

Latinex's Commitment to Sustainability



The Latinex Group, as a central point of contact between issuers, investors, and market intermediaries, recognizes its significant role in the transition towards sustainable development. We facilitate investments in climate, social and corporate governance solutions by providing issuers with a potential investor base. We also support investors in making responsible and impactful investments.

Our purpose

Following the highest standards of corporate governance, to advance and promote the Panamanian securities market in a transparent and efficient manner, enabling the development of a sustainable capital market that contributes to the country's social and economic development.

Our strategic priorities

Based on the materiality analysis conducted this year, we have established five strategic priorities with their respective objectives. In turn, these priorities and objectives are intended to shape and inform the Sustainability Strategy of Latinex Holdings, Inc. and its subsidiaries for 2022-2024, thereby guiding our sustainability-related actions during these three years.

Strategic Priority	Objectives	Key Indicators
01. Technology and Digitization		
To enhance the level of service to our internal and external customers by incorporating technological tools that allow for improved performance and safety. To keep Latinex updated in respect of the processes related to the prevention and management of cybersecurity threats	Promotion of a digital transformation that will generate value for our stakeholder groups	<div> Implementation of a new custody system (CSD) for Latinclear</div> <div> Update of the NASDAQ ME trading system and its implementation in the cloud</div> <div> Implementation of a Business Process Management system</div>
	Management of cybersecurity risks to ensure data integrity and confidentiality, as well as the availability of the information systems	<div> Security system reinforcement</div> <div> ISO 27001 certification</div>

Strategic Priority**Objectives****Key Indicators****O2. Internal Management of the ESG Factors**

To guide efforts in the transition towards sustainable economic, social, and environmental development, aligned with the international market's highest standards and best practices, and working together with our stakeholders to promote ESG best practices.

To accelerate the transition to a low-carbon market, undertaking efforts to reduce Latinex's carbon footprint toward neutrality

- | Annual measurement of the Latinex Group's carbon footprint (t CO2 eq/year)
- | Implementation and monitoring of the action plan to achieve carbon neutrality by 2050

Ensure that all our corporate events are carbon neutral

- | Number of events
- | Events carbon footprint (t CO2 eq/event)
- | Greenhouse-gas emission offsets (t CO2 eq/events)

Analyze our climate risks and opportunities following TCFD recommendations

- | Climate-change risks catalog based on the TCFD recommendations
- | Development of a sustainability matrix (including risks in respect of sustainability-related social and economic issues)

Ensure the annual reporting and disclosure of the ESG factors as they relate to the Latinex Group, and continue to promote best practices and global standards in respect of the production of voluntary disclosure reports.

- | The annual publication of the Latinex Holdings Sustainability Report
- | Percentage of issuers who produce ESG factors disclosure reports

Strengthening of corporate- governance norms in line with international-market best practices.

- | Participation % of women on the Group's Board of Directors
- | Participation % of women on the Boards of Directors of issuers and broker-dealers
- | Annual review of the Code of Ethics and Conduct of Latinex Holdings, Inc., and Subsidiaries
- | Unification of the Corporate Governance and Sustainability and RSE Committees
- | Annual performance evaluation of the Board of Directors, the Board's directors, and the standing committees (external evaluation)

Involve our employees in sustainability-related programs and actions.

- | Development and implementation of the Latinex Corporate Volunteers program

Strategic Priority	Objectives	Key Indicators
03. Human Capital	To develop strategies and implement actions designed to enhance the well-being of our associates, which will allow for the correct reconciliation of professional and family life, as well as their professional development, with a focus on diversity and equality of opportunities.	<ul style="list-style-type: none">Improvement of the organizational-climate survey resultsAssociates' training hours (segregated by gender)Measurement of the learning curve in the development of our human talent utilizing the Crehana platform reports
	To attract and retain the best talent	<ul style="list-style-type: none">Talent attraction indexAnnual turnover rateDevelop strategic alliances with educational and professional training institutions
	Creation of an inclusive culture that promotes diversity and equality of opportunities	<ul style="list-style-type: none">Participation % of women in leadership positions at the executive level

Strategic Priority

Objectives

Key Indicators

04. Sustainable Products and Strategic Services

To develop the securities market through the implementation of new financial instruments with an ESG focus and strategic services aligned with the best global-market infrastructures

To position Latinex as an international capital-markets hub (ESG focus)

- | Client satisfaction surveys
- | Establish strategic alliances to develop responsible investments in the region
- | Development of a section on the website for ESG instruments (guides, publications, instruments list, etc.)

The ability to rely on a diversity of products and services to offer local and international investors

- | Number of thematic ESG security issues
- | Trading volumes in ESG security issues
- | Social, green, and sustainable (SVS) issues, and sustainability-related issues, as a % of the total annual securities-market issues volume
- | Development of a Sustainability Index

Strategic Priority

Objectives

Key Indicators

05. Relationship with the Market

To strengthen the relationship with our stakeholders by developing innovative and inclusive high-quality communication channels, which allow relationships to grow and prosper, and the creation of value for all parties. Implement strategies to strengthen stock market education and financial education and inclusion, in the process establishing strategic alliances

Establish a relationship model with stakeholders

| Development of the relationship plan with stakeholders

Identify and follow up on interactions with diverse stakeholder groups

| Development of a CRM model and system (centralizing contacts and interactions by stakeholder groups)

| Number of interactions by stakeholder type

Develop a training program with a gender focus, which promotes the development of skills towards the empowerment of women and their financial inclusion

| Number of participants (segregated by gender, region of the country, socioeconomic level)

| Number of strategic allies

| Impact-measurement using an education program with a focus on gender

Strengthen the Stock Market Education Program toward the effective specialization of stock market agents and the training of professionals from the financial sector and the public by means of training in topics relevant to the Panamanian and international markets

| Number of participants (segregated by gender, nationality, sector, socioeconomic level, educational profile)

| Number of training programs (classified by topics)

| Number of strategic allies

| Satisfaction level

Latinex's Contribution to the UN Sustainable Development Goals

We contribute to the Sustainable Development Goals (SDGs), which are part of the 2030 Agenda proposed by the United Nations to address the major challenges facing our society. In so doing, we focus on the goals most closely linked to our activities and where we can make a greater contribution.

Below is an outline of our contribution to the SDGs for each strategic priority.

