsible Business Conduct.
- ✓ Not knowingly engage as a representative, consultant, partner, supplier, or major purchaser with any person or entity where there are credible indications of corrupt conduct or violations of international human rights standards, without a demonstrated commitment and concrete steps to provide effective remediation or corrective action.

Integrated management system/sustainability framework policies

AG Corporation has an Integrated Management System that allows us to detect and mitigate risks and hazards and we have worked on the incorporation and improvement of control measures in policies and procedures.

To guarantee communication and knowledge of corporate policies, there is an information repository that allows us an internal document control system.

Reporting Channels

By having reporting channels, allows Corporación AG to keep accessible communication with employees, customers, and suppliers. To ensure the confidentiality of the information we receive, we keep the Ethikos Global service, as it was in 2022. Reports can be made anonymously, and all good faith reports are free from retaliation.

Channels for reporting non-compliance with the Code of Ethics (CE AG)



Website;
www.etictel.com/ag



E-mail:
codigoeticaag@etictel.com



Telephone line:
+502 2470-8616

Tax compliance approach

Compliance with all tax obligations in all countries in which we operate contributes to their economic and social progress, reconciling our commitment to create long-term value for our shareholders and for society at large.

The payment, both of its own taxes and those collected on behalf of third parties, is in accordance with the regulations of each tax and its own operation, providing complete and truthful information and complying with the deadlines established for such purpose.

Achievements and results

- 

The most important results achieved during the fiscal 2023 period are as follows:
- 

Development of a close cooperative relationship with the tax authorities based on mutual respect, transparency, trust and dialogue, achieving the implementation of the electronic tool called "Verificador Integrado Masivo" (Massive Integrated Verifier), reaching a record of 19 thousand consultations in 4 months since its implementation.
- 

Use of tax incentives in a transparent manner, in accordance with the regulations in force in the different territories in which we operate.
- 

Collection as an exporter of recycled products of US\$1.82 million dollars in VAT withholdings and US\$0.76 million dollars in income tax withholdings.



Tax payments

Direct tax
US\$ 37.1
million

Indirect taxes
US\$ 10.6
million



Challenges

In different forums, the Tax Administration has announced its audit approach for 2024. It keeps the trend of risk-based auditing from the tax authorities' point of view, and it has been explained that its risk model is based on technology. Based on this, the most important challenges for the coming years in terms of tax management are:



Adaptation to the continuous technological changes that will generate immediate actions of inspection, control and follow-up, exerting pressure on tax compliance.



The update of the tax reforms included in the new government plan and the challenges that this entails.

Principles of corporate tax strategy



Identification of the corresponding tax regime according to the corporate purpose of the business, the business model, the vision of the business and the type of services or products it intends to perform or market.



A methodology for the prevention and reduction of significant tax risks is adopted for all cases of existing controversies in full compliance with the country's legal system for the avoidance of double taxation.



Efficient management of the tax benefits adopted, bearing in mind the faithful fulfillment of tax obligations to support planning aligned with the business model.



Optimization of the tax burden in the management of tax credit recovery with the due support of operations that generate a fair payment of taxes for the contribution to the country's economic growth.

At AG, the corporate governance body is the highest body responsible for the corporate group and, as such, is responsible, among others, for determining its general policies and strategies.

Therefore, and in the exercise of its functions, the corporate governance body formally approves the corporate tax strategy, with the objective of establishing the basic principles and guidelines by which it will be governed on a regular basis.

In order to ensure compliance with regulations, there are clearly established procedures for the identification, evaluation, control and management of tax risks generated as a result of economic activity and mechanisms that establish diverse levels of approval and communication of operations with special tax risk, or significant operations with considerable amounts or special characteristics.

When making tax decisions, we always conduct an exhaustive analysis of the tax aspects involved. If there are several tax alternatives to achieve the same objective, we opt for the most tax-efficient one through the specialized Tax Committee to discuss, analyze, and make joint decisions on the Corporation's tax matters.

Fiscal governance

The basic functions of Corporate Governance and its importance to order and ensure the continuity of the business are the pillars for the supervision of fiscal compliance and the adequate management of controls that allow the responsible execution of the business strategy. This responsibility, assumed by the Board of Directors, obeys the need to have an efficient governance in accordance with the best business practices, thus contributing to consolidate an institutional image.

The fiscal approach is integrated under two perspectives:



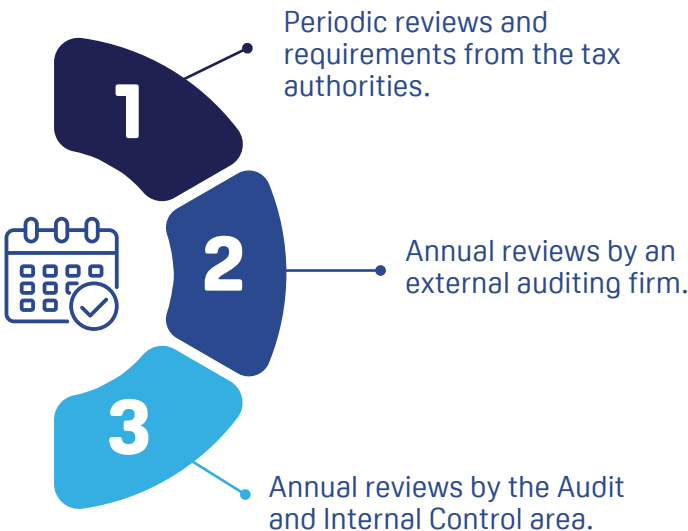
By adopting the necessary measures to guarantee the reduction of significant tax risks and the prevention of conduct that could generate them, through the establishment of an anti-bribery prevention policy, with the implementation of effective information systems and internal control of tax risks, contemplating measures to mitigate them and establishing internal rules of corporate governance in this area.

Compliance with tax governance is assessed through compliance with all national and international tax laws, regulations and regulatory obligations, respecting both their letter and their spirit and purpose. We perform a reasonable interpretation of the rules considering the will of the legislator under the interpretative criteria established by the competent tax authorities and with the legislative background.

At AG we are committed to maintaining a responsible and aligned transfer pricing policy in this matter for all transactions between related parties and entities, ensuring the principles of free competition and value creation; in accordance with the functions, assets and assumption of risks and benefits in the jurisdictions in which we operate.

It promotes a reciprocally cooperative relationship with the different tax entities as a result of its activities, based on the principles of transparency, mutual trust, good faith and loyalty between the parties.

Fiscal control can be defined as the methodical activity applied to objectively reach and evaluate the evidence that supports the information on budgetary, financial, economic, contractual, management and internal control system activities, as well as other activities related to the compliance of the Fiscal Management, within the mechanisms used we find:





Sustainable Future Plan

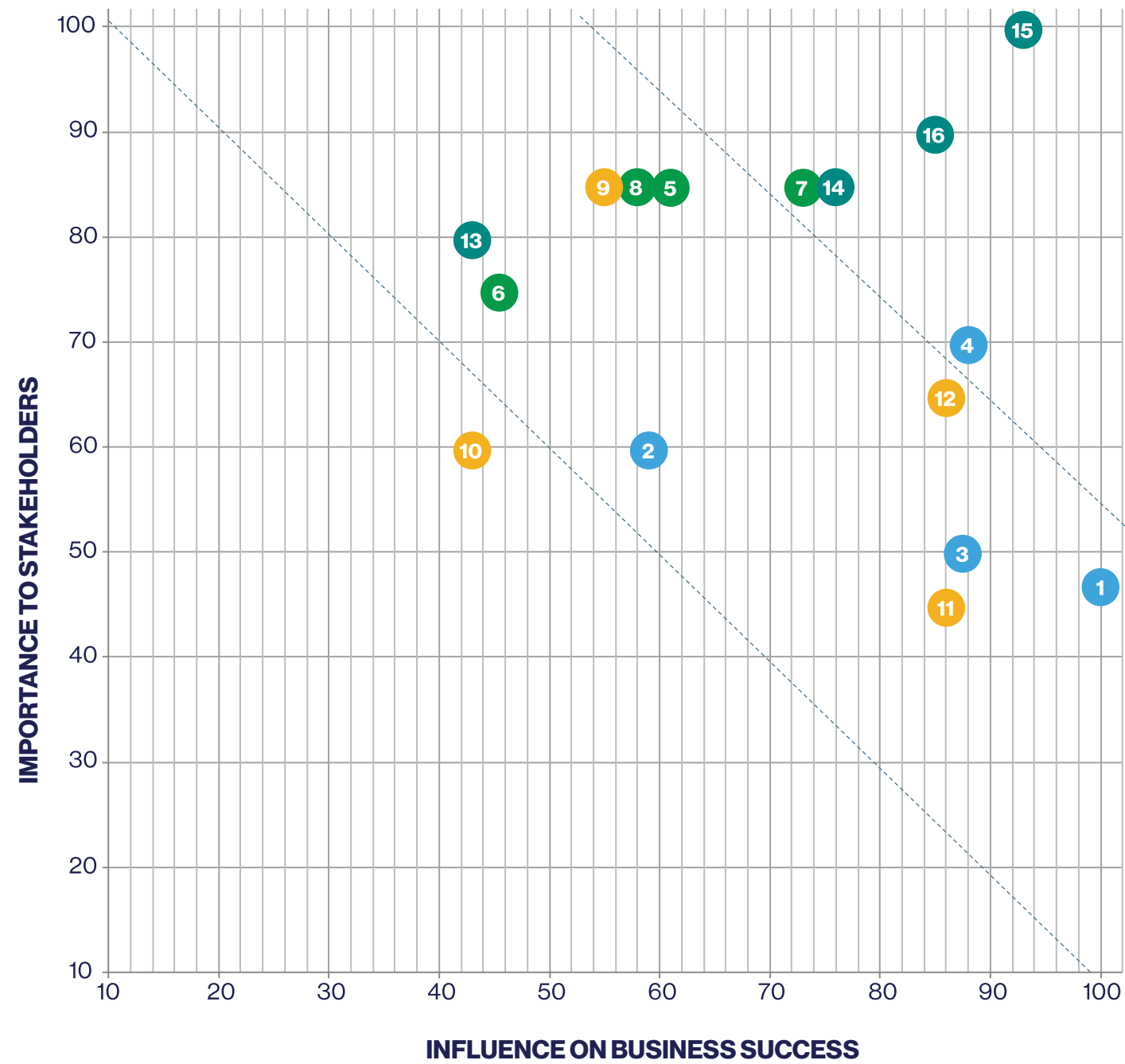
Sustainability Strategy 2022-2025



Material topics

In 2023, the Corporation reviewed the materiality management -matrix- and decided to keep the 16 material topics identified in 2022, which are still aligned with the needs of our stakeholders.

- 1 Innovation
- 2 Responsible supply chain
- 3 Digital Transformation
- 4 Customer experience
- 5 Recycling
- 6 Water
- 7 Climate change and energy
- 8 Waste and co-production
- 9 Health and safety at work
- 10 Diversity and inclusion
- 11 Quality of life
- 12 Digital transformation
- 13 Ethics and compliance
- 14 Trust with public of interest
- 15 Sustainable construction
- 16 Investment and social impact



Progress and goals dashboards

In 2023, GA leadership continued to join efforts to fulfill the 2022-2025 Sustainability Strategy, achieving progress with the 17 goals established, in the 4 axes and 16 material topics.



Product



Planet

MATERIAL THEME	2025 GOAL	2023 GOAL	% 2023 PROGRESS	2023 RESULTS UPDATE
Responsible Supply Chain	33% of suppliers trained annually in development programs by 2025	Train 100 % of metal suppliers	94	94% of Metals active suppliers were trained in the programs under the new 2023 Edition Manual. 91% out of the total number of suppliers trained, received benefits from the AGente de Reciclaje program.
Customer Experience	80% of customers are aware of AG Products' sustainability attributes	Second customer survey to identify the % of customers who recognize sustainability attributes in GA products.	78	As a result, 78% of customers who responded to the survey recognized the sustainability attributes of the AG, G60, and G80 rod products.
Recycling	To keep the volume of steel produced from scrap metals	Recertification of sustainable raw materials by the Guatemalan Cleaner Production Center (CGP+L) for G60 and G80 rebar. Target audit weighting 89 points.	105	We achieved the green label recertification of corrugated rebars grades 60 and 80, and the target was exceeded, achieving a weighting of 93.5, exceeding the 89 points established for this audit.
Recycling	Zero ordinary recyclable waste to landfills by 2025	Valorize 40% of recyclable waste generated in the Sidegua industrial park.	125	We were able to valorize 50% of the recyclable waste generated in the Sidegua industrial park by 2023.
Water	<2 m3 water consumed per t of steel by 2025.	<2 m3 water consumed per t of steel.	25	The implementation of a flow meter system was planned as a pilot project at the Steel Mill, a plant that consumes approximately 50% of the total water in the industrial park; however, due to the prioritization of the revamping project, the goal was postponed without a definite date.
Water	Reach 92% of water recirculation Water in production processes	Reach 92% recirculation in the steel plant.	50	In 2023, the revamping of the water plant was prioritized for execution in 2024 to be more efficient in recirculation; however, 89% continues to recirculate at the process level.
Climate Change and Energy	< 10 energy intensity [Gj / t of steel	Carbon footprint survey at Sidegua, Tubac, and Distun and identification of reduction measures.	100	Energy intensity was reduced to 6.27 GJ/ton of steel produced in Guatemala.
Climate Change and Energy	> 65% of our energy comes from renewable sources	To have the renewable energy supply certificate from the energy supplier.	110	During 2023, the mix provided by the energy trading company decreased by 2%, i.e., the corporation went from having 85% renewable energy to 83%, which is still above the target set for 2025.



Planet



People



Prosperity and incidence

Climate Change and Energy	< 1 CO2 Emission Intensity [t CO2 / t of steel]	Carbon footprint survey in Sidegua, Tubac, and Distun	100	1.10 t CO2 / t of steel produced range 1, 2, 3
Waste and Co-production	50% of process co-production is valorized by 2025	Agreement with a company that develops construction materials that substitute aggregates for slag	100	The first slag valorization contract was signed with the company "Supra Reciclaje", which, through waste transformation, generates products based on gravel and construction material.
Climate Change and Energy	We measure and improve air emissions	Annual measurement of key atmospheric emission parameters	100	In 2023, fixed sources of combustion stacks within the Sidegua industrial park were measured.
Occupational health and safety	Zero fatalities annually	Zero fatalities annually	100	Zero fatalities were reported during the year
Diversity and Inclusion	Three key initiatives to promote diversity and inclusion implemented by 2025	Implement 1 Breastfeeding Friendly room in the headquarters	2 rooms	Implementation of a Breastfeeding Friendly Room at the company's headquarters and Sidegua. Recognition of Corporación AG as a "Breastfeeding Friendly Entity" by the Ministry of Labor and Social Welfare (Mintrab), supported by the United Nations Children's Fund (UNICEF). In addition, a Breastfeeding Policy was drafted to reaffirm the commitment to promote breastfeeding spaces in AG.
Decent Work	100% of employees have quality of life improvement programs by 2025	Maintain 100% of life insurance and medical expenses as a quality-of-life program.	100	100% of employees are affiliated with the life insurance policy and corporate medical expenses. We were able to address the first finding of the ConstruiRSE survey, which was to cover the basic purified water service for human consumption, benefiting 30 of the Corporation's employees with Ecofiltros.
Ethics and Compliance	100% of our operations have ISO 37001 Ethics and Compliance certifications in all our operations by 2025	Train 100% of Tubac leaders on ISO 37001 to ensure compliance with the standard.	100	The Anti-bribery and Ethics management policy and procedures were communicated and reinforced, achieving 100% alignment with anti-corruption practices in administrative Tubac collaborators.
Investment and Social Impact	Development of the Sidegua Industrial Park relationship, impact mitigation, and social investment plan	Communicate the relationship protocol to leaders to whom will have the social role according to the operation plant they belong.	100	The community relations protocol was socialized and developed 100% according to the established planning. Sidegua: line managers. Tubac: line of managers. Distun: line of supervisors.



II Sustainability Week

AG promotes a culture of excellence and responsibility that drives the sustainable development of its operations, with a positive impact on the markets where it operates and seeks to place the generation of shared value at the center of its strategy.

In October 2023, Corporación AG held the Second Sustainability Week, with the participation of more than 400 employees from various locations. Experts in corporate governance practices, sustainable use of water resources, and industrial safety, topics aligned with ESG criteria participated in this event.

The A for Environment

Case study **“Applying sustainability in the use of water in Guatemala”**, led by Manuel Ávila, General Manager of WASYMA, S.A.; and the project **“Replenishment of the Pasabien River sub-basin”**, presented by Jane Magermans, Corporate Affairs Executive of Coca-Cola Femsa, and Teresa Calderón, WWF’s Freshwater/Solid Waste Program Officer.

The S for Social

Case study **“Main challenges and challenges overcome during the OSH culture transformation process”**, given by Rodrigo Ronquillo, CONECTA’s Sustainable Development Manager.

The G for Governance

Governance Practices” case study, led by María Castro, Legal Manager of Corporate Affairs and Sustainability of Cervecería Ambev.

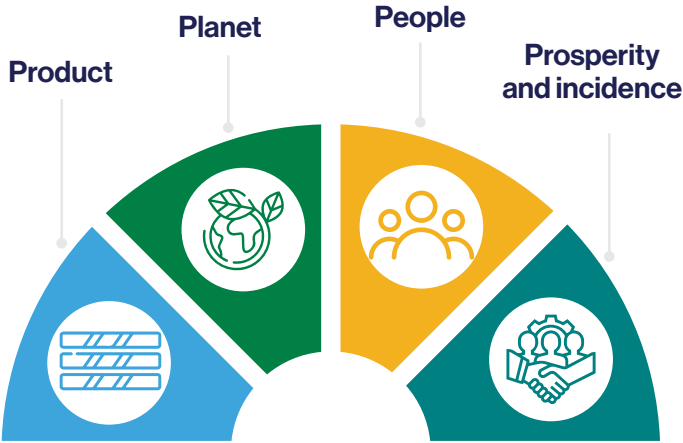
To conclude with a special closing to the week, Condado Naranjo explained the approach to ASG criteria and its work with Corporación AG.



The Corporation invested
1,069
hours in sustainability training



In line with SDG 17, the Sustainability Week conferences were supported by experienced companies seeking to encourage others to make decisions based on ESG criteria.



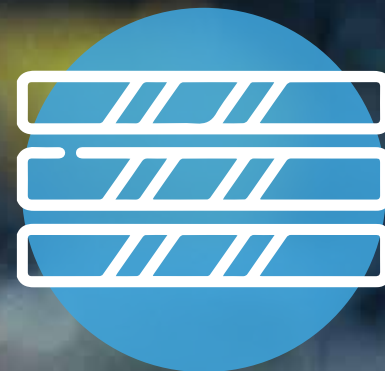
All of the talks during AG Sustainability Week were aligned with the Sustainable Development Goals (SDGs) prioritized by the Corporation.



This encourages us to continue to count on the support of different companies and organizations that have had the same experience as us and that seek to encourage others to make decisions based on ESG criteria.



Product





Responsible Supply Chain



AG operates with suppliers that provide ferrous material, raw material, spare parts, and transportation services, and within the Anti-Corruption Management Manual, Supply Purchasing Policies, and Metal Purchasing Policy, they keep the requirements for the evaluation and incorporation of the suppliers.

Evaluations related to ethics and tax compliance have been determined, taking as a premise that every AG supplier complies with its tax obligations, is not involved in corruption cases, and acquires commitments to comply with AG's ethics and anti-corruption standards, which support honest and responsible conduct that includes compliance.

Social impacts on the supply chain and actions taken

During 2023, 405 companies became part of Corporación AG's supplier portfolio. After going through an evaluation and selection process, out of the total number of suppliers, only 9 companies refrained from signing the ethics and anti-corruption compliance commitments, which required a more robust due diligence process to continue the process.

AG Corporation includes, as part of the supplier incorporation process, adherence to health and safety, ethics, and anti-corruption practices, as well as a commitment to the non-exploitation of children. These correspond to annual commitments that are part of the updating process and when a deviation is detected, the action will be investigated and evaluated to determine a sanction.



405
companies became part
of Corporación AG's
supplier portfolio



Achievements

During 2023, Corporación AG continued its efforts to improve supplier satisfaction by establishing small and large actions that will lead it to close the 2023 period with a **55% NPS**, thus obtaining an improvement of 16 percentage points compared to 2022.

The technical implementation of the Integrated Verifier of the Superintendency of Tax Administration (SAT) was achieved, which is essential for the company since it confirms whether the invoices issued by AG's suppliers are valid tax documents and authorized by the SAT and proves that its commercial transactions are conducted with suppliers without tax non-compliance.

Aligned to the Purchasing Policy, the evaluation and selection of suppliers is maintained, by defining the supplier, and its legal and tax compliance of the

companies that are part of the group of suppliers of AG. At the same time, we are committed to ethical and anti-corruption practices, health and safety, as well as the non-exploitation of children in the Corporation's operations.

AG signed the Central America Alliance (PCA), in which 10 companies signed a commitment to the government regulations in El Salvador, Guatemala, and Honduras, where it operates. It also joined the Anti-Corruption and Transparency Initiative for Central America (ACT), where it joins other private sector entities in the commitment to follow responsible business conduct, according to the Due Diligence guidelines of the Organization for Economic Cooperation and Development (OECD).



Material topic Responsible supply chain

Target 2025

33% of the suppliers are annually trained in development programs by 2025.

Results 2022

43% of metal suppliers received training to strengthen in-house programs.

Results 2023

94% of Metal active suppliers were trained in the programs under the new 2023 Manual. Of the total number of suppliers trained, 91% received benefits from the Recycling Agent program.

The training program was led by the Metal Procurement work team; commercial visits were made every month, according to the topics scheduled in the annual training program. Together with the communication and sustainability team, we were able to design the **Metal Supplier Manual (2023 edition)**, which has been an excellent guide for technical content and a very user-friendly format for our suppliers.



94%
of active metal
suppliers trained by
2023

The Recycling Agents program is applied to collectors in Guatemala; out of 57 active collectors, 52 obtained benefits in the Recycling Agents program.



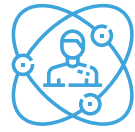
52
collectors obtained
benefits in the
Recycling Agents
program

91%

Equally important, the Sustainability area developed more than **281** training sessions for the **pilots** of the Sidegua industrial park, promoting the different contents of the **Metal Suppliers Manual** and encouraging compliance with industrial safety measures in their operations, both inside and outside the facilities.

281 training sessions
for the pilots





Customer experience



The integrated management system has allowed us to know the level of customer satisfaction through the monitoring of monthly returns indicators, claims, and quality complaints. Other mechanisms have also been implemented to evaluate the level of recommendation and satisfaction, generating action plans to respond to customer needs.

During the second quarter, we developed the **Know Your Customer program**, one of the Corporation's four priorities, in which **100%** of our employees met at least one of our customers.



During the exercise, we experienced new learnings and findings.

- ✓ Our clients know, understand, and value our role in meeting their goals.
- ✓ For them, quality is much more than an excellent product; service and procurement experience are fundamental!
- ✓ They have felt listened to with the initiative



Material topic Customer experience

Target 2025

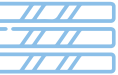
80% of the customers are aware of the sustainability attributes of AG products

Results 2022

Baseline customer information was collected and 35% of customers recognize the sustainability attributes of GA products.

Results 2023

As a result, 78% of customers who responded to the survey recognized the sustainability attributes in the AG, G60, and G80 rod products.



In 2023, we followed up on the survey sent to customers to identify their level of awareness of the Corporation's sustainability practices. Compared to the previous year, there was an increase of 43% in the number of customers who claim to be aware of the sustainability attributes of our products.



Increase of **43%**
in the number of
customers who claim
to be aware of the
sustainability attributes
of our products.

Survey results

The results were:

Did you know that
Corporación AG is the **largest
recycler of metal waste** in
Central America?

Do know it **56%**

Do not know it **44%**

Do you know the **benefits and
added value** that the products
AG manufactures with 100
% sustainable raw materials
generate for your projects?

Do know them **44%**

Do not know them **22%**

Parcial **33%**

Do you know the **benefits
and impacts** that the use of
AG corrugated rebar Grades
60 and 80 generates for your
business?

Do know them **78%**

Do not know them **22%**

Did you know that by using
Grade 60 and 80 AG Rebar,
you can obtain certifications
such as LEDD, EDGE, and
CASA GUATEMALA?

Do know it **78%**

Do not know it **22%**

Quality results

The product quality index is an indicator
that shows the degree of satisfaction of our
customers with the quality of our products. In
2023 we obtained a result of 91.3 % against a
target of 93.8 %.



Prodata Methodology

2021 **89.3%**

2022 **93.8 %**

2023 **91.3%**

Measurement begins with Prodatos. Measurement
methodology changes. In 2021 89.3 % in Prodatos,
equivalent to 94 %, and in 2022 98.7 % in Prodatos,
equivalent to 93.8 % with the previous methodology.

Claims

During 2023, the total number of product quality returns decreased to 864, and product quality claims were 184.

In the same way, we add the efforts of the value chain collaborators, who with their daily work contribute to maintaining the quality up to the delivery to the client.



At AG, we work with
4 groups of clients:



Constructors



Distributors



Industry



Final consumers

Customer Privacy

When formalizing business relationships with clients and/or suppliers, the Corporation signs a NDA, which is a support for both parties to safeguard the data, documents, and information shared between the parties.

The Corporation also signs a NDA with each of its employees to safeguard the information they manage in their respective positions, during the term of the employment relationship and for up to two years after termination of the employment relationship with the employee, thus ensuring the privacy of our clients.

AG did not receive any complaints regarding violation of privacy and/or loss of customer data. If there are suspicions that a person within the Corporation is violating the privacy of the customer and/or supplier information or is providing information classified as confidential to third parties, mechanisms such as reporting channels are in place to report this fact.

In this way, we continue with our commitment to the truthfulness and confidentiality of the information described in No. 7 of our CE AG Code of Ethics.

Planet





Recycling



AG is the largest recycler in Central America, which has contributed to the ornamentation of the communities, generating jobs directly and indirectly; it contributes to the environment by reducing water, air, and waste pollution by 70%.

The raw material or scrap comes from equipment whose useful life has expired: stoves, refrigerators (metal), vehicles, and others that come from industrial processes, where the raw material is steel.

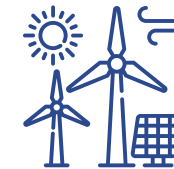


The production process for the manufacture of grade 60 and 80 rebars comes from domestic billets (100% scrap). Three phases interact in the process: **Metals Yard, Steel Mill, and Rolling**. The main source of energy used for the manufacturing processes is electricity, which is 83 % renewable energy from biomass, hydroelectric and other sources. In the production process, Centro Guatemalteco de Producción Más Limpia addresses the saving of raw materials and energy, the elimination of toxic raw materials, and the reduction in quantities and toxicity of waste and emissions.



Manufacturing processes

Electricity



83%
renewable
energy



As of 2022, Corporation AG has a voluntary national standard called the Recycled Product Standard (RPS), focused on metallurgical products from scrap metal.

The main objective is to measure and report environmental and economic indicators on domestic steel manufacturing, based on metal waste through the recycled product standard, developed by the Guatemalan Center for Cleaner Production CGP+L.

The specific objectives of the standard are:

- ✓ Define guidelines applicable to ferrous waste recycling.
- ✓ Ensure that the materials in the final product are genuinely recycled and processed sustainably.
- ✓ Promote innovation to address solid waste management and formalize the content of recycled material in FINAL PRODUCTS.



Material subject Recycling

Goal 2025

To keep the volume of steel produced from metal waste.

Results 2022

The evidence of metal waste content in Grade 80 rebar was standardized and the Recycled Product Standard was completed through an audit to validate compliance with the standard for Grade 60 and 80 rebar. In addition, these rebars received the Sustainable Raw Material Seal certification from the CGP+L and the Sustainable Construction Material Verification Seal from the GGBC.

Results 2023

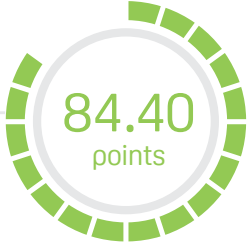
Re-certification of green label grade 60 and 80 corrugated rebar was achieved, and the target was exceeded, reaching 93.5, exceeding the 89 points established for this audit.



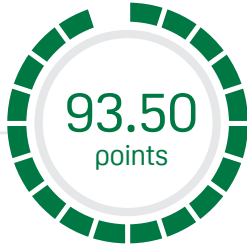
In the first audit, conducted in November 2022, we scored 84.40, with areas of opportunity in the documentation of the value chain, knowledge of the Corporation's environmental policies by operators, and documentation of processes. Based on the recommendations made by the CGP+L, the Corporation's sustainability team accompanied the operating areas to improve process controls that required attention.

We exceeded our own annual goal by reaching **93.5 points**, exceeding the 89 points established for this audit.

Audit results
2022



Audit results
2023



Materials (audit results)

	Requisito	Nota máxima	Resultado	Peso ponderado	Nota final
3.1	Requisitos generales	10	9,50	5	4,75
3.2	Responsable del programa	10	5,63	5	2,81
3.3	Alcance del programa	10	10,00	5	5,00
3.4	Política ambiental	10	10,00	5	5,00
3.5	Aspectos e impactos ambientales	10	7,50	15	11,25
3.6	Cumplimiento requisitos legales y otros requisitos	10	9,79	15	14,69
3.7	Línea base	10	10,00	15	15,00
3.8	Material reciclado	10	10,00	15	15,00
3.9	Cadena de valor	10	10,00	10	10,00
3.10	Seguimiento, medición y evaluación de resultados	10	10,00	10	10,00
				100,00	93,50

Source: Recycled Product Program Verification Report

The Corporation's grade 60 and 80 rebar manufacturing process has successfully passed the second compliance verification audit with the **Recycled Product Standard** of the Guatemalan Cleaner Production Center (CGP+L). This standard not only promotes sustainability in the economic sphere but also advocates responsible practices that benefit the environment and the community in general, as it promotes the classification of waste through the recovery of ferrous waste.



Recycled inputs

An increase of 2.15% was achieved compared to the metal waste used for the manufacture of G60W and G80W rebars in 2022.

Metal waste

used for the manufacture of G60W and G80W

96.56%
Indicator 2022

98.71%
Indicator 2023

2.15%

+ 300,000
tons of metal
waste are recycled



Materials

for the manufacture of rebar G60 and G80

Components Metal waste

98.71%

Ferroalloys

1.29%

Source: Manufacturing Components Rod G60W and G80W Corporation AG (2023).

AG has an integrated management policy, where it expresses its firm will to work for the Sustainable Development and Growth of the company, establishing as part of the sustainability strategy of its operations, the implementation, maintenance, and compliance of management systems for health, safety, environment, anti-bribery, corporate social responsibility, and quality. In this sense, AG is committed to managing the management systems under the following guidelines and regulations:

1

Comply with the parameters of law embodied in the environmental licenses of each project generated within the organization, according to the type of environmental impact stated in our environmental legal framework -matrix-. Additionally, identify the environmental liabilities of the operation that are not specified and that do not have national regulations, using as a reference the international standards on control and mitigation of air, water, and soil pollution focused on the steel industry.

2

Identify hazards, assess and manage risks and impacts associated with the Corporation's operations and activities and the following management systems: quality, anti-bribery, industrial health and safety, environment, and corporate social responsibility.

3

Mitigate our socio-environmental impacts based on the agreements and legal regulations in force for each of the construction and environmental licenses or any other that may apply. Likewise, to raise a socio-environmental baseline before the start of operations, to provide timely follow-up to the impacts caused by our operation that are outside the parameters established by the environmental legal regulation under which the start of operations was authorized.

The data contained in the Sustainability Report have been collected through the verification of information when applying for the green seal with the recommendation of the Recycled Product Program Verification Report.

By the year 2023, AG Corporation had planned to implement an integrated water management system, specifically in the Steel Mill production plant, seeking to improve control and monitoring of water consumption and recirculation within the plant. The main objective of this system was to automate consumption and identify areas for improvement in the use and management of water within the Corporation's operations. This implementation was the preliminary phase of the final project consisting of the installation and commissioning of more than 36 state-of-the-art flow meters, which guarantees the Corporation's commitment to the sustainable use of water resources. However, this preliminary phase remained in design, and we expect that by the beginning of the year 2024, the project will be resumed at the SIDEQUA industrial park.

With these initiatives, **the Corporation seeks to ensure the recirculation of 92% of the water in its production processes** and to have a water balance that will allow it to take concrete actions for integrated water resource management (IWRM) in the Achiguate River basin. These actions, which are part of the work plan, have already been implemented in conjunction with other companies in the sector, and public and private entities committed to the sustainable use of water.



As part of GA's project management, several key indicators were drawn up to ensure compliance with these two goals:

- ✓ **The establishment of a project charter, as well as action plans for key dates and commitments.**
- ✓ **To have bidding conditions approved by the interested parties to contract a suitable supplier to execute the project; however, the most important indicator is water consumption per ton of steel produced.**

This information will be very useful for the decision making on issues related to increasing water recharge in the Achiguate river basin and generating social value in the sustainable use of water resources.



Material subject Water

Goal 2025

<2 m3 water consumed per t of steel by 2025

Resultas 2022

Compilation of flow meter inventory information in Sidegua industrial park.

Results 2023

The implementation of a flowmeter system was planned as a pilot project in the Steel Mill, a plant that consumes about 50% of the total water in the industrial park; however, it was decided to prioritize the Steel Mill renovation project before the flowmeter system to be implemented when the area has been renovated.

A joint effort

100 % operation of wastewater treatment plant at Sidegua industrial park

This project was developed thanks to the support of a multidisciplinary team and today the PTAR in the Sidegua industrial park is operating successfully and complying with all the parameters that the governmental agreement 236-2006 dictates, processing and treating the organic discharges of more than 1,500 people contemplated in the different work shifts in the production chain. In addition, there is a meticulous procedure for the discharge of sludge, which after extraction is treated in the best way with certified companies for its management. The average flow rate is **0.49 lts/s**, which is equivalent to more than **15 million liters of treated water per year**.

With the implementation of this project, we guarantee the non-pollution of surface water and contribute to preventing further degradation of the region's rivers. Thus, guaranteeing the treatment of more than 15,000 cubic meters per year.



Treatment of +15,000 m³ of water per year



By 2025, the corporation plans to invest in and expand its treatment systems and to have adequate chemical treatment for all industrial water resulting from the value chain of steel-based products; having industrial water treatment is the greatest challenge for the coming years and thus guaranteeing not only the governance of water resources but also a significant contribution to the communities near the industrial park, the incorporation of water into surface water and avoiding contamination of the aquifers in the area.

Rainwater absorption

At the end of 2023, the Projects area implemented in one of the warehouses of the Tubac plant, a system for **capturing rainwater** directly to infiltration wells with which the Corporation is ensuring the completion of the hydrological cycle. These projects contribute to the fulfillment of the Corporation's environmental commitments and contribute to ESG (ASG) criteria, bringing significant value to both the environment and the communities, thus contributing to good water management.





Challenges

For Corporación AG, water resources are of utmost importance, especially for the value chain of steel products, in addition to having an extremely strong commitment to the communities. Therefore, the next steps for water management are:



Implementation of a Water Management System (SIGH)

This system includes the installation of flow meters in each production plant of the industrial park to automate the accounting of flow rates in each production process. In addition to implementing software for monitoring, it will allow decisions to be made on water management in real-time, monitoring leaks, excessive use, temperature, turbidity, conductivity, etc. These variables are not only necessary for environmental issues, but a valuable data for the production of each product AG sells.



Industrial water treatment

By 2024, the Corporation will make a major effort to treat industrial water in the metal yard area, specifically in the shredder area.



Material subject Water

Goal 2025

Reach 92% of water recirculation in production processes.

Results 2022

Collection of baseline leakage information from the existing recirculation system.

Results 2023

To work more efficiently in recirculation, in 2023 the revamping of the water plant was prioritized for execution in 2024; however, 89% continues to recirculate according to the process.

For the value chain of products in Corporación AG, water is a determining factor, both for the production process and the sustainability of the business.

Each plant has a water recirculation and cooling system that guarantees the sustainable use of the resource and reduces the percentage of contamination of the aquifers in the area. The industrial park consists of 6 wells, each of which has a hydrogeological study and maintenance record to ensure extraction efficiency.

What is interesting is that the Corporation has **89% water recirculation in the process** at the plant with the highest water consumption, according to the information described by CGP+L in the year 2022. This means that some **966,000 cubic meters** per year are reused without the need to constantly extract.



89%
water recirculation
in the process at the
plant

Currently, there is no monitoring system and automating water consumption. This is one of the great challenges for 2024, a priority to achieve the corporate goals that AG sets every year. This project will consist of the implementation of ultrasonic pulse flowmeters in each plant and will provide the necessary conditions to schedule maintenance shutdowns, cleaner production, sustainable production and guarantee the governance of the resource in the area.

In 2023 Corporación AG attended and participated in **the technical roundtables for the conservation of the Achiguate-Guacalate river basin, led by the City Hall of Masagua, together with the Private Institute for Climate Change (ICC), MARN, the Governor's Office of Escuintla, INAB, and private sector companies in the region.**

This participation resulted in the recovery of the watershed with the **planting of more than 5,000 native timber species**, contributing to the restoration of landscapes, resilience and adaptation to climate change, reducing vulnerability to natural disasters; and above all contributing to water recharge in the area, joining as a responsible company to continue feeding the aquifers of the municipality of Masagua, guaranteeing the harvesting of groundwater.



Planting of
+ 5,000
native timber
species





Impacts related to water discharges

Each year, an exhaustive review is made of the goals and milestones achieved in the previous year, and as part of this feedback, environmental objectives are drawn up, especially in water issues, always aligned with corporate goals.

AG, through instruments such as environmental risk frameworks, provides input to each team on the negative impacts of its process and how these impacts can be counteracted. This framework, reviewed by the sustainability team, provides the basis for ensuring legal compliance on environmental issues, in addition to having a legal team in the Corporation that is trained and committed to ensuring the environmental commitments required by law and guaranteeing attendance at the studies, according to the law, 2 studies of water parameters per year.

We also have a robust environmental legal framework, which contains all the legal environmental commitments that we are required to comply with, as well as a risk framework for each process. This means that, with the support of these two documents, each plant is obliged to conduct technical studies of wastewater to ensure that it complies with the permissible parameters of the Ministry of the Environment and Natural Resources.



Similarly, in line with the commitments of the planet axis, in August Corporación AG, together with the National Forest Institute (INAB) and the City Hall of Masagua, carried out a forestry day called **More Water for Masagua through reforestation!** We planted more than 400 trees of different species in the Achiguate River basin, Escuintla. This reforestation day was part of INAB's *Sembrando Huella* program and with it, we continue contributing to the water recharge of the area.

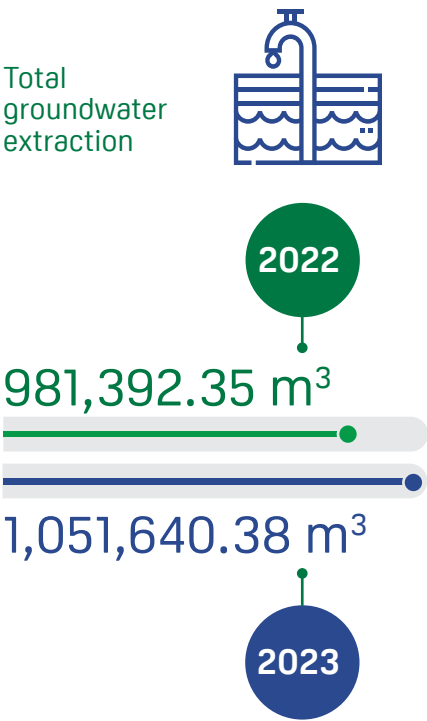
In addition, AG participated in programs with INAB on forestry education, the importance of environmental goods and services, and the benefits of having healthy forests in the country's watersheds and how this contributes to access to drinking water.



Extracción de agua

According to CGP+L's audit, freshwater extraction by the industrial park in 2022 was 981,392.35 m3

This result assures us that extraction was higher due to the increase in production in most of the plants in the park. Therefore, the cooling process, both for billets and rebars, increased, and thus, it becomes relevant to have an automated water system that shows the real water consumption during the year.

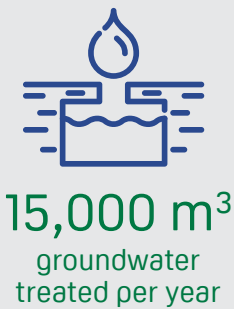


In 2023 there was no monitoring of water consumption in terms of recirculation in production processes. However, we have clarity on the points of improvement in the management and governance of water resources within the Corporation. Therefore, by 2024 we are planning to implement flow meters and specialized software to ensure that we still have 92% of water recirculation in our production processes.

The information was obtained through water audits prepared by CGP+L in the year 2022, and together and with great effort, it was possible to determine inlet flows to the process, recirculation, and extraction of wells, with the next step being the implementation of the automated water system, which is expected to be 100% operational by the end of 2024.

Water discharges

Groundwater:
15,000 m3 of treated water per year is reincorporated into the groundwater table thanks to the work of the ordinary water treatment plant. This figure is the indicator for the year 2023 since the plant came into operation in that year.



Fresh water:
15,000 m3 from the WWTP through irrigation in green areas, i.e., water is returned to the soil.

All ordinary water is treated and reincorporated into the soil through irrigation in green areas of the industrial park.



Water consumption



1,050 megaliters per year

Total water consumption for all zones was 1,050 megaliters per year according to the CGP+L audit in 2022.



Climate change and energy



According to the National Energy Balance (BEN), by 2023 the emission factors of fossil fuel (coal and bunker) power technologies were reduced, resulting in improved corporate-level carbon footprint calculations.

In 2023 there was a **2 %** reduction in the mix of **renewable energy** provided by the energy trader.



2021

65 %
renewable energy

2022

85 %
renewable energy

2023

83 %
renewable energy



Material Goal Climate change and energy

Goal 2025

>65 % of our energy comes from renewable sources

Results 2022:

In the year 2022, 85 % of energy came from renewable sources; we achieved an 18 % increase in renewable energy consumption compared to the year 2021.

Results 2023

During 2023, the mix provided by the energy trading company decreased by 2 %, i.e. the corporation went from having 85 % renewable energy to 83 %, which is still above the goal set for 2025.

Other achievements

By 2023, both TUBAC and the galvanizing plant signed a contract in April to have a renewable energy mix of 70% for TUBAC and 67% for the galvanizing plant, which is a great step forward for the corporation and contributed greatly to the reduction of energy intensity in 2023.

70 %
renewable energy mix /
TUBAC

67 %
renewable energy mix /
galvanizing plant



Energy consumption in AG

Consumption of energy from non-renewable sources:

In 2023, 17 % of the energy consumed at the Sidegua industrial park was based on fossil fuels (coal, petroleum coke, bunker, and diesel), representing 42,820,894 kWh. At the Tubac plant, as of April, 30 % was consumed from non-renewable sources, representing 1,082,552 kWh, and at the galvanizing plant, 33 % was consumed from non-renewable sources, equivalent to 105,362 kWh.

Consumption from renewable sources:

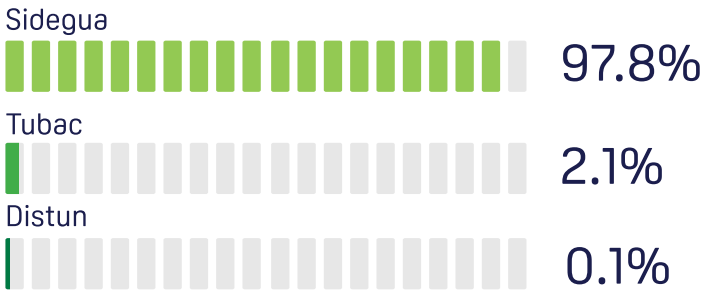
In 2023, 83 % of the energy consumed at the Sidegua industrial park was from renewable sources (geothermal, wind, solar, hydroelectric, biogas, and biomass), representing 215,293,230 kWh. At the Tubac plant, as of April, 70 % was consumed from renewable sources, representing 2,489,917 kWh, and at the galvanizing plant, 67 % was consumed from renewable sources, equivalent to 213,538 kWh.



Energy from renewable sources

Sidegua	83%
Tubac	70%
Galvanizing plant	67%

Energy consumption



	Electricity consumption (kWh)	
	2022	2023
Sidegua	274,255,762	258,114,124
Tubac	3,831,389	3,572,470
Galvanizing plant	577,564	318,900

Compared to 2022, there was a considerable decrease in energy consumption thanks to the energy efficiency actions taken at each of the plants.

The methodology was based on weekly work sessions with each of the teams involved (production plants, logistics, supplies, energy marketer, among others) using the tool established by the consulting firm **Sustainable Strategies** in 2022. In addition to the follow-up and verification by the company's experts. At the end of the process, a verification statement was delivered to the corporation stating that everything collected was true.

Energy intensity



Material Goal
Climate change and energy

Goal 2025

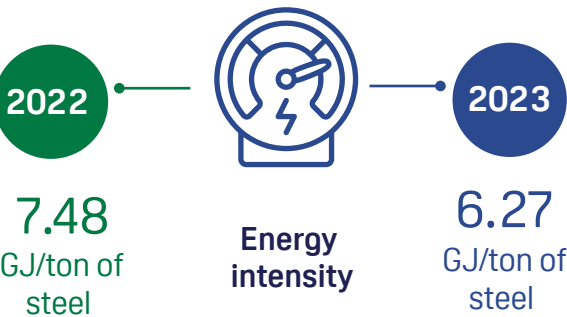
<10 energy intensity [Gj / t of steel].

Results 2022:

The energy efficiency baseline was obtained with the support of the new supplier, who developed Scope 1, 2, and 3.

Results 2023

Energy intensity was reduced to 6.27 GJ/ton of steel produced.



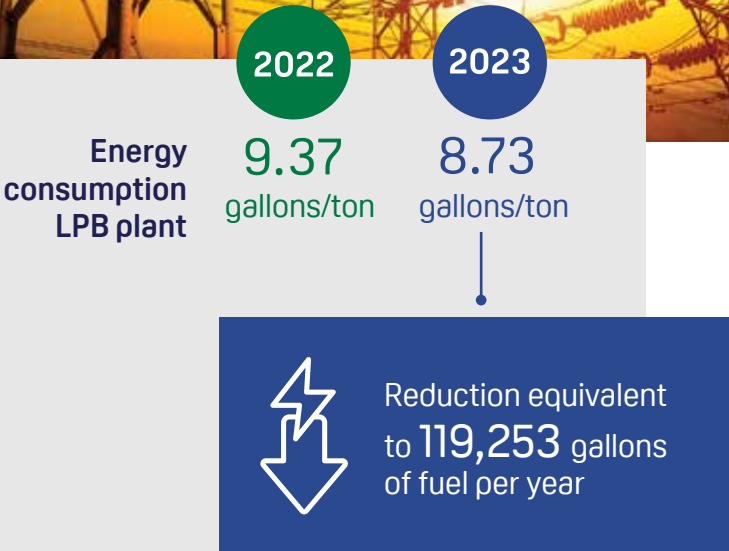
In 2021, the corporation set a goal for 2025 to have an energy intensity of **<10 GJ/ton of steel produced**. Thanks to the commitment of each of the employees in 2022, the energy intensity was **7.48 GJ/ton of steel produced**, and in 2023 with several initiatives by the production plants to reduce the consumption of fuels and inputs of the value chain in the production of billet and each of the corporation's products, the energy intensity was reduced to **6.27 GJ/ton of steel produced**.

The accounting corresponds to intensity data within the corporation involving the consumption of fuels, energy, refrigerants, inputs, and raw materials for the corporation's value chain.

Reduction of energy consumption

As of April 2023, the Tubac plant and the Galvanizing plant changed their electricity supply to renewable sources, representing 70% and 63%, respectively.

In addition, as part of the 2023 milestones, LPB's plant located in the Sidegua industrial park improved its fuel consumption per ton of finished product ratio by 6.8%. Thus, it **reduced consumption from 9.37 gallons/ton in 2022 to 8.73 gallons/ton in 2023**. This represents a **reduction equivalent to 119,253 gallons of fuel per year**.



Carbon footprint 2023

Emission Intensity Range 1

It is reduced from 0.14 in 2022 to 0.12 in 2023. According to the information provided by those responsible, this can be explained by efficiency actions in the consumption of fuels in general and of some inputs in particular in the steel mill.



Emission Intensity Scope 2

It is reduced from 0.09 in 2022 to 0.06 in 2023. This is because the emission factor of the electric power mix supplied to GA operations improved, i.e., it reduced

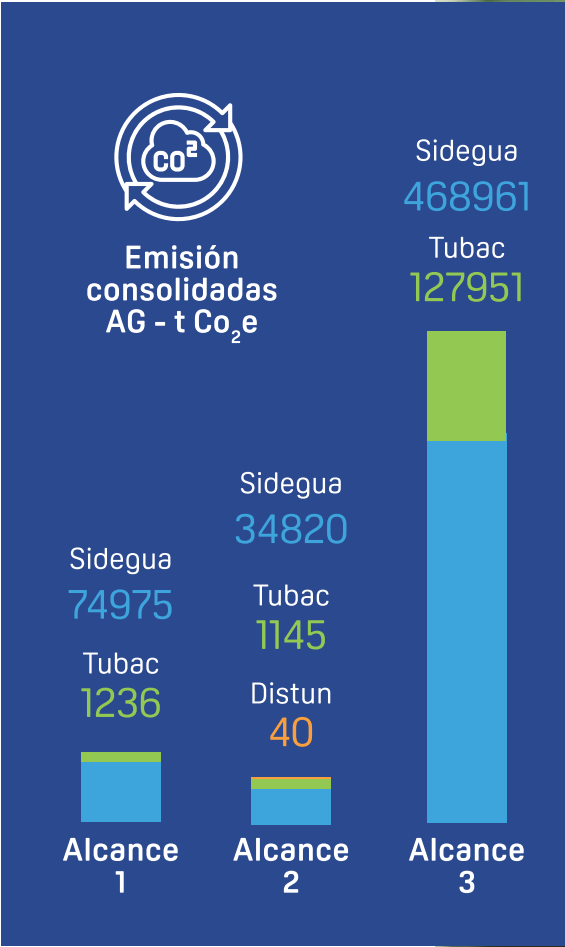


Emission Intensity Scope 3

It increases from 0.63 in 2022 to 0.92 in 2023, due to the aforementioned increase in billet imports, mainly, and also wire rods.



Total corporate issuance concerning production





PFS 10 Goal

Goal 2025

Measuring and improving air emissions

Results 2022:

The parameters of the maximum allowable limits for particulate matter emissions from the 3 steel mill furnaces were defined based on international standards.

Results 2023

In 2023, the fixed sources of combustion stacks within the Sidegua industrial park were measured.

Planta	Parámetro	Dimensional	Símbolo	Resultado	Valor de Referencia
LBA	Material Particulado	mg/Nm3	MP	160	50
	Dióxido de Azufre	mg/Nm3	SO2	2,359	2,000
	Óxido de Nitrógeno	mg/Nm3	NOx	325	460
LPB	Material Particulado	mg/Nm3	MP	50	50
	Dióxido de Azufre	mg/Nm3	SO2	1,788	2,000
	Óxido de Nitrógeno	mg/Nm3	NOx	316	460
Acería	Material Particulado	mg/Nm3	MP	4	50
	Dióxido de Azufre	mg/Nm3	SO2	12	2,000
	Óxido de Nitrógeno	mg/Nm3	NOx	14	460

The increase in both PM and SO2 at LBA is reflected in the increase in production by 2023, this increase is also reflected in the corporate footprint.



PFS 9 Goal

Goal 2025

<1 CO2 Emission Intensity [t CO2 / t steel].

Results 2022:

0.85 t CO2 / t of steel produced scope 1, 2, 3

Results 2023

1.10 t CO2 / t of steel produced scope 1, 2, 3

Increase in Corporación AG's carbon footprint from 0.86 t CO2e/t steel in 2022 to 1.10 t CO2e/t steel in 2023, due to the effect of the considerable increase, almost 2.7 times, of imported steel billet processing and the reduction of the amount of scrap processed at SIDEGUA by approximately 15%. Therefore, it is the Scope 3 emission intensity that increases, as opposed to the Scope 1 and 2 emission intensities that decrease.

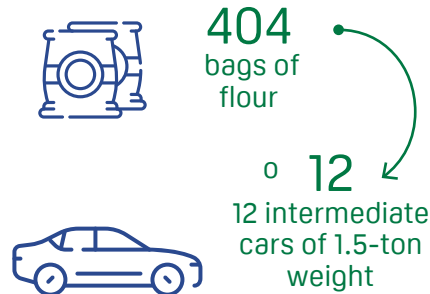


Waste and co-production

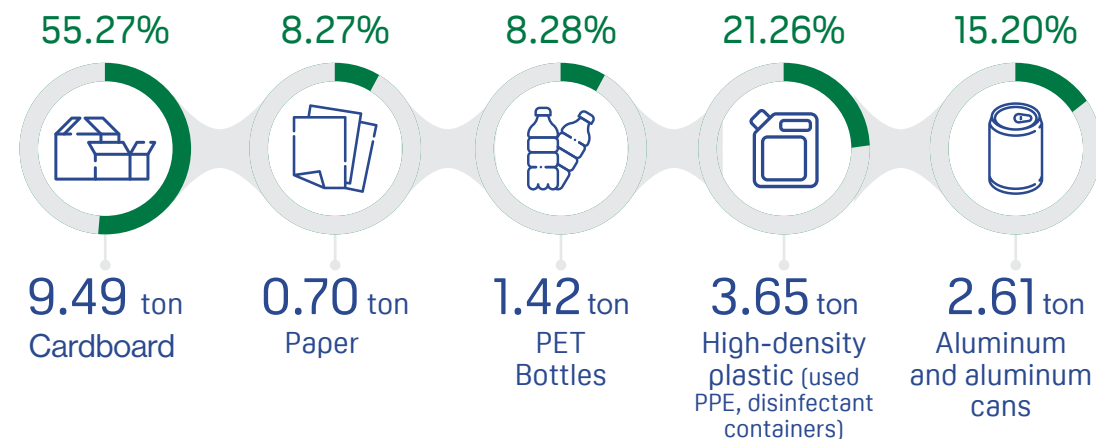


In follow-up to the Sustainable Future Plan, the sales goal of common waste exceeded the goals set for the end of the year, since the established goal was **40 % of recyclable waste recovered by 2023**, and more than 50 % of sales were achieved.

Total **VALUABLE** waste in 2023 is equivalent to



Total sales numbers are: _____



Total **17.17** ton



Material topic Waste and co-products

Goal 2025

Zero ordinary recyclable waste to landfill by 2025.

Results 2022

The design and execution of the project for the renovation of 100% of the office and plant recycling centers in the Sidegua Industrial Park was completed. In addition, 100% of the employees who work permanently in the facilities were trained through on-site workshops.

Results 2023

50% of the recyclable waste generated in the Sidegua industrial park will be recovered by 2023.



This is an achievement that represents administrative, logistical, technical, and cultural efforts, which have been achieved thanks to multidisciplinary action. It should be noted that this management does not represent a significant remuneration, but we are aware that the **environmental and ecological benefits** are invaluable.



Also, the valorization of common waste is a great challenge nationally, the valorization of co-products for the Corporation was one of the great 2023 challenges; therefore, the sale of slag is being boosted, reaching a high number of kg sold and expecting to continue selling at least 700 MT per month by 2024.



Slag
2,362 t



Challenges



The biggest challenge in terms of the recovery of common waste is to reach the goal set for 2025, "to send 0 recyclable waste to landfill". For this, there is still one last step to be taken, which is the composting of organic waste. This is a goal for 2024 and we are getting closer and closer to achieving it thanks to possible alliances with sugar industries in the sector.



Increase the culture and transformation to a sustainable environmental awareness. For this, innovative and constant communication methods, reinforcement talks in plants, should be used in order not to take any step backward with the culture issue.

Waste generation

Part of AG's commitment is to ensure that our common organic and non-recyclable waste has an adequate final disposal. This is why this activity is outsourced to certified companies for controlled final disposal, since poor disposal unequivocally represents significant damage to the environment, given the current population of workers at AG, since this waste exceeds 10 tons per month. In the case of Sidegua, there is no temporary waste collection center for final disposal, since the waste is disposed of directly by the supplier. This action is carried out to reduce any vectors that may exist.

Common waste, as its name indicates, is generated by daily activities, especially in the dining room and office areas, and is therefore generated throughout the value chain. The aspects and impacts associated with common waste have the same magnitude in any area evaluated and vary according to the number of personnel.



Waste-related impacts

The main circularity measure taken by AG is recycling, since it has several lines of action for waste management, such as the sustainability plan, the internal initiative (16044), the common waste procedure, and individual metrics, among others. Therefore, corporate efforts in the last two years have focused on these actions. On the other hand, the training provided since day 1, has had a focus on the 3Rs, and active participation is encouraged to listen to proposals and share examples among colleagues.

All third-party suppliers must have a valid environmental license, and in the particular case of companies that are responsible for the final disposal of waste and co-products, they must have a license for controlled final disposal.

Currently, there is a waste extraction framework, which details the monthly (in some cases quarterly) weight record and the amount involved in its management, which in some cases are income and in others are outflows. The information is collected through a platform associated with the scale.

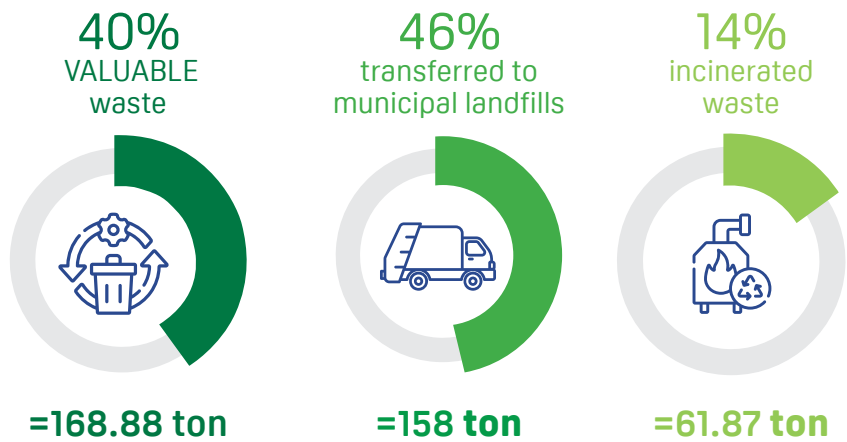
Residuos generados



443.39 tons

By 2023, among major milestones and challenges, the Corporation has valued 169 tons between cardboard, paper, PET, high-density plastic, oils, batteries, used wood, copper, etc. The 61.87 tons **which is equivalent to 14% of the total waste generated** is disposed of within the industrial park through an incineration process in our melting furnace, which allows for reducing the amount of material contaminated with fats and oils in municipal landfills and, better yet, avoiding the contamination of surface water sources.

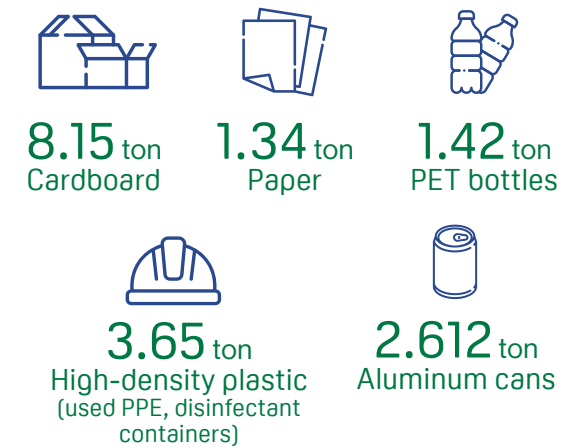
The 168.88 tons represent **40% of the total waste** generated within the industrial park's facilities, and a total of **46% of the waste** is transferred to municipal landfills, with many opportunities to improve the separation of organic and inorganic waste to meet the corporate goal of **"0 VALUABLE waste to landfill"**.



Data collection is done through SIDEGUA's management team. The process involves collecting waste at each recycling station located in the park. Waste is collected by type and then weighed and reported every month. Once collected and weighed, the waste is transferred to matrices controlled by management to control how many tons go to the landfill, when it is disposed of, and how much hazardous material is recovered.

With waste that can be recycled and valorized, the same process of collection and data entry in the matrices is used. Once the plastic, aluminum, paper, and cardboard are weighed, communication is made with the respective recyclers to discard the material and thus be able to generate income through circular economy processes.

Waste not destined for disposal



It should be noted that, through a joint effort with the administration and environmental team in terms of training in recycling and waste separation, these first steps in the recovery of certain materials with recycling characteristics have been achieved. There are still many gaps to close and the Corporation's objective is undoubtedly to improve these figures to achieve "0 waste to landfills" by 2025 and to continue promoting the circular economy at the industrial level.

Coproducts



Material topic
Waste and co-products

Goal 2025
50% of the co-production process is valorized by 2025.

Results 2022
100% of the zinc slag has been exported and there is a certificate under the process authorized by the Regional Agency for Prevention, Environment, and Energy (ARPAE).

Results 2023
The first slag valorization contract was signed with the company "Supra Reciclaje", which through waste transformation generates products based on gravel and construction material.

By 2023, the corporate goal was to find customers willing to give good disposal to the waste generated by the Corporation, specifically the slag that comes out of the steel smelting process. In September, talks began with the company Supra Reciclaje, which, through waste transformation, generates products based on gravel, construction material, etc. By September 2023 the first slag valorization contract was signed with this company, which purchases approximately 190 tons of slag per month from the Corporation, which is used in various sustainable construction materials.

This initiative not only brings benefits and positive impacts to the environment but also to the construction industry, providing satisfactory results in the production of eco-bricks, a more economical material for housing and other types of civil works. In addition, it is self-consumed and is used to repair parking lots and damaged areas within the park.

From January to December 2023, there was a movement of processed slag for the following causes and quantities:



The total amount of common waste recycled from January to December is 10,143,013 kilograms or almost 10,144 tons. This is appreciable considering that this is a bulky market, as bottles, in particular, are too light, and reaching more than 500 kilograms in 9 months is a real milestone.



Total breakdown



We can mention that 3,905.82 tons of hazardous and non-hazardous waste are recovered per year.

Considering that, at a national level, there is a lack of environmental culture in terms of separation and final disposal of waste, we believe that these figures are highly valuable for the Corporation, setting a precedent of AG's commitment to the environment and continuing to be pioneers in the recycling of materials, not only scrap metal but also waste that arises from daily operations, both productive and administrative.

As part of the valorization and circular economy process, the Corporation has set goals for the reuse of its waste. In the case of hazardous waste, through studies and benchmark with other steel mills in the region, the high potential of slag as a supplement in certain processes in the ceramic, block, brick, etc. industry was identified. Therefore, together with the metals and sustainability team, an initiative was proposed to recycle this material for final disposal. As with any process, there are still opportunities for improvement, and we know that this is the beginning of great opportunities to reduce the degradation of natural resources by implementing sustainable practices in each of the value chain of construction inputs.

Waste for disposal

Within the goals of the sustainable future plan for 2025, we have "0 recyclable waste to landfill" and for this purpose, we have implemented different methodologies to provide training to everyone within the Corporation, in waste separation through our recycling centers of administrative and operational areas. Therefore, the waste that is eliminated is the one contaminated with grease and oils, totaling 61.87 tons, and this waste is incinerated in the scrap smelting furnace. With this we guarantee minimum environmental impact, considering that if it is disposed of in the landfill there is a risk of contaminating not only the atmosphere through combustion but also the soil and aquifers. However, when they are incinerated inside the furnace, both the particles generated and the emissions are trapped in the furnace chimney, preventing them from being released into the atmosphere.



61.87 tons are incinerated, that contemplates only material contaminated with fats and oils and the process is carried out inside the scrap smelting furnace.

Transfer to a landfill

	155 tons Organic and inorganic waste
	0.66 tons PET bottles
	0.57 tons PPE used
	0.062 tons Aluminum cans
	0.75 tons Plastic gallons
	158 ton in total

At the moment, 158 tons per year are sent to the landfill, considering that organic and inorganic waste are the most significant. However, there are always opportunities for improvement and the company has already approached different companies in the agricultural sector to send them to their processes and pass them to the composting that the companies manage. Part of the great challenges for 2024 is to continue providing training oriented to good waste separation and to ensure that a higher percentage of PET leaves the process to companies dedicated to PET recovery.





Biodiversity



AG, to fulfill its environmental commitment and to conserve and increase biodiversity, has robust action plans for the restoration and conservation of ecosystems, specifically in the territorial division of Escuintla. For this, to prevent animal hunting within the industrial park, there are multiple signals, as well as the conservation training and encouragement of the different native and migratory species found within the facilities.

In terms of flora, we have the pertinent permits from the city halls to conduct any type of felling or pruning with the understanding that the Corporation will be responsible for reforesting these same species in appropriate areas to continue generating species diversity without affecting the ecosystems.

AG also participates in technical roundtables with public and private institutions. These roundtables are of great help to the Corporation's areas of influence, as they set objectives for the restoration and conservation of species. These restorations are carried out through reforestation in degraded sites to recover ecosystems and generate adequate spaces for the conservation and propagation of species in a natural way.

It should be noted that there are almost no negative impacts on biodiversity within the Corporation's facilities. There is no threat to endemic species in the area.

In addition, we know that the construction of our production plants caused the erosion of natural ecosystems. However, talking about corporate sustainability concerns, and to continue promoting the regeneration of species in a natural way, the Corporation will have action plans to conserve flora, fauna, and insect fauna at each of its facilities.

In addition, it is important to highlight that no AG operation has effects and interference on protected areas, wetlands, and vulnerable and degraded areas.



Impacts generated

Currently, Aceros de Guatemala submits voluntary reports to the MARN by sending its environmental commitments regarding its operations. The company is also committed to the conservation of flora and fauna.

Actions implemented

- ✓ Signals to prevent reptile hunting.
- ✓ Snake handling training so that employees do not feel threatened, and the corresponding brigades can deal with the presence of these individuals.
- ✓ In terms of flora, we have an ornamental plant nursery, a nursery that serves for the conservation and restoration of species.
- ✓ In addition, we have a robust green areas team that works in conjunction with the environmental department to provide maintenance to the wooded areas within the industrial park.

The Corporation, committed to biodiversity, 2024 aims to conduct characterization studies on flora and fauna and determine the number of native and migratory species found at its operating sites.

Currently, there are signals posted to prevent animal hunting within the industrial park, as well as conservation training and promotion of the different native and migratory species found within the facilities. Regarding flora, we have the necessary permits from the city halls for any type of logging or pruning, with the understanding that the Corporation will be responsible for reforesting these same species in appropriate areas to continue generating species diversity without affecting the ecosystems.

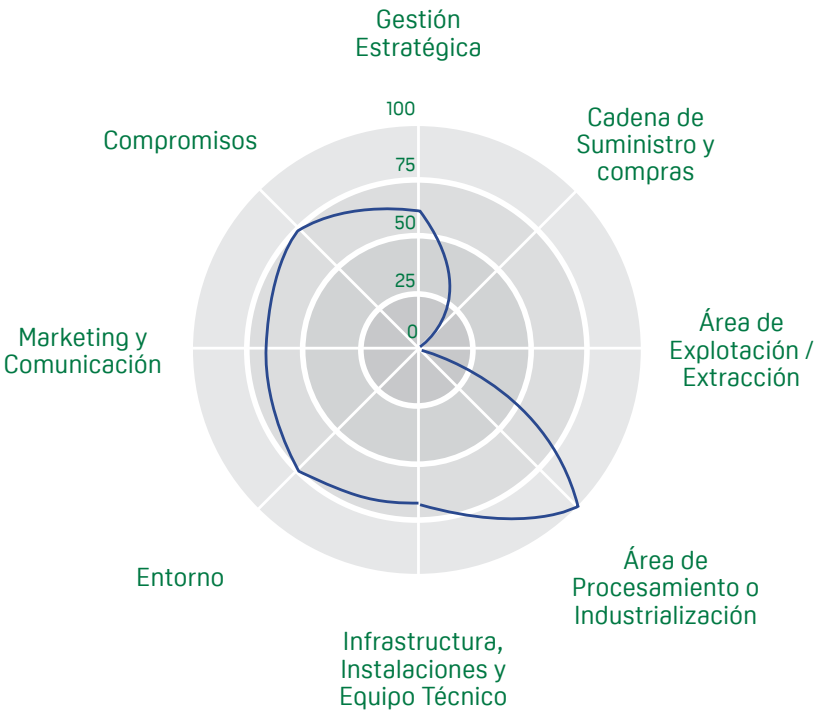
Mechanisms

With the support of CentraRSE and GIZ, a risk framework was developed specifically for the Sidegua industrial park, and through interviews, field visits, and documentation, the Corporation was able to prove its interest in and commitment to biodiversity. There are points for improvement, especially in the steel value chain. Through the BCI (Biodiversity Check Industry) report, GIZ, together with CentraRSE, was able to verify each of the biodiversity compliance requirements.



Source: technical visit by CentraRSE team and AG 2023 environment.

Opportunities map for a better BCI 2023



In the coming years, the Corporation intends to focus its efforts on reducing negative impacts directly in the areas of logistics, such as the import and export of products and raw materials, with documents that support internal sustainable procurement policies or procedures.

People





Quality of Life



Our benefits kit seeks to impact areas where the country's labor legislation has no coverage and to take a step forward in the dignification of human resources.

We are deeply and genuinely interested in the well-being of our employees and their families. Therefore, at the time of hiring, the employee also receives a package of benefits that are designed to positively impact their professional, family, work, and personal life in general.

This breakdown of benefits seeks to dignify, add, and favor all areas of the employee's life, understanding the integrality of the person and its different facets.

Employee benefits

	Description	Total	Directors and manager	Administrative	Operative
	Vacations				
	Annual vacation	15	✓	✓	✓
	January 1	1	✓	✓	✓
	Holy Thursday to Holy Saturday	3	✓	✓	✓
	Paid vacation				
	May 1	1	✓	✓	✓
	June 30	1	✓	✓	✓
	September 15	1	✓	✓	✓
	October 20	1	✓	✓	✓
	November 1	1	✓	✓	✓
	24 Dec noon	0.5	✓	✓	✓
	December 25th	1	✓	✓	✓
	31 Dec half day	0.5	✓	✓	✓
	31 Dec half day	1	✓	✓	✓
	Leave of absence with paid leave				
	May 10 (mothers only)	1	✓	✓	✓
	Death in family 1st line	3	✓	✓	✓
	Civil Marriage	5	✓	✓	✓
	Employee benefits				
	Aguinaldo (December bonus), Bono 14 (June 's bonus)I		✓	✓	✓
	IGSS, IRTRA AND INTECAP		✓	✓	✓

Prestaciones sociales por ley aplicables a todos los colaboradores sin distinción de género ni posición



Material topic Quality of life

Goal 2025

00% of employees have quality-of-life improvement programs by 2025.

Results 2022

100% of employees have health insurance.

Results 2023

We have 100% of our employees affiliated with the insurance policy and corporate medical expenses.

The Labor Relations and Talent Attraction team was trained and coached to follow up and ensure the enrollment of 100% of employees in the corporate insurance policy. From the beginning of the contract, we ensured that new employees received training on the use of the corporate insurance policy.

Additional benefits applicable to AG employees in addition to those provided by law



General benefits

Life insurance and medical expenses/category i, ii, iii
Half a day off per month (administrative)
Day off for anniversary (1 day in the year)
Advance payment for unplanned emergency
Sale of AG product
Uniform
Meal allowance (Q5, Q7 and Q9 per mealtime, no coffee break)
Birthday gift
Valentine ' s Day detail
Children's Day Event

Total

Directors and managers

Administrative

Operative



1



1



3



2



Circumstantial benefits

Day off for graduation
Day off for father (due to birth of child) (1 day in addition to the statutory days)
In-house suspension (1 to 3 days with in-house physician support)
Legendary retreat program
Newborn gift
Days of mourning (2 days in addition to the legal days)
Father's Day detail
Mother's Day detail
Economic benefit because of resignation
Economic benefit from restructuring



Agreements

GAIA (Master)
Gym (Monthly allowance for registered employees)
Ophthalmology partnership
Banco Industrial partnership (interest rates between 8% and 12%)
Dental Partnership



Snack Bar

Subsidy for a health food bar. Administrative OFFICES.





Other achievements

1

Regarding the quality of life, in 2023, through the ConstruiRSE survey, 30 employees were identified: 24 of them from Sidegua, 04 from Tubac, and 02 from DISTUN with a need for safe water for consumption. That same year, the group of mapped collaborators benefited from the purchase of a water filter, where the company absorbed 80% and the beneficiary 20%. It was also considered important for the employees to receive training on the use and benefits of the ecofilter.



2

Regarding quality of life and preventive health protection, the quarterly opening of gym registrations was completed, which is an elective benefit, subsidized at 50% of the total cost and available to 100% of the Corporation's employees.



3

The SNACK BAR project was implemented in the main branches, as a healthy snack option available to employees. Every day they have the option to make a healthy choice and opt for healthy foods (a variety of fruits and vegetables) that provide nutrients and energy. This is an elective program and is subsidized by the Corporation.



Legendary Program

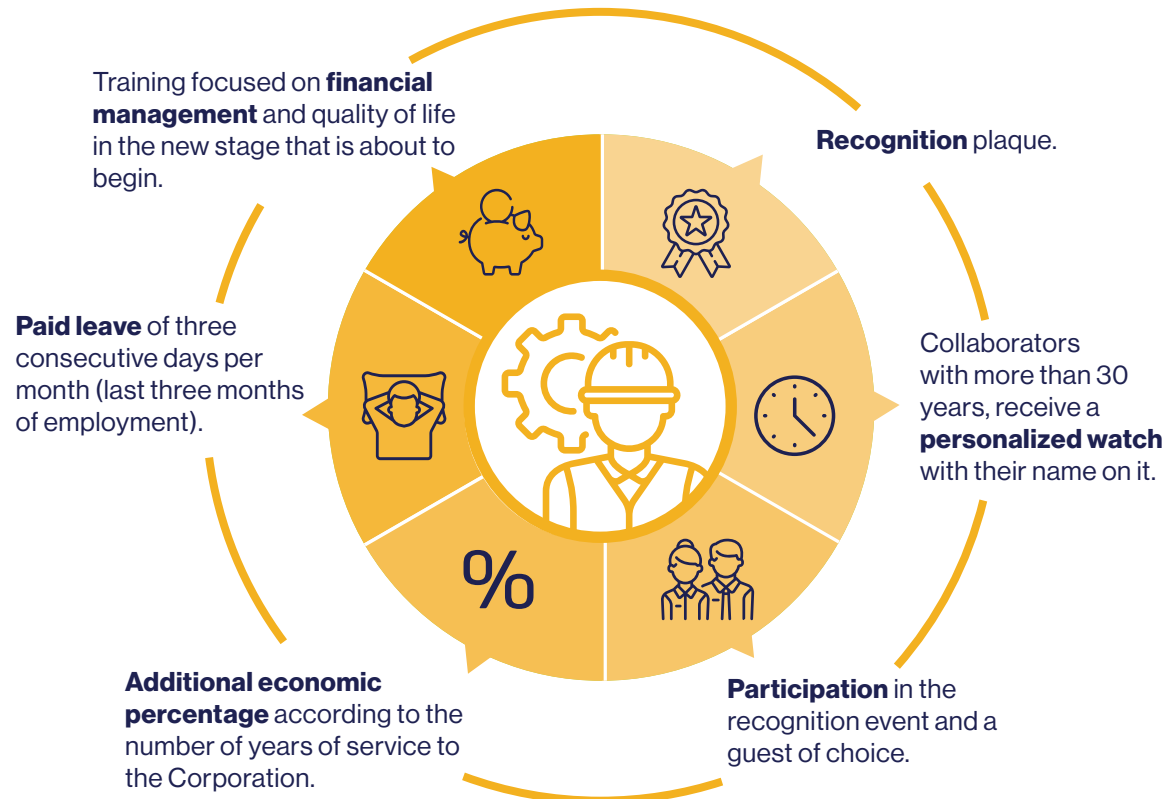
The benefits are designed to help and dignify the employee, and we also have the "Legendary" retirement program. This is aimed at the following employees:

- 63

Operational collaborator of 63 years of age.
- 65

Administrative collaborator of 65 years of age.
- 60

Collaborator who applies to join the program voluntarily, with a minimum of 60 years of age.



This is a program focused on the person, on that collaborator who dedicated many years of his life to the achievement of the Corporation's goals. The aim is for the departure to be warm, dignified, and above all, to leave a mark on the legendary employee and on his colleagues who grew up alongside him.



Parental leave

In 2023, 208 suspension cases were reported, where 85% represented paternity suspension and 15% maternity suspension.

100%

of employees returned to work



Country	Headquarters	Level	Total number of suspended	Total amount of reinstatement	% of reinstatement
Guatemala	Headquarters	Directors and Managers	2	2	100%
El Salvador	Sidegua				
Honduras	Tubac				
	Distun	Administrative	20	20	100%
	Megaproductos				
	Typsa	Operations	186	186	100%

Suspension / parental leave 2023: 208



31

female employees received maternity leave benefits and 100% of them returned to work after the period established by law.

Country	Headquarters	Level	Maternity leave
Guatemala	Headquarters	Directors and Managers	2
El Salvador	Sidegua		
Honduras	Tubac		
	Distun	Administrative	14
	Megaproductos		
	Typsa	Operations	15
Maternity leave			31



Paternity leave

177

employees received paternity leave benefits and 100% of them returned to work after the period established by law.

Country	Headquarters	Level	Paternity leave
Guatemala	Headquarters	Directors and Managers	0
El Salvador	Sidegua		
Honduras	Tubac		
	Distun	Administrative	6
	Megaproductos		
	Typsa	Operations	171
Paternity leave			177

As part of AG's special benefits, an additional day was granted to employees to be present and accompany their partner in the birth of their children. In 2023, a total of 1,416 hours were invested in this benefit.



Employment Management



Other achievements

1

During 2023, talent hiring directly and positively impacted more than 600 families, not only for Guatemala in the different communities where Corporación AG operates but also in El Salvador and Honduras.



79%

Generation Z and millennials make up 79% of the company.



33%

At administrative levels, 33% of roles are occupied by women and 67% by men.



67%



23%

23% of women hold a leadership position in the company.



+2

In the operational area, two women were incorporated as operators of mobile equipment, in charge of the backhoe loader and transport pilot, allowing the inclusion of gender in roles that were considered to be managed only by men.

2

The academic agreement was signed with authorities of Universidad Rafael Landívar, which allowed us to open a direct line to contribute, as a Corporation, to the professional preparation of students in different specialties, strengthening skills and developing tools to promote the start of their professional careers.

3

Active participation in job fairs held in Tubac, Distun Xela, Megaproductos, and Sidegua, under the high demand for personnel.



Challenges



The employer brand and employee experience play a fundamental role in attracting and retaining talent, especially in a competitive labor market and in an industry that is so particular to the region. For this reason, we have implemented a series of programs that seek to optimize and prepare internal talent, promoting career plans that ensure that we have the right person in the right position.



We constantly seek to reinforce corporate identity through the implementation of both financial and non-financial incentives, such as work flexibility in a hybrid scheme, wellness and occupational health policies, workdays granted for employees' time, and a people-oriented culture.



To strengthen the creation of a talent pool, a Trainee program will be implemented to reach young talent seeking their first job opportunity, develop their knowledge and understanding of the business, and, above all, train them to join the company permanently in the future, contributing to the co-creation of different projects at the regional level.



Efforts have been focused on attracting talent with high technological competencies, analytical thinking, fluency in other languages, and power skills that will enable their growth, development, and, therefore, long-term permanence within the company.



Corporación AG has a talent selection and hiring policy, aligned with best practices in human rights, diversity and inclusion, respecting gender, religion, ethnic and racial diversity, offering equal conditions and opportunities, respecting local labor legislation, as well as current international agreements.



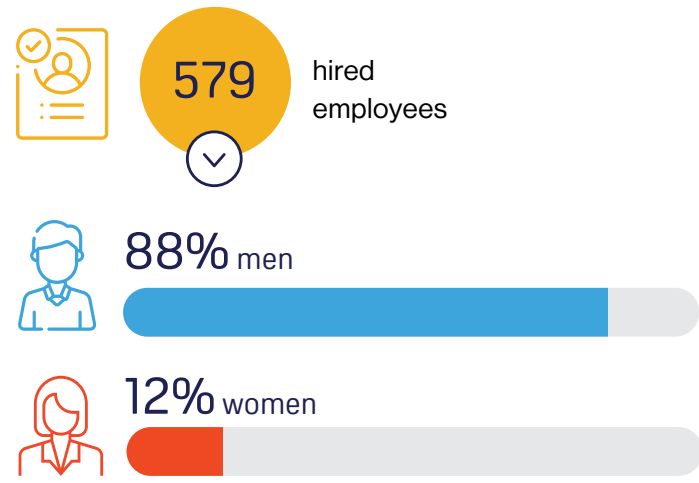
The Sidegua industrial park centralizes the largest percentage of the Corporation's employees, which is why it has been extremely important to maintain and strengthen alliances with private institutions, such as the Municipality of Masagua, the City Hall of Escuintla, private universities, and the Instituto Técnico de Capacitación y Productividad -INTECAP- to have a significant impact as a source of employment in the communities where the Corporation operates.



These same practices are used in other business units and headquarters of the Corporation to ensure, as much as possible, the supply of talent in different areas and guarantee business continuity.

Annual recruitment

In 2023, a total of 579 employees were hired. 88% men and 12% women.

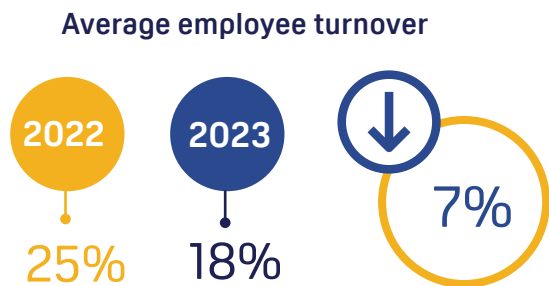


Annual employee recruitment

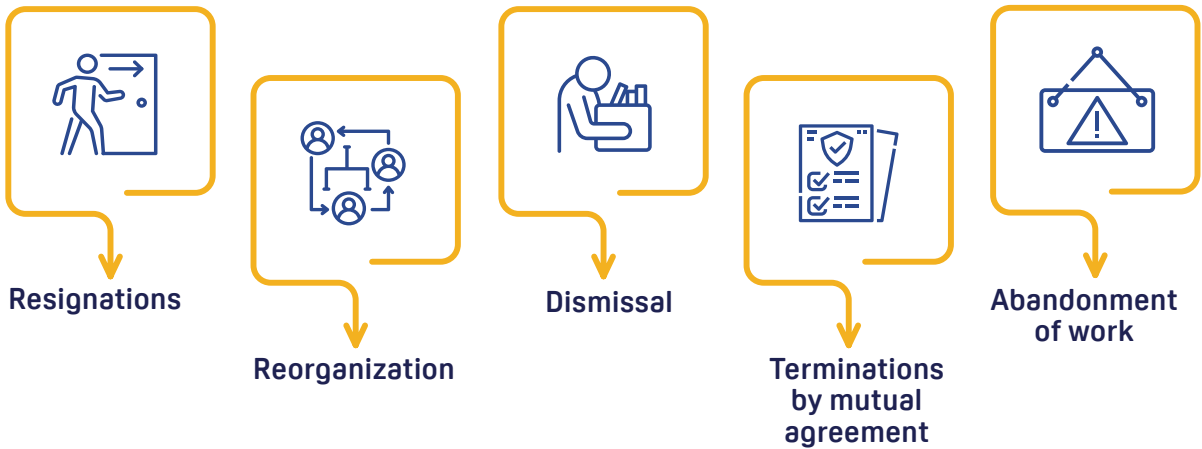
Country	Headquarters	Positions	Number of collaborators	%												
					Gender Men	%	Age range MALE < or equal to 30	31 to 49 years old	> or equal to 50 years	Gender Women	%	Age range FEMALE < or equal to 30	31 to 49 years old	> or equal to 50 years		
Guatemala	Headquarters	Directors and Managers	10	2%												
El Salvador	Sidegua															
Honduras	Tubac															
	Distun	Administrative	146	25%												
	Megaproductos															
	Typsa	Operations	423	73%												
Annual hiring of employees			579													

Employee turnover

As a result of the actions implemented, a 7% decrease was achieved compared to the 2022 turnover.



The total AG turnover in 2023 was 18% which includes:



We continue to implement actions to improve the experience and loyalty of our employees in the corporation.



Gender	Headquarters	% turnover	Quantity
Turnover female	Headquarters	12.2%	21
Turnover male	Sidegua Tubac Distun	18.8 %	283



Diversity and inclusion



In response to the Sustainable Future Plan's strategy of promoting diversity and inclusion in the Corporation, Sustainability and Human Resources managers, proposed an initiative that would allow breastfeeding mothers to have an optimal space for the breast pumping process. Our main objective is to **encourage, support, promote, and protect breastfeeding among AG's female employees**. In addition, it reinforces that breastfeeding is fundamental for the nourishment, growth, and development of children in their first years of life, benefiting the integral health of both mother and child.

The initial scope of the initiative consisted of the implementation of a Breastfeeding Friendly Room at Corporación AG's headquarters. To this end, we searched for an optimal space that would meet health and hygiene requirements.



After confirming that the space met the necessary conditions, an inauguration event was held with the participation of breastfeeding mothers, leaders, and experts who shared a talk about the benefits of breast milk. In addition, a baby care products expo was allowed.



The implementation of this room had a favorable impact, not only with nursing mothers but also with the rest of the employees, as it confirmed that AG takes care of their health and integrity.

This is how the decision to replicate this excellent initiative in the Sidegua Industrial Park was made, where there are employees in the production area and administrative teams that support the continuity of the business. Although this was not the initial scope, it was determined that it would be very beneficial to implement a Breastfeeding Friendly Room at this location to provide mothers with the same benefit of having an optimal space for breast pumping.



PFS Goal

Goal 2025

Three key initiatives to promote diversity and inclusion implemented by 2025.

Results 2022

An internally named "Specific Diversity and Inclusion Rule" policy was developed, which is the basis for designing and promoting initiatives in the coming years and will allow us to achieve our diversity and inclusion objectives.

Results 2023

Implementation of a Breastfeeding Friendly Room in the Headquarters and Sidegua.

After the inauguration of both rooms, it was confirmed that 10 of the female employees, representing 6% of the female population of the Central offices and Sidegua, but 100% of the breastfeeding mothers, made use of them. In addition to feeling comfortable in the place, they mentioned that it was very beneficial to have two rooms, since this allowed them to continue with their pumping process regardless of the headquarters they visit, referring specifically to Central Offices and/or Sidegua.



10
of the female
employees used
the **breastfeeding**
rooms

6%

of the female population
of the Central offices and
Sidegua

100%

of the breastfeeding
mothers

To ensure the correct use of the rooms, a policy was implemented establishing the responsibilities assumed by both Corporación AG and the mothers when using this space. This document was approved and validated internally but also underwent a review process with the Guatemalan Ministry of Labor and UNICEF.





1 hour

maximum time spent in
the room

This document not only establishes the guidelines and responsibilities for the use of the rooms but also details the procedure for inviting mothers who return to work after the birth of their children. This process establishes that each immediate supervisor must deliver a welcome letter to her employee indicating the benefit of using the breastfeeding room, where the maximum time spent in the room is 1 hour,

which can be divided twice a day with a time of 30 minutes per use. In addition, she reinforces that she can enjoy the benefit of the law that establishes that she must have 1 hour daily that can be chosen in the morning or the afternoon; this means, the entrance time would be one hour later, or the exit time would be one hour earlier.

Procedure for breastfeeding women

WHO?	WHAT?	HOW?
 Labor Relations	 Notifies the immediate boss and delegate of the EALM committee of the mother's upcoming breastfeeding period.	 Through an email to schedule the welcome of the collaborator.
Immediate supervisor	Delivery of a letter to a breastfeeding woman after her official maternity leave date from the IGSS.	On your first working day of work, you will deliver a letter to welcome her and invite her to use the breastfeeding room, explaining the guidelines for use.
Collaborator in the breastfeeding period	Receives and signs the letter.	On your first working day, you will sign the letter as proof that you are aware of the benefit you are entitled to.
EALM Committee	Welcomes the collaborator on her first working day.	Through an email to welcome her and motivate her to use the room.

Part of the process of implementing this benefit involved training breastfeeding mothers, leaders, and other employees of Sidegua and Central Offices. These trainings were initially given to the people directly impacted; however, we identified the need to sensitize all current and new employees, so we prepared a self-teaching material where the benefits of breastfeeding are exposed and how AG is a promoter of them.



It is worth mentioning that both rooms received the Breastfeeding Friendly Entity certification, granted by the Ministry of Labor and UNICEF.

This milestone was very important, as it confirms that within the Corporation it offers a dignified space in excellent conditions for mothers to continue their breastfeeding process and ensure that they are giving their children the nutritional sustenance they need.

As part of this initiative, a committee was established to keep the rooms in optimal conditions and at the same time ensure the correct accompaniment of the women in this process.





AG Breastfeeding Room Regulations

This committee is made up of:



1 collaborator from the Administrative area who ensures the proper use of the room and its cleanliness.



1 collaborator from the Communication area who updates, publishes, and promotes information related to the breastfeeding room, its benefits, and its use.



1 Human Resources collaborator who ensures compliance with the benefit and follows up on cases of breastfeeding women and the use of the room.



1 collaborator from the Sustainability area, whose participation is at the discretion of the committee.

In addition, the committee is committed to constantly reviewing the policy and conditions of the rooms to update them according to the needs and changes required.

One of the first actions conducted by the Committee was the delivery of infographics with a summary of the main aspects mentioned in the policy to the users, intending to inform and involve them in the care of these spaces that are of common use.



Exclusivity

The use of the room is exclusively for nursing mothers.

Reserve

Reserve your time in the App to reserve desks and rooms, thus promoting the privacy and hygiene required for the breast-pumping process.

Order and cleanliness

Keep the space you use clean and leave it as you would like to find it. Wash the utensils you used and store them in a suitable place to avoid losses.

Schedule

The maximum time you can stay in the room during the day is 1 hour, you can divide it into two 30-minute sessions. Let's respect and take care of the schedule. If you have any inconvenience and you will not be able to use the room at the scheduled time, please cancel your reservation.

Keys

Ask for the room key at the reception area and remember to return it after use.

Belongings

Take care of your belongings and label them to avoid taking things by mistake or loss. If you find an item left behind by a mother, report it to the Administration team or your headquarters.

Meetings

Avoid using the room if you are in a virtual meeting or on a phone call.

We behave like owners

Model our value "We behave like owners" and make proper use of the facilities.

We are proud that in the year 2023, we surpassed the goal and conducted other actions that have allowed Corporación AG to continue promoting **Exclusive Breastfeeding**.

In August we joined in the celebration and commemoration of World Breastfeeding Week, where the theme **"Facilitating Breastfeeding: Making a Difference for Working Mothers and Fathers"** was developed by

Alicia Ruiz: Certified International Breastfeeding Consultant, MSc in Nutrition,

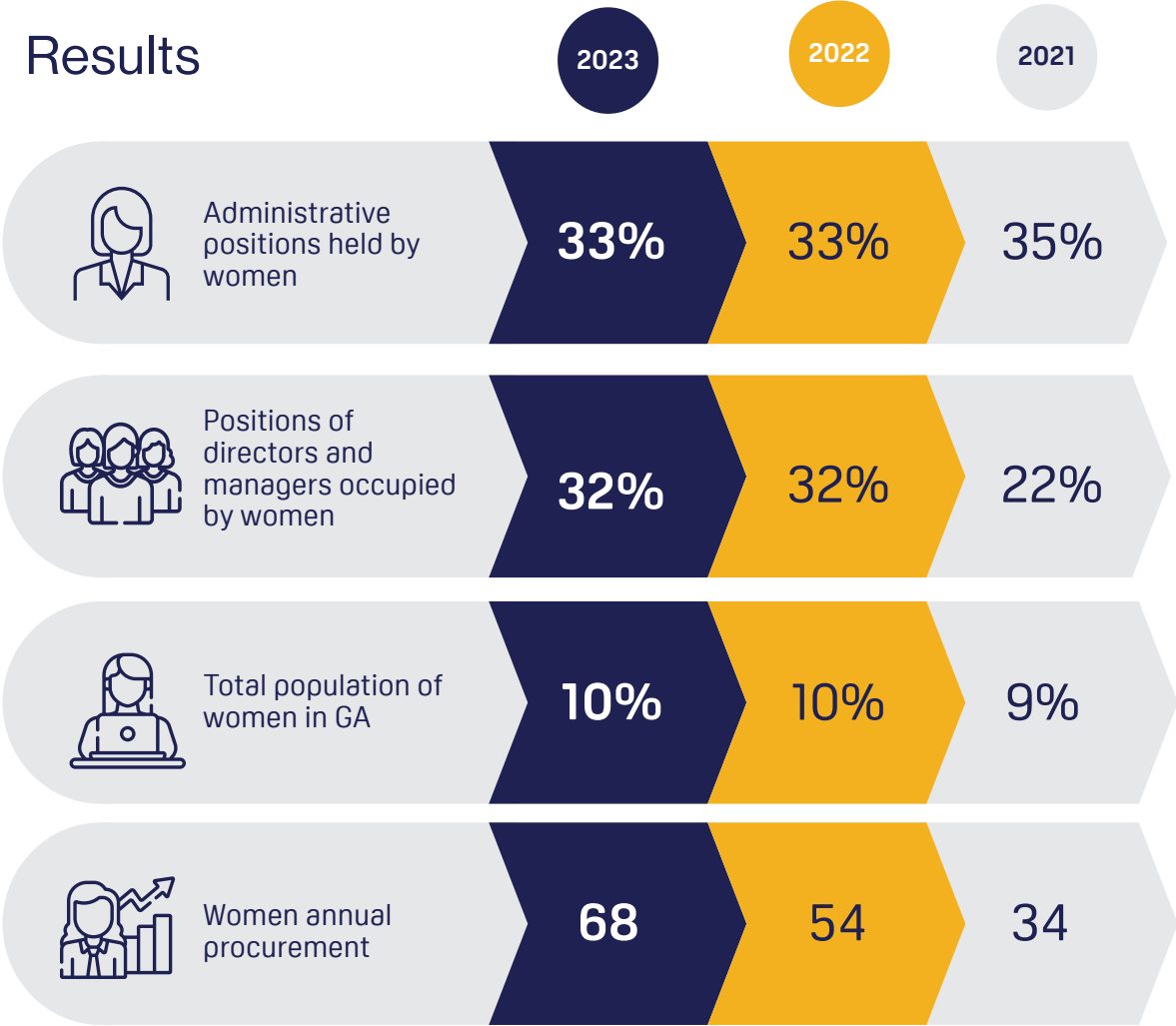
and volunteer for the La Leche Materna League Guatemala.

Monica Tornoe, Licensed in Clinical Nutrition and active leader and volunteer in supporting mothers in their desire to breastfeed through La Leche League Guatemala.

Different concepts, advice, and benefits that it brings, not only to the breastfeeding mother but also to the infants, were reinforced. In this celebration, 170 employees from distinct locations participated to keep them informed and motivate them so that together we can be promoters of BREASTFEEDING.



Results





Cultural transformation



Training and development are educational activities within the Corporation designed to improve the job performance of our employees.

In general, these programs have a positive impact on improving the employee's knowledge and skills and instill greater motivation to improve job performance directly. Directly, they provide them with stability in the company, as they develop so that they continue in the Corporation and this knowledge is passed on to new collaborators.

One of the greatest potentials is that the opportunity for development is at all levels from the operational to the executive team. All areas of the Corporation are impacted regardless of positions or locations.

We have a virtual platform, which provides a competitive advantage for the management of training in the Corporation. One of the areas with more influence through training is the Industrial Safety area since much of the content is reinforcement for employees to further develop in these issues.

All mandatory courses and courses that mitigate critical risks to which employees may be exposed have their respective evaluations to measure the knowledge and effectiveness of the content.

The standards for measuring the efficiency of training are through scales, which determine the actions to be taken according to the definition or type of training received by the employees.

The internal trainer programs are developed through strategic alliances and recognized business schools in the country.

Formación cultural Medición de eficiencia de las capacitaciones

Scale	Percentage	Definition	Action
Not Applicable	N/A	Acquire new knowledge	None
Level 1	0-25%	No evidence of application	DDA / PDP
Level 2	26-50%	Little evidence of the application	DDA / PDP
Level 3	51-75%	Evidence of application	Indicate Goal or KPI Impacted
Level 4	76-100%	Outstanding application	Indicate Goal or KPI Impacted



Achievements

Induction was provided to more than 380 new employees, with an impact of 97.5 hours invested. We obtained an average score of 87 points in the satisfaction surveys, among the most appreciated aspects was the tour of our plants.

We obtained 91% participation in mandatory courses. We launched the new Leadership Program, where leaders are being trained under our three corporate pillars Business, Talent, and Culture, through a 12-module plan with internal and external expert facilitators through our strategic alliances with universities and business schools.



380
new employees



91%
participation
in mandatory
courses



97.5
hours invested



12
module plan
with expert
facilitators



87
points in the
satisfaction surveys

AG Leader Program

Leaders participate in strategic thinking workshop

In the year 2023, the AG Leader program began, where more than 220 leaders of the Corporation received the Strategic Thinking module, which is part of the program, which seeks to develop leadership skills and abilities in the talent of our company.

For the first group of leaders, the module was taught by Carlos Castillo, an expert in improving business management. For the second group, Rodrigo Abumohor Carniglia, a professional in the development of corporate strategy of the MBA of the Universidad Católica de Chile, whose MBA is number 1 in Latin America and number 35 worldwide, according to the QS ranking.



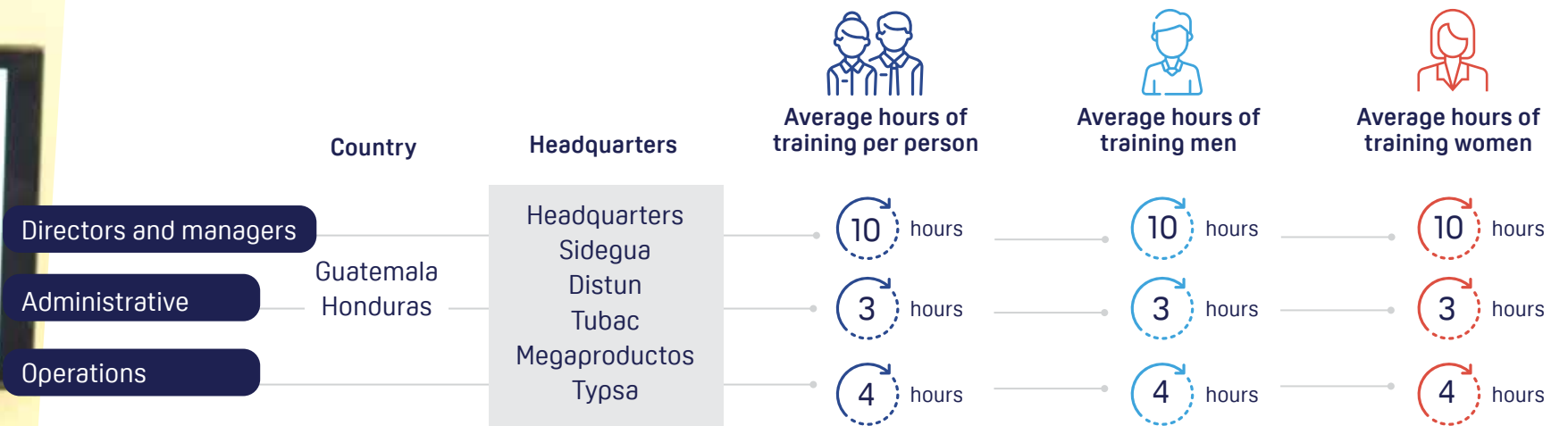
Challenges

By 2024, we will have a new Development model, which involves training each of our employees in corporate topics such as operational excellence, change management, and digital transformation, as well as some functional training content that will allow them to better develop in their jobs.

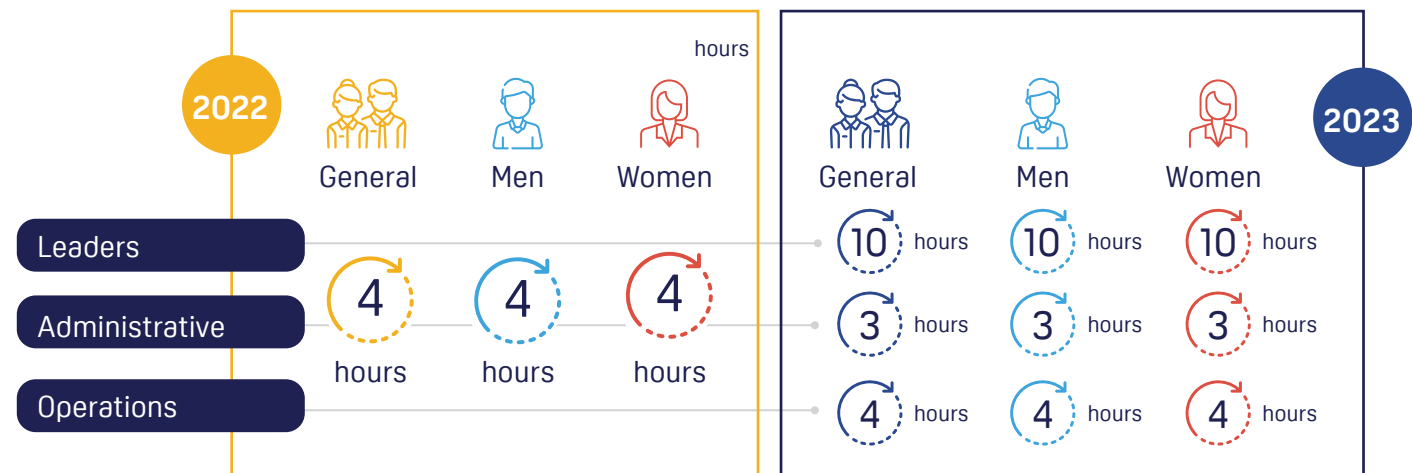


Continuous training

In 2023, the training average was taken as the result:



Average hours of training per year per employee



Training

The training programs through the corporate curriculum seek to reinforce and improve the skills of employees through corporate competencies. They are available to all AG employees in Guatemala and Honduras, as well as internal training that reinforces safety, ethics, values, and quality.

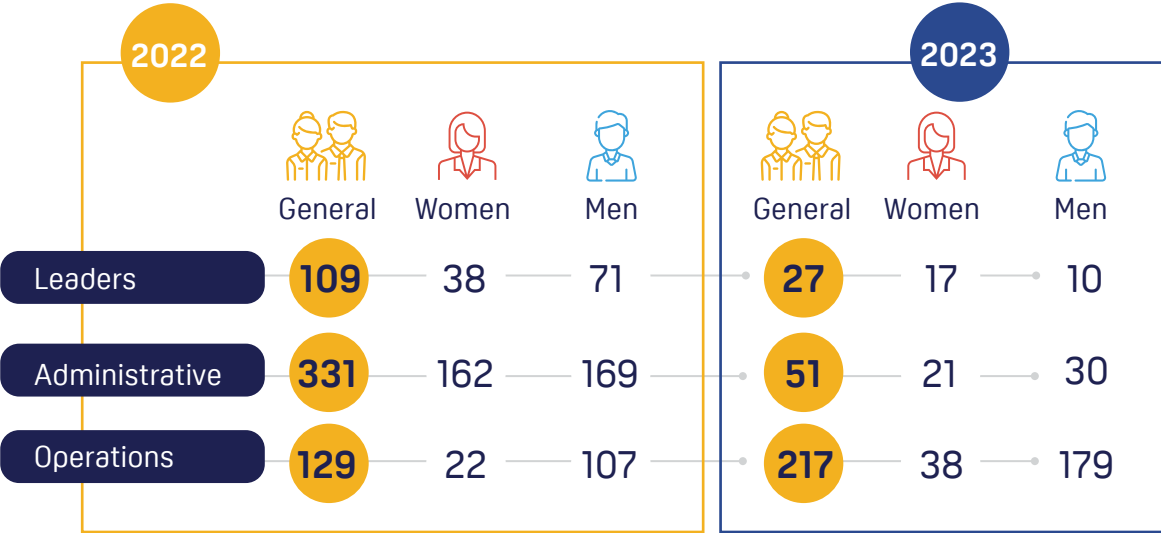
During 2023 we had an increase in participation in most of our Critical Risks courses and in training our contractors on safety issues at our facilities.

Compared to 2022 we had an increase in participation in the induction of values from our virtual platform.



	2022	2023
Induction Values	260	316
Moodle Values	260	316
ISO 37001	39	39
GIS	1536	1387

In addition, during the year 2023, we had 269 employees participating in our competency-based corporate curriculum.



Descripción de las capacitaciones	Colaboradores programados	Colaboradores capacitados		Men	% men	Women	% women
Manual de SST	1512	1351	89%	1208	89%	143	11%
VIH	1512	1375	91%	1220	89%	155	11%
Manejo Manual de Cargas	1512	1311	87%	1165	89%	146	11%
Ergonomía	1512	1324	88%	1183	89%	141	11%
Sostenibilidad	1512	1204	80,0%	1060	88%	144	12%
Taller de Interpretación de PCA y CTPIr	213	213	100%	164	77%	49	23%
Modelo de Líder AG	213	188	88%	144	77%	44	23%
Pensamiento Estrategico	213	178	84%	140	79%	38	21%
En tubería AG siempre decimos si	88	88	100%	73	83%	15	17%



Performance evaluation

In 2023, performance appraisal was implemented at the operational level for the first time in AG's history.

The performance evaluation is directly related to the alignment of annual, semi-annual, and quarterly goals of the organization. With the implementation of management at all levels of the corporation, the result was **100% of employees evaluated** with more than 6 months in the organization.

At AG, every employee has the right to know his or her results through 1-on-1 meetings with the leader. At the same time, every employee with deficient performance

has the right to conduct a 3-month improvement plan with the guidance or coaching of his or her immediate supervisor.

In addition, during the 2023 period, a calibration roundtable was held with the participation of directors, managers, and Human Resources.



The impact assessment was conducted at the operational level, reaching

1,360
employees

The impact assessment was conducted at the administrative level, reaching

643
employees

Level	Headquarters	Total Evaluated	Men 	% men	Women 	% women
Directors and managers	Sidegua OC	55	38	69%	17	31%
Administrativos	Tubac Distun	577	389	67%	188	33%
Operativos	TYPSA Mega Cedis	1360	1334	98%	26	2%

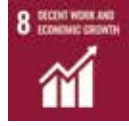
Commitment to Human Rights

As part of our commitment to Human Rights and following the value "We respect others and our environment", during the year 2023 we continued training the physical security team and industrial cafeteria staff, reaching more than 35 employees, with these actions we ensure continue promoting respect and dignified treatment for others.





Occupational health and safety (SST)



At Corporación AG we align our Occupational Health and Safety system with the current legislation of our country.

We also adopted other OHS management practices related to the steel industry and international standards. Our OSH Management System is oriented to requirements established by ISO 45001:2018. With the application of the requirements of this international standard, we have managed to orient our system towards more robust management practices and tools that seek to strengthen the prevention of incidents, protecting our employees and third parties in the different locations of the corporation.

OHS Commitment

As a commitment to employee safety, the year 2023 began with an event of significant impact for the Corporation, seeking that all employees live safely at every moment and prove that they every day, live the commitment to zero accidents, incorporating SAFETY as one of the CORPORATE values.

"We live safely" is how AG proves that there are no excuses for not taking care of ourselves, letting them take care of us, and taking care of our colleagues. This new value has allowed us to continue implementing tools and actions aimed at prevention in each of the processes.

VIVIMOS
DE FORMA SEGURA





Material Topic Occupational health and safety

Goal 2025

Zero fatalities annually.

Results 2022

Zero fatalities were reported during the year.

Results 2023

Zero fatalities were reported during the year.

In the constant search for incident prevention, the corporate goal related to disabling injury incidents was estimated at a target frequency rate of 0.78, achieved at the end of the year:



Frequency
rate **2023**

0.75

FR formula: Frequency rate:(# of incidents * million hours / total man-hours worked)

This was achieved thanks to the involvement of all the leaders and collaborators of the Corporation, demonstrating the commitment to the corporate priorities established in the first and fourth quarters, in which goals were defined to increase the reporting of substandard acts and conditions and to maintain zero incidents with disabling injuries.



Health and safety first

At AG we promote the training and participation of our collaborators through

- ✓ Training on the Academia AG platform with health and safety modules.
- ✓ Participation in:



daily safety
dialogues



hours of daily
safety



monthly joint safety
hour



planned
inspections



bipartite
committees



brigades



delegates of critical
risks of the steel
industry



5S committees,
incident investigation
committee



pre-use inspections
of tools and
equipment



preparation of
preliminary risk
analysis



preparation of high-
risk work permits



unsafe acts report



unsafe conditions
through our online
platform



approaches
to behavioral
observations



review and analysis
of health and safety
statistics



senior management
review of progress

Commitment to health and safety at work

The objective of the OHS system is to identify significant hazards that could compromise the health and safety of workers, through the establishment of control measures considering the current legal regulations. The practice establishes identifying and controlling the risks associated with the various stages of the production processes, critical risks of the daily operation, tasks of third parties or contractors, and any other task that is not contained in the previous points.

Each process is defined and evaluated with the accompaniment of leadership and collaborators, so that the entire team manages, ensuring adequate resources and personnel in the implementation of controls. Involving the staff that performs the identified tasks increases awareness of the associated hazards and contributes to the establishment of a culture of improvement concerning risks, throughout the organization.

As part of the commitment of senior management, during 2023 the corporate priority was to increase the reporting of substandard acts and conditions, involving all areas and employees of the corporation, surpassing the proposed goal in something unprecedented within the organization.



During the first quarter, priority was given to increasing the number of reports of unsafe acts and conditions to correct these deviations and prevent them from materializing into incidents.



Quarterly goal as part of the "Valuing your life" initiative

Goal:		Goal achieved:
12,000	→	13,896
ACCI reports		ACCI reports

Annual ACCI reporting results

2023	43,655
	ACCI reports

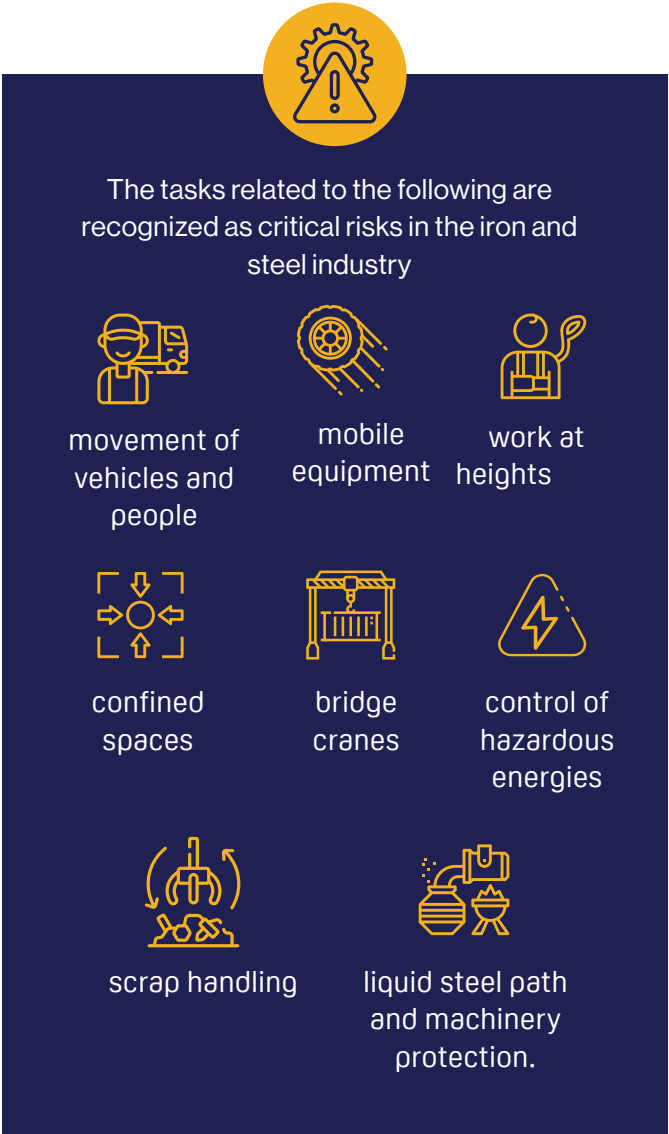


The results of the assessments performed are essential for prioritizing planning and control, ensuring that all risks are effectively controlled.

Throughout the year, the lessons learned from incidents with injuries were shared with all Industrial managers. With this information, the leaders of each area analyzed with employees the applicability of these lessons learned and how they could adapt them to their respective processes with the sole objective of preventing accidents.

Additionally, during the fourth quarter, senior management requested that the corporate priority be **zero lost-time incidents**, which was successfully achieved thanks to everyone's involvement.

AG Corporation has preventive tools such as reports of unsafe acts and conditions, and planned and pre-use inspections, among others; it also has the identification of hazards, risk assessment, and control measures that are recorded through the identification framework of hazards and risks by process stages.



It also establishes that, for third-party or contractor tasks, as well as those tasks that are not controlled, a preliminary risk analysis must be performed and, if necessary, a work permit must be issued for those tasks that require it.

Occupational health services

Occupational health at AG is a priority in which we are all responsible for vigorously complying with and reinforcing the Occupational Health and Safety Management System.

The Corporation has services and resources to meet the healthcare needs of more than 2,000 active employees and approximately 200 employees of permanent third-party companies who interact and work at our work centers.



Occupational health services:

- 1 Corporación AG has two medical clinics equipped to provide primary care services and assistance. These clinics are located in the Sidegua and Tubac industrial parks.
- 2 Sidegua has two occupational physicians and three auxiliary nurses. Those who require assistance due to health issues and/or illness, emergent and/or chronic, one-time care or chronic follow-up, have 24-hour care available 365 days a year.
- 3 Tubac has an occupational physician and an auxiliary nurse on the day shift to provide medical care to employees.
- 4 Third-party workers also receive medical attention. There are currently 40 direct transportation providers, representing an average of 200 pilots, who come in daily and can use the medical clinic for any emergency or request and a water station for hydration.
- 5 In 2023, the commitment was reaffirmed to prepare more employees to be part of the "Emergency Response Brigade Team", who acquired the necessary knowledge to be part of it and to be at the service of the Corporation in the event of an emergency.
- 6 Employer and worker representatives participated in bipartite committees with representatives of the health team, who are responsible for coordinating and overseeing the promotion of occupational health and safety in the workplace.
- 7 Annually the OSH area presents plans and work programs in occupational health and safety, protocols, processes, and procedures if required as an area of continuous improvement as part of the Integrated Management System in the Corporation, in which are contemplated the actions with which the company must have around the theme of health and safety at work and the Management System ISO 45001-2018. These plans and protocols are standardized according to current legislation at the national level, the Occupational Health and Safety Regulations (Governmental Agreement 229-2014 and its reforms 33-2017/57-2022).
- 8 The Corporation provides an internal ambulance to transport employees who require emergency medical attention. It has first aid kits strategically located at each operating plant, rescue equipment, and marine boards that allow patients to be immobilized so that they can be taken to a medical clinic for appropriate care. In addition, it has an emergency response protocol that defines the actions for an agile and effective response, establishing roles and responsibilities.
- 9 All AG Corporation employees have health insurance coverage for medical expenses and life insurance and are registered as members of the *Instituto Guatemalteco de Seguridad Social* (Guatemalan Social Security Institute).
- 10 There is an alcohol and drug detection procedure in place, to comply with the legal regulations in force in our country. Alcohol and drug tests and urine drug tests are performed on a scheduled, random, suspicion, and post-incident basis within the work centers.





Other achievements

In 2023, the OHS team had a series of achievements that were implemented at the different sites.

Achievements 2023	Sidegua	Tubac	Honduras	DISTUN	OC
Health webinars with a focus on nutrition, physical, and emotional aspects to educate employees in a culture of prevention.	✓	✓	✓	✓	✓
There was an improvement in medical expense loss ratio, attributed to the health programs implemented for the Corporation. (December 2021 to November 2022 was at 99.55% / December 2022 to November 2023 achieved 80.12%) resulting in a 19.43% reduction.	✓	✓	✓	✓	✓
Creation and execution of the Wellness Health Program Checkpoints - Health baseline (1251 medical evaluations conducted in Sidegua, Tubac, Distun, and Central Offices). The program aims to enhance the three fundamental pillars of health in the workplace by conducting proper epidemiological surveillance through a general medical assessment. This allowed understanding the health status of each individual, thus enabling a targeted approach in health programs based on the obtained results.	✓	✓	✓	✓	✓
Accreditation and management of Health Licenses for the Medical Clinic.	✓	✓			
Accreditation of the Health and Safety Plan by the Ministry of Labor and Social Security.	✓	✓			
Measurement of Occupational Hygiene (noise, particles, thermal stress, vibrations, thermal stress, and illumination) to identify critical areas.	✓	✓			
Operational restructuring of the Occupational Health team Tubac: one occupational physician and a new nursing assistant position. Sidegua: two occupational physicians	✓	✓			
Influenza vaccination campaign providing coverage to employees against respiratory diseases and workplace risk diseases.	✓		✓		

Achievements 2023	Sidegua	Tubac	Honduras	DISTUN	OC
Fasting glucose testing campaign for our employees on World Diabetes Day.		✓			
Tetanus campaign in Sidegua.	✓				
Medical evaluation campaign for employees from all Distun workplaces, establishing a 100% health baseline.				✓	
Training provided to new OSH monitors, who are accredited and registered with the Ministry of Labor, Social Security, and Welfare.	✓	✓		✓	
100% evaluation of critical risk employees at Sidegua headquarters, increasing the number of evaluated patients by 13% compared to the previous year.	✓				
First aid training for mobile team employees.	✓				
Evaluation of health conditions (hydration points and recovery rooms) to ensure employees have adequate hydration and spaces for recovery from exposure to high temperatures.	✓				
First evaluation conducted for critical risk personnel.		✓			
Remodeling and expansion of the medical clinic to broaden coverage and provide better service to employees.		✓			
Remodeling and expansion of the medical clinic to broaden coverage and provide better service to employees.			✓		
General assessment of health conditions at the Typsa plant workplace located in Honduras. x Execution of corporate health assessment evaluating legal and health conditions to determine the maturity stage of their Health model.			✓		

Upcoming challenges



- Increase the percentage of legal compliance and health compliance for the corporation.
- Initiate the ergonomics program to identify critical positions and tasks that endanger the health of employees, thus preventing occupational diseases.
- Culminate the Wellness Checkpoints corporate health program by evaluating 100% of all the Corporation's employees in order to establish a health baseline and thus, with the results obtained, focus our health programs so that our employees can achieve integral wellness.
- Continue working on the corporate health program (based on the pillars of physical, social and mental health), raising awareness among employees on how to achieve a healthy lifestyle.
- Initiate a program of occupational hygiene measurements, conducting studies of noise, particulates, vibrations, thermal stress and lighting in work centers.

Safety time

To promote this culture of prevention, the Corporate Affairs and Sustainability and Human Resources Department has a structure of industrial safety and occupational health managers, with a total of 18 employees responsible for or leaders of management in the different work centers.

To continue to maintain the culture of prevention in AG, providing preventive tools, and promoting the participation of all employees and third-party companies so that everyone can identify hazards and manage risks adequately.

We continue to strongly use the ACII digital platform to report unsafe acts and conditions. The tool is important as an element that promotes and manages in a preventive way. We have improved the participation of employees through the "Safety Hour", making these spaces an opportunity for improvement that manages to promote the culture of prevention and exposes critical issues of health and safety at work.



18 employees responsible for or leaders of management



Safety Committee

In compliance with the regulations in force in the country with Ministerial Agreement 23-2017, Occupational Health and Safety Regulations, and promoting the participation of employees, AG has safety committees in the different business units.

Main functions of each committee

01

The committee is made up of an equal number of employer and employee representatives, the number varying according to the business units.

02

Its main function is the consultation and participation of workers in the health and safety plan, as well as issues related to the identification and prevention of risks in the workplace.

03

Promotes initiatives for prevention and improvement of working conditions, giving high relevance to the contributions made by workers who promote risk prevention.

04

Inspect work areas following incidents, follow up on action plans, and propose preventive measures.

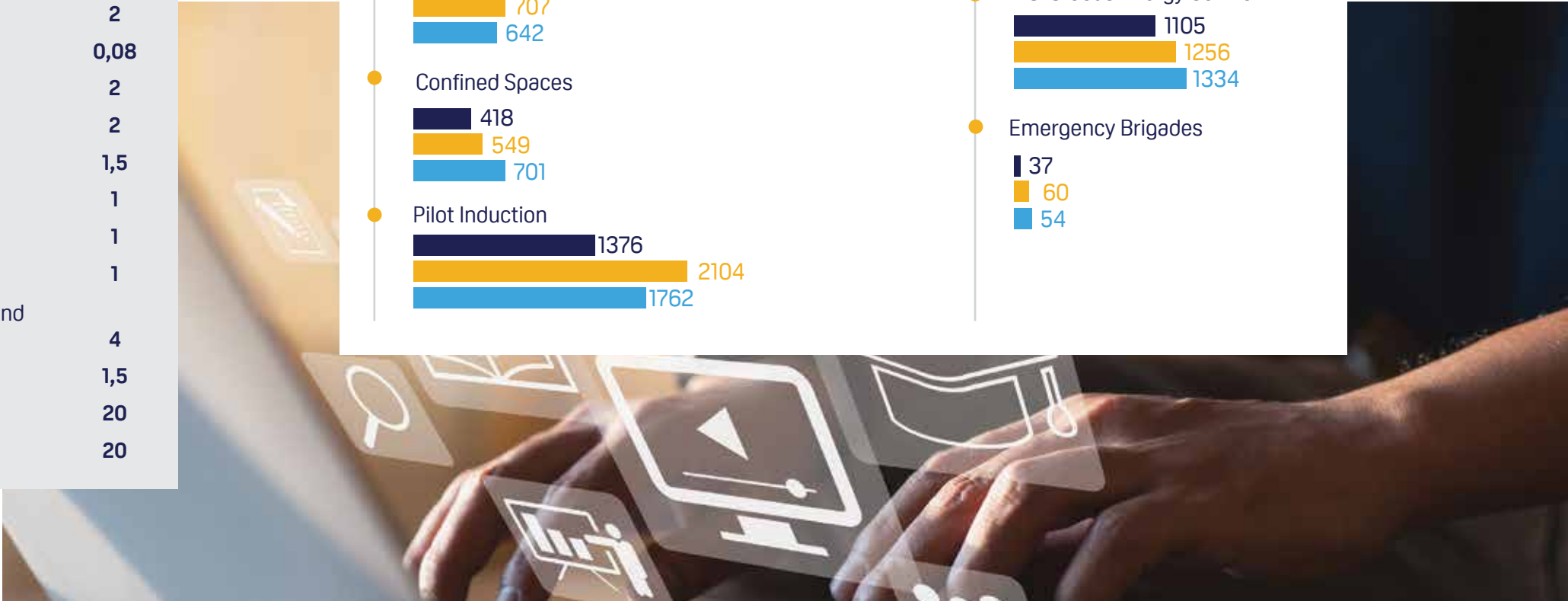
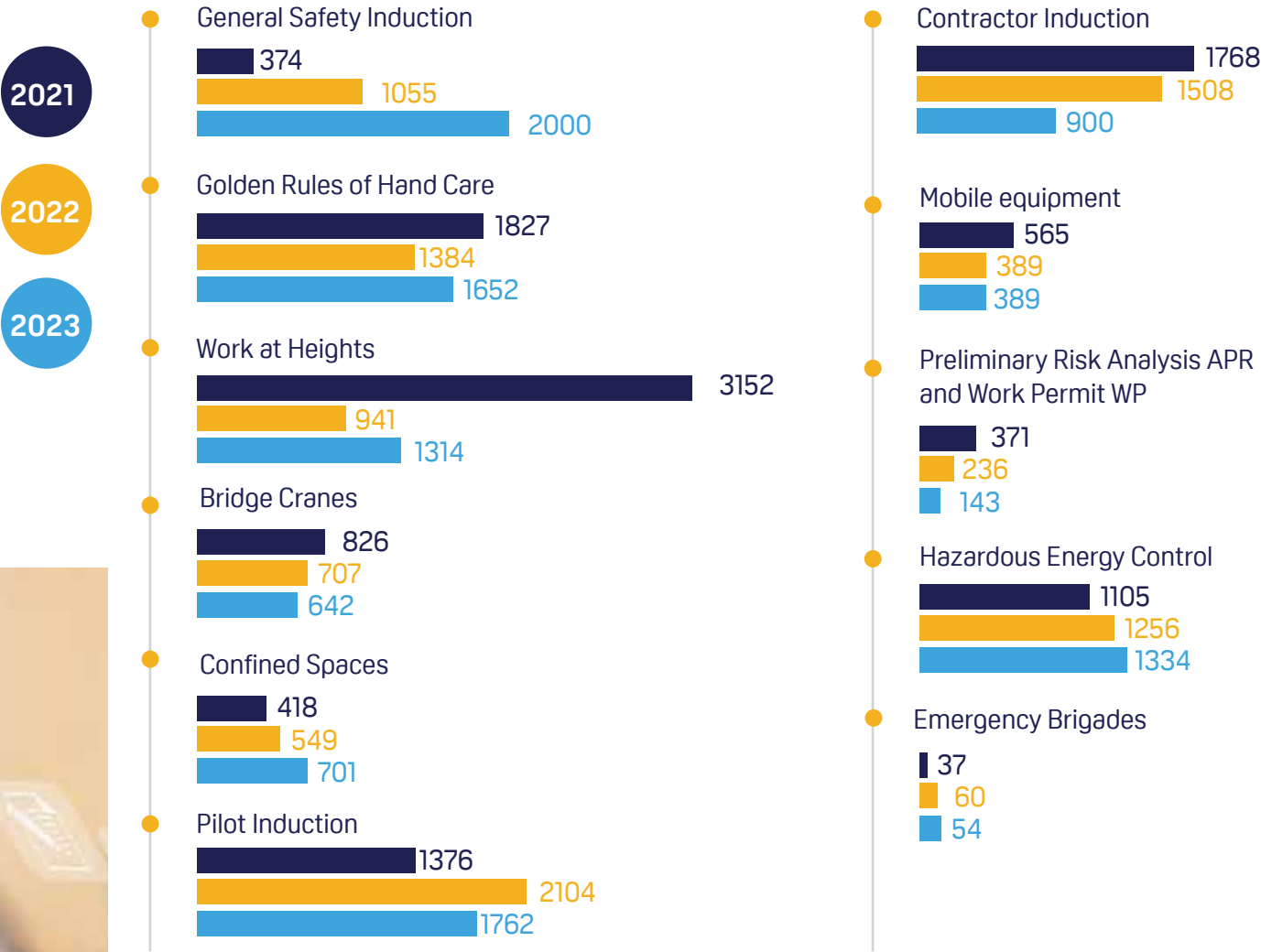


Learning about health and safety

In 2023 the Corporation kept working with the training program called "Academia AG", which is a digital platform implemented to facilitate learning through courses focused on health and safety, and other specific training depending on the nature of the work, as it seeks to improve the knowledge, skills, attitudes, and behaviors of people in their jobs and the care of the same.

Digital Platform Courses	Hours
General Safety Induction	2
Golden Rules of Hand Care	0,08
Work at Heights	2
Bridge Cranes	2
Confined Spaces	1,5
Pilot Induction	1
Contractor Induction	1
Mobile equipment	1
Preliminary Risk Analysis APR and Work Permit WP	4
Hazardous Energy Control	1,5
Emergency Brigades	20
High altitude rescues	20

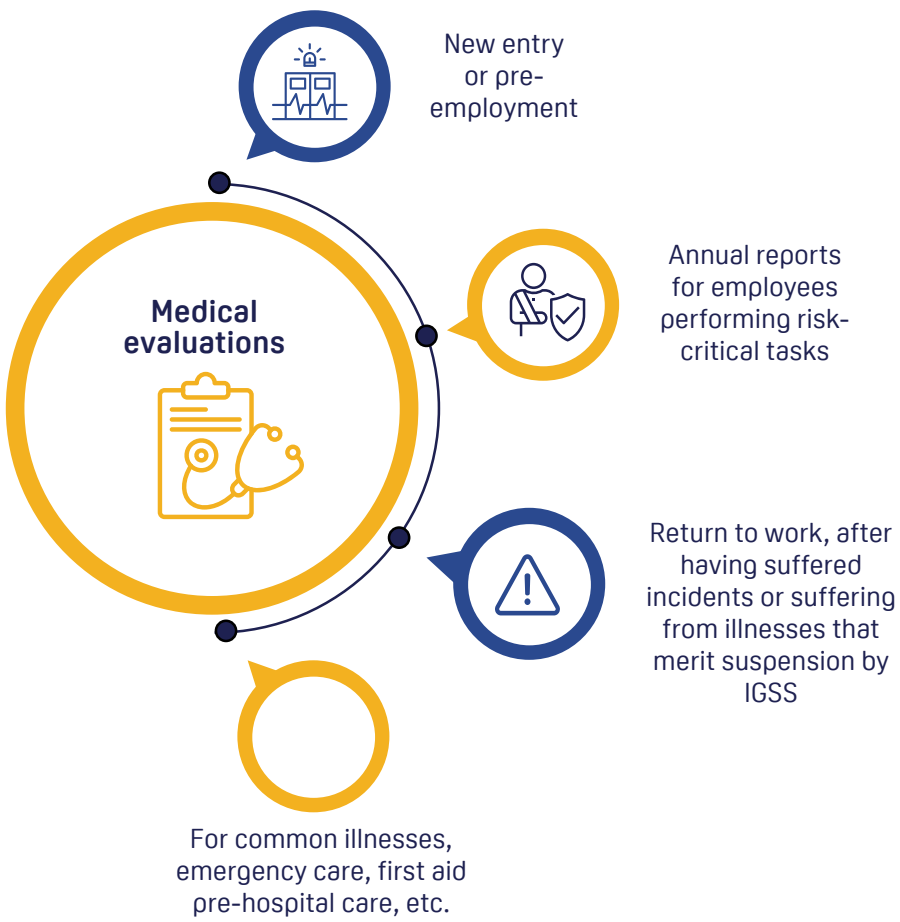
Number of Collaborators in Digital Platform Courses





Health care promotion

Among the health promotion, fostering, prevention, conservation, and rehabilitation activities conducted with employees, the following are described:



In addition, health education activities or exercises continue to be conducted, for example:

Loads handling manual

HIV

First aid

CPR

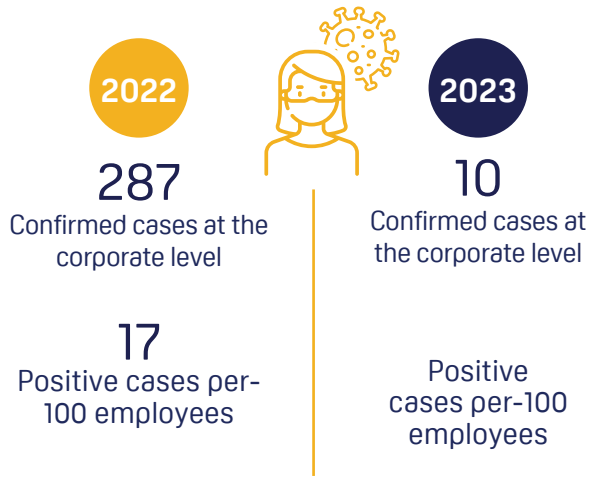


SarS-CoV2 outbreak prevention, mitigation, and management program

During the years 2020 to 2023, actions were taken, creating and complying with protocols and procedures for mitigation, prevention, initial approach, follow-up, and home isolation in the management of cases arising from the COVID-19 disease, providing the necessary support to all those employees who were affected throughout this time of the pandemic, which also hit the country.

This reflects the effectiveness of the preventive measures implemented by the occupational health area, such as vaccination and the commitment of our employees to mitigate and control SarS-CoV 2 outbreaks in the company.

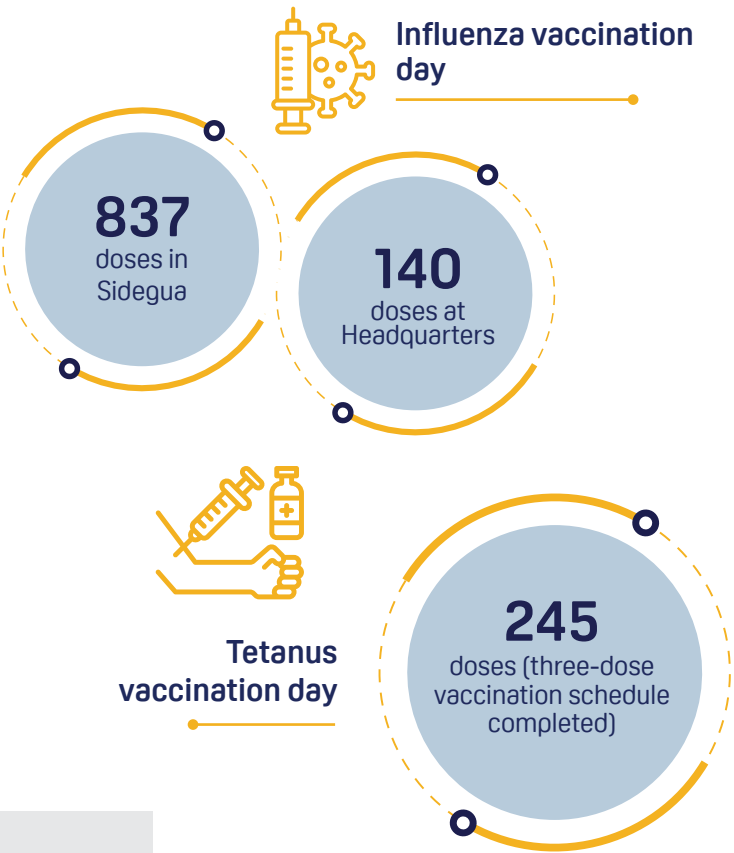
Relevant data Covid 19



In addition, 85 glucose tests were performed on employees of the Tubac plant, managed by a private external entity.

Webinars were held in which employees from different sites received training on nutrition, breast cancer prevention, and mental health.

In 2023, we continued to work with the Guatemalan Social Security Institute (IGSS) to conduct vaccination campaigns against influenza and tetanus.



Evaluations of employees exposed to Critical Risks

In AG there are key positions that involve the performance of tasks with certain risks to the health and safety of the employee.

These are called "Positions with Critical Risk Tasks", so at the beginning of their labor relationship and annually an occupational medical evaluation is performed to promote and/or assess the aptitude, which validates that the collaborator can continue performing the tasks that involve this type of controlled risk.

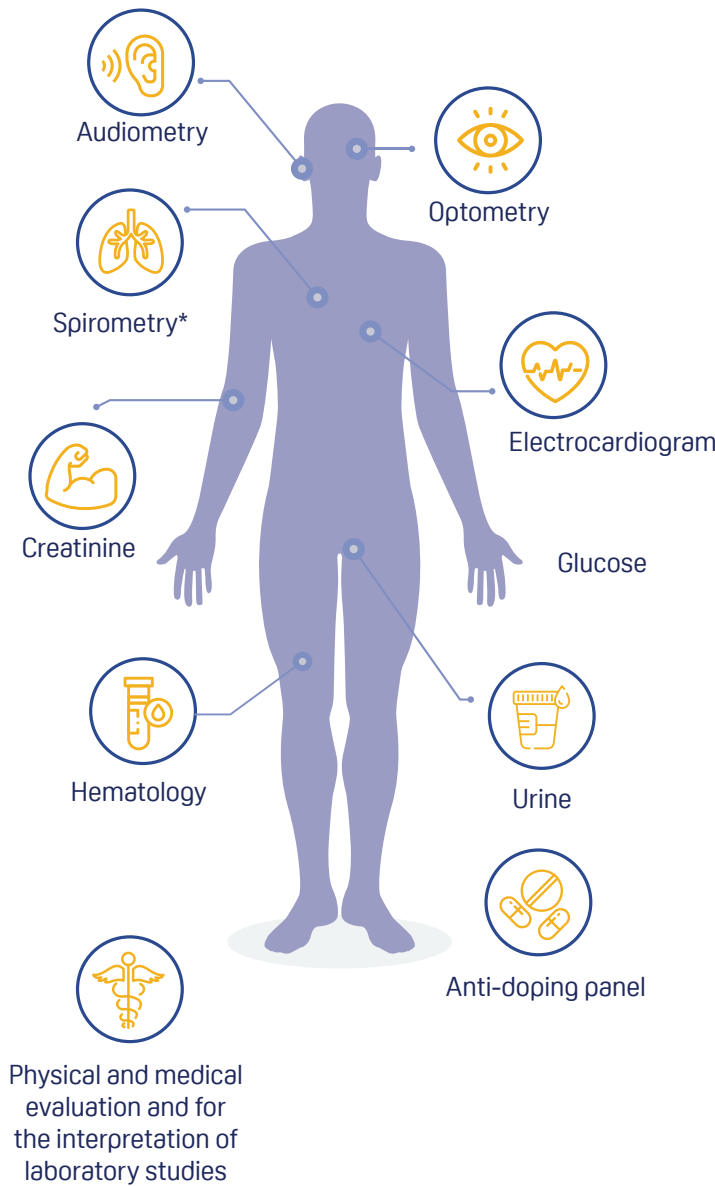
These labs and medical evaluations have been conducted over the last few years, promoting the health of employees and preventing incidents in the work areas.

Critical risk tasks

- Control of hazardous energies
- Confined spaces
- Bridge cranes
- Work at heights
- Liquid steel path
- Scrap handling
- Mobile equipment



Studies and evaluations performed



Evaluations of employees exposed to Critical Risks

FLOOR

	2022	2023
Steel Mill	123	122
Central maintenance	80	74
Lamination	66	75
Metal patiok	64	77
Profiles	60	76
Logistics	50	61
Wire drawing	45	57
Distun	20	0
Supplies	16	28
Electro Welded Mesh	15	24
Green areas	14	9
Transmetal	7	6
Tubac	0	78
Others	5	17

Total

565

626

13%

The evaluations of positions with critical risk tasks were distributed among different plants, resulting in 626 evaluations during 2023. Compared to the previous year, there was an increase of 13%, which reiterates the commitment that health and safety come first.

At Tubac, 78 critical hazards laboratory batteries were performed for the first time, which constitutes 32% of the plant's population.



78

critical hazards laboratory batteries performed

32%

of the plant's population

Healthy living program

In AG we continue to promote healthy lifestyles, and in 2023 we have conducted annual medical evaluations, and medical evaluations of critical risks; we have launched various communications and webinars seeking to raise awareness among those employees who have chronic degenerative diseases, as well as overweight and obesity conditions that may jeopardize their health and integrity.

The responsibility for the health of employees is approached integrally, starting from the employee's commitment to their leaders, who play a key role in motivating them to engage in physical activity, inside or outside the work areas.



Prevention and mitigation of health and safety impacts

In AG, our commitment to the health of our employees is vital to know the risks and dangers to which they are exposed every day.

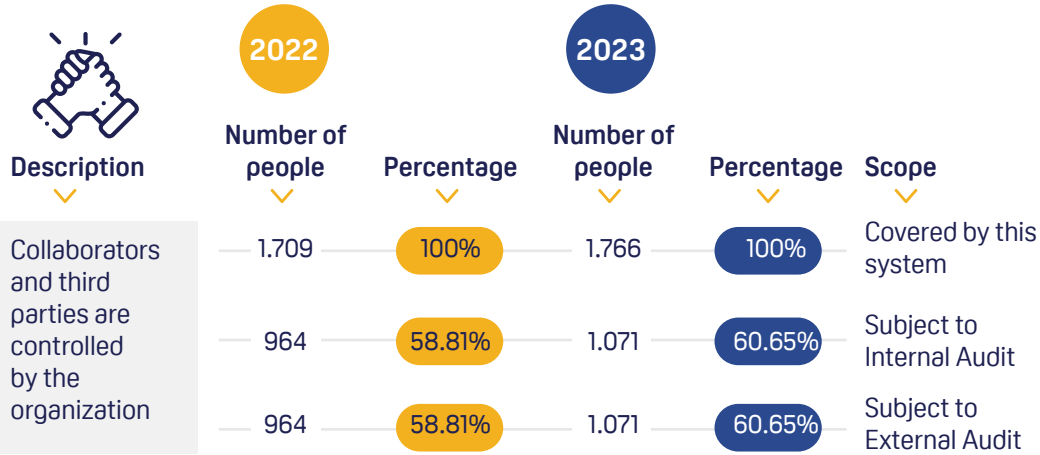
Because of this, we have a program of occupational hygiene-health- measurements, which covers this: noise, particulate matter, vibration, thermal stress, and lighting

To ensure health and safety, in 2023 we managed the purchase of this equipment to strengthen the measurement process in our work units and detect unsafe conditions early, preventing and mitigating occupational diseases in our employees.

Coverage

At AG we comply not only with the legal requirements in force in our country as established in the Occupational Health and Safety Regulation (Governmental Agreement 229-2014 and its reforms 33-216, 57-2022), but we also use as reference and support the international standards regarding occupational health and safety (ACGIH, OSHA, among others).

The health and safety management system according to standard and legal requirements is subject to the following.

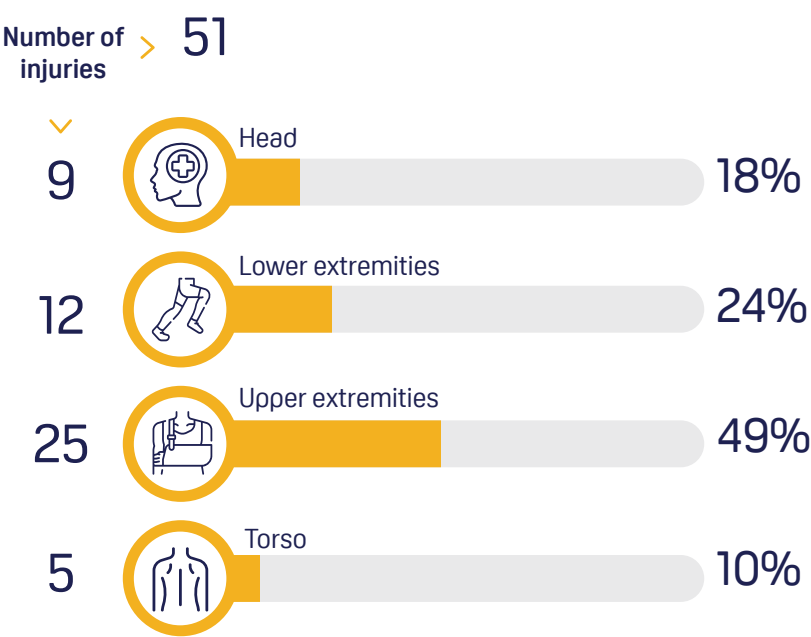


The information obtained was extracted from the AG Corporation's database and filtered according to the processes in which we currently have the management system audited internally and externally.

Work-related injuries

The accumulated results from 2021 to 2023 are detailed below, including both our personnel and contractors.

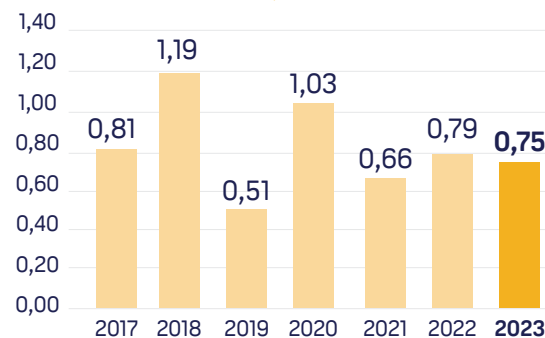
Description	2021	2022	2023
The number and rate of fatalities resulting from an occupational injury.	0	0	0
The number and rate of occupational injuries with major consequences (excluding fatalities).	0.66	0.79	0.75
The number of recordable occupational injuries.	65	42	70
The main types of work-related injuries.	Hand injuries	Hand injuries	Hand injuries
The number of hours worked	5,819,153 (HHT Own Personnel + HHT Third Parties)	5,090,024 (HHT Own Personnel + HHT Third Parties)	6,645,580 (HHT Own Personnel + HHT Third Parties)



Corporate historical data

Year	TF Guatemala	TS Guatemala
2017	0.81	19.02
2018	1.19	92.69
2019	0.51	21.75
2020	1.03	71.92
2021	0.66	31.06
2022	0.79	52.85
2023	0.75	43.34

TF 2017 to 2023

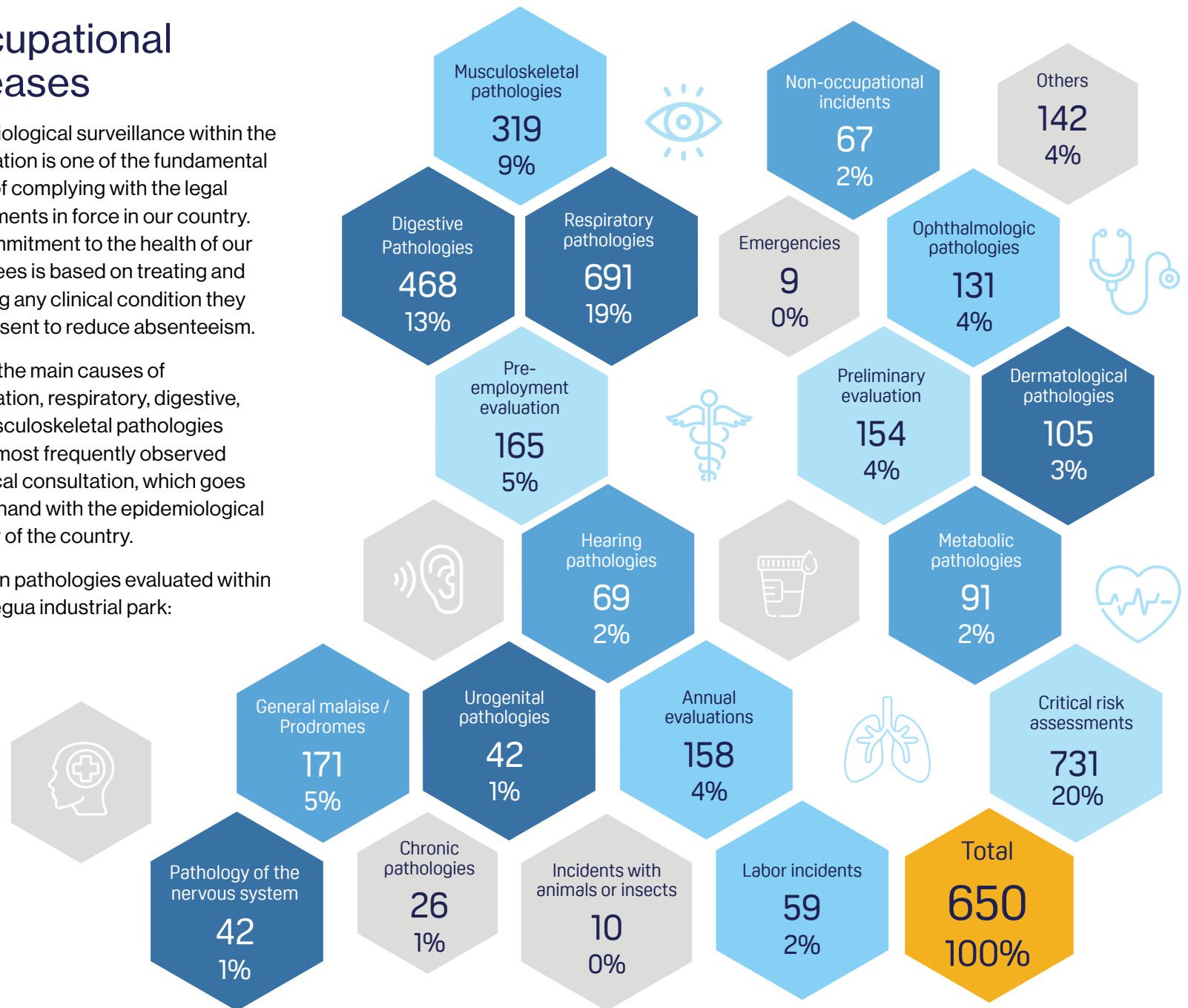


Occupational diseases

Epidemiological surveillance within the Corporation is one of the fundamental pillars, of complying with the legal requirements in force in our country. Our commitment to the health of our employees is based on treating and resolving any clinical condition they may present to reduce absenteeism.

Among the main causes of consultation, respiratory, digestive, and musculoskeletal pathologies are the most frequently observed in medical consultation, which goes hand in hand with the epidemiological corridor of the country.

The main pathologies evaluated within the Sidegua industrial park:



Prosperity and incidence





Ethics and compliance



At AG we continue to firmly have a culture of ethics through our Code of Ethics (CE AG), encouraging and raising awareness among our employees in their actions, based on our organizational principles and values. The Board of Directors approve our Code of Ethics.

Conflict of interest

Corporación AG has established a corporate conflict of interest management policy, outlined in the CEAG Code of Ethics, integrating within internal processes the analysis and preventive evaluation of conflict reports and involving the leadership and ethics committee in determining preventive actions.

During the year 2023, to avoid conflicts of interest with suppliers, it has been incorporated that all candidates from our suppliers must have the approval of the third party.

Ethical culture

AG Corporation has a code of ethics that regulates the principles and values that guide the actions of all employees and stakeholders.

As part of its commitment to safety, in 2023 AG will incorporate the value "We live safely", a value that promotes a safety culture based on the behavior of each employee, risk perception, and activity analysis.

AG maintains its commitment to Zero Tolerance to Bribery, through the Integrated Management Policy, which establishes and directs mechanisms for prevention, detection, and remediation of the Anti-Bribery Management System.

A Compliance Officer has been appointed, a person whose duties include resolving ethics and anti-corruption concerns within the organization. During the year 2023, we have worked on the development and involvement of leaders so that they can be another means for employees to communicate their concerns.

The AG Corporation's governing body, within its functions related to ethics and anti-corruption, is the final approval of any changes or updates to the code of ethics. The Chief Executive Officer is responsible for reviewing and approving changes or updates to the code of ethics.





The Human Resources Director, Director of Corporate Affairs and Sustainability, Human Resources Manager, and Compliance Officer are responsible for reviewing, analyzing, and proposing changes and updates to the code of ethics.



Material topic Ethics and compliance

Goal 2025

100% of operations have ISO 37001 certifications in all operations by 2025.

Results 2022

As part of senior management's commitment, the Corporation's new acquisitions were certified, and existing sites were recertified.

Results 2023

The Anti-bribery and Ethics management policy and procedures were communicated and reinforced, achieving 100% standardization of anti-corruption practices among administrative employees at Tubac headquarters.



Achievements

In 2023 we incorporated 3 key indicators that have allowed us to measure the organization's ethics and anti-corruption management, which allows us to know and measure:

- ✓ Employees' confidence in using the whistleblowing channels.
- ✓ The effectiveness of the investigations.
- ✓ Reports received.
- ✓ Evaluate whether the volume of reports is aligned with the number of employees in the organization.
- ✓ We also joined the Anti-Corruption and Transparency for Central America initiative and commitment to the rule of law.



Challenges

- 1 Progressively include in our operations the standards established by the Due Diligence Guidance for Responsible Business Conduct.
- 2 Act with due care to ensure that our operations do not adversely affect or violate the rights of stakeholders.

Regarding the management of complaints, in 2023 the participation of the Technical Analysis Committee, responsible for leading corporate investigations, was incorporated into the process. With this, we were able to improve the average number of days for closing complaints by **50% compared to 2021**.

Number of days for closing of complaints



In addition, ethics workshops were held at the different sites:

Headquarters	Positions	Number of workshops given
Sidegua	Administrative	06
	Operations	20
Tubac	Administrative	02
Megaproductos	Managers and administrative	01



Reporting Channels

For AG Corporation, having reporting channels allows it to maintain accessible communication with employees, customers, and suppliers, to ensure the confidentiality of the information it receives, the Ethikos Global service contract is maintained as in 2022, reports can be made anonymously, and all good faith reports are free from retaliation.



Reporting channels for non-compliance with the Code of Ethics (CE AG)

T. +502 2470-8616
codigoeticaag@etictel.com
www.etictel.com/ag

Operations assessed for corruption-related risks

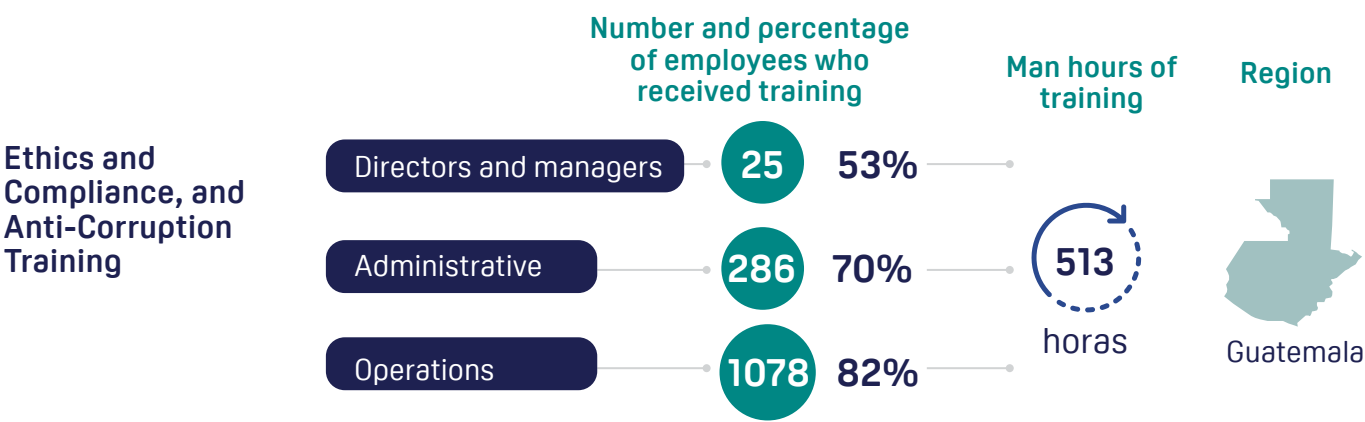
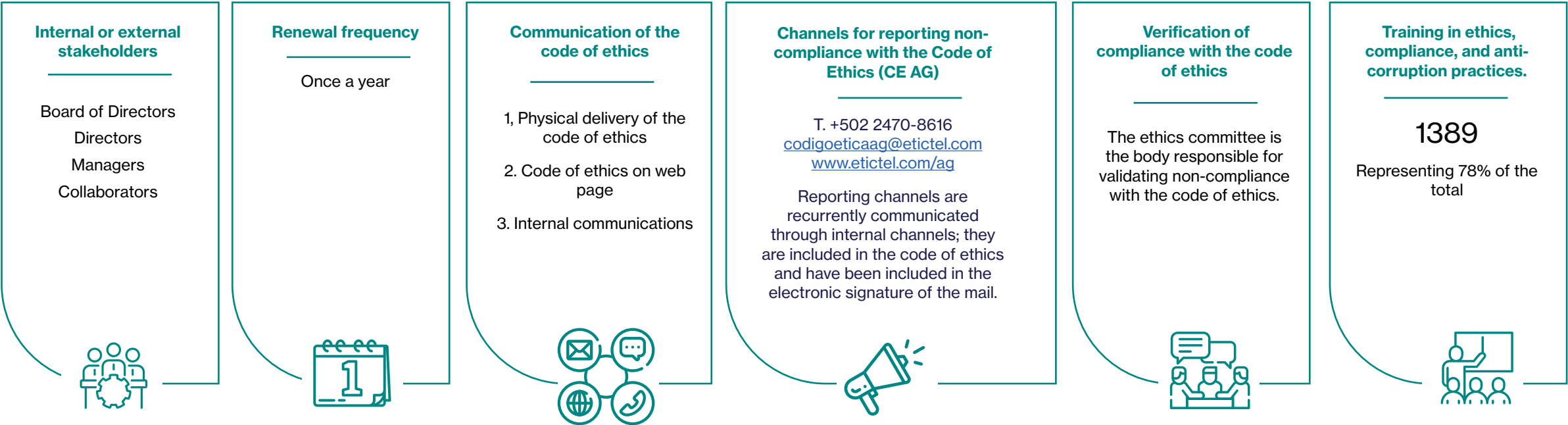
During 2023, the Corporation conducted a review and reassessment of the risks of all organizational processes, resulting in the detection of the following significant risks related to ethics and anti-corruption:

- ✓ Contracting services with companies related to PEP or legal processes.
- ✓ Conflicts of interest due to inadequate segregation of duties in price changes or family ties in business transactions



Anticorruption

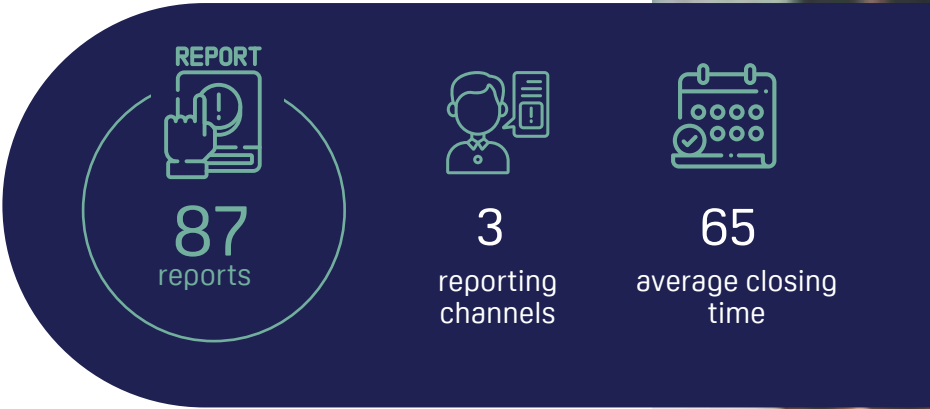
The Corporation reports twice a year to the board of directors on the results of its ethics and anti-bribery management by a representative of the ethics committee.



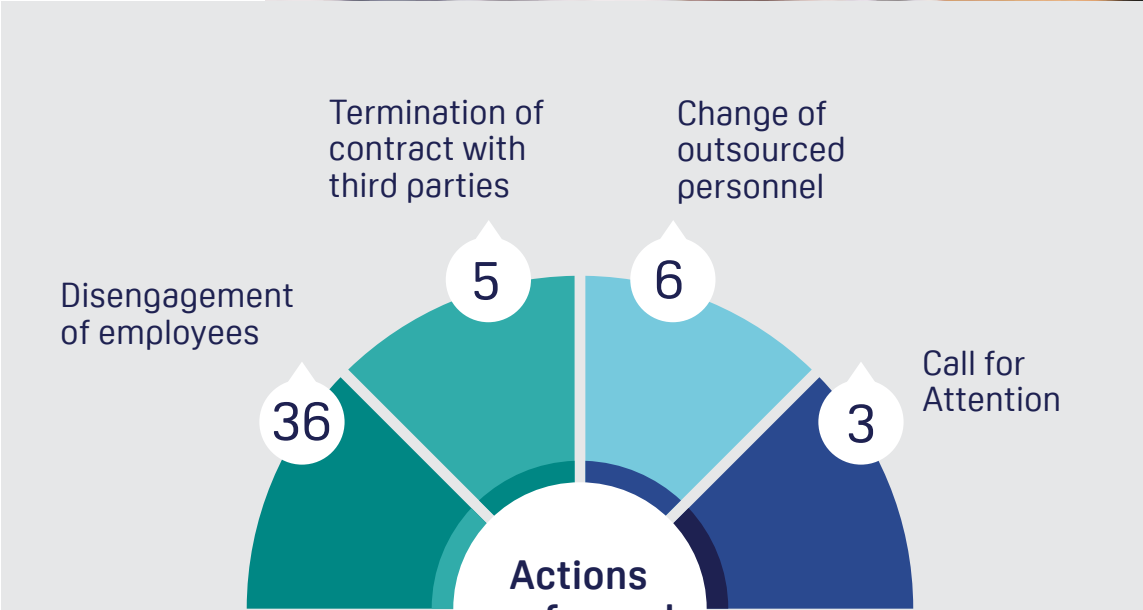
Cases of reported violations of the code of ethics and actions taken

During 2023 Corporación AG received 87 reports through the 3 reporting channels, with an average closing time of 65 days, of which 35% corresponded to corruption cases.

AG Corporation has no open public legal cases filed against it or its employees.



Type of report or complaint	Number of events reported or consulted	Status
Abuse of power	35	31 Closed / 4 Open
Theft	22	16 Closed / 6 Open
Conflict of interest	6	5 Closed / 1 Open
Bribery	6	Closed
Attention to third parties	5	Closed
Favoritism	5	Closed
Undue payments	2	Closed
Harassment	2	Closed
Non-compliance with duties and standards	2	Closed
Discrimination	1	Open
Others	7	Closed



Cases of discrimination and actions taken

In 2023, only one case of discrimination was received, which is in the process of being investigated at the end of December 2023.

Ethics, compliance, and anti-corruption management cover all its operations, from the first contact of collaborators and suppliers they are aware of the Code of Ethics, they can make use of the reporting channels, know and promote the practices within the commercial or labor relationship of AG, as well as the constant education and training.

AG Corporation has determined 3 ethics management indicators that allow it to measure the effectiveness and improvement of the system.



Effectiveness

At the close of the 2023 period this indicator closed at 55% of cases processed and verified, effectiveness measures how many cases received could be verified after an investigation and at the same time the quality of reports received.

55% of cases processed and verified



Confidence

By the end of 2023, the indicator closed at 48%. This indicator measures the number of nominative complaints received, which allows the Corporation to measure the confidence of the complainant at the time of filing a complaint.

Nominative complaints 48%



Volume

By the end of 2023, the indicator closed at 7% for the AG business unit, which includes the Distun operations and the El Salvador distribution center, 2% for the Typsa business unit, 2% for the Megaproductos business unit, and 0.2% for the Tubac business unit. This indicator measures the number of reports received about the number of employees.

The indicator closed at 7% AG 2% Typsa 2% Tubac 0.2% Megaproductos



Sustainable construction

Since 2023 AG participated in the Sustainability Committee of the Industry, Commercial and Services Association (ICS) of the Guatemalan Chamber of Construction, and as part of the 2023 Action Plan, the development of 4 training workshops on sustainable construction focused on the following topics was defined:



Energy efficiency and pollution reduction in construction processes

1



Choice of materials for sustainable construction

2



Impact of construction projects to maintain a sustainable ecosystem

3



Sustainable building materials

4

Corporación AG chaired one of the four workshops planned for the ICS sustainability roundtable.

Workshop name:

How to choose materials for sustainable construction?

The workshop was held on September 20 at the facilities of the Guatemalan Chamber of Construction.



Since 2022 Corporación AG has been a partner of the Guatemala Green Building Council and as part of our commitment to sustainability, in 2023 participated in the forum **"Guatemala is built sustainable and resilient"**, and had the opportunity to share the experience of defining a sustainability strategy, which based on the materiality matrix has allowed us to define sustainable construction goals aligned to the vision of the business, but also to the needs of the country and the public of interest.



Green label for sustainable construction

As part of the presentation of the II Sustainability Report launched in April 2023, "Construction from a new perspective" Corporación AG officially presented the green label for sustainable construction of AG.

The delivery was made to representatives of the Guatemalan Chamber of Construction, as a symbolic act to make available to them a preferable product for sustainable and resilient construction, directly addressing the needs of our customers and with the firm commitment to promote sustainable construction in the country. As of 2022, AG joined the Guatemala Green Building Council (GGBC) "Construction Materials Accelerator" program and obtained the eco-label for verification of products for sustainable construction applicable to Iron G60 and G80.

In addition, for the second consecutive year, the company obtained the Recycled Product Certification seal from the Cleaner Production Center CGP+L, in addition to the AENOR quality seals and GGBC verification.



Corporación AG's green label products allow customers to have access to products that have technical data sheets and specifications on the place of manufacture, percentage of metal waste used during the smelting process, energy and water consumption that were necessary for the manufacture of domestic steel, and consequently, allows them to identify and measure how using AG iron can earn them points to apply for sustainable construction certifications with national and international recognition such as LEED, EDGE or CASA Guatemala.

The G60 and G80 rebar with the same quality as always but are now certified with the guarantee of being a green product for sustainable construction.



Challenges



To train technical specialists in building design so that they consider sustainability criteria and resilience to climate change.



To make known the products and services already provided in the country and the region, so that developers have access to this information and can make the best decisions in terms of design, selection, and use of materials that have a lower environmental impact, especially water and energy consumption and waste generation during the construction and operation process.



Trust with the public of interest



The development of the actions established in the community relations protocol for 2023 was a fact. In November, for the inauguration of the computer lab at the *Aldea Villas de San Juan* school, the manager of Metal Patio represented the Corporation in starting relations with the community of *Villas de San Juan*, in the municipality of Masagua, and interacting with representatives of the Corporate Social Responsibility area of companies in the area who attended the activity.

The relationship between the Corporation's leaders and the communities makes the creation and strengthening of trust relationships with the communities and private and public institutions possible, which help build the country we all dream of.



This relationship with the community has an impact on the strategy of the Sustainable Future Plan in the Prosperity and Incidence axis, and also generates alliances with stakeholders and with the SDG of sustainable cities and communities.

Actions implemented:

For the implementation of the community relations protocol with the selected managers, an individual approach was made to socialize the actions contained in the protocol and how they would participate with stakeholders. This approach was conducted during the third quarter of the Corporation's work methodology, a goal established by the Sustainability area.

In addition, in the fourth quarter, the communication area implemented the AG Spokespersons Program, reinforcing the methodology for communication with the public of interest, allowing managers to develop skills to convey messages on behalf of the Corporation.





Material topic: Investment and social impact

Goal 2025

Development of a relationship, impact mitigation, and social investment plan for the Sidegua Industrial Park.

Results 2022

The social and community relations protocol for Sidegua, Distun, and Tubac was completed.

Results 2023

The community relations protocol was socialized and developed 100% according to the established planning. Sidegua: line managers, Tubac: line managers, and Distun: line supervisors.



Other achievements

- ✓ Participation of Sidegua's leadership at the community level.
- ✓ To have a protocol for relations and attention to social complaints for the Sidegua, Tubac, and Distun production plants. This has allowed the leadership to act in social situations.
- ✓ To have a Donation Policy socialized with leaders and delegates to meet requests in each of their work sites.



Challenges



Socialize the donation policy to areas of influence that have contact with communities, new public officials, and private and public institutions.



Communicate the policy to the entire Corporation to guide management if there are approaches by interested parties.



Community Relationships

Scope: Community and public officials of the municipalities of Masagua and Escuintla

No.	Action	Time	Community	Institution official	External Social Development Coordinator	Sustainability Manager	Director of Operations Sidegua	Sidegua BP and plant manager assigned	CA & Sustainability Director	Observations, suggestions, or evidence formats
1	Annual update of social actors	January-March			1					
2	Receives annually updated stakeholder information	January-March				2	2	2	2	The external coordinator provides slides with stakeholder information.
3	Coordinates community relationships visits: Los Lirios, Bendición, Villas, and San Juan Mixtan, (can be in the community or at the plant).	April-June			3					The coordination of the visit will be for the leadership to socialize the social projects for the current year.
4	Coordinates agreement with the City Hall Mayor	April-June			4					Objective: Schedule space between the Mayor and GA leadership to socialize work strategy for the current year.
5	ttends networking	April-June					5	5		- External coordinator provides agenda and message proposal, advised by the communication area. - Filling out attendance form
6	Accompanies inauguration events of projects executed by the Social Development area.	July to November				6	6	6	6	- The Social Development area coordinates the projects in the communities of influence and schedules space with the attendees. - External Coordinator provides message proposal, advised by the communication area. - Communicate the action with conéctate and social networks.
7	Accountability to communities and the City Hall	November-December				7				- Presents the projects executed in the communities and the contribution made to the municipality. - External Coordinator prepares information and events. - Attendance list
8	Present the needs of the interested parties.	November-December	8							- Through this exercise, the projects for the following year are defined. - Fill out corporate minutes
9	External Social Development Coordinator NPS	December	9				9	9		Satisfaction surveys
10	Action plans based on the NPS results	December			Fin					According to the results of the NPS and suggestion of the Sustainability Manager.

In case of emergency, the relationship is activated according to the Emergency Committee protocol.



Investment and social impact



Investment management and social impact

Interest group	Relationship ways	Relationship frequency for each media	The topic of interest and expectation
Community <i>Villas de San Juan</i> Parcelling	The teaching staff of the <i>Escuela Oficial Rural Mixta</i> of the Parcelamiento Villas de San Juan	High	Education: Increase human capacity in children of the municipality of Masagua.
Municipality of Masagua	Social work office	High	Infrastructure: Contribute to the access of roads to bring development to the communities of the municipality.
Aldea San Juan Mixtan Community	COCODE-Consejo Comunitario de Desarrollo (Community Development Council)	High	Infrastructure: Contributing to community development
Firefighters	Masagua and Escuintla Fire Station	Medium	Emergency attention to collaborators

In 2023, the Corporation's community relations and social investment management focused on the following 05 communities of influence located in the municipality of Masagua, Escuintla.



The communities of influence mentioned above are home to the largest percentage of the Corporation's employees.

The participation in areas of influence was conducted through the implementation of a relationship protocol that allowed the leadership of the Sidegua plant to relate to the communities. This allowed the leadership to know the situation of the communities and to promote empathy with the actors of influence from their workplace.

Investments in infrastructure and services

In 2023, the Corporation contributed to various infrastructure and service investments with the participation of the local community and partnerships with neighboring companies. .

1 Contribution of GA product materials for the construction of a house in San Vicente de Pacaya, Escuintla in support of Hábitat para la Humanidad.

Corporación AG, in alliance with Habitat para la Humanidad and other companies in the construction industry, joined in the construction of the Sandoval family's home in San Vicente Pacaya. AG contributed with its star product to guarantee the safety and well-being of the benefited family. Emphasizing that for AG, safety comes first.

2 | Corporación AG and the NA'LEB' project join forces for youth development in Sololá.

As part of its social commitment actions, **Corporación AG donated 25 computers** to students in the basic cycle of the Pavarotti Educational Center of the Rigoberta Menchú Foundation, to promote the use of technology and create spaces for training, innovation, and development in Sololá.

This project began as an initiative of a group of young volunteers from the NA'LEB' project, who joined forces to obtain the donation and also initiated a series of workshops with the final objective of developing and strengthening the technological knowledge of the young people of this school.

The training period to learn with programs and tools lasted six months, in which groups of 25 children at a time were rotated to give equal opportunity to all members of the educational center.

The Centro Educativo Pavarotti (Educational Center) is an institution that seeks the transformation of education in Guatemala adhering to the philosophy of Nobel Peace Prize winner, Rigoberta Menchú, who promotes peace in the world, cultural identity, and the rights of Indigenous peoples.

The educational institution serves 13 communities in Sololá and teaches children in first, second, and third grade, 98% of the Cakchiquel Mayan people and 2% of the mestizo people.



To close the year and as part of the meaningful development activities planned for the children, the group visited Guatemala City to visit La Aurora Zoo and other places in the capital. The group exchanged experiences with the founder of the NA'LEB' project and the Corporación AG team.





3 Contribution with materials for the second phase of the construction of the room for the Computer Lab to be implemented in the school. .

Following up on the project for the construction of the computer lab room, AG, in alliance with the neighboring company Luz y Fuerza de Guatemala (Lufgua), Jaguar Energy, and Ingenio San Diego, concluded the project. Confirming that projects such as these at the community level will allow children to acquire teaching-learning processes in the field of technology. Recognizing that this topic is increasingly indispensable for personal development and growth.

The project will benefit 119 preschool and elementary school children belonging to a community of more than 100 families.



4 Pavers supply for the community of San Juan Mixtán, Masagua, Escuintla.

The Community Development Council -COCODE- of Aldea San Juan Mixtán requested the support of paving stones for the improvement of the community's main street. **Corporación AG, through the external social development coordinator, delivered 2,365 units of pavers.** This donation was made in the knowledge that development is achieved by improving access.



5 Contribution of barbed wire for the nursery of the City Hall of San Vicente de Pacaya, Escuintla.

Under the environmental axis and the value "Together we build a better future", **Corporación AG donated more than 1 ton of barbed wire** to surround the perimeter area of the nursery of the City Hall of San Vicente Pacaya to ensure the growth of tree pylons that will be used to reforest areas defined by the environmental unit of the municipality.



6 Fuel to firefighters

Aware of the work conducted by the Volunteer Firefighters for the collaborators and inhabitants of Masagua and the territorial division of Escuintla, AG internally included the donation of fuel in the Emergency Attention Policy.

The 2023 contribution was 204 gallons to contribute to the service entity.

7 Contribution of slag to the communities

Recognizing that the development of the communities and the country is to contribute with the access of road circulation, AG has contributed to the improvement of the streets of communities due to the overflowing of the Achiguate River.

In 2022 we donated 1,012 tons of slag and in 2023 we donated 2,962.27 tons of steel aggregate "slag" from 0 to 1" and 3" slag.

This support is managed by representatives of the communities and with the support of the City Hall of Masagua with transportation, making a total of 200 trips to the communities of Caserío El Martillo, Caserío Lolita, El Martillo Callejón Lourdes, El Milagro, El Porvenir, Calle El Oasis and Aldea Cuyuta, all in the municipality of Masagua.

For all donation processes, since 2019 the Corporation has incorporated the Donations Policy, which includes as a requirement the "Due Diligence" for the applicant to ensure transparency in each contribution.

8 National Accessible Housing Competition 2023

Focusing on the material issue of Trust with Stakeholders, in 2023 the Corporation participated in the second edition of the National Competition for Accessible Housing 2023 in October. The Central American Housing Association, ACENVI of Guatemala, held the awards ceremony for the **second edition of the National Competition for Accessible Housing 2023**, which sought to promote the development of priority housing

solutions for the population that lacks a decent home.

The contest and award phases were conducted with the support of leading companies such as Cementos Progreso, Grupo Financiero Bantrab, and Corporación AG.

AG is proud to have been part of an initiative that promotes well-being and prosperity in our country.

In November 2023 Corporación AG participated in the Architecture Biennial 2023 with the message: "The city without walls", where Isabel Moya, Director of Marketing, and Gabriela Roca, Director of Corporate Affairs and Sustainability, had a space in the agenda of the exhibition where the theme "More Sustainable and Resilient Infrastructures" was addressed and participated in a panel called "Integration of Developments in the City Context".

AG recognizes and highlights the importance of the Biennial of Architecture as a transcendental event in the country, which breaks down all walls, inspiring the search for spaces for all, to provide Guatemalans with unique public spaces that reflect freedom and belonging.





Transition to Vision 2028

AG

From sustainable future plan to future vision 2028

In January 2022, we launched the sustainability strategy which we named **"Sustainable Future Plan 2022-2025"**, which is defined by 4 pillars of action, **product, planet, people and prosperity, and incidence**, all the details of the goals and commitments acquired were communicated in the first GRI-referenced sustainability report presented in June 2022.

Sustainable Future Plan 2022-2025



Product



Planet



People



Prosperity and incidence

To build the 2022-2025 sustainability strategy, as of July 2021 we began the process of updating the Corporation's stakeholder framework from an integral perspective according to the guidelines of the ASG criteria (environmental, social, and good governance); customers, employees, suppliers and communities, and finally we prioritized the Corporation's material issues.

One of the key approaches at that time was to consider the vision of the Board of Directors, but the most important was to commit to guaranteeing the human and economic resources to achieve the goals that were defined, which led to the gradual consideration of environmental and social criteria in all of the Corporation's operations and investments.

In April 2023, we presented our second sustainability report following GRI **"Sustainability from a new perspective"**, where we were able to present the results of the first year of execution of the "Sustainable Future Plan", highlighting the Corporation's first scope 3 carbon footprint measurement, the capacity building program for metal waste suppliers, as well as the achievement of having an external endorsement that will validate the

recycled material content of our products, highlighting the Corporation's first scope 3 carbon footprint measurement, the capacity building program for metal waste suppliers, as well as the achievement of having an external endorsement that will validate the content of recycled material in our iron grades 60 and 80.

Today, after **2 consecutive years** working on the goals defined for 2025, we have managed to increase by **10% the total number of women** in leadership positions, and we have achieved this after making changes in the recruitment process and being intentionally more inclusive.

Corporación AG was recognized for being a friend of breastfeeding, following the launching of the breastfeeding policy and the

implementation of **2 breastfeeding rooms**, which were designed under the guidelines of UNICEF and the Guatemalan Ministry of Labor.

During 2022 and 2023 respectively, Corporation AG has measured the carbon footprint scopes 1, 2, and 3 having a corporate carbon footprint of **1.10 t CO₂e/t of steel produced according to the last measurement**.

By the end of 2023, we have avoided sending common waste to the landfill using a recycling policy and internal campaigns to promote the reduction of waste generation and the correct classification of the waste generated, which has allowed us to recover **50% of the waste** generated, equivalent to 150 tons per year.

Sustainability reports





Future 2028

Vision

"To be architects of a sustainable future, being a global company with a positive impact on society, starting because all strategic decisions or new investment projects consider environmental and social impacts in the comprehensive risk analysis."

This vision puts **passion for meeting and exceeding customer expectations at the center**, seeing it as the essential force that, together with a constant drive towards transformation and improvement, puts the company on the path to becoming a benchmark.

It **reflects a holistic approach** that values environmental and social responsibility, creativity, superior quality, customer service, and adaptability as fundamental pillars for success and international recognition.

How will we continue to operate?

- ✦ We will move from talking about and measuring the progress of the Sustainability Plan to having a corporate vision based on an integral vision of environmental, social, and economic growth criteria, which will have goals and indicators that will be measured and evaluated qualitatively and quantitatively at the board and executive team level.
- ✦ Additionally, we have decided to direct resources to achieve the goals of access to early education defined and prioritized by the Ministry of Education of Guatemala, and the goal of being a country responsible for the treatment and adequate final disposal of its common waste, in a decentralized manner through local governments and alliances with the private sector and international cooperation.



Vision 2028 is based on the following pillars:



Innovation and Excellence

We constantly challenge boundaries to deliver exceptional solutions, leading in innovation and quality.



Customer at Heart

Our priority is to build lasting relationships through exceptional experiences and customer satisfaction.



Global Impact

We compete with quality and efficiency in a global market, forging strategic alliances and creating growth opportunities.



Sustainable Transformation

We lead the way to a sustainable future, leading the way in sustainable practices, environmental protection, and the well-being of society.



Annex



GRI Content Index

GRI Index	Page	SDG
2-1 Organization Details	6	
2-2 Entities Included in the Sustainability Report Presentation	7	
2-3 Reporting Period, Frequency, and Point of Contact	16	
2-22 Statement on Sustainable Development Strategy		
2-7 Employees	17	
2-8 Non-Employee Workers	17	
Economic Spill	18	
204-1 Proportion of Expenditure on Local Suppliers	18	
Corporation AG's 2023 Milestones	19	
2-6 Activities, Value Chain, and Other Business Relationships	8	
Our Brands and Products	10	
Operation and Distribution Center	13	
2-27 Certifications and Accreditations (417-1)	30	
2-28 Membership in Associations	31	
2-9 Governance Structure and Composition	32	
2-10 Appointment and Selection of the Governing Body	33	
2-11 Chair of the Governing Body	33	
2-11 Presidente del máximo órgano de gobierno	33	
2-12 Role of the Governing Body in Supervising Impact Management	34	
2-12 Role of the Governing Body in Supervising Impact Management	35	

GRI Index

Page

SDG

2-13 Delegation of Impact Management Responsibility	38	
Responsibilities Regarding Our Social and Environmental Impacts	38	
2-14 Role of the Governing Body in Sustainability Reporting	39	
2-23 Commitments and Policies	40	
2-24 Integration of Commitments and Policies	41	
2-25 Processes for Remediating Negative Impacts		
2-26 Mechanisms for Seeking Advice and Addressing Issues		
2-27 Compliance with Laws and Regulations	43	
3-3 Management of Material Topics		
207-1 Tax Approach	44	
Strategy	48	
3-1 Process for Defining Material Topics		
3-2 List of Material Topics	49	
Goals and Progress Dashboard	50	
2-17 Collective Knowledge of the Governing Body	52	



Product

414-1 New suppliers that have passed selection filters according to social criteria	54	9, 11 & 17
414-2 Negative social impacts in the supply chain and measures taken	54	9, 11 & 17
417-1 Requirements for product and service information and labeling	56	9 & 11
417-2 Cases of non-compliance related to product and service information and labeling	58	9 y 11
418-1 Substantiated claims regarding customer privacy violations and customer data loss	59	9 & 11

GRI Index

Page

SDG



3-3 Management of Material Topics	60	
301-1 Materials used by weight or volume	61	12
301-2 Recycled inputs	62	12
3-3 Management of Material Topics	63	
303-1 Interaction with water as a shared resource	64	6 & 12
303-2 Management of impacts related to water discharges	66	6 & 12
303-3 Water withdrawal	68	6 & 12
303-4 Water discharges	68	6 & 12
303-5 Water consumption	68	6 & 12
3-3 Management of Material Topics	69	
302-1 Energy consumption within the organization	70	12 & 13
302-3 Energy intensity	71	12 & 13
302-4 Reduction of energy consumption	71	12 & 13
305-1 Direct GHG emissions (scope 1)	72	12 & 13
305-2 Indirect GHG emissions associated with energy (scope 2)	72	12 & 13
305-3 Other indirect GHG emissions (scope 3)	72	12 & 13
305-4 GHG emissions intensity	72	12 & 13
305-5 Reduction of GHG emissions	73	12 & 13
3-3 Management of Material Topics	74	

306-1 Waste generation and significant waste-related impacts	75	11, 12 & 13
306-2 Management of significant waste-related impacts	75	11, 12 & 13
306-3 Waste generated	76	11, 12 & 13
306-4 Non-waste disposals related to waste	76	11, 12 & 13
306-5 Waste intended for disposal	77	11, 12 & 13
306-6 Waste intended for disposal	78	11, 12 & 13
3-3 Management of Material Topics	79	
304-2 Significant impacts of activities, products, and services on biodiversity	79	6, 12 & 13
304-3 Effectiveness of mechanisms for biodiversity management	80	6, 12 & 13

 PEOPLE

3-3 Management of Material Topics	82	
401-2 Benefits for full-time employees not provided to part-time or temporary employees	82	5 & 8
404-2 Employee skill enhancement programs and transition assistance programs	85	5 & 8
401-3 Parental leave	86	5 & 8
3-3 Management of Material Topics	87	
401-1 New employee hires and employee turnover	89	5 & 8
401-1 New employee hires and employee turnover	90	5 & 8
3-3 Management of Material Topics	91	
Breastfeeding-Friendly Entity	92	
405-1 Diversity of governance bodies and employees	96	5 & 8
3-3 Management of Material Topics	97	

Índice GRI	Página	ODS
404-1 Average hours of training per employee per year	99	5 & 8
404-2 Employee skill enhancement programs and transition assistance programs	100	5 & 8
404-3 Percentage of employees receiving regular performance and professional development evaluations	101	5 & 8
410-1 Security personnel trained in human rights policies or procedures	101	5 & 8
3-3 Management of Material Topics 1	102	
403-1 Occupational health and safety management system	103	3 & 8
403-2 Hazard identification, risk assessment, and incident investigation	104	3 & 8
403-3 Occupational health services	105	3 & 8
403-4 Worker participation, consultation, and communication on occupational health and safety	108	3 & 8
403-5 Worker training on occupational health and safety	109	3 & 8
403-6 Worker health promotion	114	3 & 8
403-7 Prevention and mitigation of impacts on worker health and safety directly linked to business relationships	114	3 & 8
403-8 Workers covered by an occupational health and safety management system	115	3 & 8
403-9 Work-related injuries	115	3 & 8
403-10 Work-related illnesses and diseases	116	3 & 8



PROSPERITY AND INCIDENCE

3-3 Management of Material Topics	118	
2-15 Conflicts of Interest	118	
2-16 Communication of Critical Concerns	118	
2-26 Mechanisms for Seeking Advice and Addressing Issues	120	
205-1 Operations assessed for corruption-related risks	120	
205-2 Communication and training on anti-corruption policies and procedures	121	
205-3 Confirmed cases of corruption and measures taken	122	
406-1 Cases of discrimination and corrective actions taken	123	
3-3 Management of Material Topics	126	
203-2 Significant indirect economic impact	128	11 & 17
413-1 Operations with involvement of the local community, impact assessments, and development programs	129	11 & 17
413-2 Operations with significant negative impacts – real and potential – on local communities	129	11 & 17
GRI Content Index		
2-5 External Verification		

External verification report



Independent Verification Report

Introduction

We have carried out an independent verification on the contents of information, data and indicators of the 2023 Sustainability Report of Aceros de Guatemala, as an exercise to provide an opinion on the quality of the information disclosed and to build confidence to the stakeholders of the reporting organization.

Responsibility of the administration of the sustainability report

The directors of Aceros de Guatemala are responsible for the preparation and preparation of the sustainability report in accordance with the standards they have adopted and declared, as well as its content; of which he is also responsible for the implementation of internal control processes in information management.

Our responsibility as an independent verifier

Our responsibility is to issue a limited safety opinion, by means of the independent verification report based on the work done.

We have carried out our work in reference to the correct application of the 2021 universal standards of the Global Reporting Initiative, to verify whether the Sustainability Report has been prepared in accordance with the requirements, contents and principles of these standards.

Procedure performed for the independent verification exercise

We carry out the following activities for the verification process:

- Verification of the 9 requirements to comply with a Sustainability Report in the modality of accordance with the GRI 2021 Standards.
- Progress of the material issues of the Sustainable Future Plan strategy with respect to the previous year of information.
- Review of the instruments for the collection and control of information, to validate truthful and reliable information, together with the process of preparing the report.
- Interview with administrators of the system for compiling, controlling and preparing the 2023 Sustainability Report.

Opinion

In accordance with the independent verification work and processes described in this report, it is concluded that the 2023 Sustainability Report of Aceros de Guatemala has been prepared in its significant aspects and in compliance with the requirements of Accordance to the Standards of the Global Reporting Initiative.

CENTRO PARA LA ACCIÓN DE LA RESPONSABILIDAD SOCIAL EMPRESARIAL EN GUATEMALA
6a. Avenida 13-70 Zona 10 / Tel. (502) 2268 3700/ 5066-4270
www.centrarse.org / centrarse@centrarse.org



Therefore, for this exercise, no aspect has been revealed that makes us believe that the information and data has not been prepared according to the modality declared in the Sustainability Report.

This report highlights a high degree of progress in the actions, indicators and targets of the sustainability strategy compared to the previous report. Likewise, a high degree of transparency and accessibility in its disclosure to be able to make decisions about the performance of the strategy.

In addition, this report shows continuous improvement in the presentation of quality information based on a good use of the principles of the GRI 1 standard, including comparability and accuracy, demonstrating traceability and the sustained progress of the strategy.

Recommendations

As part of the independent verification report, CentraRSE has delivered to Aceros de Guatemala a report with the findings and opportunities for improvement for the preparation of the next sustainability report.



Juan Pablo Morataya
General Manager & Legal Representative
CentraRSE
Guatemala, March 25, 2024



CENTRARSE is the Center for Corporate Social Responsibility Action in Guatemala. It is a non-profit, non-governmental association promoting CSR and sustainability. It is the most influential organization in the country and one of the most important at the regional level, local chapter of the World Business Council for Sustainable Development (WBCSD) and has been officially appointed by the Ministry of Economy of the Republic of Guatemala as an Intergovernmental Expert on International Standards of Accounting and Reporting (ISAR) of the United Nations Conference United Nations Trade and Development Programme (UNCTAD). He is a Certified Training Partner, Community Member and Implementation Partner of the Global Reporting Initiative. It is a member of the IFRS Sustainability Alliance. Its legal representative and verification team have the GRI Professional Certification issued by the Global Reporting Initiative. Active member and past president of the Regional Alliance for the Promotion of Sustainability and SDG Reporting in Latin America (ARL). CentraRSE is a member of the IFRS Sustainability Alliance and appointed a strategic partner by the IFRS Foundation to promote the new IFRS sustainability standards.

CENTRO PARA LA ACCIÓN DE LA RESPONSABILIDAD SOCIAL EMPRESARIAL EN GUATEMALA
6a. Avenida 13-70 Zona 10 / Tel. (502) 2268 3700/ 5066-4270
www.centrarse.org / centrarse@centrarse.org

Contact

Contact Report Responsible:

Sindy Cuellar de González
Manager of Industrial Safety and Sustainability

Coordination:

Claudia Castillo de Maldonado
Internal Social Development Coordinator

Data Validation and Indicator Compliance:

Mariela Quiñonez Gaitán
External Social Development Coordinator

Executive Team Validation:

Gabriela Roca
Director of Corporate Affairs and Sustainability

Writing and Editing:

Ilya Dávila
Communication Manager

Graphic Design and Printing Coordination:

Erick López
Graphic Designer

Design and Layout:

Ximena Chaperó Ayala

Responsible for data generation

Rocio Argueta, Carlos Ochoa, Bryan Gutierrez, Pamela Lemus, Rosario Maris, Mariela Quiñonez, Alejandro Arrecis, Carlos Valdez, Paola Martinez, Luisa Yat, Celeste Alvarado, Jacobo Alonzo, Ricardo Osegueda, Carlos Vargas, Eber Ávila, Fabiola López, Alejandra María López, Christian Cifuentes, Valentina Obiols, Edna Dardón, Francisco Estrada, Eddy Hernandez, Jesselin Ramirez, Glenda Palencia, William Chavez, Yojana Acú, Patricia Lanza, Elena de Alvarez, Veronica Ramirez, Veronica Salguero, Patricia Batzin, Laura de León, Fernanda Juarez, Josselin Turcios, Jeymi Cermeño, Sergio Lara, Karina Mendez, Diana Medrano, Erick López, Pamela Morales, Marvin Rosales, David Alecio, Mario Valenzuela, Juan Francisco López, Carolyn Ramirez, René Florián, René Aparicio, Lorena González, Fredy Escobar, Lázaro Quiróz, Elfidio Rubén Hernández, Pablo Godinez, Eddy Hernández, Víctor Girón, Sharoon Rojas, Gustavo Herrera, Angel Baten, Mario Alvarez, Byron Solis, César González, Edwin Paz, Elias Tuyuc, Erick Jeovani Gómez, Jonatan Martinez, Edgar Montenegro, Jemner González, Moises López, Erick Gómez, Javier Jose Hernández, Ronald Chang, Otto Pérez, Michelle Sosa, Carlos Quijada, Leonel Torres, Alvaro Mendez

Contact:

Sindy Cuellar de González

Email: scuellar@corporacionag.com

Phone: (502) 3131-1178

This report was printed on paper containing 30% recycled material.

Printed at Serviprensa.

