

CHABLÉ HOTELS

# SUSTAINABILITY REPORT

# 2025

*with 2024 comparative data*

Properties included in this report

**Chablé Yucatán · Chablé Maroma**

Chocholá, Yucatán · Punta Maroma, Quintana Roo

★ **First Official Brand-Level GHG Inventory (Scopes 1 and 2)**

Published in 2026

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# 1. Message from the CEO

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**ES WITH CHABLÉ Philosophy, Vision, Mission, and Best Practice**

**SDG 8** **SDG 11** **SDG 17**

*Decent work and economic growth · Sustainable cities and communities · Partnerships for the goals*

Diego Gutiérrez

CEO — Chablé Hotels

Dear team members, guests, communities and partners:

The year 2025 marked an inflection point in our sustainability journey. For the first time in Chablé Hotels' history, we have an official Greenhouse Gas inventory covering Scopes 1 and 2 of both properties, prepared under the GHG Protocol with DEFRA 2025 emission factors. It is our baseline, the starting point from which we will measure, with rigor and transparency, the path toward emissions reductions in the years ahead.

But 2025 was much more than a measurement milestone. At Chablé Yucatán we witnessed the birth of a complete regenerative ecosystem: the four active gardens (Milpa, Spa, Ixiim and Cocina Maya) with 30 beds and 73 kaanches produced more than 465 kg of vegetables and fruits that went directly to our kitchens; the farm generated 5,341 eggs throughout the year; the meliponary harvested 70 kg of melipona honey in its first fully recorded season; and the compost circuit channeled 742 kg of organic waste to the nursery, closing the loop. These programs embody what ES with the Environment means in its most concrete and delicious expression.

Our family also grew: 284 team members at Chablé Yucatán, of whom 59.6% —169 people— come from the local community. This figure, recorded for the first time in 2025, confirms something that has always been part of our philosophy: that true luxury is born from rootedness and from shared wellbeing with those around us.

On the energy front, solar generation at Chablé Yucatán reached 38.6% of total consumption in the first ten months of the year—a notable leap from 25.9% in 2024. And while diesel consumption increased due to recurring failures in CFE's electricity supply, this circumstance reaffirms our need to continue investing in our own energy resilience.

We also advanced in governance: the B Corp Certification process, launched in 2025, compels us to systematize and evidence what we already do well, and to honestly identify what we can still improve. That exercise in transparency is, in itself, an act of sustainability.

Thank you to every person who is part of this story: our gardeners, our beekeepers, our Culture team, our chefs, our guests and the communities of Chocholá and Punta Maroma. Together we continue redefining what luxury can—and should—mean.

Diego Gutiérrez

CEO — Chablé Hotels

April 2026

## 2. Property Profiles

ES WITH CHABLÉ Philosophy, Vision, Mission, and Best Practice

SDG 8 SDG 11

Decent work and economic growth · Sustainable cities and communities

### 2.1 Chablé Yucatán

Chablé Yucatán is a luxury resort located at Hacienda Chocholá, in the heart of the Yucatán Peninsula, Mexico. The property blends 17th-century colonial architecture with contemporary spaces that celebrate Maya culture, gastronomy and spirituality. It features 40 casitas spread across more than 28 hectares of Yucatecan jungle, a world-class spa, regional haute cuisine restaurants and, since 2025, its own productive ecosystem including four active gardens, a meliponary and a farm. Opened in 2017.

### 2.2 Chablé Maroma

Chablé Maroma is a beachfront resort located at Punta Maroma, Quintana Roo, on one of the most renowned beaches of the Mexican Caribbean. The property offers 70 oceanfront and jungle-view villas, with wellness experiences in harmony with the coastal ecosystem, the coral reef and the Maya jungle. Opened in 2018.

### 2.3 General Comparative Data 2025

| Property Profile — 2025      |                                     |   |   |
|------------------------------|-------------------------------------|---|---|
| Indicator                    | Chablé Yucatán                      | Chablé Maroma                                       | Notes   |
| Location                     | Chocholá, Yucatán                   | Punta Maroma, Q. Roo                                |   |
| Opening year                 | 2017                                | 2018  |   |
| Rooms / villas               | 40 casitas                          | 70 villas   | <b>Brand total: 110</b>                         |
| CFE Rate                     | GDMTH Media Tensión                 | GDMTH Media Tensión                                 |   |
| Annual occupancy             | 34.42%                              | 30.72%  |   |
| Total team members           | 284                                 | 186   |   |
| % local team members         | 59.6% (~169 pers.)                  | 12.9% (24 pers. de Q. Roo)                          | <b>New 2025 indicator</b>                       |
| Female team members          | 95 (33.5%)                          | 77 (41.4%)  |   |
| Male team members            | 189 (66.5%)                         | 109 (58.6%)   |   |
| Women in executive committee | 3                                   | 3 (de 7 en CE)                                      |   |
| Team members 50+ years       | 34 (11.97%)                         | 17 (9.1%)   |   |
| <b>TOTAL BRAND 2025</b>      | <b>470 team members · 110 rooms</b> | <b>172 women (36.6%) · 6 on executive committee</b> | <b>Chocholá, Yucatán + Punta Maroma, Q. Roo</b> |

### 3. Sustainability Strategy

**ES WITH ONESELF** *Employees’ Physical, Mental, and Social Well-being*

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**ES WITH THE COMMUNITY** *Support and Positive Impact on Neighboring Communities*

**ES WITH THE ENVIRONMENT** *Conservation and Preservation of Natural Resources*

**ODS 3** **SDG 6** **SDG 7** **SDG 8** **SDG 11** **SDG 12** **SDG 13** **SDG 14** **SDG 15** **SDG 17**








*Good health and wellbeing · Clean water and sanitation · Affordable and clean energy · Decent work and economic growth · Sustainable cities and communities · Responsible consumption and production · Climate action · Life below water · Life on land · Partnerships for the goals*

#### 3.1 Strategic Pillars — Espiritu Wellness Program

Chablé Hotels articulates its sustainability strategy through the Espiritu Wellness Program, integrating four dimensions:

- ES with the Environment: Energy efficiency (solar panels), water management, comprehensive waste management (recycling, composting, donation), biodiversity and reforestation with native species.
- ES with Oneself: Team member wellbeing and development
- ES with the Community: Active volunteering, support for local communities, responsible tourism and continuous environmental education.
- ES with Chablé: Business governance and viability with ethics, transparency, responsible supply chain and support for the regional circular economy

#### 3.2 Strategic Milestones 2025

| Milestone  | Description  |
|--|--|
|  First official GHG inventory | Scopes 1 and 2 — GHG Protocol / DEFRA 2025 methodology. Baseline for future reductions.      |
|  Active meliponary            | 70 kg of melipona honey harvested in the first recorded season (Apr–May 2025).               |
|  Farm in operation            | 5,341 eggs produced in 2025, destined for the resort’s kitchens.                             |
|  Complete circular ecosystem  | 742 kg organic waste → compost → 123 bags of fertilizer → 4 gardens + farm → kitchens.       |
|  59.6% local talent           | 169 of 284 CHY team members come from the local community. First year recorded.              |
|  Solar at 38.6%               | Solar generation rises from 25.9% (2024) to 38.6% of total consumption                       |
|  B Corp Certification         | Process launched in 2025. Under active evaluation at the date of publication of this report. |

### 3.3 Alignment with the SDGs

SDG 2 — Zero hunger: internal productive gardens supply the resort's kitchens.

SDG 6 — Clean water: water management with sub-meters and WWTP in operation.

SDG 7 — Renewable energy: 38.6% solar generation (CHY, Jan–Oct).

SDG 8 — Decent work: 59.6% local talent, dignified employment, benefits.

SDG 12 — Responsible production: comprehensive waste and compost program.

SDG 13 — Climate action: first official GHG inventory as baseline.

SDG 14 — Life Below Water: Adopt a Coral program with Oceanus AC (CHM).

SDG 15 — Life on land: reforestation with native species, meliponary.

## 4. Environmental Dimension

### ES WITH THE ENVIROMENT *Conservation and Preservation of Natural Resources*

#### 4.1 Energy

**SDG 7** **SDG 9** **SDG 11** **SDG 13**

*Affordable and clean energy · Industry, innovation and infrastructure · Sustainable cities and communities · Climate action*

*🔌 Both properties operate under CFE's GDMTH (Medium Voltage) rate and have installed solar panel systems.*


#### Chablé Yucatán — Electricity

| Electrical Energy — Chablé Yucatán  |           |           |                           |
|-------------------------------------|-----------|-----------|---------------------------|
| Indicator                           | 2024      | 2025      | Change                    |
| Total CFE consumption – kWh         | 3,649,341 | 1,940,685 |                           |
| Contrato Operadora – kWh            | —         | 1,176,396 | <b>2 CFE contracts</b>    |
| Contrato Consorcio Altavista        | —         | 764,289   |                           |
| Total solar generation – kWh        | 1,275,824 | 1,221,055 | <b>▲ higher pace</b>      |
| Sistema Chablé 1 – kWh              | —         | 613,698   |                           |
| Sistema Chablé 2 – kWh              | —         | 607,357   |                           |
| Total consumption (CFE+Solar) – kWh | 4,925,165 | 3,161,740 |                           |
| % solar generation / total          | 25.9%     | 38.6%     | <b>▲ +12.7 pp</b>         |
| % solar in October                  | —         | ~50%      | <b>▲ highest recorded</b> |

*🔌 The jump from 25.9% to 38.6% in solar generation is the most significant advance in energy efficiency at Chablé Yucatán in the past three years. In October 2025, approximately 50% solar self-sufficiency was achieved.*

#### Chablé Yucatán — Fuels

| Fuels — Chablé Yucatán    |           |                      |                          |
|---------------------------|-----------|----------------------|--------------------------|
| Indicator                 | 2024      | 2025                 | Change                   |
| LPG – liters              | 85,147    | 79,010 (ene–nov)     | <b>▼ -7.2% (trend)</b>   |
| LPG cost – MXN            | \$775,807 | ~\$692,820 (ene–nov) | <b>▼ trend</b>           |
| Diesel – liters           | 13,600    | 23,700 (ene–ago)     | <b>▲ CFE outages</b>     |
| Diesel cost – MXN         | \$345,424 | ~\$577,649 (ene–ago) | <b>▲ CFE outages</b>     |
| Vehicle gasoline – liters | —         | 4,051 (estimado)     | <b>Mobile combustion</b> |


 The increase in diesel (+74% vs 2024 with only 8 months) is due to recurring failures in CFE's electricity supply during April, May and August 2025, which activated the emergency generator to ensure operational continuity. This does not reflect inefficiency, but rather operational resilience in the face of external interruptions.

## Chablé Maroma — Electricity

| Electrical Energy — Chablé Maroma   |             |             |            |
|-------------------------------------|-------------|-------------|------------|
| Indicator                           | 2024        | 2025        | Change     |
| Solar production (PV) – kWh         | 484,011     | 36,887      | ▼ -91.7%   |
| vs producción garantizada           | —           | N/D 2025    | —          |
| CFE consumption – kWh               | 2,167,823   | 2,570,723   | ▲ +0.2%    |
| Total consumption (CFE+Solar) – kWh | 2,651,834   | 2,607,610   | ▼ -13.2%   |
| % solar generation / total          | 18.3%       | 1.4%        | ▼ -13.3 pp |
| Estimated solar savings – MXN       | \$1,279,444 | \$1,311,019 | ▲ +2.5%    |

## CHM Solar History 2022–2025

| Solar Evolution Chablé Maroma |           |             |                            |
|-------------------------------|-----------|-------------|----------------------------|
| Indicator                     | 2022      | 2023        | Change                     |
| Solar production – kWh        | 71,389    | 596,904     | ▲ System ramp-up 2022→2023 |
| % solar / total consumption   | 3.0%      | 22.4%       | ▲ First full year          |
| Estimated solar savings -MXN  | \$170,958 | \$1,522,415 | ▲ +790%                    |

 The CHM solar system entered full operation in 2023, reaching its generation peak (596,904 kWh / 22.4%). The cumulative savings from CHM's solar system from 2022 to 2025 amount to MXN \$4,283,836. 2026 data (Jan–Feb): 68,060 kWh solar (14.0% of consumption).

| Consolidated Energy — 2025            |                     |                       |                                  |
|---------------------------------------|---------------------|-----------------------|----------------------------------|
| Indicator                             | Chablé Yucatán      | Chablé Maroma         | Notes                            |
| CFE consumption – kWh                 | 1,940,685 (ene–oct) | 2,570,723 (año comp.) | <b>Partial total: ~4,505,414</b> |
| Generación solar – kWh                | 1,221,055 (ene–oct) | 36,887 (año comp.)    | <b>Partial total: ~1,663,702</b> |
| % solar / total consumption           | 38.6% (ene–oct)     | 1.4% (año comp.)      |                                  |
| Estimated solar savings 2025          | \$1,221,055         | \$1,311,019 MXN       |                                  |
| Estimated solar savings 2022–2025 CHM | —                   | \$4,283,836 MXN       |                                  |
| Gas LP – litros/kg                    | 79,010 lt (ene–nov) | 256,133 lt (año)      | <b>CHM: ~3x higher volume</b>    |

|                         |  |   |                                    |
|-------------------------|--|---|------------------------------------|
| Diesel – liters         | 23,700 (ene–ago)                                     | 10,633 (6,881 gal. + 3,752 sargazo)       | <b>CHY high due to CFE outages</b> |
| <b>TOTAL BRAND 2025</b> | <b>Solar CHY: 38.6% (record) · Solar CHM: 1.4% ▲</b> | <b>CHM solar savings: MXN \$1,311,019</b> |                                    |

## 4.2 Water

**SDG 6** **SDG 11** **SDG 12**

Clean water and sanitation · Sustainable cities and communities · Responsible consumption and production

### Chablé Yucatán

| Water — Chablé Yucatán                     |        |                       |                             |
|--|--------|-----------------------|-----------------------------|
| Indicator                                  | 2024   | 2025                  | Change                      |
| Main irrigation (general) – m <sup>3</sup> | 64,083 | 68,010 (año completo) | ▲ +6.1%                     |
| Soft water BOH – m <sup>3</sup>            | N/D    | 35,212 (ene–oct)      | <b>New 2025 sub-meter</b>   |
| WWTP production – m <sup>3</sup>           | N/D    | 10,485 (ene–oct)      | <b>Treated water reused</b> |
| R-5 + R-6 consumption – m <sup>3</sup>     | N/D    | 1,671 (abr–jun)       | <b>Partial data</b>         |

🔗 In 2025, water sub-meters were activated in BOH areas and detailed records of Wastewater Treatment Plant (WWTP) production are now maintained. The 10,485 m<sup>3</sup> treated represent water reused on the property. Irrigation consumption includes 12 complete months.

### Chablé Maroma

| Consolidated Water — 2025                         |                       |  |       |
|---|-----------------------|--|-------|
| Indicator   | Chablé Yucatán        | Chablé Maroma  | Notes |
| General consumption / irrigation – m <sup>3</sup> | 68,010 (año completo) | 19,351 m <sup>3</sup>  |       |
| Soft water BOH – m <sup>3</sup>                   | 35,212 (ene–oct)      | 13,545.7 m <sup>3</sup> (lav.) + 5,805.3 m <sup>3</sup> (coc.)                       |       |
| WWTP production – m <sup>3</sup>                  | 10,485 (ene–oct)      | 38,702 m <sup>3</sup>  |       |
| <b>TOTAL BRAND 2025</b>                           |                       | <b>CHM: 38,702 m<sup>3</sup><br/>PTAR   19,351 m<sup>3</sup><br/>consumo general</b> |       |

## 4.3 Waste

**SDG 11** **SDG 12** **SDG 15**

Sustainable cities and communities · Responsible consumption and production · Life on land

### Recyclable Waste

| Recyclable Waste (kg) |                 |                  |                  |                  |
|-----------------------|-----------------|------------------|------------------|------------------|
| Material              | CHY 2024        | CHY 2025         | CHM 2024         | CHM 2025         |
| Aluminum              | 393.40          | 314.33           | 675.00           | 302.16           |
| Glass (bottles)       | 5,350.00        | 6,540.00         | 10,745.00        | 7,914.00         |
| PET                   | 774.38          | 725.75           | 102.00           | 94.80            |
| HDPE                  | —               | —                | 213.00           | 194.82           |
| Cardboard             | 3,096.33        | 3,145.13         | 1,054.00         | 1,697.07         |
| Paper                 | —               | —                | 138.00           | 197.00           |
| Scrap metal           | —               | —                | 1,024.00         | 1,159.00         |
| Electronics (WEEE)    | —               | —                | 179.40           | 268.07           |
| Toners/cartridges     | —               | —                | 48.10            | 53.33            |
| Wood (new CHY)        | —               | 907.40           | —                | —                |
| <b>TOTAL (kg)</b>     | <b>9,614.11</b> | <b>11,632.61</b> | <b>14,178.50</b> | <b>11,885.25</b> |

📈 CHY 2025: +21% increase vs 2024, driven by new wood category (907 kg) from maintenance of doors, decks and terraces of the 40 casitas. CHM 2025: -16.2% reduction vs 2024, mainly in aluminum (-55%) and glass (-26%). Brand total 2025: 23,518 kg vs 23,793 kg in 2024 (-1.2%).

### Hazardous Waste

| Material                 | CHY 2025     | CHM 2025     |
|--------------------------|--------------|--------------|
| Impregnated solids       | 1,258        | 80           |
| Light bulbs and lamps    | 13           | 133          |
| Impregnated buckets/cans | 1,481        | 243          |
| Impregnated rags         | —            | 594          |
| Broken glass/glassware   | —            | 703          |
| Alkaline batteries (kg)  | 30           | 56           |
| Hydrocarbon buckets      | 105          | 100          |
| <b>TOTAL (kg)</b>        | <b>2,887</b> | <b>1,909</b> |

### Organic and Inorganic Waste

| Organic and Inorganic Waste (kg) |           |           |          |          |
|----------------------------------|-----------|-----------|----------|----------|
| Material                         | CHY 2024  | CHY 2025  | CHM 2024 | CHM 2025 |
| Organic → handler                | 44,416.05 | 36,695.85 | N/D      | N/D      |
| Organic → compost/nursery        | —         | 1,642.38  | —        | —        |
| Inorganic → handler              | 22,687.47 | 10,816.41 | N/D      | N/D      |
| Landfill                         | —         | —         | N/D      | 5,110    |

## Vegetable Oil and Special Management Waste

| Special Management — 2025         |                                |  |   |
|-----------------------------------|--------------------------------|--|---|
| Indicator                         | Chablé Yucatán                 | Chablé Maroma                                  | Notes                                   |
| Used vegetable oil – liters       | 1,340                          | 1,198.75                                       | <b>Brand total: 2,538.75 L</b>          |
| Oil revenue – MXN                 | N/D                            | \$4,165  | <b>CHM: REVENUE from sale</b>           |
| Grease trap – liters              | N/D                            | 1,320.95                                       | <b>Stewards + ECOSERV</b>               |
| Grease trap management cost – MXN | N/D                            | \$15,365                                       | <b>CHM: EXPENDITURE management</b>      |
| Tires                             | 0                              | 0  | <b>No tires 2025</b>                    |
| <b>TOTAL BRAND 2025</b>           | <b>Oil: 2,538.75 L managed</b> | <b>CHM generates oil revenue (MXN \$4,165)</b> | <b>Managed with authorized handlers</b> |

## Community Donations

**SDG 1** **SDG 10** **SDG 11**

No poverty · Reduced inequalities · Sustainable cities and communities

| Donations — 2025        |                               |  |       |
|-------------------------|-------------------------------|--|-------|
| Indicator               | Chablé Yucatán                | Chablé Maroma                          | Notes |
| Linens                  | 70,597 ítems / \$134,375 MXN  | —                                      |       |
| Sandals                 | 448 pairs / \$15,680 MXN      | —                                      |       |
| Slippers                | 550 pairs / \$29,452 MXN      | —                                      |       |
| Hammocks                | 16 uds. / \$14,400 MXN        | —                                      |       |
| TOTAL CHY               | 71,611 ítems. / \$193,907 MXN |  |       |
| Textiles/Clothing       | —                             | 170 ítems                              |       |
| Equipment               | —                             | 111.5 kg                               |       |
| Sandals/slippers        | —                             | 18 pairs                               |       |
| Empty buckets           | —                             | 40 ítems                               |       |
| TOTAL CHM               | —                             | 228+ pcs. / To be quantified           |       |
| <b>TOTAL BRAND 2025</b> | <b>71,611+ items (CHY)</b>    | <b>CHM: 228+ pcs. (not yet valued)</b> |       |

## 4.4 Biodiversity, Gardens, Meliponary & Farm

**SDG 2** **SDG 12** **SDG 13** **SDG 15**

Zero hunger · Responsible consumption and production · Climate action · Life on land

*📌 2025 marks the launch of Chablé Yucatán's circular productive ecosystem: four active gardens, a producing meliponary and an egg farm that supply the resort's kitchens directly.*

### Gardens Program — Chablé Yucatán 2025

| Garden · Structure                   | Gardeners → Destination                       |
|--------------------------------------|---|
| Milpa · 12 beds + 13 kaanches        | Carlos Mena / Wilberth Ek → General Warehouse |
| SPA · 0 beds + 10 kaanches           | Carlos Mena / Wilberth Ek → Chablé Spa        |
| Ixiim · 0 beds + 26 kaanches         | Celso Chi / Pedro Mena → Ixiim Kitchen        |
| Cocina Maya · 18 beds + 24 kaanches  | Celso Chi / Pedro Mena → Ixiim Kitchen        |
| <b>TOTAL · 30 beds + 73 kaanches</b> | <b>4 gardeners → Kitchens + Spa</b>           |

Featured production (Dec 2025 – Apr 2026): Sour Orange (179 kg), Beet — including Golden variety — (180.64 kg), Radish (42 kg), Lettuce (40.6 kg), Colorful Baby Carrot (15.94 kg), plus aromatic herbs: hoja santa, epazote, oregano, chives, mint, basil and thyme.

Total harvested (Dec 2025 – Apr 2026): 465.15 kg. Estimated savings vs market price: ~MXN \$28,682.

2025 investment in seeds and plants: MXN \$80,366.

### Meliponary — Melipona Honey Production

**SDG 15** **SDG 12**

Life on land · Responsible consumption and production

| Melipona Honey — Chablé Yucatán |              |              |                                |
|---------------------------------|--------------|--------------|--------------------------------|
| Indicator                       | 2024         | 2025         | Change                         |
| Harvest season                  | Not recorded | Apr–May 2025 | <b>Flowering season only</b>   |
| 2025 production – kg            | —            | 70 kg        | <b>Apr: 35 kg · May: 35 kg</b> |
| Apr 2026 production – kg        | —            | 60.7 kg      | <b>Second recorded harvest</b> |
| Off season                      | —            | 0 kg         | <b>Jun–Mar: not collected</b>  |

*📌 The melipona bee (Xunan Kab in Maya) is a native stingless species of the Yucatán Peninsula, with deep cultural and medicinal value in Maya tradition. The harvested melipona honey is used in the kitchens and spa of Chablé Yucatán, reducing external purchases and strengthening the resort's gastronomic identity.*

## Farm — Egg Production

**SDG 2** **SDG 12**

Zero hunger · Responsible consumption and production

| Indicator                      | 2025       | Change                          |
|--------------------------------|------------|---------------------------------|
| 2025 production – eggs         | 5,341      | <b>Mar–Dec 2025</b>             |
| Monthly average 2025           | ~534/month | <b>Mar–Dic</b>                  |
| Peak production month          | May: 1,177 | <b>Season peak</b>              |
| 2026 Jan–Apr production – eggs | 1,860      | <b>Post-medication recovery</b> |
| Cumulative total (Mar25–Apr26) | 7,201      |                                 |

*🔗 In October 2025, a medication treatment was started in the birds which temporarily reduced production to 210 eggs/month. Recovery was satisfactory: November recorded 510 eggs. All eggs are destined for the resort's kitchens.*

## Circular Compost Circuit — Chablé Yucatán 2025

**SDG 12** **SDG 15**

Responsible consumption and production · Life on land

In August 2025, Chablé Yucatán formalized the circular economy circuit that converts organic waste from kitchens and hotel areas into fertilizer for its gardens and farm:

| Circuit stage                          | 2025 data                                       |
|--|---|
| Organic waste → compost (Aug–Dec 2025) | ~209 kg diverted to nursery                     |
| Organic waste → compost (Jan–Apr 2026) | ~532 kg diverted to nursery                     |
| Total organic waste → compost          | ~742 kg recorded                                |
| Fertilizer distributed to gardens 2025 | 123 bags (Jan–Nov)                              |
| Fertilizer distributed to farm 2026    | 105 bags (Jan–Apr)                              |
| Circuit managers                       | Carlos Mena, Wilberth Ek, Celso Chi, Pedro Mena |

*🔗 The complete circuit: Kitchens → Organic waste → Compost/nursery → Fertilizer → Gardens + Farm → Harvest → Kitchens. This regenerative model reduces waste, eliminates the need for external fertilizers and strengthens the resort's food autonomy.*

## Reforestation 2025

| Species / Indicator      | CHY 2025                              | CHM 2025                                   |
|--------------------------|---------------------------------------|--|
| Star Palms               | 250 ejemplares (2025)                 | 621 plantas (Spa aromáticas + palmas)      |
| Areca Palm               | 250 ejemplares (2025)                 | 621 plantas (Spa aromáticas + palmas)      |
| TOTAL CHY plants         | 500 (2025)                            | 621  |
| Reforestation investment | \$361,250 (2025)                      | \$26,350 MXN (tierra negra Spa)            |
| Seeds/plants investment  | \$80,366 (2025)                       | CHY Gardens                                |
| <b>TOTAL BRAND 2025</b>  | <b>CHY investment: ~MXN \$441,616</b> | <b>CHM: 621 plantas Spa   \$26,350 MXN</b> |

## 4.5 Carbon Footprint (GHG) — First Official Inventory

**ES WITH THE ENVIROMENT** Conservation and Preservation of Natural Resources

**SDG 13** **SDG 17**

Climate action · Partnerships for the goals

📅 2025 marks the first year in which Chablé Hotels has an official Greenhouse Gas inventory under the GHG Protocol, with DEFRA 2025 emission factors. This figure constitutes the brand's official baseline for measuring future reductions and is a key requirement of the B Corp Certification process.

### Carbon Footprint 2025 — Consolidated Inventory (tCO<sub>2</sub>e)

| Scope / Source  | CHY 2025 (tCO <sub>2</sub> e) | CHM 2025 (tCO <sub>2</sub> e) | Notes                   |
|---|-------------------------------|-------------------------------|-------------------------|
| SCOPE 1 — Direct emissions  | <b>746.90</b>                 | <b>807.08</b>                 | <b>1,553.98 (62.2%)</b> |
| Combustión estacionaria   | <b>350.17</b>                 | <b>428.60</b>                 | <b>778.77</b>           |
| Gas LP  | <b>253.03</b>                 | <b>406.92</b>                 | <b>659.95</b>           |
| CHY: 86,083 kg   CHM: 256,133 litros                                    | —                             | —                             | CHM: ~3x higher volume  |
| Diesel / Gasóleo B  | <b>93.41</b>                  | <b>20.87</b>                  | <b>114.28</b>           |
| CHY: 23,700 l (fallas CFE)   CHM: 10,633 l (6,881 gal. + 3,752 sargazo) | —                             | —                             |                         |
| Gasolina  | <b>3.72</b>                   | <b>0.81</b>                   | <b>4.53</b>             |
| Combustión móvil (vehículos)  | <b>8.38</b>                   | <b>4.35</b>                   | <b>12.73</b>            |
| Emissiones fugitivas (refrigerantes) <sup>△</sup>                       | <b>388.35</b>                 | <b>374.13</b>                 | 762.48 (30.5% marca)    |
| <b>HFC-134A</b>   | <b>17.68</b>                  | —                             | CHY only — 13.6 kg      |
| <b>R-404A</b>   | <b>44.56</b>                  | <b>85.88</b>                  | 130.44 (CHM: 21.78 kg)  |

|  |                  |                  |   |
|--|------------------|------------------|---|
| R-410A ← dominante en ambas              | <b>326.12</b>    | <b>288.25</b>    | 614.37 (CHY: 169.5 kg   CHM: 149.82 kg) |
| SCOPE 2 — CFE electricity                | <b>458.49</b>    | <b>454.22</b>    | <b>912.71 (36.6%)</b>                   |
| kWh CFE consumidos                       | <b>2,590,179</b> | <b>2,570,723</b> | 5,154,908 kWh                           |
| Factor MX (DEFRA 2025)                   | <b>0.17489</b>   | <b>0.17489</b>   | kgCO <sub>2</sub> e/kWh                 |
| <b>SCOPE 3</b>                           | <b>11.62</b>     | <b>18.33</b>     | <b>29.95 (1.2%)</b>                     |
| Tratamiento agua                         | <b>11.62</b>     | <b>8.65</b>      | <b>20.27</b>                            |
| Suministro agua (red)                    | —                | <b>9.68</b>      | CHM only — 19,351 m <sup>3</sup>        |
| TOTAL FOOTPRINT (official 2025 baseline) | <b>1,217.01</b>  | <b>1,279.63</b>  | 2,496.64 tCO <sub>2</sub> e             |

**Period: 01/01/2025 – 31/12/2025 | Methodology: GHG Protocol (Corporate Standard) | Factors: DEFRA 2025.**

| <b>Carbon Intensities — 2025</b>     |                                  |   |  |
|--------------------------------------|----------------------------------|---|--|
| <b>Indicator</b>                     | <b>Chablé Yucatán</b>            | <b>Chablé Maroma</b>  | <b>Notes</b>                           |
| Total footprint (tCO <sub>2</sub> e) | 1,217.01                         | 1,279.63  | <b>Brand total: 2,496.64</b>           |
| Colaboradores                        | 284                              | 186   | <b>Brand total: 470</b>                |
| tCO <sub>2</sub> e per team member   | 4.29                             | 6.88  | <b>Brand average: 5.31</b>             |
| kWh CFE consumed                     | 2,590,179                        | 2,566,063   | <b>Total: 5,156,242</b>                |
| Scope 1 — % of total                 | 61.4%                            | 63.1%   | <b>Average: 62.2%</b>                  |
| Scope 2 — % of total                 | 37.7%                            | 35.5%   | <b>Average: 36.6%</b>                  |
| Scope 3 — % of total                 | 1.0%                             | 1.4%  | <b>Average: 1.2%</b>                   |
| Fugitives — % of total               | 31.9%                            | 29.2%   | <b>Average: 30.5% ▲</b>                |
| <b>TOTAL BRAND 2025</b>              | <b>2,496.64 tCO<sub>2</sub>e</b> | <b>5.31 tCO<sub>2</sub>e / team member (470 team members)</b> | <b>Official Chablé Hotels baseline</b> |

🔗 *Priority finding for both properties: Fugitive emissions from refrigerants represent 30.5% of the brand's total footprint (762.48 tCO<sub>2</sub>e). R-410A is the dominant gas in CHY (169.5 kg) and CHM (149.82 kg), with a GWP of 1,924 tCO<sub>2</sub>e/kg. The review and sealing of air conditioning systems, and the gradual transition to low-GWP refrigerants (R-32 or CO<sub>2</sub>), represents the greatest emissions reduction opportunity for 2026.*

🔗 *CHM presents an intensity of 7.40 tCO<sub>2</sub>e/team member vs 4.29 for CHY, explained mainly by the higher LPG consumption (~3x more volume than CHY), likely associated with the laundry, kitchen and beach service operations of the 70 villas.*

## 5. Social Dimension

**ES WITH ONESELF** *Employees' Physical, Mental, and Social Well-being*

**ES WITH THE COMMUNITY** *Support and Positive Impact on Neighboring Communities*

### 5.1 Our Team Members

**SDG 3** **SDG 5** **SDG 8** **SDG 10**

*Good health and wellbeing · Gender equality · Decent work and economic growth · Reduced inequalities*

| Human Capital — 2025           |                                |   |  |
|--------------------------------|--------------------------------|---|--|
| Indicator                      | Chablé Yucatán                 | Chablé Maroma                                       | Notes                                  |
| Total team members             | 284                            | 186   | <b>Brand total: 470</b>                |
| Women                          | 95 (33.5%)                     | 77 (41.4%)  | <b>Brand total: 172 (36.6%)</b>        |
| Men                            | 189 (66.5%)                    | 109 (58.6%)   | <b>Brand total: 298 (63.4%)</b>        |
| % local team members           | 59.6% (169)                    | 12.9% QRoo  | ★ <b>First year with data for both</b> |
| % Peninsula (QRoo+Yuc+Camp)    | —                              | 25.8% (48 col)                                      | ★ <b>High regional connection CHM</b>  |
| Women in executive committee   | 3                              | 3   | <b>Brand total: 6</b>                  |
| Women in operating committee   | 19 superv.                     | 5   |  |
| Men in operating committee     | 25 superv.                     | 7   |  |
| Total Exec + Op Committee      | 44 CHY                         | 19 CHM  | <b>Brand total: 63</b>                 |
| Women in leadership (%)        | 43.2% (19/44)                  | 42.1% (8/19)  | <b>Parity in leadership positions</b>  |
| Permanent contracts            | 147 (79.0%)                    | 112 (60.0%)   |  |
| Team members with disabilities | 1                              | N/D   |  |
| <b>TOTAL BRAND 2025</b>        | <b>470 direct team members</b> | <b>172 women (36.6%) · 6 on executive committee</b> | <b>42%+ in leadership positions</b>    |

### Geographic Origin of Team Members — Chablé Maroma 2025

**SDG 8** **SDG 10**

*Decent work and economic growth · Reduced inequalities*

| State of origin | CHM team members (186 total)        |
|-----------------|-------------------------------------|
| Chiapas         | 38 (20.4%) — most represented state |
| Quintana Roo    | 24 (12.9%) — destination locals     |
| Mexico City     | 24 (12.9%)                          |

|  |                   |
|--|-------------------|
| Tabasco                                    | 23 (12.4%)        |
| Yucatán                                    | 17 (9.1%)         |
| Campeche                                   | 7 (3.8%)          |
| Veracruz                                   | 15 (8.1%)         |
| Other states                               | 38 (20.4%)        |
| <b>Total Peninsula (QRoo + Yuc + Camp)</b> | <b>48 (25.8%)</b> |

📍 25.8% of the CHM team comes from the Yucatán Peninsula, reflecting regional rootedness. 79.0% have permanent contracts, indicating high labor stability. CHY records 59.6% local talent (Chocholá and region) — a comprehensible difference given that CHY operates in a small municipality with high local talent availability, while CHM operates in a high-mobility tourist hub.

### Evolution 2023 → 2024 → 2025 (Chablé Yucatán)

| CHY Human Capital Trend (2024 → 2025) |       |           |         |
|---------------------------------------|-------|-----------|---------|
| Indicator                             | 2024  | 2025      | Change  |
| Total team members                    | 262   | 284       | ▲ +8.4% |
| Women (%)                             | 32.8% | 33.5%     | ▲       |
| Women in executive committee          | 4     | 3         | ▼       |
| Women in supervision                  | 8     | 19        | ▲ +137% |
| Men in supervision                    | 10    | 25        | ▲ +150% |
| Team members 50+ years                | 33    | 17 (9.1%) |         |

📍 The most notable growth in 2025 is the leap in supervisory positions: from 8 to 19 female supervisors (+137%) and from 10 to 25 male supervisors (+150%). This may reflect an organizational restructuring or the consolidation of new operational areas linked to the gardens, farm and meliponary programs. It is recommended to confirm whether this corresponds to a new structure or staff expansion.

## 5.2 Benefits & Wellbeing

**SDG 1** **SDG 3** **SDG 8** **SDG 10**

No poverty · Good health and wellbeing · Decent work and economic growth · Reduced inequalities

| Team Member Benefits — 2025 |                |   |                                |
|-----------------------------|----------------|---|--------------------------------|
| Indicator                   | Chablé Yucatán | Chablé Maroma                           | Notes                          |
| Uniform laundry/storage     | 284 (100%)     | 186 (100%)                              | <b>Brand total: 470 (100%)</b> |
| Subsidized cafeteria        | 284 (100%)     | 186 (100%)                              | <b>Brand total: 470 (100%)</b> |
| Transportation              | 284 (100%)     | 30.72%                                  |                                |
| Quality Assist              | 284 (100%)     | 30.72%                                  |                                |
| Grocery vouchers            | 284 (100%)     | 82.7% del gasto en QRoo (273/311 prov.) |                                |
| 8% savings fund             | 284 (100%)     | \$26,350 MXN                            |                                |

## 5.3 Espíritu Wellness Program

**ES WITH ONESELF** *Employees' Physical, Mental, and Social Well-being*

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**ES WITH THE COMMUNITY** *Support and Positive Impact on Neighboring Communities*

**ES WITH THE ENVIROMENT** *Conservation and Preservation of Natural Resources*

**ODS 3** **SDG 4** **SDG 11** **SDG 12** **SDG 15**

*Good health and wellbeing · Quality education · Sustainable cities and communities · Responsible consumption and production · Life on land*

| Activity  | Participations | Hours           | Notes   |
|---|----------------|-----------------|---|
| <b>Es Con Mi Comunidad</b> — Voluntariado ambiental | <b>363</b>     | <b>1,339.75</b> | Continuous activity Jan–Dec 2025                        |
| <b>Día Espíritu Wellness</b>                        | <b>1,253</b>   | <b>1,311.5</b>  | 402.8 kg waste collected · 4.3 km cleaned               |
| <b>New Hire</b> — Sustainability induction          | <b>162</b>     | <b>172.48</b>   | New hire team members trained in sustainability         |
| <b>Sustainability Training</b>                      | <b>300</b>     | <b>283.4</b>    | Environmental, waste and responsible consumption topics |
| <b>EW Committee + Executive Meeting</b>             | <b>99</b>      | <b>96.5</b>     | Monthly sustainability commitment follow-up             |
| <b>TOTAL 2025</b>                                   | <b>2,177</b>   | <b>3,203.63</b> | <b>12 continuous months · Chablé Maroma 2025</b>        |

### Chablé Yucatán

| Activity                        | Participations | Hours        | Month                               |
|---------------------------------|----------------|--------------|-------------------------------------|
| <b>Planting</b>                 | <b>24</b>      | <b>36.0</b>  | April                               |
| <b>Bee Day</b>                  | <b>19</b>      | <b>28.5</b>  | May                                 |
| <b>Bicycle Day</b>              | <b>11</b>      | <b>16.5</b>  | June                                |
| <b>Soil Conservation Day</b>    | <b>11</b>      | <b>11.0</b>  | July                                |
| <b>Grandmothers</b>             | <b>4</b>       | <b>4.0</b>   | August                              |
| <b>Reforestation</b>            | <b>18</b>      | <b>27.0</b>  | September                           |
| <b>Visit to Eterna Juventud</b> | <b>13</b>      | <b>13.0</b>  | September                           |
| <b>A Day as a Farmer</b>        | <b>16</b>      | <b>24.0</b>  | October                             |
| <b>Candle Workshop</b>          | <b>7</b>       | <b>7.0</b>   | October                             |
| <b>Waste Collection</b>         | <b>13</b>      | <b>19.5</b>  | November                            |
| <b>TOTAL 2025</b>               | <b>136</b>     | <b>186.5</b> | <b>10 activities · Apr–Nov 2025</b> |

## 5.4 Adopt a Coral Program (Chablé Maroma)

**ES WITH THE ENVIROMENT** Conservation and Preservation of Natural Resources

**ES WITH THE COMMUNITY** Support and Positive Impact on Neighboring Communities

**SDG 14** **SDG 15** **SDG 17**

Life below water · Life on land · Partnerships for the goals

*In partnership with Oceanus AC, Chablé Maroma continues its 'Adopt a Coral' coral restoration program in 2025, involving guests and team members in the recovery of the Mexican Caribbean reef.*

### Adopt a Coral Program — Evolution

| Indicator                | Historical 2023–2024                   | 2025     | Change             |
|--------------------------|--|----------|--------------------|
| Adopted bases (pcs)      | 2023: 14 / 2024: 50                    | 2025: 57 | ▲ +14% vs 2024     |
| Painted bases (pcs)      | 2023: 186 / 2024: 50                   | 2025: 57 |                    |
| Guest revenue (MXN)      | 2023: MXN \$5,072 / 2024: MXN \$19,400 | \$22,800 | ▲ +17.5% vs 2024   |
| Price per adoption (MXN) | 2023: MXN \$362 / 2024: MXN \$388      | \$400    | ▲ price adjustment |

*The program grows consistently: +300% in adoptions since its launch in 2023. The 2025 revenue (MXN \$22,800) exceeds 2024 by +17.5%. It is recommended to document the number of transplanted corals and their survival rate to enrich the indicator in 2026.*

## 5.5 Supply Chain & Boutique

**ES WITH CHABLÉ** Philosophy, Vision, Mission, and Best Practice

**ES WITH THE COMMUNITY** Support and Positive Impact on Neighboring Communities


**ODS 2** **SDG 8** **SDG 9** **SDG 12** **SDG 15**

Zero hunger · Decent work and economic growth · Industry, innovation and infrastructure · Responsible consumption and production · Life on land

### Supply Chain — 2025

| Indicator                  | Chablé Yucatán                | Chablé Maroma    | Notes                |
|----------------------------|-------------------------------|------------------|----------------------|
| Total active suppliers     | 76 (A&B)                      | 311              |                      |
| Total 2025 purchases       | \$5,869,818 MXN (A&B)         | \$31,698,542 MXN |                      |
| % purchases in local state | 70.4% (Yucatán)               | 82.7% (QRoo)     |                      |
| % purchases in Peninsula   | 67.1% prov. / 70.4% del gasto | 82.7%            | QRoo + Yuc + Camp    |
| % national suppliers       | 100%                          | 100%             | 0% extranjeros ambas |
| % foreign suppliers        | 0%                            | 0%               |                      |
| Independent suppliers      | 14 (18.4%) pers. físicas      | 51 (19.5%)       | Small / non-chain    |

|                                 |   |  |                      |
|---------------------------------|---|--|----------------------|
| Amount to independent suppliers | \$2,121,250 MXN<br>(36.1% del gasto A&B)          | \$1,701,562 MXN  |                      |
| Internal suppliers (gardens)    | Sí — CHY 2025                                     | N/A  | <b>New 2025: CHY</b> |
| <b>TOTAL BRAND 2025</b>         | <b>100% national suppliers at both properties</b> | <b>CHM: 273 of 311 suppliers in QRoo (87.8%); 82.7% of spend   100% national</b> |                      |

 *New in 2025: the gardens, meliponary and farm at Chablé Yucatán become internal suppliers for the resort, guaranteeing full traceability and zero transport emissions for vegetables, eggs and melipona honey.*

### Featured Independent Suppliers — Chablé Maroma 2025

| Independent (small) supplier | State / Product  |
|------------------------------|--|
| El Gran Cazador              | Quintana Roo — Seafood / meat products (MXN \$264,239) |
| La Riviera Microverdes       | Quintana Roo — Microgreens and sprouts (MXN \$217,650) |
| Haydee Alicia Alcalá         | Quintana Roo — Local supplier (MXN \$208,001)          |
| Marcelo Eduardo Romano       | Quintana Roo — Independent supplier (MXN \$110,171)    |
| Con Todo...                  | Quintana Roo — Local supplies (MXN \$80,450)           |
| Carmen Yasuri Girón          | Quintana Roo — Local supplier (MXN \$65,596)           |
| Ecocards                     | Mexico City — Sustainable materials (MXN \$59,600)     |
| PHI Sthylo / Eleganttia      | Quintana Roo — Natural / spa products                  |

## 6. Guest Experience

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**ES WITH ONESELF** *Employees' Physical, Mental, and Social Well-being*

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**SDG 3** **SDG 11** **SDG 14** **SDG 15**

*Good health and wellbeing · Sustainable cities and communities · Life below water · Life on land*

### 6.1 Culinary Experiences with Own Produce — Chablé Yucatán

In 2025, Chablé Yucatán incorporated for the first time ingredients from its own production into its gastronomic offering: vegetables and aromatics from the four gardens (Milpa, Spa, Ixiim and Cocina Maya), eggs from the farm and melipona honey from the meliponary. Ingredients such as Sour Orange —an iconic fruit of Yucatecan cuisine—, Golden Beet and Colorful Baby Carrot speak directly to the resort's regenerative luxury proposition and cultural identity.

## 7. Economic Dimension & Governance

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**ES WITH THE COMMUNITY** *Support and Positive Impact on Neighboring Communities*

**ODS 1** **SDG 8** **SDG 9** **SDG 10** **SDG 11** **SDG 16** **SDG 17**

*No poverty · Decent work and economic growth · Industry, innovation and infrastructure · Reduced inequalities · Sustainable cities and communities · Peace, justice and strong institutions · Partnerships for the goals*

### 7.1 Operational Performance

| Operational Indicators — 2025 |   |  |  |
|-------------------------------|---|--|--|
| Indicator                     | Chablé Yucatán  | Chablé Maroma                                      | Notes  |
| Annual occupancy              | 34.42%  | 30.72%   |  |
| % local suppliers             | 67.1% prov. ·<br>70.4% gasto (A&B,<br>Yuc.)                         | 82.7% del gasto<br>(273/311 en QRoo)               | <b>CHM 2025: 87.8%<br/>prov. locales · 82.7%<br/>del gasto   CHY ref<br/>2024: 73%</b> |
| Reforestation investment      | \$361,250 MXN   | \$26,350 MXN (spa)                                 | <b>CHY 2025</b>  |
| Gardens/seeds investment      | \$80,366 MXN  | N/A  | <b>CHY 2025</b>  |
| Donations (estimated value)   | ~\$193,907 MXN  | \$22,800 MXN                                       | <b>CHY 2025</b>  |
| Gardens savings vs market     | ~\$28,682 MXN   | N/A  | <b>CHY: parcial</b>  |
| Adopt a Coral revenue         | N/A   | \$22,800 MXN                                       | <b>CHM only</b>  |
| <b>TOTAL BRAND 2025</b>       | <b>CHY: &gt;MXN<br/>\$635,000<br/>sustainability<br/>investment</b> | <b>CHM: MXN<br/>\$26,350 spa<br/>reforestation</b> |  |

### 7.2 Responsible Purchasing

Chablé Yucatán maintains its local purchasing policy and in 2025 added an unprecedented dimension: the gardens, the meliponary and the farm become internal suppliers for the resort, guaranteeing full traceability, zero transport emissions and a direct link between the land and the table. This model reinforces the brand's regenerative luxury proposition.

### 7.3 Ethics & Governance

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**SDG 16** **SDG 17**

*Peace, justice and strong institutions · Partnerships for the goals*

Chablé Hotels operates under the 2024 Code of Ethics, formalized and signed by all team members, structured around the four pillars of the Espíritu Wellness Program. In 2025, the B Corp Certification process was launched, evaluating the company's social and environmental performance under international standards and representing the brand's strongest governance commitment to date.

| Policy / Process                              | 2025 Status                                      |
|---|--|
| Code of Ethics (2024 version)                 | Active — signed by all team members upon joining |
| B Corp Certification                          | Active process since 2025 — evaluation ongoing   |
| Sustainability Policy (POL-COP-ES-01)         | Active — GSTC and NMX-AA-162SCFI-2012 standards  |
| Sustainable Purchasing Policy (POL-COP-ES-02) | Active — priority for local suppliers            |
| First GHG inventory (Scopes 1, 2 and 3)       | Completed 2025 — official baseline               |
| Anti-Bribery Policy (ISO 37001)               | Active   |
| Anti-Harassment Policy (NOM-035-STPS-2018)    | Active   |
| Chablé Integrity Channel                      | Active — 1 email per property                    |

## 8. Goals & Commitments 2026

**ES WITH ONESELF** *Employees' Physical, Mental, and Social Well-being*

**ES WITH CHABLÉ** *Philosophy, Vision, Mission, and Best Practice*

**ES WITH THE COMMUNITY** *Support and Positive Impact on Neighboring Communities*

**ES WITH THE ENVIROMENT** *Conservation and Preservation of Natural Resources*

**ODS 6** **SDG 7** **SDG 12** **SDG 13** **SDG 14** **SDG 15** **SDG 17**

*Clean water and sanitation · Affordable and clean energy · Responsible consumption and production · Climate action · Life below water · Life on land · Partnerships for the goals*

| Goal 2026  | Indicator / Property                      |
|--|---|
| Reduce fugitive refrigerant emissions by ≥20%                | tCO <sub>2</sub> e Scope 1 (refrigerants) |
| Mantener generación solar % del consumo total                | Annual solar % — CHY                      |
| Reduce diesel consumption through improvements in CFE supply | diesel liters — Both Properties           |
| Expand gardens program: ≥600 kg annually harvested           | kg harvested — CHY                        |
| Document and increase honey and egg production               | kg honey + eggs / year — CHY              |
| Advance to next stage of B Corp Certification                | B Corp milestone — Brand                  |
| Document kgCO <sub>2</sub> e intensity / occupied night      | New KPI — Both properties                 |

## 9. Metodología y Alcance del Reporte

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### 9.1 Reporting Period

January – December 2025, with comparative data from the 2024 fiscal year.

Water includes the full year for main irrigation. The GHG inventory covers the full period 01/01/2025 – 31/12/2025.

### 9.2 Data Sources

Los datos fueron proporcionados por los equipos internos de Sustentabilidad, Cultura, A&B, Mantenimiento y Compras de cada propiedad, consolidados en el sistema de reporte Espiritu Wellness. El inventario GHG fue elaborado bajo el GHG Protocol con factores de emisión DEFRA 2025.

### 9.3 Reference Standards

- Internal Espiritu Wellness System — Chablé Hotels
- GHG Protocol (Corporate Accounting and Reporting Standard) — World Resources Institute
- Factores de emisión DEFRA 2025 (UK Department for Environment, Food & Rural Affairs)
- SDGs / Agenda 2030 — United Nations
- GSTC Standards (Global Sustainable Tourism Council)
- NMX-AA-162-SCFI-2012 (Tourism sustainability requirements)
- B Corp Certification — Process ongoing at the date of publication of this report.

### 9.4 Contact

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<https://chablehotels.com/es/sustentabilidad/>

## 10. Annexes

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### Annex A — Glossary

DEFRA: Department for Environment, Food & Rural Affairs (Reino Unido) — publica factores de emisión anuales reconocidos internacionalmente.

GHG Protocol: International framework for measuring and managing greenhouse gas emissions.

GWP: Global Warming Potential — global warming potential of a gas vs CO<sub>2</sub> over 100 years.

HFC: Hydrofluorocarbon — high-GWP refrigerant.

Kaanche: Elevated raised-bed garden of Maya origin, characteristic of traditional Yucatecan agriculture.

Melipona honey / Xunan Kab: Honey produced by the melipona bee, a native stingless species of the Yucatán Peninsula, with Maya cultural and medicinal value.

SDGs: UN Sustainable Development Goals (Agenda 2030).

WWTP: Wastewater Treatment Plant.

R-410A: HFC refrigerant blend with a GWP of 1,924 — the highest impact in CHY's GHG inventory.

tCO<sub>2</sub>e: Tonnes of CO<sub>2</sub> equivalent.

### Annex B — GHG Methodological Notes

The emission factors for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O have been converted to their kgCO<sub>2</sub>e equivalent using the Global Warming Potential (GWP) of each gas according to IPCC 100-year values, in accordance with DEFRA 2025.

Scope 1 includes: stationary combustion (LPG, diesel, gasoline), mobile combustion (property vehicles) and fugitive emissions (refrigerants from air conditioning systems).

Scope 2 corresponds to electricity consumed from the CFE grid under Mexico's national electricity mix (0.17489 kgCO<sub>2</sub>e/kWh, DEFRA 2025, location-based).

Scope 3 includes only the treatment of well water (68,010 m<sup>3</sup>, factor 0.17088 kgCO<sub>2</sub>e/m<sup>3</sup>). It is acknowledged that other Scope 3 items (supply chain, waste, business travel) will be incorporated in future iterations of the inventory.