



Sustainability Report

2024



Explore CODEVI





ccdevi

compagnie développement industriel

“On the path to a Sustainable Future”

At Grupo M, we remain steadfast in the principles that guide our economic, environmental, and social decisions, aimed at contributing to present and future generations. Throughout 2024, our efforts have focused on various strategies and initiatives that support our vision of a sustainable future.

The demands of these times have compelled us to take a more active role in contributing to a sustainable world, allocating resources to accelerate project implementation and intensify our impact on society.

Our horizon is not limited to 2030; we look even further ahead, addressing with responsibility and determination our commitment to driving positive change in the industry and demonstrating that it is possible to achieve sustainable goals. This is to influence other sectors to develop synergy in these crucial aspects, guiding us on the path to a sustainable future.

Together, we can make a difference!



Anibal Capellan

CEO

Grupo M



GRUPO M



codevi




Our Story

The business impact on community development is evident in the work of Grupo M, founded in 1986 by its president, **Fernando A. Capellán**. An entrepreneur who conceived the idea of creating a vertically integrated textile industry in the Dominican Republic, he began operations in the Víctor Espaillat Mera industrial park in Santiago de los Caballeros, with a sewing plant called AM Industries and a team of 185 employees.

At **Grupo M**, business partners receive finished products with high added value and optimal quality. The company handles the entire process, from design and raw materials to finishing and distribution to any geographical destination. Its main activity is textile manufacturing, significantly contributing through training, attracting related companies, and making strategic investments.

Fernando A. Capellán has always taken into account the repercussions of his decisions, not only at the regional level but also nationally and throughout the island of Hispaniola. Twenty years ago, he decided to geographically diversify Grupo M's operations towards the Dominican-Haitian border region, *where Codevi was born*. This initiative became a productive city, created so that all companies interested in investing in Haiti can grow sustainably, with the best business conditions.

The business group offers investors a campus with all necessary services, including human talent management, legal counseling, maintenance, a level 1 primary care medical center, physical security, and an education and child care center.



A Look at 2024

Commitment and Transparency in 2024

In 2024, we have demonstrated an unwavering commitment to regulatory compliance, rigorously adhering to all applicable regulatory frameworks. We are proud to report that we have not incurred any monetary penalties or fines, nor have we faced any non-monetary sanctions of any kind.

Integrity is the cornerstone of our company, present in every decision and action we take. We strive to maintain transparent and honest conduct, aligned with the values and ethical principles that guide us. All our collaborators promote a culture of peace and well-being, oriented towards fair and safe actions for everyone.

This year, we have optimized and refined our processes, while pursuing continuous improvement and aiming for excellence. Our administrative team efficiently manages resources and executes operations with a focus on effectiveness and quality.

Our commitment to integrity, continuous improvement, and efficiency reflects our purpose of being a responsible, ethical, and sustainably successful company. We are determined to maintain these high standards in all our operations, contributing to the well-being of our company and society in general.

Focused on Sustainability

Through our programs, we foster a productive and competitive economy that promotes responsible consumption and the care of natural resources. Our initiatives not only generate a positive impact on the company but also contribute to the well-being of society and the environment.

In the realm of corporate social responsibility, we have designed efficient programs that optimize the use of time and resources, achieving greater impact and sustainability. A fundamental pillar of our strategy is the self-sustainability of social service departments, achieved through efficient management based on the concept of Shared Value. By aligning business objectives with social well-being, we create a virtuous circle of sustainable development that benefits all parties involved.

We are committed to continuous innovation and the development of our programs to become and maintain our purpose of being agents of positive change, building a path towards a more responsible and sustainable economy.



Around
15,200
Direct Jobs in
2024

More than **45%**
of Jobs in CODEVI
are currently Held
by Women

Economic Boost and Border Development

Thanks to the Hope & Help Act trade agreement between Haiti and the United States, the Dominican Republic benefits from a co-production model that generates one Dominican job for every three Haitian jobs. This model stimulates the economy and promotes development in the border area.

In addition to our services, we focus on creating value for both our clients and the staff who support us in every process. Our shared value philosophy, in collaboration with the communities where we operate, drives innovation and progressively improves the economic performance of both countries.



Impact Goals

Improvement Goals

Compliance Goals



Person

Our programs are designed to promote inclusive, equitable, and quality education, ensuring the development of necessary competencies and soft skills. We focus on continuous education and the strengthening of professional skills and aptitudes, ensuring that nearby communities have access to training opportunities.

One of our main objectives is to tailor programs and courses to the capabilities of individuals with low educational attainment, ensuring a healthy and safe work environment. This initiative, along with our other sustainable actions, creates a conducive environment for personal and professional growth and development.



Environment

At Grupo M Codevi, we are surrounded by sustainable development initiatives that directly impact the environment. Our programs for efficient water consumption, planting and reforestation days, waste management, and green area maintenance reflect our strong environmental commitment. We promote awareness and engagement among our employees with these initiatives.

Our approach goes beyond environmental care, creating initiatives that influence both within the campus and in the surrounding communities. This commitment to sustainability is an integral part of our DNA.



Sustainable Production

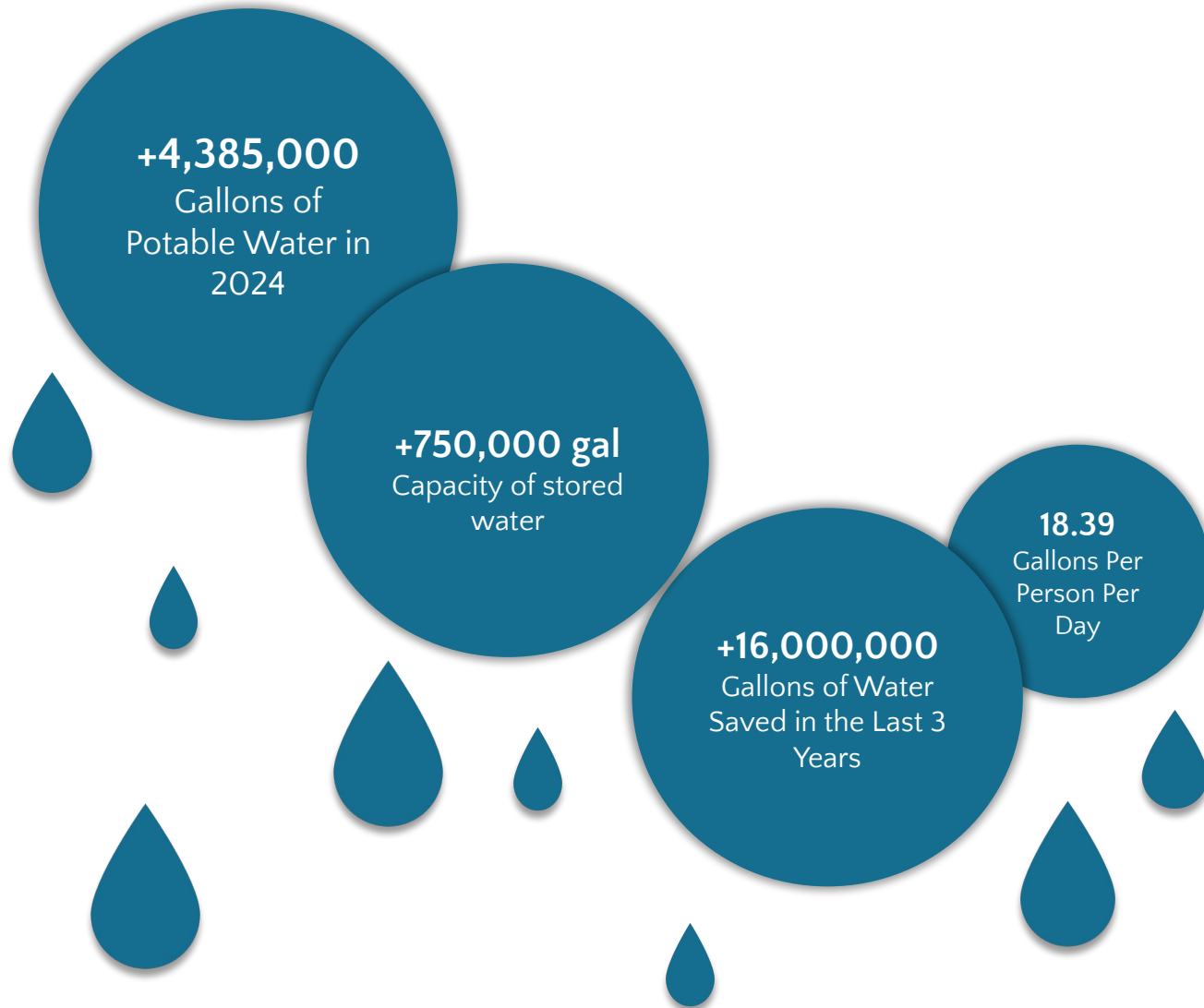
The companies established in the CODEVI Campus are the heart of our operations, which is why we prioritize continuous improvement in the quality of the services we offer. From the beginning of our supply chain, we require our suppliers to maintain high standards of quality, safety, and environmental respect.

As part of our social responsibility, we implement actions and activities such as waste management, benefiting the region in which we operate. These initiatives achieve satisfactory integration of all stakeholders, promoting a collaborative and sustainable environment.

“Focused on a
Sustai
nable
Path”



Water Management



Efficient Water Management and Coastal Conservation

One of our main focuses is raising awareness about the effective use of water resources. With initiatives like "**Water Management**," we optimize water consumption in the park by analyzing usage patterns and adopting efficiency measures. Concrete actions, such as replacing water distribution equipment, training staff, and generating continuous improvement reports, have yielded significant results.

Since 2022, we have saved approximately **16 million gallons** of water, reducing the average consumption within the campus well below our established goal.

Our water focus also combats the deterioration of coastal waters caused by pollution and ocean acidification, which negatively affects ecosystems and biodiversity. Through the **Grupo M Foundation**, community initiatives such as "**Olitas Verdes**," coastal water plastic collection campaigns, and the installation of **BioBardas** in rivers, along with strategic partnerships with the Ministry of Environment and the **Yaqué Water Fund**, significantly contribute to mitigating pollution in our ecosystems.

The responsible management of this essential resource is fundamental to building a sustainable future.

Green Management

+45

Species of
Trees
Produced

330,868 ft²

Green Areas
within the
CODEVI Campus

Production
Capacity of

+70,000

Trees within the
Agroforestry
Center





Sustainable Production

Towards a Zero Waste Future

On our path to becoming a Zero Waste company, we have developed a comprehensive waste management plan, from classification to final disposal. We have installed sorting stations in all areas of the park and Codevi villas, and we have implemented a prototype collection calendar based on the main sources of waste in the park.

This program, complemented by initiatives such as our **Carplar** recycling center, where we manage waste such as plastic, cardboard, and iron, reflects our commitment to transitioning to a circular approach to reduce our ecological footprint. We not only manage production waste but also food waste from our staff. On campus, we have established a "Composting Zone" to manage organic waste through digesters that generate 100% natural compost. This compost is used as fertilizer in our green areas and in the communities through donations, thus closing the sustainability cycle.

This year, we have efficiently managed over 300,000 pounds of waste generated on our campus, reintegrating these materials into the economy through recycling and transforming them into new plastics. Additionally, we have generated fertilizer from food waste, contributing to soil fertility maintenance. This achievement highlights our ongoing commitment to sustainable practices and the active pursuit of solutions to reduce our environmental footprint.





Waste Management

+350,000
Pounds of
Solids Recycled
in 2024

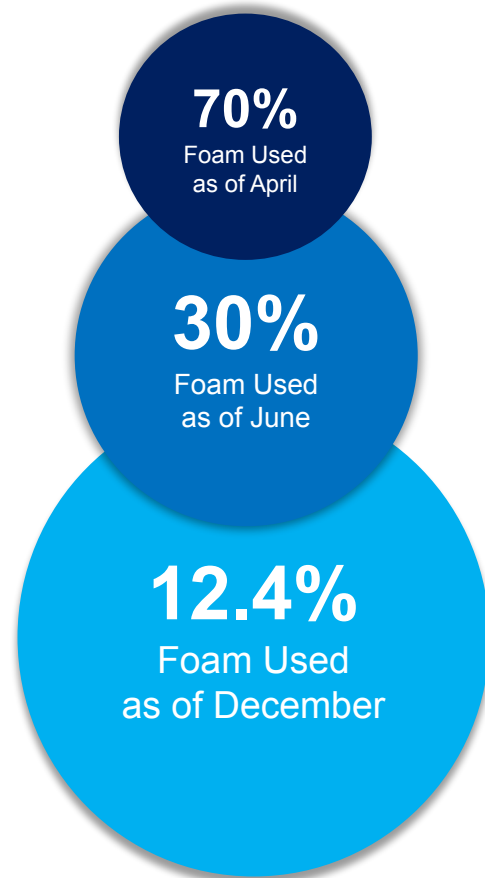
+2,000
Pounds of
Compost
Donated from
Organic Waste

+80,000
Pounds of
Organic Waste
Recycled

+211,000
Pounds of
Cardboard
Recycled in
2024

+60,000
Pounds of
Plastics
Recycled in
2024

Foam Reduction Plan



The reduction of foam usage in our company has had a significant positive impact on the environment. Foam, or expanded polystyrene, is a non-biodegradable material that can take over 500 years to decompose.

Last year, our company set out to stop using foam material because it is not biodegradable and significantly contributes to pollution. At the beginning of the project, we were using foam in 70% of all the meals we distributed. This was alarming considering we averaged 6,000 meals daily during the weekdays.

The project began in mid-April 2024, and by June, we were only using foam in 30% of the meals. We started using reusable containers in various departments and for employees who ate on-site in the cafeterias. By August, we had reduced foam usage to **12.4%**, and this kept on to the point we have eliminated nearly 60% of the foam used and discarded on campus to date.

Energy Management

325

Solar Lights
Donated for
Community
Lighting

76 MWh

Produced
Monthly via Solar
Panels within the
CODEVI Campus

Bright Horizon

The city of Ouanaminthe, located in northeastern Haiti, faces significant challenges in terms of infrastructure and security. The lack of adequate lighting in public areas and roads has contributed to an increase in risks, affecting the quality of life of its inhabitants.

In response to this situation, a solar electric light donation project has been launched with the aim of improving safety and promoting environmental sustainability in the region. To date, 325 solar lights of 500 watts have been installed, illuminating a total of 11.8 km with a distance of 48 meters between each light. These lights not only provide a reliable and efficient source of illumination but also reduce dependence on non-renewable energy sources, contributing to environmental protection.

By improving visibility in these areas, it is expected to significantly reduce the risks of accidents and crimes, providing a safer environment for residents and employees who transit through these areas.

Positive Impacts

❖ Reducing Dependence on Non-Renewable Energy Sources:

Implement the use of solar LED lights to decrease electricity consumption from non-renewable sources and promote environmental sustainability

Fostering Educational and Economic Development:

Provide lighting in schools and community centers to enable educational and economic activities after dark.

Promoting Environmental Awareness:

Educate communities about the benefits of using solar energy and the importance of environmental sustainability.

Facilitating Project Implementation and Maintenance:

Train community members in the installation and maintenance of solar lights to ensure the long-term sustainability of the project.



Health

21,567

Total Cases
Attended at Our
Primary Care
Center

+145 Pregnant
Women in
Continuous
Support and
Monitoring

Around
3,800
Emergency
Cases
Attended in
2024

1,548
Dentistry
Cases
Attended in
2024



Kalite Choroum
HANES Brands Inc
Feliz En el mejor lugar para trabajar

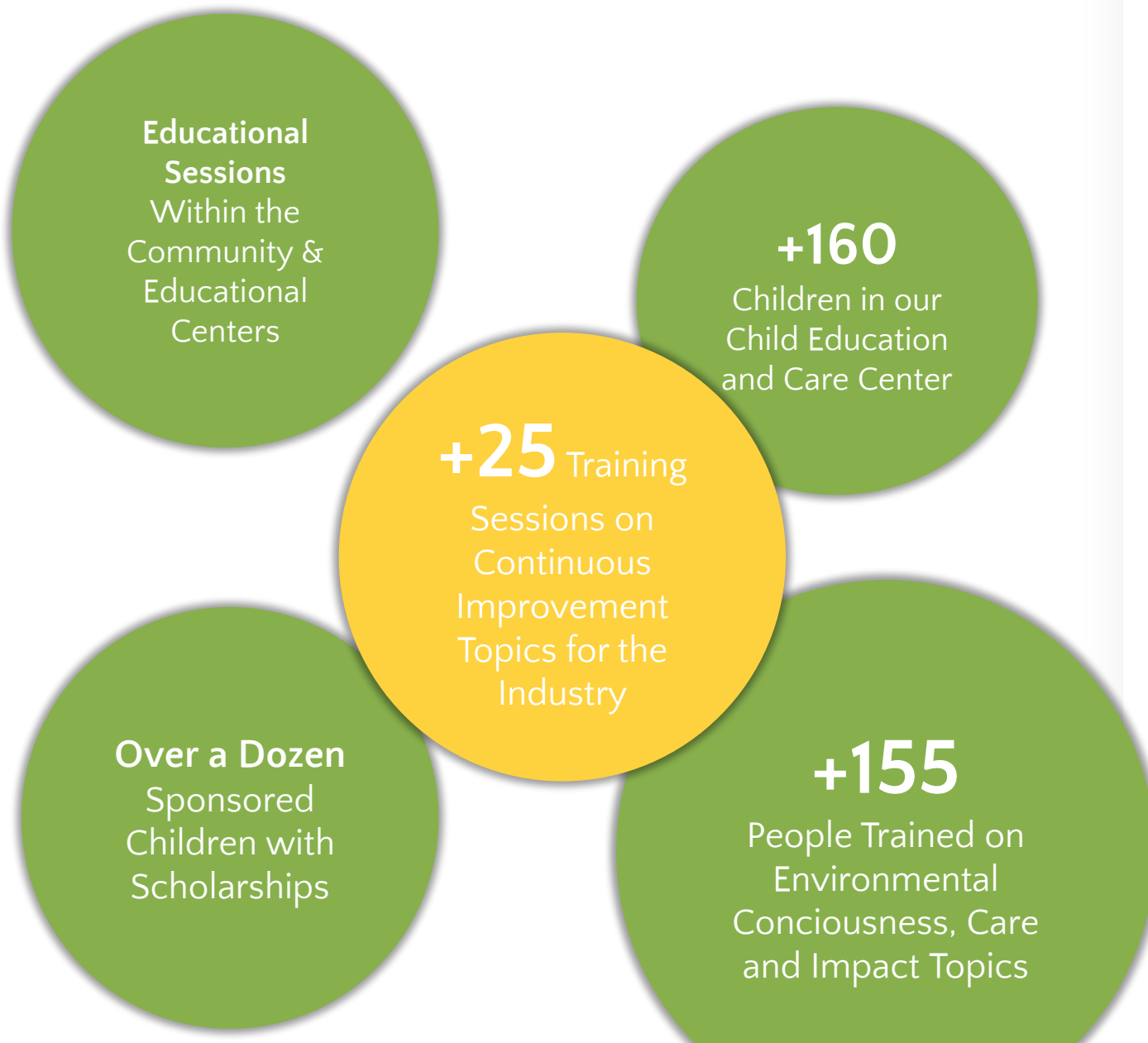


RETOUNEN

Defo ki plis repete

HANES
Brands Inc





Education

L'Ekol

CODEVI reaffirms its commitment year after year by investing in the development of educational programs that address current needs. These programs are designed to promote inclusive, equitable, and quality education, ensuring equal access. The main focus is to guarantee the development of essential competencies and soft skills among the beneficiaries.

L'Ekol deploys activities that facilitate the design, coordination, and implementation of these educational programs. Additionally, these initiatives are integrated as a fundamental part of the company's Corporate Social Responsibility. We recognize that education is not only a driver for individual growth but also a catalyst for the sustainable development of the communities in which we operate.

By promoting inclusive and equitable education, we aspire to contribute to the empowerment of individuals and communities, providing them with the necessary tools to reach their full potential. This commitment reflects the conviction that investing in education is an investment in a more prosperous, just, and sustainable future for all.

Tipa Tipa

Our Child Education and Care Center "Tipa Tipa," known as "Pasito a Pasito" in Spanish, has the primary goal of supporting our valuable employees who are single mothers and face the challenge of balancing work life with raising their children. This center not only offers care but is also a comprehensive educational space for children from 45 days to 6 years old, with a total of 160 little ones who are the reason for our dedication.

At "Pasito a Pasito," we not only provide basic care; we are also committed to offering quality education, medical care, and balanced nutrition. We firmly believe that these children are our future entrepreneurs, and we are dedicated to giving them the best start in life.

Among the highlighted benefits is our lactation space, where up to 28 mothers monthly can enjoy a comfortable environment to breastfeed their children.

Additionally, we have established scholarships for children, currently benefiting 11 little ones within our childcare center.

Corporate Governance Framework

At **CODEVI**, we have worked hard to establish a robust corporate governance framework that supports our operations and promotes an ethical and efficient work environment. Below, we highlight some of our most significant achievements:

- ✓ Social Statutes
- ✓ Organizational Chart
- ✓ Code of Ethics
- ✓ Policies
- ✓ Regulations
- ✓ Methodologies

These achievements not only strengthen our organizational structure but also reflect our commitment to excellence and responsibility. We will continue working to maintain and improve these standards, contributing to the well-being of our company and society in general.





On the Road To 2025

- With a constant focus on the continuous improvement of our processes, we are committed to not stopping at the measures and initiatives implemented in 2024. In 2025, our goal is clearer than ever: to pursue continuous sustainable growth within our organization.
- We prioritize the rigorous monitoring and control of the initiatives and activities implemented, as this is crucial for constant improvement. We aspire not only to maintain but also to drive the creation of new initiatives that will lead us to the goal of becoming a 100% green company.
- All our actions are aligned with the collective fulfillment of the Sustainable Development Goals, reflecting the fundamental pillars of our corporate sustainability strategy: environmental care, sustainable production, and people's well-being.
- Our vision focuses on creating values that guide us towards a correct and sustainable economic, environmental, and social direction, thus contributing to the well-being of current and future generations.





Keep up with us on Social Media!

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@grupom_rd



@codevi_campus