



S I T E S

SUSTAINABILITY
REPORT
2022

We are **EVERYWHERE**

REMOTE
JOBS

SMART
CITIES

DIGITAL
TRANSACTIONS

E-COMMERCE

TELEMEDICINE

TELEWORK

EARLY
ALERT SYSTEMS

RADIO COMMUNICATIONS

ENTERTAINMENT

REMOTE EDUCATION

INSTANT
MESSAGING

SECURITY
CAMERAS



TABLE OF CONTENTS

LETTERS FROM THE CHAIRMAN

.....	4
.....	6
.....	9
-OUR COMMITMENT.....	10
-OUR VALUES	11
.....	12
-PRESENCE	15
-OUR SITES AND INFRASTRUCTURE.....	16
-CLIENTS	19
-MARKET SHARE	21
-THE IMPORTANCE OF MAINTENANCE.....	22
-STRENGTHS.....	23
.....	24
-BOARD OF DIRECTORS.....	25
-EXECUTIVE TEAM	25
-ORGANIZATIONAL STRUCTURE	30
-INTERNAL AUDIT.....	31
-ETHICS AND COMPLIANCE	31
-SUSTAINABLE SITES	33
-CASE: FROM CLARO'S PORTFOLIO TO SITES'	38

.....	39
-EMPLOYEES.....	40
-COMMUNITIES.....	46
-SUPPLIERS.....	46
.....	47
-NON-HAZARDOUS WASTE.....	49
-BIODIVERSITY.....	50
-WATER STEWARDSHIP.....	51
-CLIMATE CHANGE.....	52
-CASE: ENVIRONMENTAL MANAGEMENT PLANS	53
.....	55
.....	57

SITES: KEY FIGURES 2022

Mexico City, Mexico
Headquarters



191
Number of sites built in 2022



Around 1,500
Projected BTS Program



15
Countries where we operate



29,701
Number of sites in our portfolio



20%
Latin American market share



\$5.26 billion Mexican pesos
2022 revenue**



**66% from tower lease;
34% from land lease**
Income breakdown



9% of total revenue
Operating costs and expenses



Income by country or region

Brazil 47.8%



AUP 10.9%



Argentina



Uruguay



Paraguay

CENAM 23.0%



Costa Rica



Honduras



Nicaragua



El Salvador



Guatemala



Panama



Puerto Rico

ANDINOS 18.3%



Chile



Ecuador



Peru



\$3.00 billion Mexican pesos

EBITDAaL*



\$50.30 billion Mexican pesos

Gross debt

* EBITDAaL: earnings before interests, taxes, depreciation, and amortization, less income received from the rental of real estate where Passive Infrastructure is located.

** Figures go from August 8, to December 31st, 2022.

1.223

Tenancy ratio



Mobile phone operators

Main clients



473 million

Population with network coverage



\$91.1 billion Mexican pesos

Total value of SITES' assets

100%

Percentage of sites built (after AMX's spin-off) that have a solar panel that provides clean, renewable energy to the tower's aeronautical and perimetrical light.



Employees | 323 by the end of 2022



Women 41%



Men 59%



41%

Women in executive management

Adherence to international initiatives that favor of Sustainability

United Nations Global Compact



Number of Committees that support the Board at the Executive level

1



Percentage of Board meetings in which matters of sustainability were discussed.

100%



Percentage of independent directors

37%



Percentage of female board member

25%



Committee that brings in environmental and social discussions to the table

Sustainability Committee¹

¹ The Executive Committee is comprised of the heads of each of the company's departments.

LETTERS FROM THE CHAIRMAN AND THE CEO

SITES

LETTER FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

It fills me with pride to be able to write the inaugural words for SITES' first Sustainability Report. This company's essence precisely derives from the sustainability premise of leveraging the shared use of our resources.

Our towers are everywhere – from rooftops, highways and open fields to mountains and beaches. For this reason, today we are the second largest telecommunications infrastructure company in Latin America with over 34,000 towers² spread across 15 countries in the region.

At SITES, we feel confident about promoting genuine actions and assuming commitments that make business sense, which is why we believe that good corporate governance will allow us to outline a strategic course to follow, and that the use of tools and indicators that strengthen our decision-making processes on economic, environmental, and social matters, will allow us to safely bet on our business continuity and confirm SITES as a key player in the

creation of shared value. This document presents what we do and how we do it, so I am certain that you will relate with what we are looking for.

Being able to contribute in the construction a better world is our purpose, and we understand that doing so means adopting a new conscience that brings upon us new ways of thinking and acting. The path ahead is long, but we are committed to the promotion of environmental, social, and good corporate governance actions that may allow us to –ethically and responsibly– contribute to the development of the current and future generations of people in the countries where we work.

That being said, wherever you are, bear in mind that every time you get a text message, or every time you make a phone call by the beach, when you send a photo to your friends, or when you are able to share the view from the mountains – it is because we are there. And we are committed to keep working on this to guarantee Latin America's connectivity and to forge a better future for the continent.

Arturo Elías Ayub
Chairman of the Board of Directors
Sitios Latinoamérica, S.A.B. de C.V. (SITES)

² Portfolio by the end of march 2023.

LETTER FROM THE CEO

I would like to take this opportunity to thank our shareholders, investors, and employees for being with us on this exciting path we have just begun to roam. While it is true that we are a young company, we have achieved a robust platform and an undeniable solidity through our more than 34 thousand towers³ operating across 15 countries in Latin America.

During 2022 we made a commitment to strengthen our portfolio and consolidate it as one of the biggest in the continent. We managed to generate revenues for \$5.26 billion pesos⁴, 66% of which resulted from tower lease. Also, out of our total revenues, the Brazilian market brought upon 48% of it while Central America contributed with 23% – making these two our largest markets.

We are aware of the region's need for high-quality infrastructure; we therefore seek to bring our towers to every corner in Latin America through our BTS program. The year 2022 was very special to us because we were able to define our sustainability identity and we set up a three-year plan that will allow us to work in accordance with clear objectives in the environmental, social, and corporate governance spheres (ESG). We also carried out our first materiality assessment, which evidences the open dialogue that we aim to have with our stakeholders so we can learn and understand their needs and expectations firsthand. We aligned ourselves with the United

Nations' Sustainable Development Goals (SDG), adhered to the Global Compact, and created an executive Sustainability Committee that is in the process of defining its own responsibilities and powers to oversee our progress in the matter.

All of this has been possible thanks to the dedication of our 323 employees who have been committedly working in every country where we have a presence. I know that we have faced unusual circumstances in the last year and that we are still forging our corporate culture, but I also know that we would not be where we are without you. Your dedication, professionalism, innovative ideas, and commitment but – above all else – your enthusiasm is what motivates us. Thus, you will allow us to become the region's largest communications tower company in a few years and, as of today, the most committed to sustainability.

We will keep building towers and continue to care for the ones we already have; but, above all, we will reaffirm ourselves as the strategic enablers that connect millions of people since what we truly want is for them to have tools that may allow them to have better lives and face the challenges that might arise.

I invite you to read our first Annual Sustainability Report so you can dig deep on our management, commitments, and results.

Gerardo Kuri Kaufmann
Chief Executive Officer
Sitios Latinoamérica, S.A.B. de C.V. (SITES)

³ Portfolio by the end of march 2023.

⁴ Revenues from August 8, 2022 (the América Móvil spin-off) to December 31, 2022.

WE ARE SITES LATAM

WE ARE SITES LATAM

SITES is a Mexican company – leader in building, managing, and providing maintenance of infrastructure that consists of telecommunications towers that are customized to its clients' needs.

SITES is one of the main independent developers and proprietors of shared telecommunications infrastructure in Latin America.

With a presence in 15 countries throughout the continent, SITES believes that the deployment of high-quality infrastructure is a key piece in accelerating the region's transition into the digital world, thus boosting its development.

SITES purpose is to improve Latin America's connectivity while it seeks to create more value to investors and clients.

SITIOS LATINOAMÉRICA S.A.B. DE C.V. is a public company created in 2022 as a result of the spin-off of América Móvil's telecommunication towers with the purpose of offering access to its passive infrastructure to radiocommunications service providers in Latin America.

SITES is dedicated to the construction, installation, maintenance, operation and commercialization of passive telecommunications infrastructure.



OUR COMMITMENT

At SITES, we focus our work and effort on improving Latin America's connectivity while creating value to our clients, investors, and the communities where we operate.

We believe that the deployment of high-quality infrastructure is key in accelerating the region's transition into the digital world. This is why we adhere to this principle –to boost the development of every country where we operate.

Our Values

EXCELLENCE

Our goal is to offer a high-quality, comprehensive service.

HONESTY

We are certain that always acting with integrity and rectitude is the foundation of a job well done.

EFFICIENCY

We act with perseverance and agility, always seeking the optimal use of resources.



HUMAN DEVELOPMENT

We are convinced of the unlimited potential in people, hence we support personal and professional growth. In line with this, we always respect and promote Human Rights in all of our activities.

SUSTAINABILITY

We assume the commitment to always work towards the benefit of sustainable development and well-being of the communities where we serve.

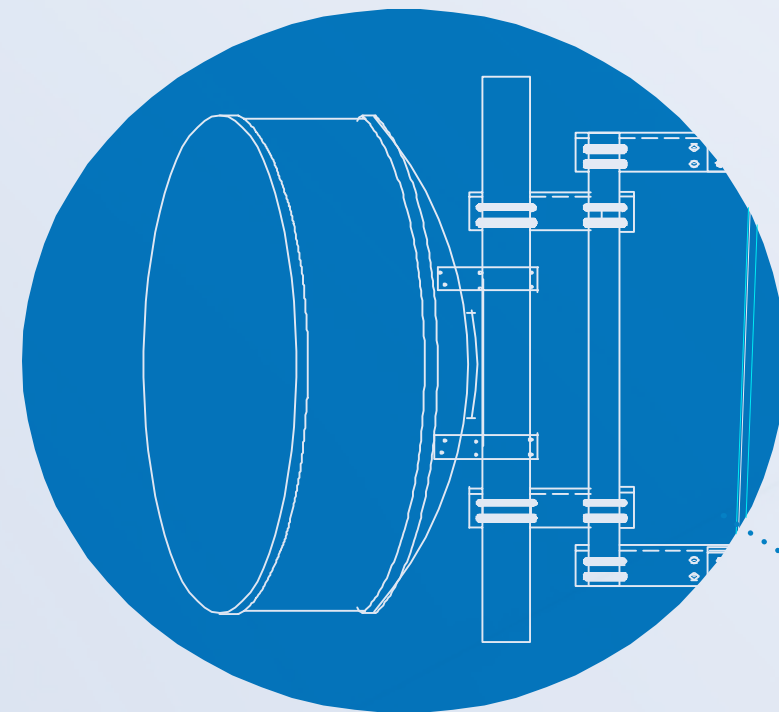
CORPORATE CREATIVITY

We believe in business creativity as a means to provide society with sufficient elements to deliver answers to the problems that the countries where we operate cope with.

BUSINESS MODEL

BUSINESS MODEL

It is focused on building, managing, and maintaining communication towers which are infrastructures with a certain height with which we can lease vertical⁵ space –mainly for the mobile telecommunications industry; but also, for any client looking to install technology at a particular height. This makes our portfolio include clients such as banks, private companies, military, and others.

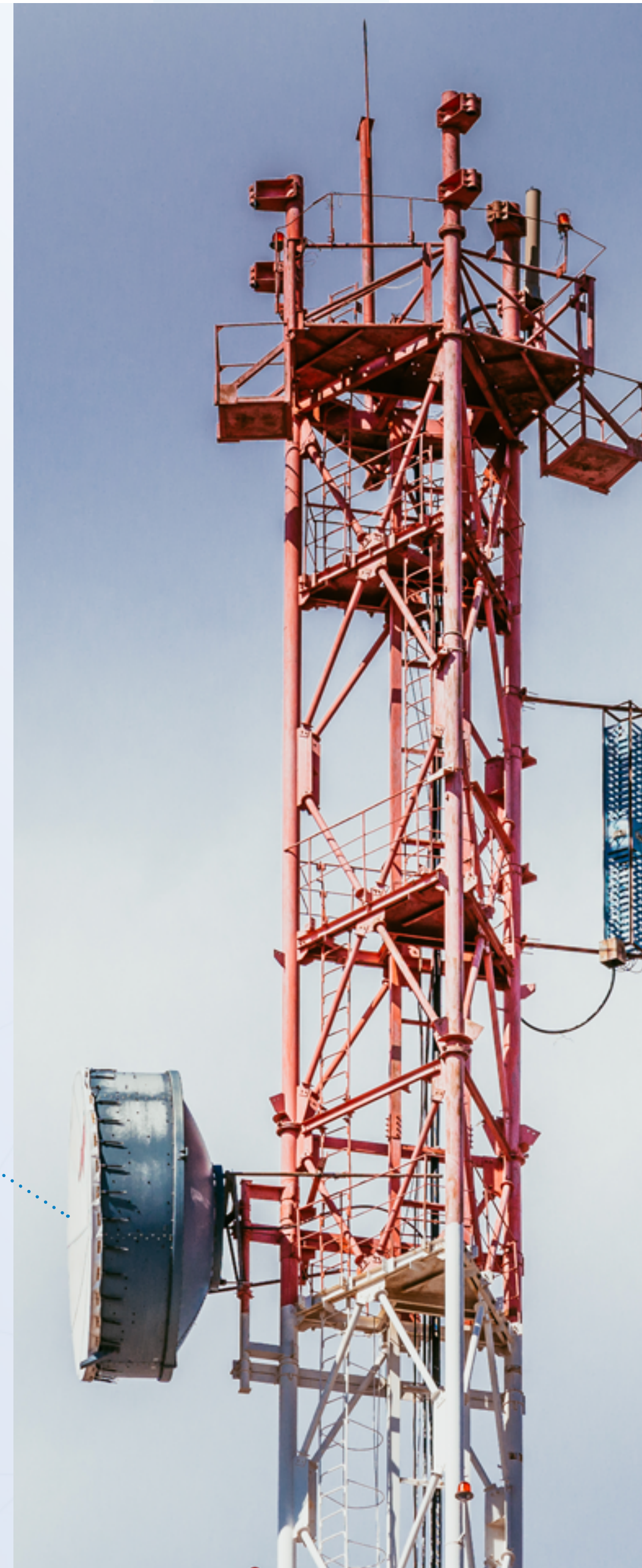


MW⁶ ANTENNAS

⁵ Tower lease is usually limited by the type of tower and its height.

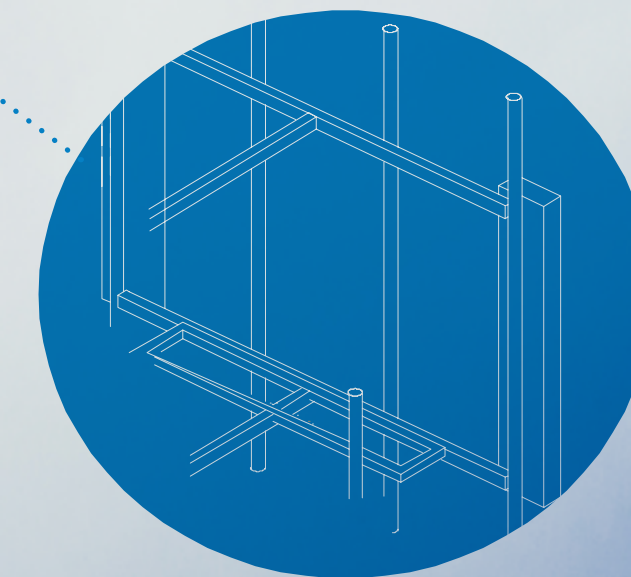
⁶ MW: Microwaves.

⁷ RF: Radio Frequency.



THROUGH OUR TOWERS, WE PROVIDE MILLIONS OF PEOPLE with connectivity since this infrastructure is used and shared by different actors in the telecommunications industry.

THE LAND WHERE WE BUILD OUR SITES AND TOWERS ARE NOT COMPANY PROPERTY. Each plot's leasing cost is directly transferred to the tenants of our vertical spaces.



RF⁷ ANTENNAS

Tower construction

- We look for ideal sites based on coverage criteria (in relation to client-penetration strategies), and issues such as permits and community relations.
- We design towers depending on each site's specifications. We consider factors such as space availability; zoning restrictions; and the towers needs regarding resistance and versatility (for which we consider geography, local climate phenomena, among other factors brought up by our team of engineers).
- What sets us apart is an incomparable operational experience in the massive deployment of infrastructure throughout Latin America.
- We are able to build world-class installations at low costs.

Tower management

- We keep legal and operational records on all our assets to identify contract validity dates, the operational status of each tower, and relationship management with stakeholders.
- We have long-term, recurring revenue streams through our long-term, non voidable contracts and multiple renovations.
- Leasing rates are defined depending on the type of tower, the location of the property, leased square footage and adjustments based on inflation rates.

Tower maintenance

- We have maintenance plans that we control based on the records from each location.

Presence

We operate across 15 countries. We serve our clients along most of the continent with our philosophy of becoming business partners to our clients and to directly contribute to the economic and social development of the countries where we operate.

Our tower portfolio's geographic locations are as follows:

We are the tower company with the largest presence in Latin America - operating in **15 COUNTRIES**.



OUR PORTFOLIO IS DIVERSIFIED THROUGHOUT LATIN AMERICA'S DIFFERENT REGIONS.

* 1,388 acquired on February 3rd, 2023.
 **Plus 2,980 additional towers purchased on March 31st, 2023.

OUR SITES AND INFRASTRUCTURE

To be able to understand our business, it is important to understand how our industry works, how our towers work, how these are designed, what services we are able to provide our customers with, and how we play a key role in order to foster connectivity among millions of people.

Our sites

Our sites are made up of:

- The tower, the mast, the post, and the general structure that helps support the radiocommunications antennas.
- The physical space (plot of land) which we lease to third parties through long-term agreements -usually for 10 years- and with automatic renewals.
- Civil engineering constructions, frames, pipelines, and other components that limit and restrict access to our sites.
- Other accessories that are useful for the installation and functioning of radiocommunications and auxiliary safety equipment.

What this means is that our sites are made up of all non-electronic, passive infrastructure that make up a telecommunications network.

Site customization

The design of our towers is customized depending on the specifications of each place. We consider factors such as:

- The location's particular parameters – which include wind speed, topography, and demographic density.
- The equipment that will be physically placed on the tower and its resistance demand.
- Space availability; and
- Zoning restrictions.

Types of towers

We have four main types of tower designs:



BRACED

They are supported by guided cables and are used on sites with a reduced base space where more stability is required to hold the tower up. They are most suitable for use on ground-level sites.



SELF-SUPPORTING

They are surrounded by legged, pyramid-shaped lattice structures. They can be the highest towers out of the four types.

Given their height, self-supporting towers are best suited for ground-level sites.



MONOPOLE

They are the least intrusive and the easiest to assemble type of tower. They consist of a single post that may reach up to 45 meters in height and are usually built on ground-level sites.

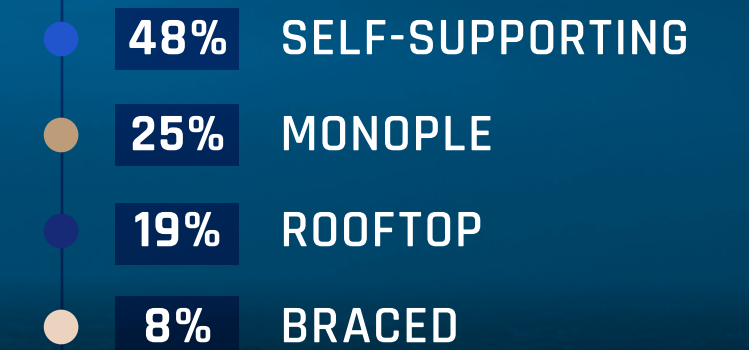
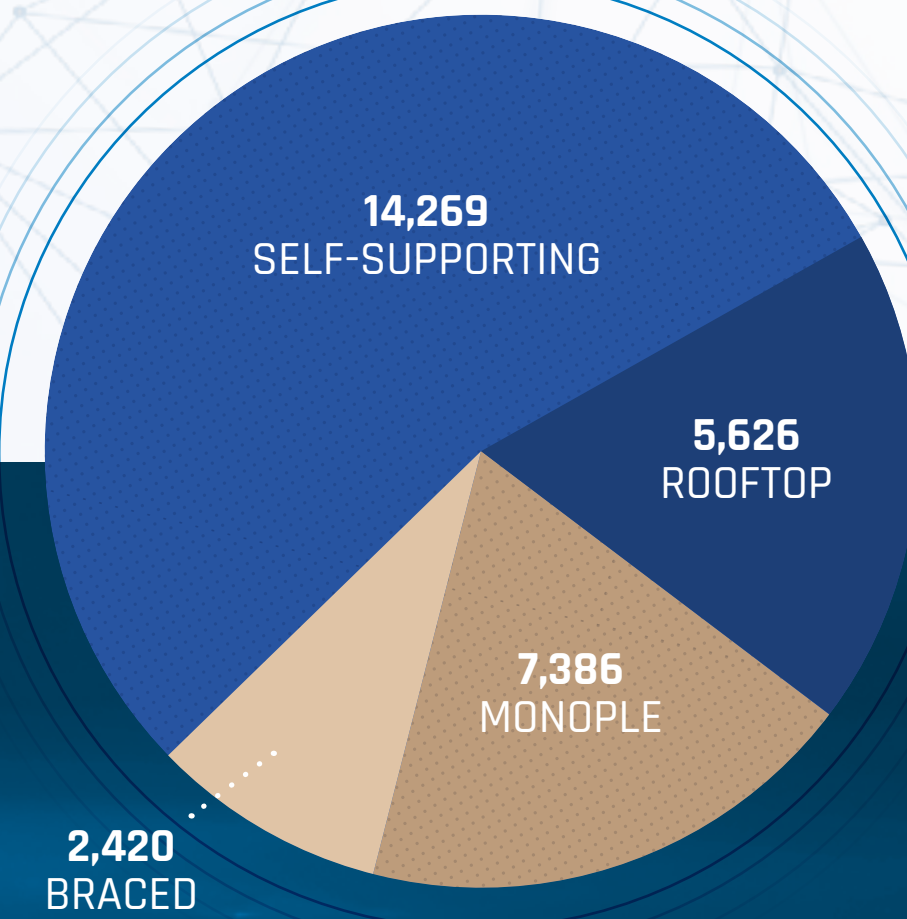


ROOFTOP

We also know them as “mast” since they are smaller monopole structures that are supported by a single mast.

The size of these towers makes them ideal for positioning on slanted roofs, which allows for the installation of more than a single mast per roof.

In our portfolio, our towers have been installed as follows:



Our sites' capacity

Our ground-level sites have the capacity to accommodate a different number of clients and/or tenants depending on the tower's design. For example: our sites that are 45 meters in height can accommodate up to 5 clients; and our rooftop (mast) sites can host additional clients through the installation of additional masts as long as there is enough space on the ground for it.

Our clients

Our current clients offer the following services:

- Mobile services (voice and data)
- Added value services (internet access, messaging services; entertainment services, and corporate services); through networks that use GSM technologies with improved data services (GSM/EDGE), and 3G, 4G LTE, and 5G technologies.
- Fixed-line (voice and data)
- Broadband fixed services: internet access for the residential market is given through hybrid networks with coaxial cable and optic fiber (HFC)
- Information technologies (IT)
- Pay TV services.
- Video, audio, and subscription content sales
- Satellite telecommunications services
- Government emergency services

We are strategic
business partners

In order to offer expected coverage, our clients need our towers – high-quality infrastructure that is strategically positioned.

Clients

At SITES, we have the firm commitment to provide access to high-quality telecommunications infrastructure that allows for uninterrupted connectivity. For us to do this, we have strategically positioned towers that allow transmissions of any kind of wireless communication.

Each site has a mix of elements that coexist as follows – some belong to us and some belong to our clients:

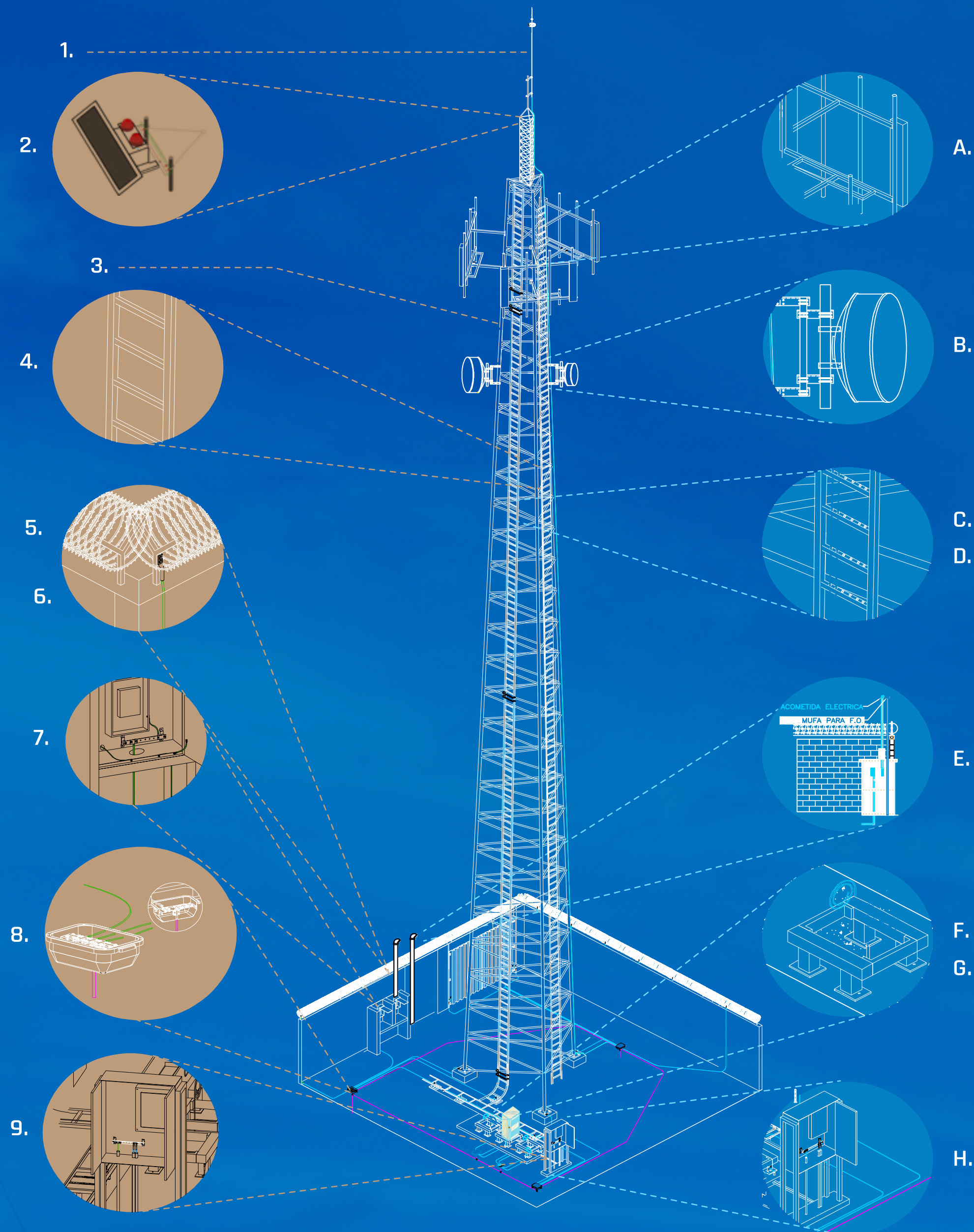
- 1. Lightning rod
- 2. Lighting system
- 3. Structure
- 4. Ladder
- 5. Civil work and perimeter protection
- 6. Entrance and access control
- 7. Niche box
- 8. Grounding system
- 9. Equipment area

SITES

CLIENTS

- A. RF⁸ antennas and mounting frames
- B. MW⁹ and mounting pipes
- C. Cable tray
- D. Feeders or cables
- E. Main power and electrical connection
- F. Electrical and F.O. canalization
- G. Concrete slab and metallic base
- H. Cabinets and fibre optics

⁸ RF: radio frequency.
⁹ MW: microwaves supports.



Client benefits from operating on SITES infrastructure:

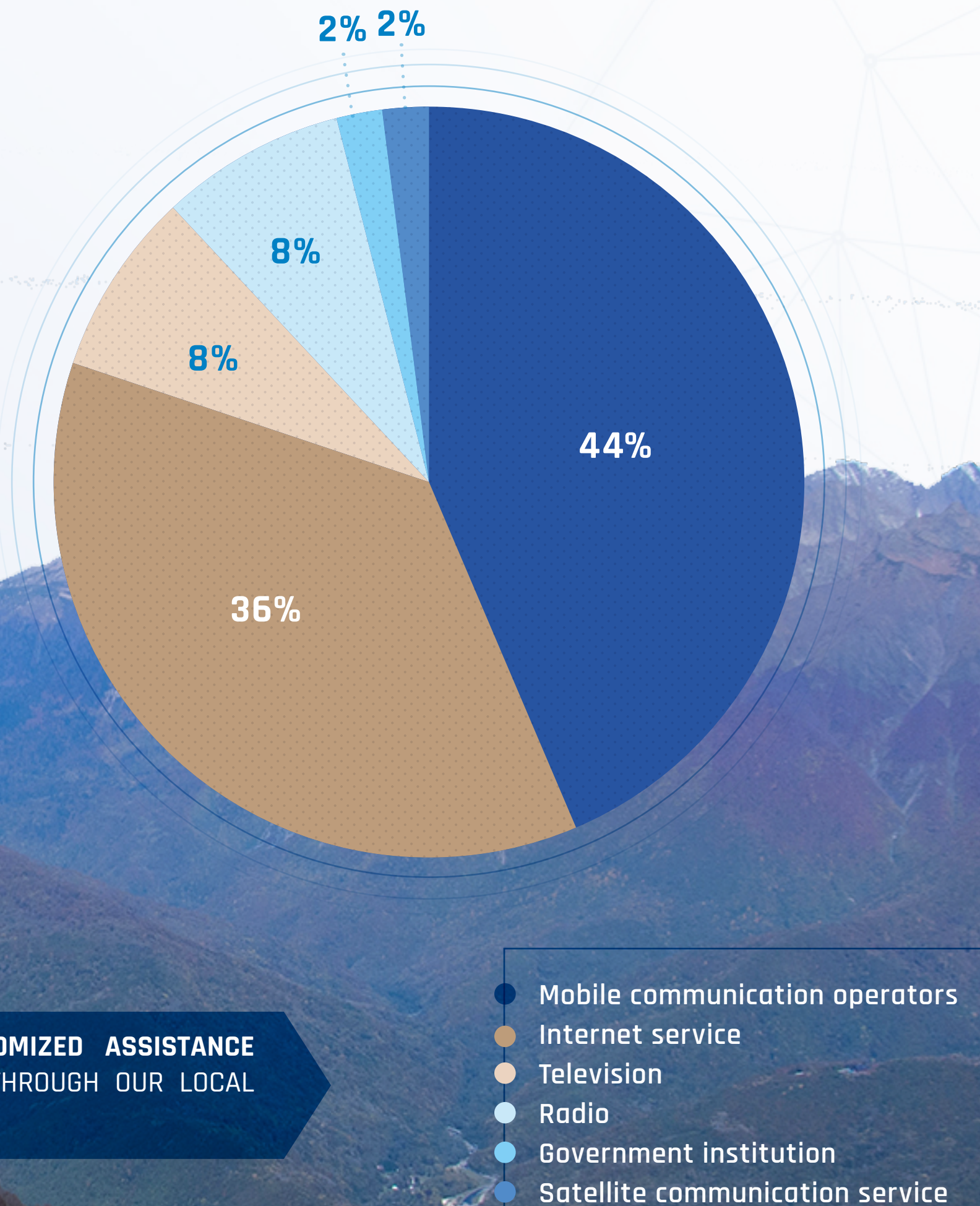
They do not allocate their own resources for building and operating towers. ✓

They can quickly meet their growth needs through a company that specializes in building and operating these kinds of infrastructure. ✓

They contribute to the development of a better ecosystem through cost-sharing plans (the more occupants sharing a tower, the lower the cost for them). ✓

Sustainable business models are fostered since the use of shared resources is favored. ✓

Our client portfolio is divided as follows:



Market share

From the total passive infrastructure that we have in each country, SITES' market share¹⁰ is as follows:



¹⁰ According to the most recent information available in Tower Xchange's Latam Regional Guide 4Q22.

* Considering the recent acquisitions in Peru and the Dominican Republic.





The importance of maintenance

Our Management System encompasses a Processes Manual which details the scope of our maintenance works at our sites and towers. Our infrastructure's maintenance is a highly relevant element that contributes to our operational continuity and aids to position ourselves as connectivity enablers.

The aforementioned Manual, which is enforced in every country we operate, includes:

- I. The rules to integrate work teams and the crews' requirements for entering our sites.
- II. The minimum required tools to undertake different tasks.
- III. The documentation required to present each maintenance case.
- IV. The guide to carry out maintenance exercises and the minimal tests required to do so.
- V. The elements that must be included in a preventative maintenance report.
- VI. The scenarios that would require immediate notifications to the tower operators.
- VII. Instructions regarding site safety upon finding relevant risks.

Additionally, there are guidelines to inspect both electric systems and ground systems (registers, electrode conductors, among other things); and the criteria needed for the towers and ground systems' verticality and resistance tests. It also includes instructions to carry out equipment inventories at the towers, and instructions to be followed when carrying out and reporting activities happening inside the sites (including guidelines for photographic records).

Several improvements were carried out in Central America:

1. Changing anti-vegetation nettings and gravel bed for concrete slabs – which improved the site by reducing additional clean-up visits that were required for mowing and cutting vegetation.
2. Changing the gates – which improved site safety.
3. Standardizing padlocks at new sites – to further the substitution plan that was approved in each country.

Strengths

WE ARE IMPORTANT ALLIES TO TELECOMMUNICATION OPERATORS

Nowadays, telecommunication companies –our main clients– consider it a priority to focus their resources and efforts on providing their clients with better services: more data, more speed, and more capacity. For this reason, having the possibility to share towers gives them great advantages. To them it is no longer necessary to bear individual installation and management costs for passive infrastructure; instead, they can focus their resources in boosting their own businesses.

WE ARE COVERAGE ENABLERS

By allocating less resources to the expansion and the strengthening of their passive infrastructure, our clients are able to extend their networks (active infrastructure) at locations where they currently have no coverage.

WE HOLD LONG-TERM COMMERCIAL RELATIONS

Given that every contract that we sign has an average duration of 10 years, we have become strategic players in the uninterrupted supply of our clients' services. This sets the stage for increased probabilities in contract renewals.

WE FIND OURSELVES IN A GROWING MARKET

There has been significant increase in data traffic volumes recently, which results in a higher demand of infrastructure like ours. Additionally, we operate in developing emerging markets where the growing demand for telecommunication services requires better coverage, bigger capacity, and better service quality from operators. The accelerated deployment of telecommunication infrastructure is essential to meet the demands of a sector that finds itself in frenzied development.

WE MANAGE RELIABLE PROJECTIONS

Because the term of tower space leases is typically 10 years, we are able to more accurately forecast our long-term revenues and expenses. The leasing of passive infrastructure allows for stable income and therefore predictable profitability as occupancy ratio and fixed costs throw high margins. Infrastructure maintenance and supervision costs are minimal, so they do not represent a significant percentage of our income.



CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

Board of Directors

Our Board of Directors is responsible for setting our company's strategy. SITES' Board has 8 members, 3 of which are independent in accordance with the Mexican Securities Market Law (LMV, for its initials in Spanish).

In accordance with article 26 the LMV, under no circumstances might the following persons be designated as independent directors:

I. The relevant executive officers or employees of the company or the legal entities composing the corporate group or consortium to which such company may belong, as well as the examiners of the latter. The aforementioned limitation shall be applicable to those individuals that shall have occupied such positions during a period of twelve months immediately before the date of appointment.

II. Any individuals who have significant influence or decision-making power on the company or in any of the legal entities composing the corporate group or consortium to which such company belongs.

III. The shareholders who are part of the group of individuals or legal entities holding a controlling interest in the company.

IV. The customers, service providers, suppliers, debtors, creditors, partners, directors or employees of a company that is an important customer, service provider, supplier, debtor or creditor¹¹.

V. Those who are related by blood, marriage or civil kinship up to the fourth degree, as well as the spouses, the concubine and the male concubine, of any of the individuals mentioned in subsections I to IV of this article.

¹¹ It is considered that a customer, service provider or supplier is important, when the sales of the company represent more than ten percent of the total sales of the customer, of the service provider or of the supplier, during a twelve-month period preceding the date of the appointment. Likewise, it is considered that a debtor or creditor is important, when the amount of the credit is greater than fifteen percent of the assets of the same company or of its counterparty.

Board of Directors

Our Company's Board Directors were appointed through unanimous resolutions adopted by all of the Company's shareholders on August 8th, 2022.

Additionally, said resolutions also included the appointment of a non-member Board Secretary.

NAME	POSITION	CATEGORY	AGE	GENDER
Arturo Elías Ayub	Chairman	Propietor Non-executive Director	57	Male
Carlos Slim Helú	Director	Propietor Non-executive Director	83	Male
Gerardo Kuri Kaufmann	Director	Executive Director	39	Male
Daniel Hajj Slim	Director	Propietor Non-executive Director	29	Male
Mauricio Hajj Slim	Director	Propietor Non-executive Director	23	Male
Miriam Guadalupe de la Vega Arizpe	Director	Independent Director	63	Female
Marisol Vargas Jiménez	Director	Independent Director	44	Female
José Shedid Merhy	Director	Independent Director	83	Male
Francisco Javier Arnau Quiroga	Secretary	Not a Member of the Board	33	Male

Independence

The Board has 37% independent directors, which is above the minimum 25% required for companies listed in equity markets in Mexico.

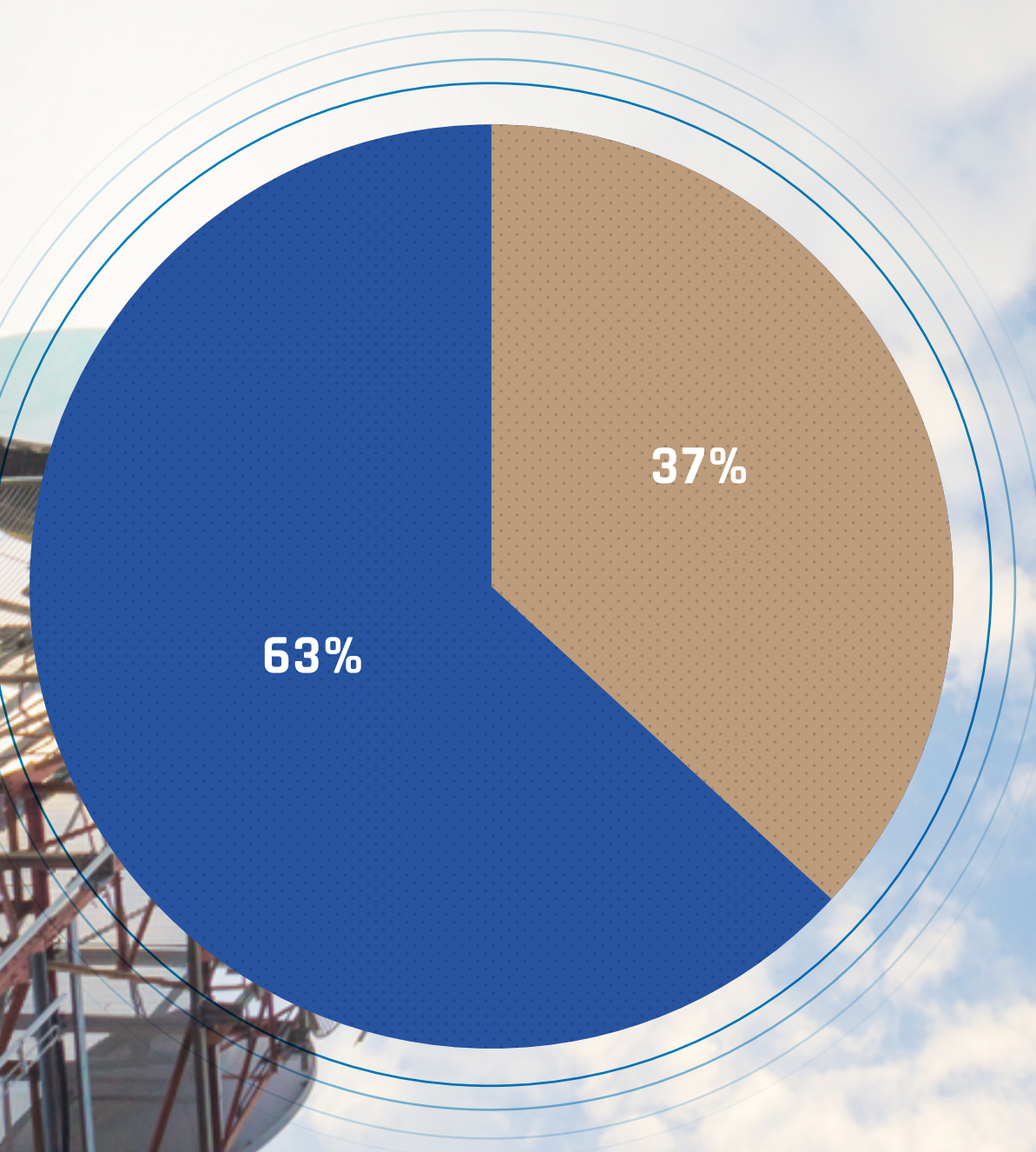
Board Diversity

At SITES, we are committed to diversity which is why our Board is gender and age diverse.

As of the day of this Report's publication, 75% of the Company's directors are male, while 25% are female.

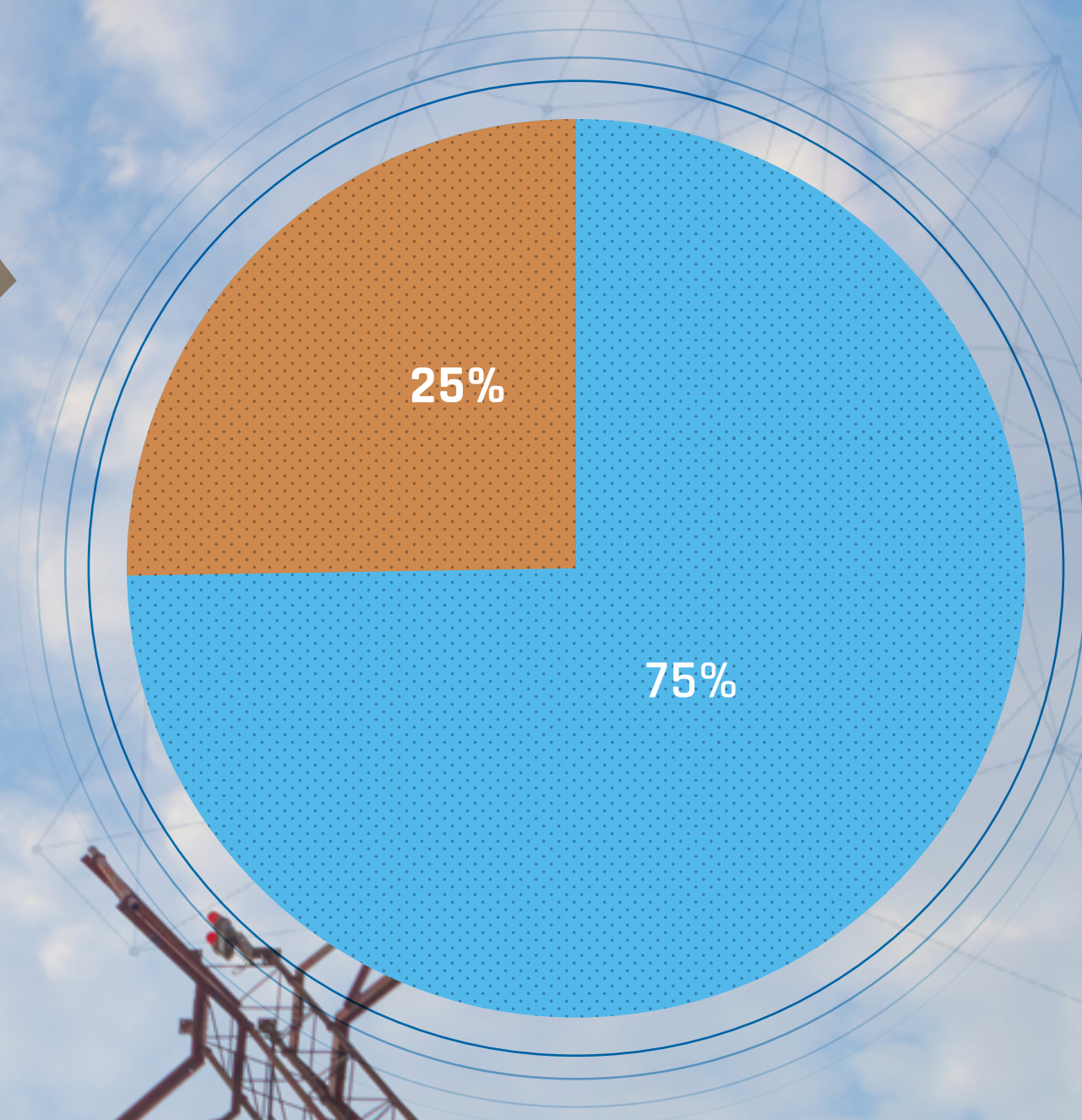
SITES Board Directors categorized

- Proprietors
- Independent



Members at the Board of Directors

- Male
- Female



BOARD COMMITTEES

Our Board of Directors plays an active role in overseeing business operations. The Board exercises part of this supervision through its Audit and Corporate Practices Committee.

Audit and Corporate Practices Committee

- Verifies the accuracy and integrity of SITES' quarterly and annual financial reports, as well as the performance of the Company's external auditors¹².

- Approves and oversees the internal audit's development plan regarding the business plan's strategic areas and reviews auditors' recommendations regarding internal controls.

NAME	POSITION / PROFILE
Marisol Vargas Jiménez	President, Independent Director
José Shedid Merhy	Member, Independent Director
Miriam Guadalupe de la Vega Arzipe	Member, Independent Director

SESSIONS

Our Board of Directors meets at least quarterly to review relevant matters regarding the Company's operations.

BOARD MEMBER SESSIONS 2022	ATTENDANCE %	FORMAT
October 17 th , 2022	100	In person
November 29 th , 2022	85	Hybrid

Every Board meeting covered strategy and sustainability matters.

An regular Board meeting **REQUIRES AT LEAST 50% ATTENDANCE** of its directors to take place.

¹² The Company's external auditor is Mancera, S.C., firm which is a member of E&Y Global Limited.

SITES is listed in the Mexican Stock Exchange (BMV IN SPANISH) AS “LASITE”.

Executive Team

At SITES, we have a diverse Executive Team that is capable and highly experienced in all the jurisdictions where we operate. Currently, the main executives at the company are:

NAME	POSITION	AGE	GENDER
Gerardo Kuri Kaufmann	Chief Executive Officer	39	Male
Karla Ileana Arroyo Morales	Chief Financial Officer	35	Female
Luis Humberto Díaz Jouanen	Chief Operations Officer	53	Male
Francisco Javier Arnau Quiroga	Legal Director	33	Male

Main Shareholders

By the end of December 2022, shares were divided as follows:

PERCENTAGE OF SHARES (%) ¹³	
Operadora Inbursa S.A. de C.V.	7.4%
Vanguard Group	2.0%
Blackrock	1.0%

The main shareholder groups are completely committed to the the Company’s mission and vision, as well as the short-, medium-, and long-term objectives.

¹³ Data from Bloomberg as of May 2023.

Organizational Structure

As of December 31 st , 2022, our organizational structure is as follows:



Owner of passive infrastructure
 Holding company

Internal Audit

At SITES, we have an Internal Audit Department whose main objective is to help the company achieve its goals by providing a systematic and disciplined approach to evaluations and to improve the efficiency of management processes on governance, risks and controls.

Our Internal Auditor provides consultations and assurances for the aforementioned matters, and reports directly to the Audit and Corporate Practices Committee – comprised exclusively by independent directors.

OUR INTERNAL AUDITOR BUILT A PLAN FOR 2022-2023 which considers carrying out integral audits in every country where we operate. These audits shall cover the following topics:

- Site constructions
- Site leasing
- Site maintenance
- Other operational processes (such as payroll, and purchases of goods and services)
- Financial processes

The former with aims to evaluating the internal control system's efficiency and providing reasonable safety in the achievement of the organizational objectives.

Ethics and Compliance

Ethics and Compliance are crucial in good corporate governance practices, which is why at SITES we have boosted both spheres.

A well-defined ethics system is essential to foster a healthy corporate culture and to avoid labor risks. On the other hand, establishing compliance efforts is key to guarantee adherence to applicable laws and regulations and to determine the effectiveness of our internal control systems, as well as to identify and mitigate operational risks.

At SITES, we have a **Code of Ethics** which is mandatory for all our employees, contractors, and subsidiaries. The correct enforcement of the Code of Ethics requires all our employees to become familiar with its contents and with the legal dispositions it brings with it since the moment they become part of the company.

The Code seeks to be an instrument that guides us –as well as others– in identifying, preventing, and eliminating bad practices in every form, and to demonstrate our intolerance towards actions that might disregard our company values.

- Diversity and inclusion
- No discrimination
- Work safety
- Respect of Human Rights
- Good quality service towards clients
- Anti-corruption
- Transparency
- Data protection
- Data integrity
- Conflicts of interest
- Economic competitiveness
- Sustainability





Given our firm commitment to this matter, in 2023 we have the goal of creating a Human Rights Policy.

Aside from the Code of Ethics, we also have a Whistleblowing Mechanism that works 24 hours a day, every day of the year. Reports can be made anonymously, and the company offers assurance in that the information provided will remain confidential. There were no reports in 2022.

	2022
Number of complaints	0
Number of corruption cases	0

Sustainable SITES

Design and engineering

Infrastructure design with specific characteristics (adapted to the region where a tower is being built)
Resilient and innovative structure

Clients

New platforms to service our tenants. Paying close attention to what mobile operators demand

Marketing

Knowing our clients' requirements and adapting to them to foster the shared use of our existing structures

People

Integrating diverse and creative teams that are dedicated to meeting our clients' needs
Diversity

Operations

Scouting and locating ideal sites based on:
- Coverage related to the operator's strategy
- Topography
- Demographic density
- Permits

Better requirement planning on new sites
Neutral and independent operation
Optimal site maintenance – combining preventative and corrective aspects
Emergency protocols

Finance

Using International Financial Reporting Standards (IFRS)

Purchases

Choosing suppliers with renowned track records that meet size criteria
Supplier relationship management

Compliance

Ensuring legal support for each asset
Status checks

Corporate governance

A committed Board of Directors
Proprietor, non-executive director to be trained in corporate sustainability starting in 2023






Control

System that consolidates the status of assets
Efficient resource management

SITES' entire premise is sustainability since the sharing of infrastructure is itself **A STRATEGY THAT FOSTERS THE USE OF SHARED RESOURCES.**

Contribution to the Sustainable Development Goals

The Sustainable Development Goals (SDGs) were established by the United Nations' General Assembly in September 2015 and set an agenda to achieve sustainable

SITES' CONTRIBUTIONS	SDGS	SDG GOALS	HIGHLIGHTS
Supply of high-quality infrastructure for the telecommunications industry		<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being.</p> <p>9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.</p>	We have a team of engineers that design our towers using technological innovations and site specificities. The latter with the goal of incorporating practices that are more sustainable when buildings sites and towers.
Reducing energy consumption in the use of materials and resources		<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.2 Integrate climate change measures into national policies, strategies, and planning.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	We have set ourselves the goal of putting together a Climate Change Strategy that is accompanied by the goal of measuring all of our Scope 1 and 2 emissions.
Job creation		<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p> <p>8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.</p> <p>8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	We hired 323 associates into our workforce and offer all benefits protected by the law of each of their countries.
Synergies		<p>17.4 Assist developing countries in attaining long-term debt sustainability through coordinated policies aimed at fostering debt financing, debt relief and debt restructuring, as appropriate, and address the external debt of highly indebted poor countries to reduce debt distress.</p> <p>17.5 Adopt and implement investment promotion regimes for least developed countries.</p> <p>17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, at the United Nations level, and through a global technology facilitation mechanism.</p> <p>17.7 Promote the development, transfer, dissemination, and diffusion of environmentally sound technologies to developing countries on favorable terms, including on concessional and preferential terms, as mutually agreed.</p>	We signed up to the United Nations' Global Compact.
Permanent actions that allow us to create and share value		<p>10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard.</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality..</p>	We have set ourselves the goal of creating 3 programs that promote occupational well-being.



Materiality Assessment

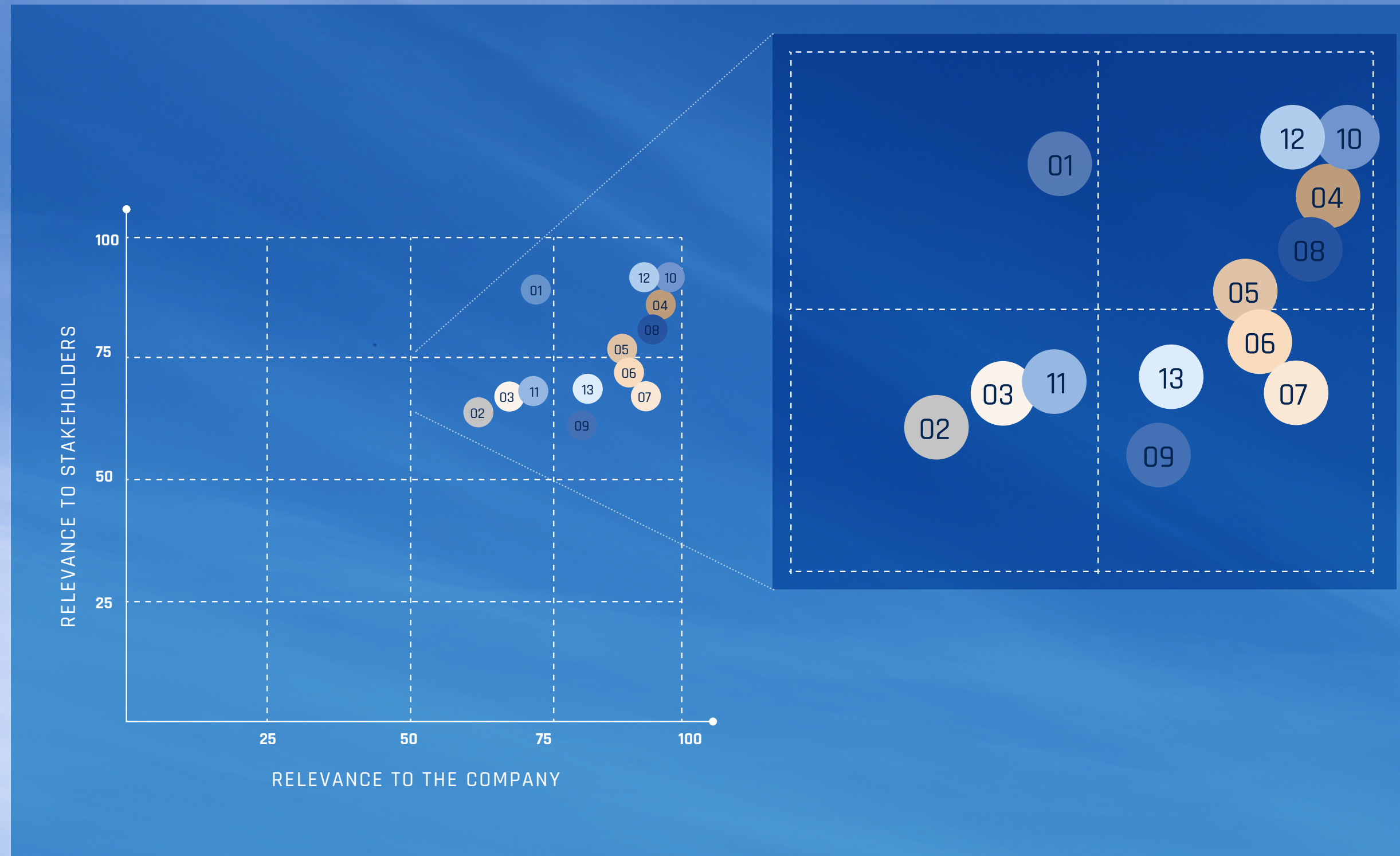
With the goal of setting up our sustainability communication strategy, we conducted a materiality assessment with the purpose of knowing both our Company's and our key stakeholders' concerns and interests, to identify business risks and opportunities.

This analysis considered academic studies, a benchmarking exercise and the opinions of global investors, while it interweaved the perspectives of some of SITES' executives and associates.

Key elements were identified, then we mapped our stakeholders and carried out the numeric definition to build our matrix. All of the above, with the support of an independent expert.

THE 13 MATERIAL ISSUES¹⁴ THAT WERE IDENTIFIED IN THIS EXERCISE ARE:

- | | | |
|----|----------------------|---------------|
| 01 | Climate change | ENVIRONMENTAL |
| 02 | Biodiversity | |
| 03 | Non-hazardous waste | |
| 04 | Communities | SOCIAL |
| 05 | Employees | |
| 06 | Health and safety | |
| 07 | Supply chain | GOVERNANCE |
| 08 | Compliance | |
| 09 | Market | |
| 10 | Operation | |
| 11 | Clients | |
| 12 | Corporate governance | |
| 13 | Innovation | |

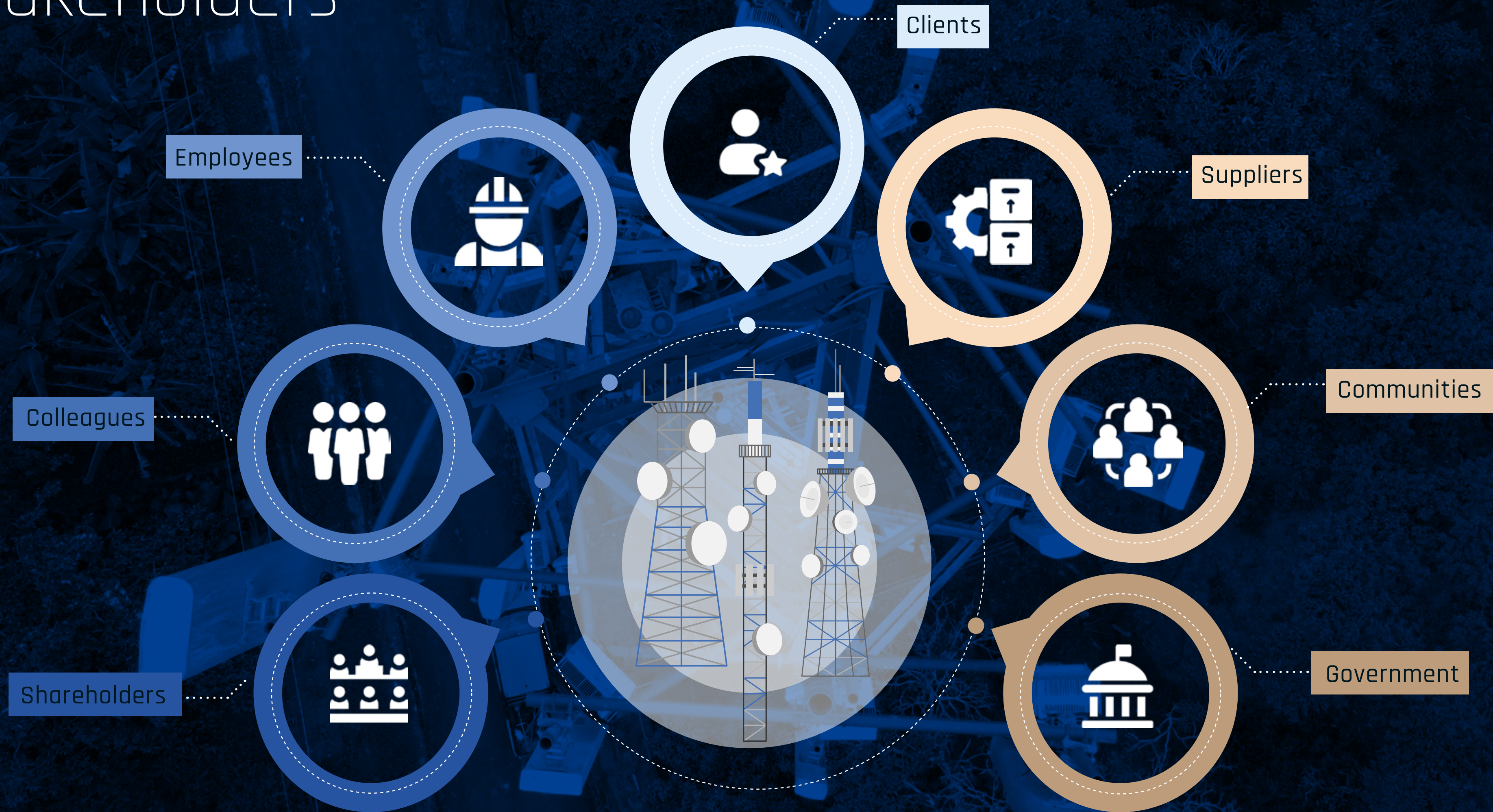


As a result of this exercise, we reaffirmed activities and also drew new action routes for each material topic. We also defined company objectives (short, medium, and long-term) and grounded indicators for each one of them as this will allow us to have better control over each matter.

The information within this section is considered strategic and has been reviewed at the Board level in order to integrate it within the business' strategy.

¹⁴ These 13 issues give way to 37 elements or specific subjects that deliver immense insight into the approach that is suggested we undertake to better understand SITES' double materiality.

Our Stakeholders





CASE: FROM CLARO'S¹⁵ PORTFOLIO TO SITES' PORTFOLIO

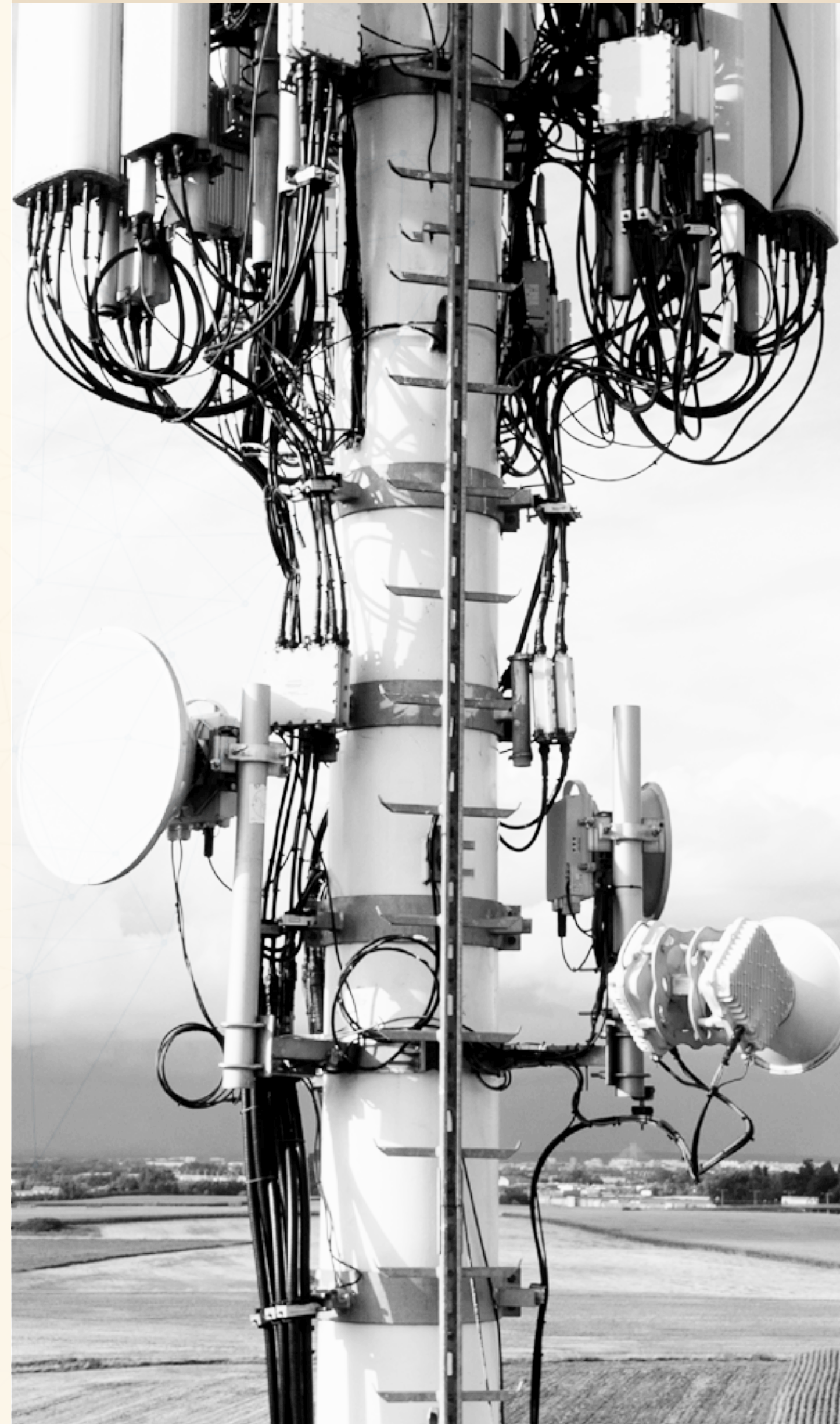
In 2022, SITES integrated the management of 29,701 towers across 15 countries into its operations; and it is estimated that it will add 1,200 more towers¹⁶ to its portfolio in 2023.

Our history with América Móvil

Prior to the América Móvil spin-off, towers had been managed by América Móvil telecommunications operators. Although the infrastructure had always been available to leasing by third parties, the competitive environment of that industry did not foster the sharing of these assets.

Therefore, América Móvil's Board of Directors made the strategic decision to improve the efficient use of passive infrastructure by demerging the tower business with the goal of promoting the use of shared passive infrastructure through a neutral, independent, and capable player – SITES.

¹⁵ Property of América Móvil
¹⁶ Which used to belong to Claro.



Our employees: key

The successful integration of the Company in 2022 was due, in large part, to the coordinating efforts of SITES' and Claro's employees.

SITES' integration of the towers' infrastructure into its portfolio was possible thanks to the clear objectives that were drawn:

1. Keeping the value of the assets
2. Ensuring operational continuity
3. Achieving optimal control of the portfolio

These objectives allowed the SITES team to: (i) know its assets from the start; (ii) ensure the best control of its portfolio; and (iii) map out the needs of every tower that had been transferred. SITES ensured that the objectives aforementioned were met through a strict adherence to processes that allowed them to standardize operations and to automate elements that facilitate supervision and reporting from the different teams throughout Latin America.

SOCIAL VALUE CREATION

SOCIAL VALUE CREATION

At SITES, we are committed to promoting a sustainable economic development in the countries where we operate. Thus, we have incorporated responsibility principles that aim for social welfare and our clients' development.

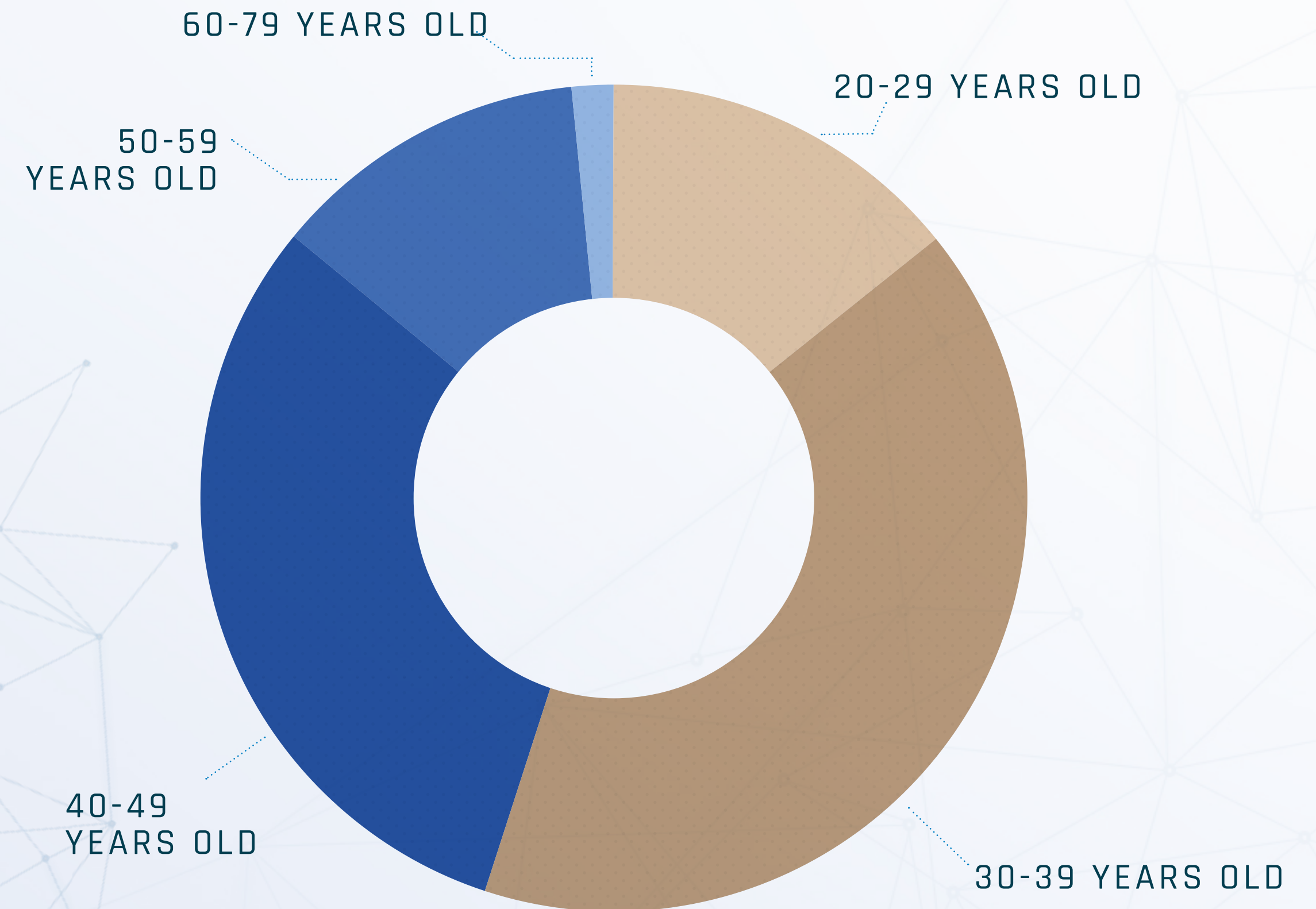


Employees

At SITES, we offer competitive compensation and benefits that comply with all applicable laws and regulations and aim to protect our employees' economic stability and well-being.

We are in full compliance with our labor obligations and in accordance with the legislative terms and guidelines in each country where we operate.

Employees' breakdown by age



20 - 29 years old	14%
30 - 39 years old	40%
40 - 49 years old	31%
50 - 59 years old	13%
60 - 79 years old	2%

Diversity

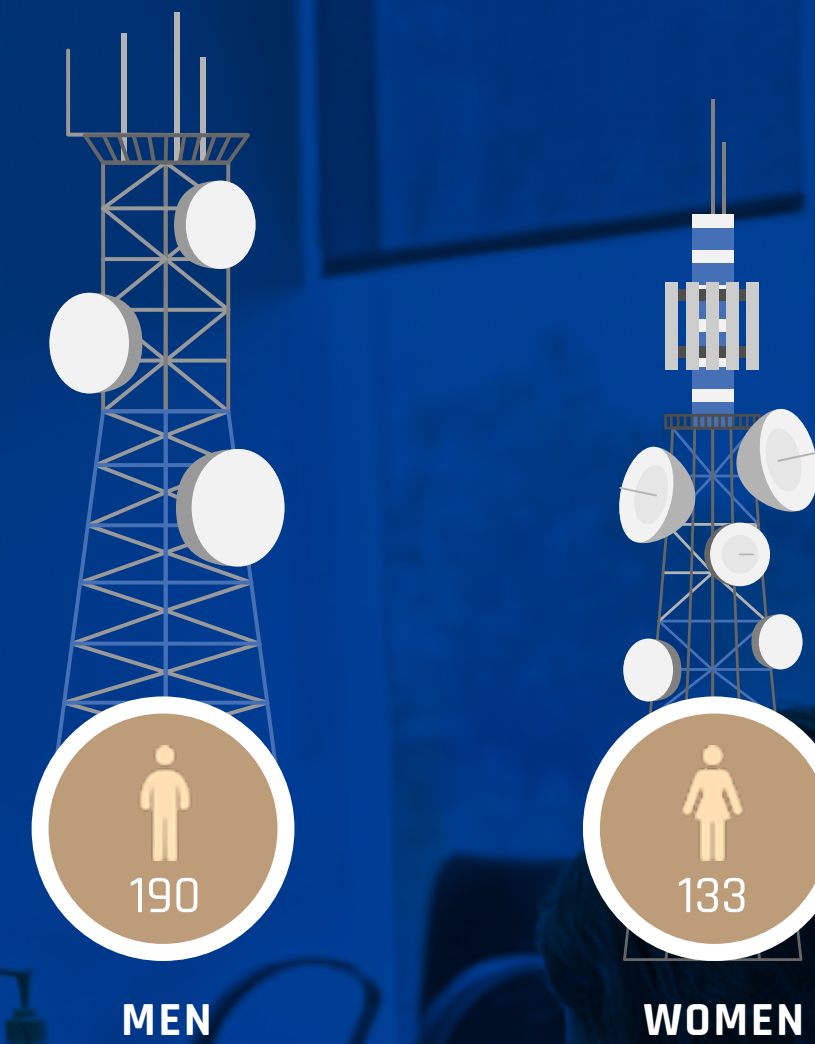
At the Company, we promote that our employees raise any concern or doubt regarding any type of discrimination at the workplace. They are also encouraged to voice these concerns to their direct superiors or to the Human Resources office without fear of retaliation.

We are one of the few companies at the Mexican Securities Market that has **WOMEN IN KEY EXECUTIVE POSITIONS.**

At SITES, we are in favor of fairness and equality, and we declare ourselves against discrimination - either based on nationality, beliefs, religion, social status, gender, age, physical appearance, or any other reason.

No matter the job position an associate may hold, if anyone is found to have taken part in an act of discrimination, bullying, or harassment of any kind, they shall be subject to disciplinary sanctions that may result in the termination of the work relationship.

Workforce by gender



Benefits

At SITES, we provide our employees with every benefit required by law. And, in most countries, we offer additional ones – beyond legislation.

At SITES, mindful of the importance of promoting our employees' health and well-being, there are cases where we offer additional benefits in this regard as well.

Benefits at SITES:

- Parental leave
- Holiday bonuses
- Christmas bonus
- Flexible work
- Educational support (school supplies)
- Continuous training and development – business operation
- Savings fund
- Personal transportation (through programs such as “Personnel Transportation” that people can ride from the headquarters to different parts of the city).
- Benefits and discounts through strategic alliances with companies from the Group
- Food vouchers
- Cafeteria lunchroom
- Personal healthcare and well-being
- Medical insurance
- Flu vaccination campaigns



PARENTAL LEAVE

In Argentina, mothers are able to work remotely until their child turns a year old.

Health, safety, and well-being

As a newly created company, the year 2022 was a year of definition in policies, procedures, guidelines, and other guiding documents. All of these efforts aimed to address the health and well-being of our employees.



THE HEALTH AND SAFETY of our people has -and always will be- a PRIORITY for SITES.

SAFETY

There were no recorded accidents in 2022.

2022 saw no fatalities in our operations.

SITES complies with all laws and regulations related to occupational health and safety; and, we have the goal of promoting a responsible culture that addresses health, safety, and risk mitigation.

HEALTH AND WELL-BEING

We have set ourselves the goal of creating a **Psycho-social Risk Protocol** with the intention of detecting mental health risks among our employees and implementing preventative measures in this regard.

Regarding our work environment, we have set the goal of conducting an employee engagement survey so as to better learn what our employees' priorities and concerns regarding the workplace are.

At SITES, we offer Health and Well-being Programs:

1. Integrated Measurement for Timely Detections (MIDO in Spanish): is an integral health plan that contributes to the prevention and treatment of chronic conditions. Through a digital health strategy, you can know people's health risk profile and then develop an individual plan to modify habits depending on each person's traits and needs.

- a. Interventions through this program are conducted on an individual basis and are meant to prevent or delay diseases.
- b. Evaluations are made periodically in order to monitor our employees' health – especially among those who have been diagnosed with overweight, prediabetes, and prehypertension.
- c. People who are diagnosed with obesity, hypertension, diabetes, or chronic renal diseases are readressed to a medical physician.

2. ASUME: is a Human Development Program aimed at employees who are undertaking a personal path of self-improvement and value development, with the goal of becoming better individuals and to enrich their personal environment (namely family, work, school). This Program oversees 8 aspects of a person:

- I. Physical
- II. Emotional
- III. Social
- IV. Economic
- V. Aesthetic
- VI. Intellectual
- VII. Moral
- VIII. Spiritual

Fully aware of the importance of honoring the Company's cultural diversity, we offer a program with lectures and workshops imparted by certified instructors that allow people to develop and learn about: (i) human development; (ii) culture; and (iii) health.

Some of our safety initiatives in Chile



The people who build our towers, as well as those who give maintenance to them, may be exposed to some risks: height, heat (cutting and welding), electric hazards, UV rays, and noise exposure.

These and other risks have led us to develop several preventative measures that include safety policies and processes (Health Policy and Occupational Safety), trainings and induction programs on how to prevent and how to react during emergency scenarios and disasters.

Furthermore, the first quarter of 2023 saw the creation of a Hygiene and Safety Committee that will oversee the aforementioned plans, as well as to ensure the compliance of welfare and work obligations, and to verify that contractors are certified in occupational health and safety in accordance to Chile's Outsourcing Law.



Medical Control and Occupational Health Program in Brazil



This Program consists of conducting annual and biennial tests among employees in technical and administrative areas respectively.

The tests that are applied are:

- Entry Medical Exam
- Risk-change Medical Exam
- Periodic Medical Exam
- Return-to-Work Medical Exam
- Dismissal Medical Exam
- Clinical Evaluation



Communities

Since the Company's early beginnings and to this day, we have kept a strong social commitment, which is why we are firmly committed to protecting and respecting the basic and universally recognized Human Rights; as well as to not be complicit to their violation and to repair damages if they have been overlooked.



Suppliers

We keep good relations with a wide array of suppliers that offer construction services for our strategic infrastructure projects.

Raw material

The most relevant raw materials to our business development are steel and concrete since they are necessary to build our towers and sites. However, we are not dependent on a sole supplier.



AT SITES, OUR GOAL IS TO PRIORITIZE OUR COMMUNITIES.

In Ecuador, for example, we have taken upon ourselves to talk and gather with locals and to publish and update relevant topics on our website so as to keep a good relationship with them and every community that lives in the surrounding areas of our projects.



IN ARGENTINA, WE ARE IN CONSTANT COMMUNICATION with surrounding communities. These dialogue includes: workshops where we expose the benefits of the connectivity that our towers enable, education lectures on health, and sessions to expose detailed information on the usual stigmas surrounding telecommunication towers.

ENVIRONMENTAL CARE

ENVIRONMENTAL CARE

At SITES, we are committed to promoting a sustainable development which is why we have integrated excellence standards in environmental matters.

Given our operations' most relevant activities, in this section we will share data that relates to waste, biodiversity, and water stewardship¹⁷.



One of SITES' main goals in 2023 is to build an Environmental Policy.

¹⁷ Although this subject did not result in a material one due to us having minimal consumption of this resource, we consider it relevant to report it for the market.



Non-hazardous waste

When building sites and telecommunication towers, there may be:

I. Demolition waste: which results from removing existing structures to make way for towers. E.g. concrete, glass, metals, and other materials.

II. Excavation waste: which includes soil, rocks, boulders, and other materials that may be on the ground where the tower is set to be built.

III. Construction waste: includes materials such as concrete, steel, wood, glass, plastics, and other metals.

IV. Packaging waste: includes materials used to package and transport equipment, as well as building materials such as cardboard, bubble wrap, bags, and other plastics or packaging materials.

A company that builds telecommunications towers has a limited environmental impact when compared to other construction industries. As opposed to buildings or highways, the construction of our towers does not require much space so the activity does not interfere with local ecosystems. Plus, as it was aforementioned, waste generation is usually low during a construction phase.

Furthermore, our towers are designed to be as efficient as possible when it comes to using materials and integrating technology that promises to minimize environmental impact. This, alongside with our strict alignment with environmental regulations, makes us enablers of connectivity without damaging the natural environment.



We have set ourselves the goal of putting together a Waste Disposal Plan for every country where we operate before 2024.

Biodiversity

As per our materiality analysis, biodiversity is key to our Company – especially when sites are near protected areas. Therefore, for us to mitigate potential risks to local flora and fauna, we have a Management System in place with processes detailing how to properly undertake maintenance efforts.

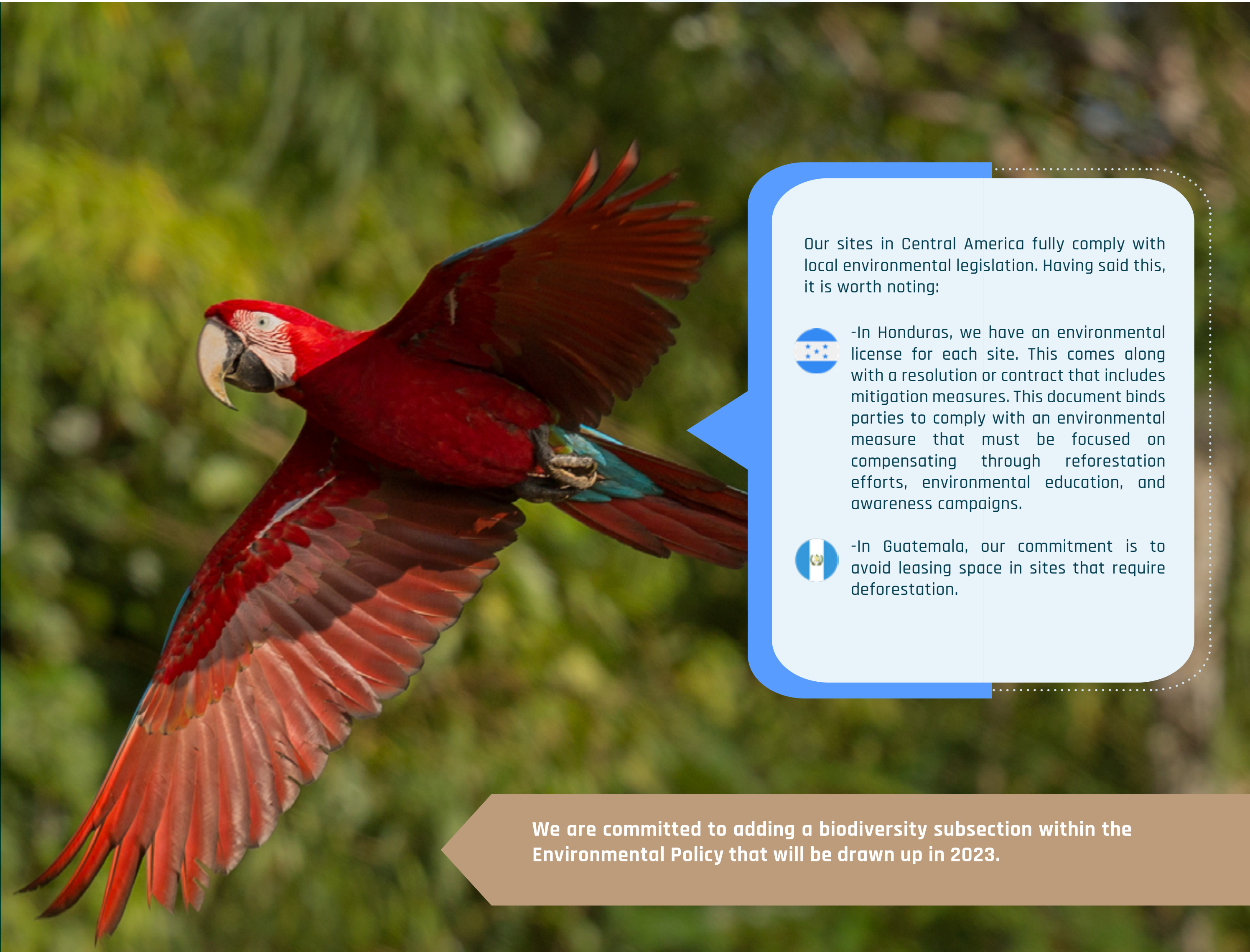
Maintenance checks include, but are not limited to: tower and site grounding; ground maintenance; plumb and tension; the cleaning of tower parts; exterior cleaning at the lighting controls; gate and door cleaning; nest and beehive relocations; trash clean-ups.



In Ecuador, only 12 sites are within protected areas according to current local legislation which represents 0.5% of our portfolio in that country. The total area of these 12 sites adds up to a total 13% of a hectare.



In Honduras, only 1 site is located close to critically categorized biodiversity; therefore, a clear and formal mitigation plan is in place.



Our sites in Central America fully comply with local environmental legislation. Having said this, it is worth noting:



-In Honduras, we have an environmental license for each site. This comes along with a resolution or contract that includes mitigation measures. This document binds parties to comply with an environmental measure that must be focused on compensating through reforestation efforts, environmental education, and awareness campaigns.



-In Guatemala, our commitment is to avoid leasing space in sites that require deforestation.

We are committed to adding a biodiversity subsection within the Environmental Policy that will be drawn up in 2023.

Water stewardship

Our water use both during site and tower construction processes, as well as during maintenance exercises, is next to nil.

As opposed to other types of constructions, building telecommunication towers does not require large amounts of water. Besides, our towers do not have cooling or heating systems that require water to work.

Even though our business does not require much water, we still have a firm commitment to protect it.

There are some cases during maintenance exercises where we do require some water, these include cleaning efforts, for example. However, these scenarios do not occur often and do not require large amounts of water.



Climate change

Climate change is currently one of the biggest challenges faced by mankind. This global phenomenon, caused by the rise of greenhouse gases (GHG) in the atmosphere, has the potential to affect all living creatures in the planet.

Some examples of climate change consequences, which could affect our operations, are: global warming, the rise in sea levels, intensified and extreme weather events such as droughts, floodings, and hurricanes that may impact our towers and sites. For this reason, we are developing a sustainability strategy that includes actions to mitigate climate change effects and reduce our GHG emissions.

At SITES we have set the objective of building a Climate Change Policy and Strategy during 2023.

Adaptation

Prior to building a site, qualified personnel pay visits to inspect the grounds and ensure everything is up to par and compliant with each country's technical specifications regarding the use of concrete, steel rods and bricklaying. Aside from that, and prior to our towers' design phase, our teams align their efforts to construction criteria and methodologies based on ground mechanics, altimetry, and planimetry studies. All these are the characteristics which give way to each tower's particularities – which vary depending on geography and local conditions such as winds, rain, extreme sunlight, earthquakes, etc.



The design of our Puerto Rican towers considers 140mph windspeeds to ensure that they can resist the regions severe weather conditions.

Risks and opportunities

Before the end of 2023, we want to conduct a climate change risk and opportunity analysis to then develop and implement a strategy that addresses these issues. Once our baseline is defined, we aim to define corresponding goals and indicators.

Our towers are designed and built in such a way that we can ensure they are in optimal conditions to withstand weather and geological events. In Chile, for example, the country with the highest recurring -and relevant- seismic activity, our towers are built to endure these types of events.





CASE: SITES moves forward with Environmental Management Plans

In Ecuador we have Environmental Management Plans (EMP) in place that derived from initial evaluations which aimed to review each project's activities by stage and, therefore, their potential harm to the environment.

Derived from this, we have identified environmental impacts for which we have built measures and indicators that allow us to see how each one evolves.



STAGE	POTENTIAL ENVIRONMENTAL IMPACT	SITES' MITIGATION MEASURE
CONSTRUCTION	Gas emissions during personnel deployment and equipment and machinery moves	Quantifying transportation receipts to properly measure carbon emissions and to have plans in place to become carbon neutral
	Vegetation removal at construction sites during space planning and adaptation	Ensuring it is done according to applicable legislation, licenses or permits, as well as aligning operations to comply with any other previous commitments
	Structure and equipment installation	Using mimicking measures according to the visual impact analysis
	Creation of organic waste (wood) and inorganic waste (nails and cables)	Managing solid waste appropriately and keeping records of its creation, transportation, storage, and final disposal. Delivering hazardous waste (paint, for example) if at all, to certified waste managers
OPERATION AND MAINTENANCE	Structures and equipment	Carrying out annual maintenance tasks on structures. Reviewing and/or updating internal procedures that aim to address risks and emergencies.
	Fires	Upkeeping the area according to the Manual to avoid the presence of dry vegetation or materials that could cause electric shocks or fires that could affect local communities, plants, and animals. Annual maintenance to site extinguishers.
ABANDONMENT AND CLOSURE	Structure disassembly and removal	Carrying out rehabilitation efforts on sites as per agreed with landowners.
	Gas emissions during personnel deployment and equipment and machinery moves.	Verifying compliance with the Environmental Management Plan through indicators.

Each plan is drawn up according to the place of operation and always has an assigned leader to supervise it.

ABOUT THIS REPORT

ABOUT THIS REPORT

This is our first Sustainability Report and has been developed in accordance with the Global Reporting Initiative (GRI). It has collected contents and information resulting from requests made by our stakeholders. We adhere to best practices by reporting our materiality information with truthfulness, clarity, and transparency.

In this document we share our achievements and challenges. We incorporate our vision in economic, social, and environmental matters, and summarize all the material information drawn between August 8th and December 31st, 2022, from all business units belonging to Sitios Latinoamérica S.A.B. de C.V.

Integer numbers, unless stated otherwise, have been rounded up or down – decimals starting at 0.5 and upwards were rounded up to the immediate superior integer, and decimals below 0.5 were rounded down to the immediate inferior integer.

CONTACT INFORMATION

Sitios Latinoamérica S.A.B. de C.V. is a publicly listed company with headquarters at Av. Paseo de las Palmas 781, 2nd floor, Lomas de Chapultepec, Miguel Hidalgo, 11650, Mexico City, CDMX, Mexico.

All the information contained herein and/or any of its appendices is made available to our stakeholders on our website: www.siteslatam.com and may also be requested directly to the Investor Relations Office at: investor.relations@siteslatam.com

APPENDICES

WE SUPPORT



UNITED NATIONS GLOBAL COMPACT

At SITES, we adhere to the United Nations Global Compact and are a part of a network of over 15,000 companies that speak a universal language that is based on corporate responsibility.

With this agreement, we accept the commitment to promote corporate sustainability practices based on the 10 Principles promoted by the United Nations and that are focused on issues regarding human rights, the environment, and the fight against corruption in corporate activities.

GRI INDICATOR	DISCLOSURE TITLE	SECTION AND/OR DIRECT RESPONSE
UNIVERSAL STANDARDS		
GRI 2: General Disclosures		
1. THE ORGANIZATION AND ITS REPORTING PRACTICES		
Disclosure 2-1 Organizational details		
a.	report its legal name;	Sitios Latinoamérica S.A.B. de C.V.
b.	report its nature of ownership and legal form;	LASITE is a publicly listed company on the Mexican Stock Exchange.
c.	report the location of its headquarters;	Mexico City, Mexico.
d.	report its countries of operation.	15 countries: Argentina, Brazil, Chile, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Dominican Republic and Uruguay.
Disclosure 2-2 Entities included in the organization's sustainability reporting		
a.	list all its entities included in its sustainability reporting;	Page 30
b.	if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	There are no differences regarding what was published in the Annual Report 2022, which was released on the Mexican Stock Exchange.
c.	if the organization consists of multiple entities, explain the approach used for consolidating the information, including:	Page 30
Disclosure 2-3 Reporting period, frequency and contact point		
a.	specify the reporting period for, and the frequency of, its sustainability reporting;	August to December 31, 2022. From 2023 onwards, reports will be published on an annual basis, and the reporting period will be January 1 thru December 31.
b.	specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	
c.	report the publication date of the report or reported information;	May 31, 2023
d.	specify the contact point for questions about the report or reported information.	Page 55
Disclosure 2-4 Restatements of information		
a.	report restatements of information made from previous reporting periods and explain:	This is the company's first Sustainability Report.
Disclosure 2-5 External assurance		
a.	describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	Since this is the first year and there are no indicators available for each pillar. This report has not undergone external verification.

2. ACTIVITIES AND WORKERS

Disclosure 2-6 Activities, value chain and other business relationships

a.	report the sector(s) in which it is active;	Page 10
b.	describe its value chain, including: the organization's activities, products, services, and markets served; the organization's supply chain; the entities downstream from the organization and their activities;	Pages 14 to 21
c.	report other relevant business relationships;	Pages 19-20, 38
d.	describe significant changes compared to the previous reporting period.	This is the company's first Sustainability Report.

Disclosure 2-7 Employees

a.	report the total number of employees, and a breakdown of this total by gender and by region;	Page 41 and 42
b.	report the total number of permanent employees, and a breakdown by gender and by region;	Argentina (21 m, 19f), Brazil (59 m, 37 f), Chile (13m, 11 f), Costa Rica (3 m, 4 f), Ecuador (21 m, 15 f), El Salvador (7 m, 6 f), Guatemala (13 m, 8f), Honduras (2 m, 6f), Nicaragua (7 m, 0f), Panama (4 m, 4 f), Paraguay (2 m, 1 f), Peru (2 m, 1 f), Puerto Rico (0 m, 2 f), Dominican Republic (0 m, 0 f), Uruguay (1 m, 2 f) and Mexico (28 m, 24 f).
c.	describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:	SITES has a dedicated team at its corporate headquarters in Mexico responsible for consolidating information from all countries, analyzing it, and reporting it in a structured manner.
d.	report contextual information necessary to understand the data reported	N/A
e.	describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	N/A

Disclosure 2-8 Workers who are not employees

a.	report the total number of workers who are not employees and whose work is controlled by the organization and describe:	People who carry out construction and work at heights to perform maintenance on the company's towers at our sites are third-party contractors with whom the company has contractual relationships that are periodically renewed.
b.	describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:	N/A
c.	describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	N/A

3. GOVERNANCE

Disclosure 2-9 Governance structure and composition

a.	describe its governance structure, including committees of the highest governance body;	Pages 24 to 28
b.	list the committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organization's impacts on the economy, environment, and people;	Page 5
c.	describe the composition of the highest governance body and its committees (executive and non-executive members, independence, gender).	Our 8 Board Directors were appointed at the time of the company's creation on August 8, 2022. Of whom 3 are independent, 1 is an executive director, and the rest are proprietors, non-executive directors. For information on their backgrounds and other boards served, please refer to pages 123 to 125 of the Annual Report 2022 published on the Mexican Stock Exchange.

Disclosure 2-10 Nomination and selection of the highest governance body

a.	describe the nomination and selection processes for the highest governance body and its committees;	The directors are appointed for a one-year term duration. At the end of the term, they may be reappointed.
b.	describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:	The directors are appointed during the Shareholders Annual General Meeting. The shareholders are the ones who assess the independence of the directors, subject to potential objection by the National Banking and Securities Commission (CNBV).

Disclosure 2-11 Chair of the highest governance body

a.	report whether the chair of the highest governance body is also a senior executive in the organization;	No, the Chairman of the Board does not hold any executive position within the company.
b.	if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	N/A, the Chairman of the Board does not hold any executive position within the company.

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

a.	describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	Please refer to pages 122 to 126 of the Annual Report 2022 published on the Mexican Stock Exchange (BMV) for further details.
b.	describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people,	Please refer to pages 122 to 126 of the Annual Report 2022 published on the Mexican Stock Exchange (BMV) for further details.

Disclosure 2-13 Delegation of responsibility for managing impacts

a.	describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people,	An Executive Sustainability Committee was established to oversee environmental, social, and corporate governance issues.
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Disclosure 2-15 Conflicts of interest		
a.	describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	Please refer to page 121 of the Annual Report 2022 published on the Mexican Stock Exchange (BMV) for further details.
Disclosure 2-17 Collective knowledge of the highest governance body		
a.	report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	One of the proprietor, non-executive directors embarked on a Sustainability Training Program. This program is conducted by a third-party expert who has gained national and international recognition for their extensive expertise in environmental, social, and corporate governance matters over the past 16 years, approaching these topics from various perspectives.
Disclosure 2-19 Remuneration policies		
a.	describe the remuneration policies for members of the highest governance body and senior executives,	The remuneration paid to the company's key executives in 2022 amounted to approximately \$9.5 million Mexican pesos. Board directors received a fee of \$46,000 Mexican pesos for each attendance at the Board of Directors' meetings. Members of the Audit and Corporate Practices Committee received an additional fee of \$23,000 Mexican pesos for each attendance at the committee's meetings.
4. STRATEGY, POLICIES AND PRACTICES		
Disclosure 2-22 Statement on sustainable development strategy		
a.	report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Pages 7 to 8
Disclosure 2-23 Policy commitments		
a.	describe its policy commitments for responsible business conduct,	Page 31
b.	describe its specific policy commitment to respect human rights, including,	Pages 31 to 46
5. STAKEHOLDER ENGAGEMENT		
Disclosure 2-29 Approach to stakeholder engagement		
a.	describe its approach to engaging with stakeholders,	Pages 35 to 37
Disclosure 2-30 Collective bargaining agreements		
a.	report the percentage of total employees covered by collective bargaining agreements;	As of December 2022, approximately 28% of the employees were unionized.

b.	for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	The company maintains strong relationships with all of its employees, as well as with each union to which they belong.
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GRI 3: Material Topics

2. DISCLOSURES ON MATERIAL TOPICS

Disclosure 3-1 Process to determine material topics

a.	describe the process it has followed to determine its material topics	Page 35
b.	specify the stakeholders and experts whose views have informed the process of determining its material topics.	Pages 35 to 37

Disclosure 3-2 List of material topics

a.	list its material topics;	Page 36
b.	report changes to the list of material topics compared to the previous reporting period.	This is the company's first materiality assessment, given its recent formation in 2022.

Disclosure 3-3 Management of material topics

a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Pages 47 to 52
b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	It is not related to activities with negative impacts.
c.	describe its policies or commitments regarding the material topic;	Policies that are currently being defined: Human Rights Policy. Policies to be developed in 2023: Climate Change Policy and Environmental Policy.
d.	describe actions taken to manage the topic and related impacts,	The Executive Sustainability Committee is responsible for managing the progress and oversight of the indicators within each material topic.

TOPIC-SPECIFIC STANDARDS

**GRI 200: Economic performance
GRI 203: Indirect Economic Impacts 2016**

203-1	Extent of development of significant infrastructure investments and services supported.	Page 4
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GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	Page 35
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205-2	Communication and training about anti-corruption policies and procedures	Page 34
205-3	Confirmed incidents of corruption and actions taken	Page 35
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	As of December 2022, the company is not involved in any proceedings or investigations related to economic competition.
GRI 300: Environmental GRI 302: Energy 2016		
302-1	Energy consumption within the organization	In order to measure progress in energy consumption, the company has set a goal to establish its baseline by 2023.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Due to the nature of the business, water consumption is virtually negligible.
303-5	Significant impacts of activities, products and services on biodiversity	In order to measure progress in biodiversity, the company has set a goal to establish its baseline in 2023.
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	Page 50
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	In order to measure progress in this area, the company has set a goal to establish its baseline in Scope 1 emissions in 2023.
305-2	Energy indirect (Scope 2) GHG emissions	In order to measure progress in this area, the company has set a goal to establish its baseline in Scope 2 emissions in 2023.
305-5	Reduction of GHG emissions	In order to measure progress in our emission reduction strategy, the company has set a goal to establish its baseline in this area in 2023.
GRI 400: Social GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	It takes at least one year to calculate our turnover rate.
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Page 43
401-3	Parental leave	Page 43
GRI 403: Occupational Health and Safety 2019		
403-1	Occupational health and safety management system	Page 44
403-2	Hazard identification, risk assessment, and incident investigation	Pages 44 to 45
403-3	Occupational health services	Pages 44 to 45

403-4	Worker participation, consultation, and communication on occupational health and safety	Page 45
403-5	Worker training on occupational health and safety	Pages 44 to 45
403-6	Promotion of worker health	Pages 44 to 45
403-9	Work-related injuries	There were no work-related injuries in 2022.
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	It takes at least one year to calculate this indicator.
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pages 27 to 42
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	There were no complaints in 2022.
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	There were no complaints in 2022.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 46
GRI 415: Public Policy 2016		
415-1	Political contributions	The company does not make contributions to political parties or representatives.

S I T E S