

**Environmental and Labor Issues:** This is a category III project according to the IIC's environmental and labor review procedure because it could produce certain effects that may be avoided or mitigated by following generally recognized performance standards, guidelines, or design criteria. Banco Mercantil del Norte S.A. has attended the IIC financial intermediary environmental training workshop and agrees to retain on its staff at least one employee who has attended the workshop. Each subproject will be subject to an environmental review and must comply with national environmental and labor laws, regulations, and standards as well as IIC environmental guidelines.