



SUSTAINABILITY REPORT

GRI Methodology - Global Reporting Initiative.

2022

We harvest the best of our land to share it with the world.



Contents

Boards of directors

Principals

Federico Gallego Dávila

Juan Esteban Álvarez Bermúdez

Jaime Henríquez Gallo Dávila

Gaudy Silva Ruiz

Carlos Anibal Trujillo Gómez

José Antonio Gómez Bazan

Juan Antonio Rivas

Alternates

Milena Patricia Aristizábal Zuleta

Irene Gaviria Correa

Carla Henríquez Fattoni

María Catalina Silva Sepúlveda

Carlos Eduardo García Zabala

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Manuel Antonio Laborde Barriga

Commercial Vice-President

Juan Carlos Rojas Villa-Roel

Financial Vice-President

Andrés Moreno Vélez

Market Development Director

Alejandra Molina Prieto

Business Development and Marketing Director

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Director of Operations

Santiago Gutiérrez Botero

Director of Productivity

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Director of Agricultural Production

Julio César Daza Tovar

Sustainability Strategy Manager/ Unibán

Foundation Director

Carolina Jaramillo Ferrer

Comptroller and Director of Organizational

Development (PIC)

Ramiro Aurelio Tobón Gaviria

General Secretary

Marcela Estrada Montoya

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Our leaders' vision

[GRI 2-22]

Our greatest endeavor has been to promote the development of the communities where we operate in Colombia, seeking strategic growth, and harnessing the unique strengths of the Urabá and Magdalena regions, territories rich in biodiversity and of people who inspire us to fulfill our purpose: **to harvest the best of our land to share it with the world.**

“In 2022, Unibán consolidates its sustainability strategy with the deployment of all the actions we have been leading in our three strategic axis: sustainable producers, green planet, and communities and people; seeking to generate shared value for the company, the communities, and the environment through the exercise of responsible agriculture and production”.

Carolina Jaramillo Ferrer

We are a trusted partner for our producers, for whom we remain at the forefront of creating positive impact for our value chain worldwide. Through different partnerships, we have provided our producers with the opportunity to align with international sustainability, measure their carbon and water footprint, and implement social impact measurements to maintain living wages on their farms and benefits through the development of their communities.

Our commitment to environmental management in our operations is reflected in the “green planet” pillar of our Sustainability Strategy. These efforts make us to key players in the region, dedicated to taking actions and fostering a culture of care for the environment and biodiversity. It is truly gratifying to share with you our progress in wildlife management and our achievements in our path to carbon neutrality.

On the other hand, communities and people are always a fundamental part of our strategic vision. This is why Unibán Fundación (Unibán Foundation) has programs in place that impact their quality of life, focusing on areas such as infrastructure improvement, education and the environment. We also take actions focused on the well-being of our employees, understanding that talent management and retention are crucial for our organization.

We know that we face significant challenges in the future, and we are preparing to undertake them with the utmost responsibility. Our organization adapts to changes in consumption patterns, taking into account the key trends in the quality of food products, which seek to ensure that they are safe, natural and healthy. Additionally, sustainability and respect for human rights are integral parts of our operation, allowing the business to be sustainable over time and remain in harmony with the environment.

We express our gratitude to our stakeholders and highlight the commitment of the team of employees, the Board of Directors, the communities, and producers who, with tenacity and ingenuity, have accompanied us in achieving the results that we present to you today from the economic, environmental, social, and governance perspectives of Unibán in 2022.

We are proud of the progress we have achieved so far, and from our strategic direction we will continue to invest in integrated business management and the pursuit of shared value. We are making progress in sustainable production and marketing models, working together with the communities and always prioritizing respect for the environment.

“At Unibán, we are accelerating the execution of our profitable growth strategy to further strengthen and expand access to international markets with products such as bananas, plantains, and high value-added derivatives. We will double our efforts to position Colombia as a quality and sustainability differentiator”.

Manuel Antonio Laborde Barriga



Manuel Antonio Laborde Barriga
Chair, Unibán



Carolina Jaramillo Ferrer
Sustainability Strategy Manager/ Unibán Foundation Director

01

About
the report





About the report

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-4]

We present C. I. Unibán S. A. integrated report, in which we inform on the economic, environmental and social management for the period from January 1st to December 31st, 2022. The review and validation of the figures and contents of the report is carried out by the leaders of the organization.

Each chapter contains information on our actions, in addition to the results and goals in accordance with the Global Reporting Initiative (GRI) standards, which we indicate with the respective code for each indicator. Along the same lines, the content is structured on the basis of the identification of Material topics and our company's sustainability strategy.

The organization presents this report annually, which is communicated to the different stakeholders in the first six months of the following fiscal year.

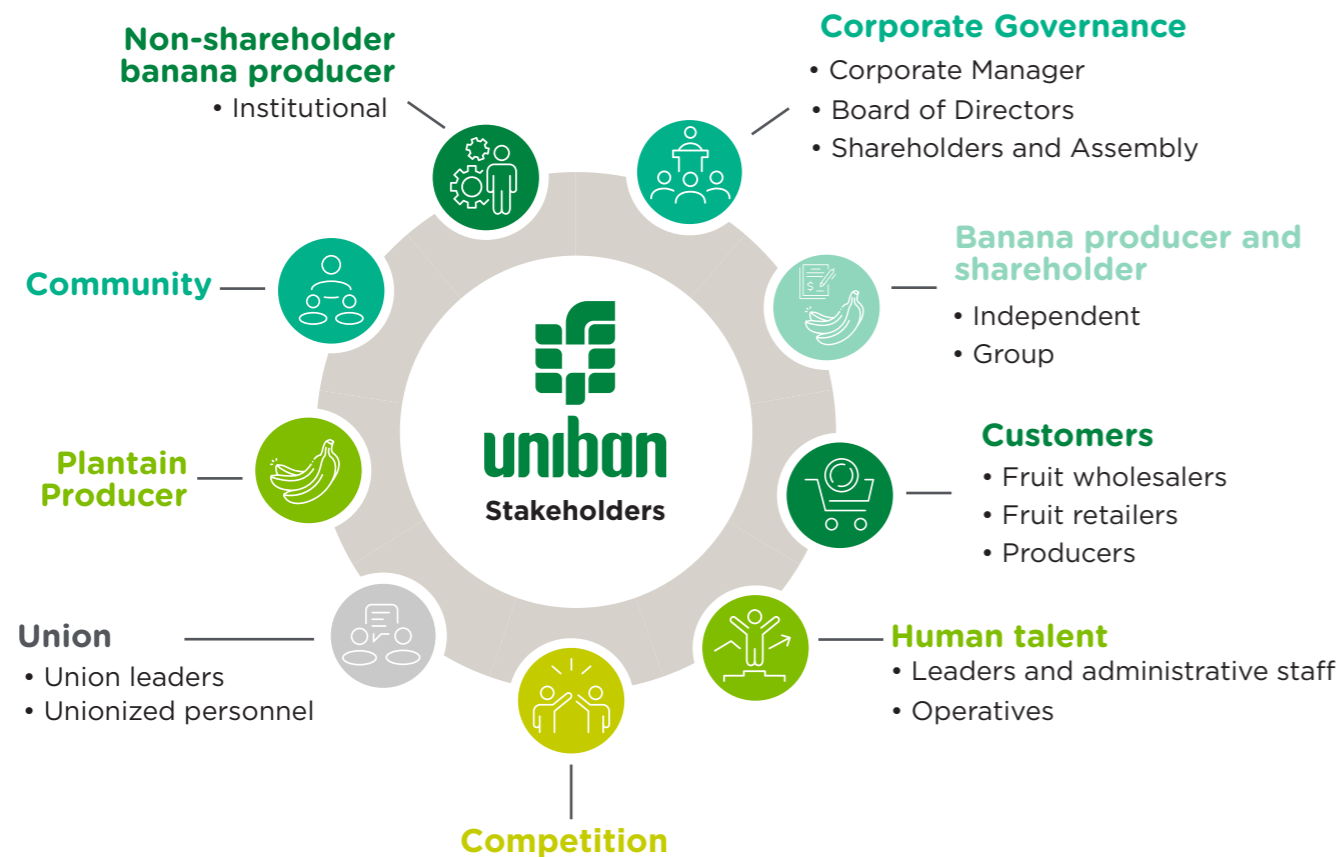
Currently, the company has not undergone relevant changes in its processes and organizational management that would affect the comparability of the information presented from one year to the next.

Our Materiality

[GRI 2-29] [GRI 3-1] [GRI 3-2]

Unibán engages with various groups composed of people who have direct and indirect influence and interests in the organization's activities and decisions. As such, our target audiences are essential elements in the strategic planning of our activities. We strive to build increasingly stronger relationships that enable us to understand and manage their needs and expectations in a timely manner. By doing so, we aim to create synergies and shared value for all the stakeholders involved in our operations.

In 2021, we conducted an exercise involving corporate and business units to identify and prioritize stakeholders. During this process we conducted an analysis of our entire value chain, using criteria such as influence on the design-making and dependence on corporate actions to assess the relationships. This exercise served as the foundation for determining the aspects to report on in 2022.



- 1 Reputation and accountability**
- 2 Environmental management**
- 3 Innovation and technology**
- 4 Value generation in the community**
- 5 Ethical practices associated with the corporate values**
- 6 Good labor practices**
- 7 Risk management**

In our organization, material issues are conceived as the issues of greatest relevance to stakeholders. These guide, to a large extent, our decisions and our actions.



Our Corporate Sustainability Strategy

In 2022, we consolidated our Sustainable Unibán strategy, which helps us to manage our sustainability roadmap based on three pillars and six fundamental axis. Its scope is transversal to all operations and subsidiaries.

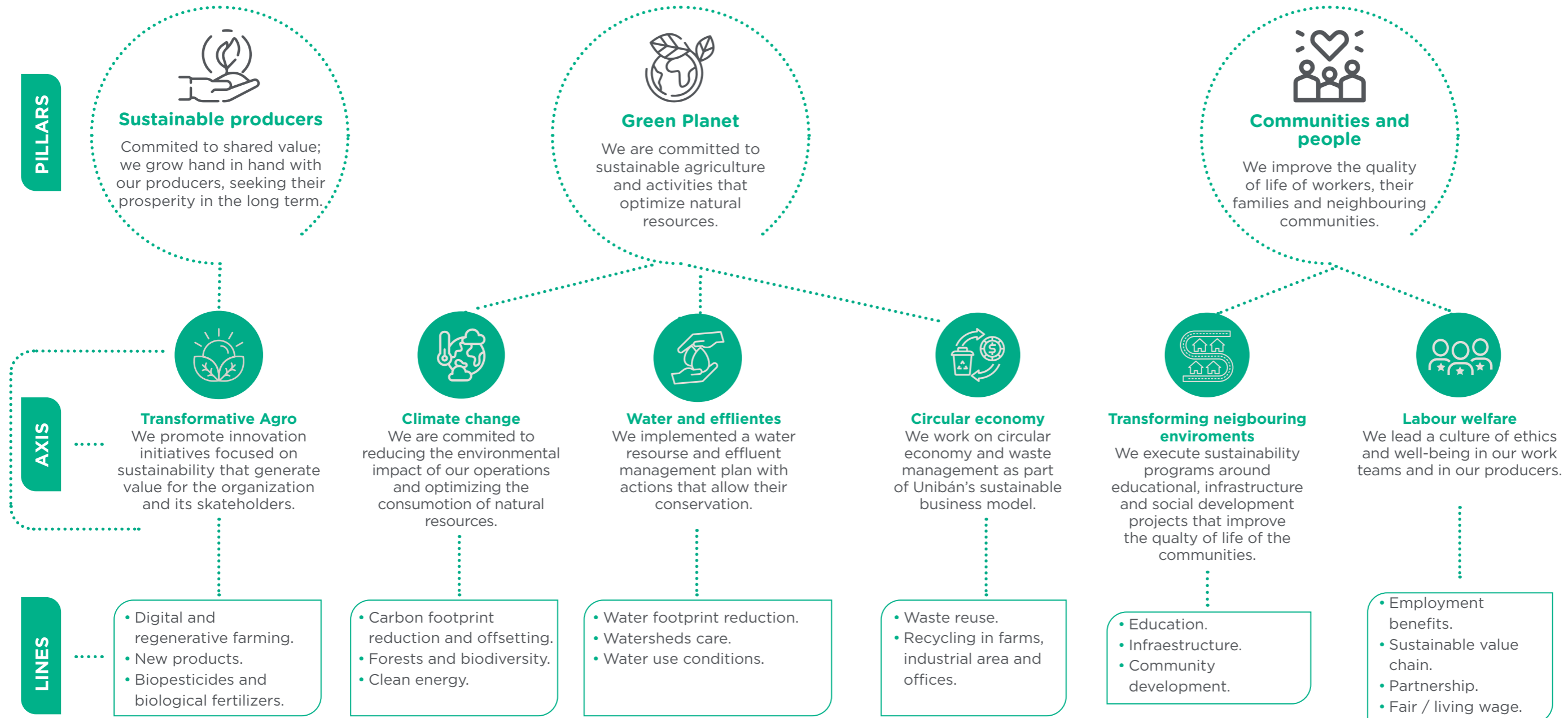
Being sustainable has given us national recognition

Within the framework of the first Private **Social Investment Summit**, in which the results of the organizations with the best

social investment practices and the best IISP (Private Social Investment Index) were announced, **we ranked 26th in the ranking which measures 151 organizations** in the country recognized for their actions in favor of sustainability



Learn more about our commitment to sustainability.



Commitment to the SDGs

As an organization we are committed to caring for the environment and the global stakes, which is why we are aligned with the 2030 Global Agenda and its Sustainable Development Goals (SDGs). After reviewing the 169 targets in the 17 goals, in light of our sustainability agenda, we prioritized 8 SDGs, to which we contribute directly with programs, projects and concrete initiatives.

It is everyone's responsibility to contribute to the care of our common home. At Unibán, beyond a commitment, we assume this position as an act of respect for the Earth.

The SDGs that we prioritize are:

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION	17 PARTNERSHIP FOR THE GOALS	uniban



These are our sustainability challenges for the year 2023:

What's next?

1.



Carbon footprint

- Measurement of carbon footprint on farms.
- Product footprint with a view to carbon neutral certification.

2.



Living wages

Accompaniment for the calculation and closing of living wage gaps on farms.

Policies

- Sustainability Policy
- Unibán's Sustainability Strategic Committee.



3.



Circular economy

Unibán's circular economy strategy.

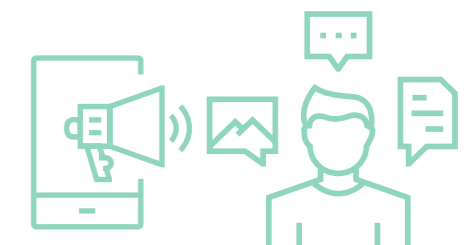
4.



5.

Outreach

To be an international benchmark for best practices in sustainability.



02



We are
Unibán



We are Unibán

[GRI 2-6]

“We are present in the different links of the value chain, where we integrate sustainable agricultural production, logistics, industrialization, commercialization, international shipping port, and development of new markets, which allows us to be a reference in the international market”.

Juan Carlos Rojas Villa Roel
Commercial Vice-president

We are the most important international trader of agricultural products in Colombia.

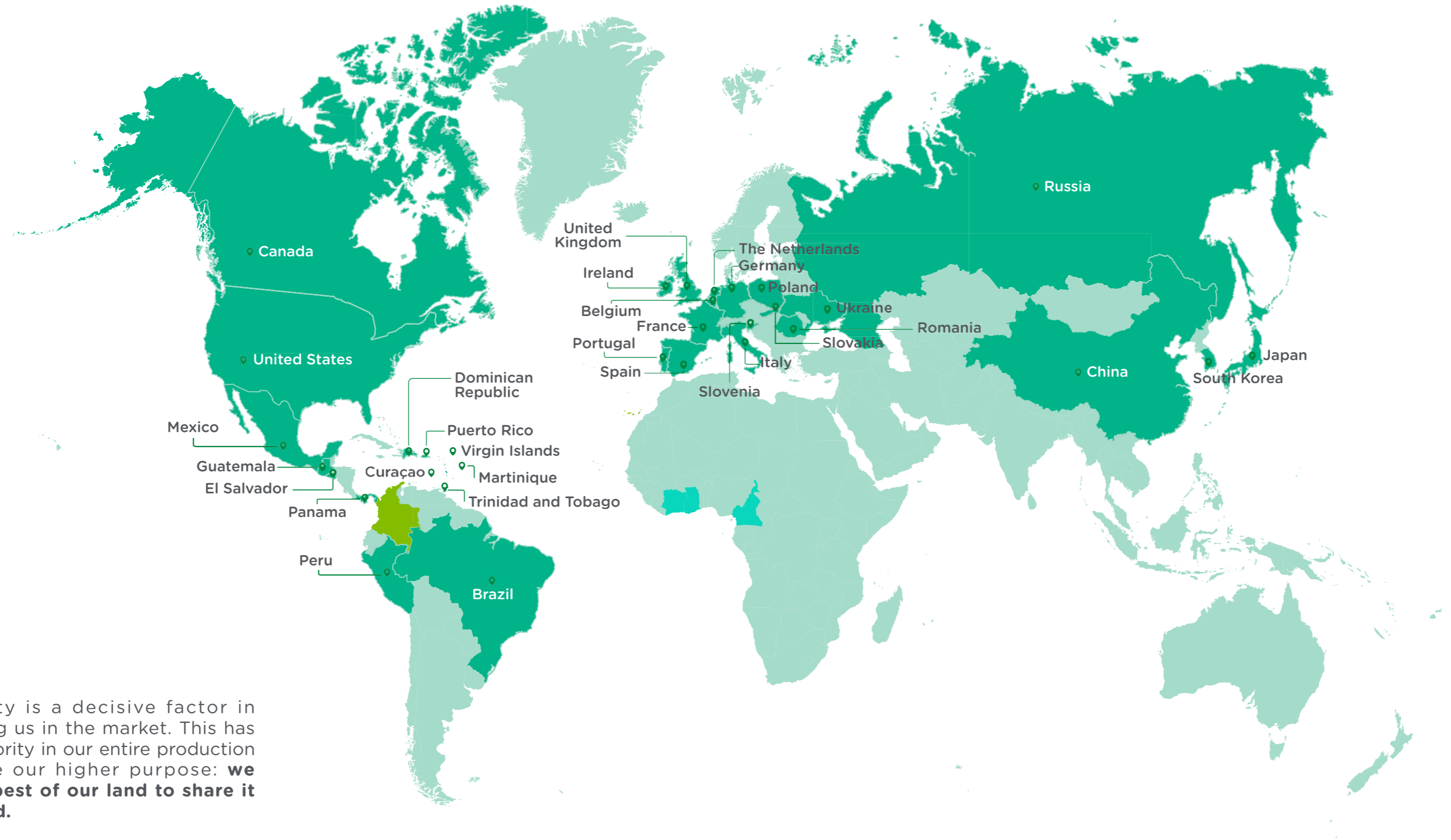
For more than 56 years we have been developing high-value agro-industrial and logistics-intensive businesses. We lead the commercial and export activity of bananas, plantains, and other products from our regions in different markets, such as North America and Europe.

Our operations are located in the Urabá region of Antioquia (municipalities of Turbo, Apartadó, Carepa, Chigorodó, San Juan de Urabá, San Pedro de Urabá, Arboletes and Necoclí), in the Magdalena region (municipalities of Zona Bananera, Aracataca and Ciénaga) and in the department of Chocó (municipalities of Carmen del Darién and Riosucio).



Watch here our corporate video

Unibán in the world crossing borders



Sustainability is a decisive factor in differentiating us in the market. This has become a priority in our entire production chain, hence our higher purpose: **we harvest the best of our land to share it with the world.**

Unibán in numbers 2022

36.3 million



of banana boxes exported.

USD 295.1 million



in banana exports.

2.1 million



of banana boxes exported.

USD 28.9 million



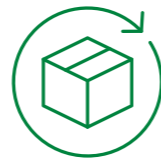
in plantain exports.

Net income of the Agricultural Production Unit.

COP 180,738 million



6.3 million



of boxes of bananas exported from our own production.

USD 6.1 million



in turnover for the national market.

24,426 containers



Total volume of import and export cargo, refer (special refrigerated container) and dry cargo in our logistics service.

10.7% of growth



in dollars for Fyffes NA's net sales.

USD 7.5 million



in snack business revenues in 2022.

COP 295,847 million

in net income from our Field Service Unit.



1 million of boxes



delivered to the domestic and international market by the snack business.

COP 61,287 million









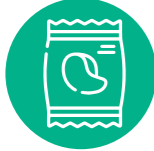


corresponding to 5,142 tons, in the turnover of Polyban International.

COP 115,454 million















in sales of banana suppliers through the four Tropycentro stores, as well as cardboard boxes to third parties.

Our products and services that spice up life

Products	Variety	Production location	Quantity
 Banana	<i>Musa acuminata, cavendish</i> subgrup.	 Urabá, Antioquia Magdalena	 18.110,18 hectares 207 farms 6 cooperatives
 Plantain	Harton and popocho or burro plantains.	 Urabá, Antioquia Chocó	 8.792 hectares 2.275 farms
 Snacks	Plantain, banana and cassava snacks.	 Urabá, Antioquia Chocó	 1.620 tons of finished product delivered to national and international markets.



Vertical integration and field services	Service Provider	Service description	Location
 Logistics services	Unibán Servicios	Unibán Servicios S. A. provides port and logistic services to shipping companies as well as to export and import cargo generators.	 Zungo and Nueva Colonia port facilities.
 Case Production	Case Production	Production of corrugated cardboard cases for the fruit and vegetable industry.	 Zungo Embarcadero port facilities
 Plastics Production	Polyban	Manufacture of plastics for agriculture, mainly for bananas and plantains.	 Cartagena de Indias Industrial Free Trade Zone, in the industrial corridor of Mamonal.
 Commercial stores	Tropycentro	Commercial store that provides agricultural inputs and supplies necessary to meet the requirements of producers at competitive prices.	 4 stores: Apartado and San Juan, in Urabá. La Gran Vía in Magdalena and Belén de Bajirá (Riosucio), in Chocó.
 Shipyards	Shipyards	Design, construction, remodeling, maintenance and naval calculations in the Gulf of Urabá.	 Zungo Industrial Zone, on the León River, in the municipality of Carepa.
 Fummigation Services	Unibán	Services rendered to third parties to control and prevent pests, weeds and disease-causing organisms.	 Urabá, Antioquia, and Magdalena.

Unibán's supply chain, sustainability as a premise

At Unibán we not only implement sustainable practices that help us improve the living conditions of the environment. Therefore, we prioritize suppliers that have the same commitment and respect that we

have for the environment and communities.

This way, we generate more value for the organization and the environment.

Distribution of purchases, goods and services 2022

Detail*	Value (USD)	# providers	% involvement
Suppliers of goods	117,000,000	450	77%
Services providers	35,000,000	120	23%
Total purchases 2022 (USD)	152,000,000	570	

*Purchases which are not part of the process led by Supply Chain Management are fruit, shipping companies, technology, infrastructure projects, fees, advisory services, consulting, travel expenses: tickets and lodging, insurance, communications, advertising and marketing.

50% of purchases of goods come from abroad and the other 50% are domestic

On the other hand, 90% of our services are provided by domestic suppliers, some of which operate in the areas where we do business. The main services contracted are port and logistics operators for cargo handling, transportation, aerial spraying, maintenance and infrastructure, and labor for the *snack* factory (peeling and fruit handling).

Sustainable packaging. Packaging materials represent more than 60% of the raw material purchases; for this reason, at Unibán we seek to make efficient purchases of these products, thus optimizing each resource to the maximum.

Cardboard corner. They are manufactured with sustainable raw material; We produce 65% recovered paper and 35% with post-



industrial reclaimed paper (*side rolls* from international mills).

Wooden pallets. They are made from reforested wood from plantations that comply with the regulations of Colombia's autonomous regional corporations and have the corresponding permits issued by the Colombian Agricultural Institute (ICA).

About 12% of the wood comes from FSC (Forest Stewardship Council) certified wood. Unibán consumes 25,000 cubic meters of wood annually, which represents about 830,000 *pallets*/year.

Paper (raw material for cardboard boxes). Our paper suppliers are FSC-certified, which guarantees that the materials used are sourced from responsibly managed

forests, environmentally appropriate, socially beneficial and ecologically viable.







Thanks to our long-term relationships, we have been able to work together with paper suppliers, seeking quality, manufacturing, and the right suppliers to reduce the weight of the box by using lighter, more resistant paper. In this way, we have achieved great economic and environmental benefits, since this represents fewer tons of paper and, therefore, less demand for wood (forests).

Affiliations, seals and certifications

[GRI 2-28]

Certifications for the banana production (producers):


Seals and certifications	Who implements it
 <p>Fairtrade Certification for products harvested and traded according to fair trade standards and traceability practices throughout the chain.</p>	Unibán Producers - voluntary
 <p>Fairtrade USA Certification for products that are harvested and marketed under a sustainable sourcing model (workers, environment and supply chain).</p>	Unibán Producers - voluntary
 <p>EU, Regulation (EC) No. 834/2007 on organic production Certification for bananas marketed in the European Union European Union with organic seal that guarantees fair competition, protection of consumer interests and consumer confidence.</p>	Unibán Producers - voluntary
 <p>Global G. A. P. Ensures that producers carry out integrated pest and crop management, taking into account agricultural production variables.</p>	Producers - mandatory
 <p>FSMA It allows validating that producers comply with the application of the control points found in the FSMA Produce Safety Rule (FSMA PSR). Required for exporting to the U.S.</p>	Producers - mandatory

Seals and certifications	Who implements it
 <p>Biosafety R4T: <i>Fusarium oxysporum f. sp. cubense</i> It validates that producers establish a risk mitigation plan against the introduction and spread of the R4T pathogen on Global G. A. P. certified farms.</p>	Producers - mandatory
 <p>GRASP It validates that producers are committed to the safety, health and well-being of their workers.</p>	Producers - mandatory
 <p>Rainforest Alliance Certifies that producers protect ecosystems and natural resources (flora, fauna, soil and water) by maintaining good environmental and social management practices, optimizing the use of phytosanitary products and properly disposing of waste.</p>	Producers - mandatory
 <p>Pro Planet and the REWE Group's Sustainability Council It certifies that products marketed in Germany, during their manufacture, processing or use, have a significantly low impact on the environment and society.</p>	Producers - voluntary (farms enabled by customers)
 <p>SMETA Through this ethical trade audit, suppliers are evaluated based on labor, health and safety, environmental and business ethics standards.</p>	Producers - mandatory
 <p>Living Wage (IDH) Tool to help compare the total compensation received by collaborators (including salaries, bonuses, cash and in-kind benefits) with the estimated living wage values relevant to their region.</p>	Producers - mandatory



Voluntary certifications/guidelines for the snack factory and port operation (marketing):

Certifications/guidelines

- IFS Food V7 (International Food Standard)**
 Food Safety and Quality Standard for Processed Products.
 
- NON-GMO**
 Certification of foods which have not been genetically engineered or processed
 
- RSPO (Roundtable for Sustainable Palm Oil)**
 Development and implementation of global standards for palm oil production with economic, social and environmental sustainability criteria.
 
- International Ship and Port Facility Security Code (ISPS Code)**
 Certifies the safety and security conditions for all persons performing work activities in our port terminals.
 
- Business Alliance for Secure Commerce (BASC)**
 Voluntary certification which guarantees compliance with the requirements of the Control and Safety Management System in the company's supply chain, from production, packaging, packing and international mobilization.
 

03

Our
actions



Governance

[GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12]
[GRI 2-13] [GRI 2-14] [GRI 2-17]

“With the Unibán team, its partners and allies, we will continue to lead exports in the banana and plantain categories, prioritizing sustainability in the Urabá and Magdalena regions. bananas and plantains, prioritizing sustainability in the Urabá and Magdalena regions. Thanks to our collaborators, we will continue to be a fundamental engine of progress that generates employment and wellbeing, fundamental characteristics within the country’s agricultural policy and food safety”.

Manuel Antonio Laborde Barriga

We are supported by good corporate practices aimed at generating trust through an integral, ethical, coordinated, and structured management of the company. These are focused on objectives of efficiency and corporate profitability, always in favor of sustainable development, as well as transparency and respect in the relations with our stakeholders.

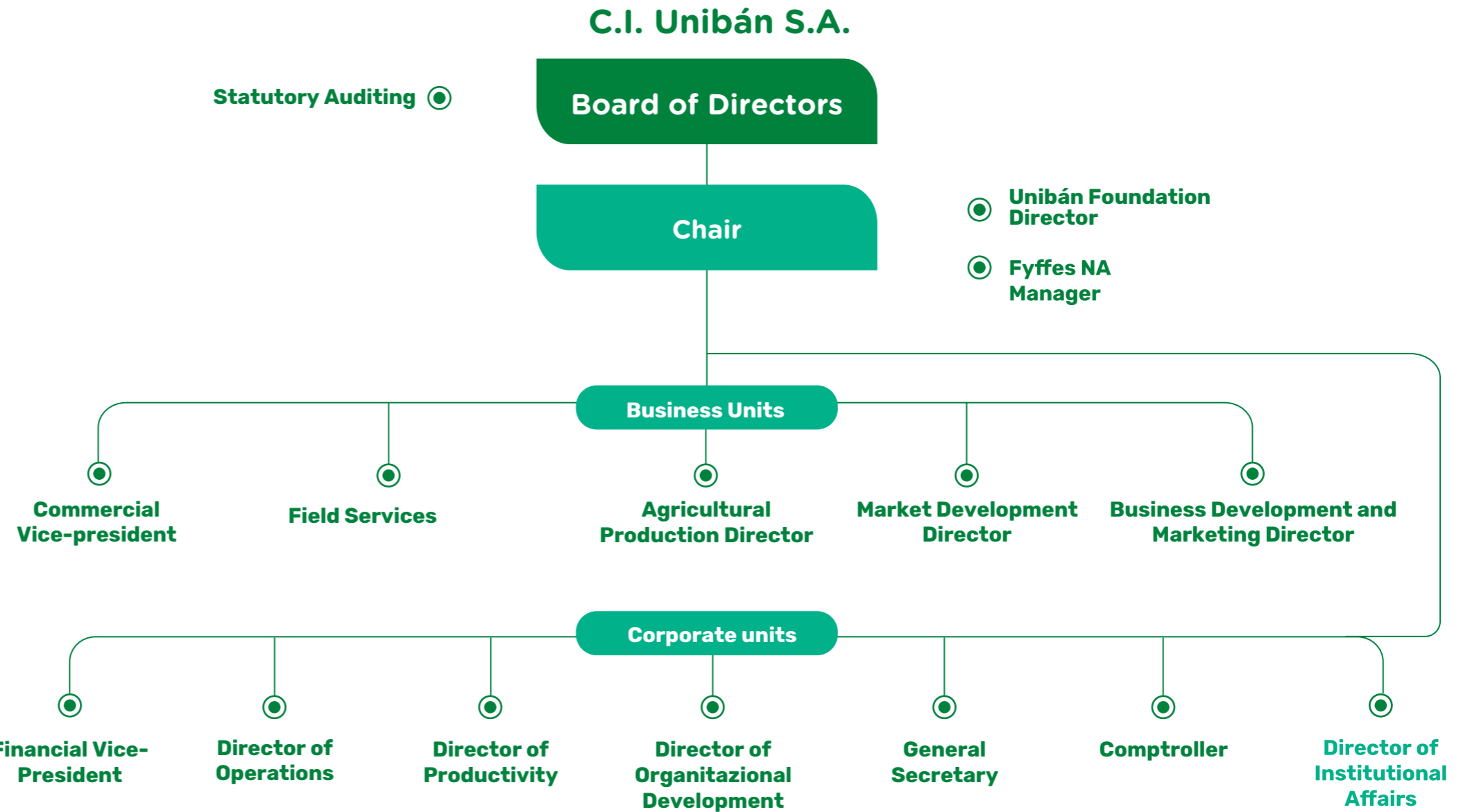
Board of Directors and supporting committees

The fundamental pillar of corporate governance is the Board of Directors, which has a total of seven main members, two of whom are independent and have professional profiles in line with the company’s strategy.



Click here to learn more about the members of our Board of Directors

Organizational Structure



We also have Board support committees, which, thanks to the knowledge and experience of each member, delve into matters of great relevance to the company:

- Sustainability Committee
- Strategy Committee
- Finance Committee

- Audit and Risk Committee
- Producer Affairs Committee
- Talent and Compensation Committee
- Commercial Committee

Shareholders

C.I. Unibán S.A. is a privately held corporation, which currently has a total of 118 shareholders, the majority of whom are nationals.

In accordance with articles 260 and 261 of the Commercial Code, the company is not subject to the control of any natural or legal person.

Some data of interest:



More than **90%** of the shareholding correspond to banana producers linked to the company.



49,15% of the shareholders are legal entities.



The total outstanding subscribed shares are



99,531,707



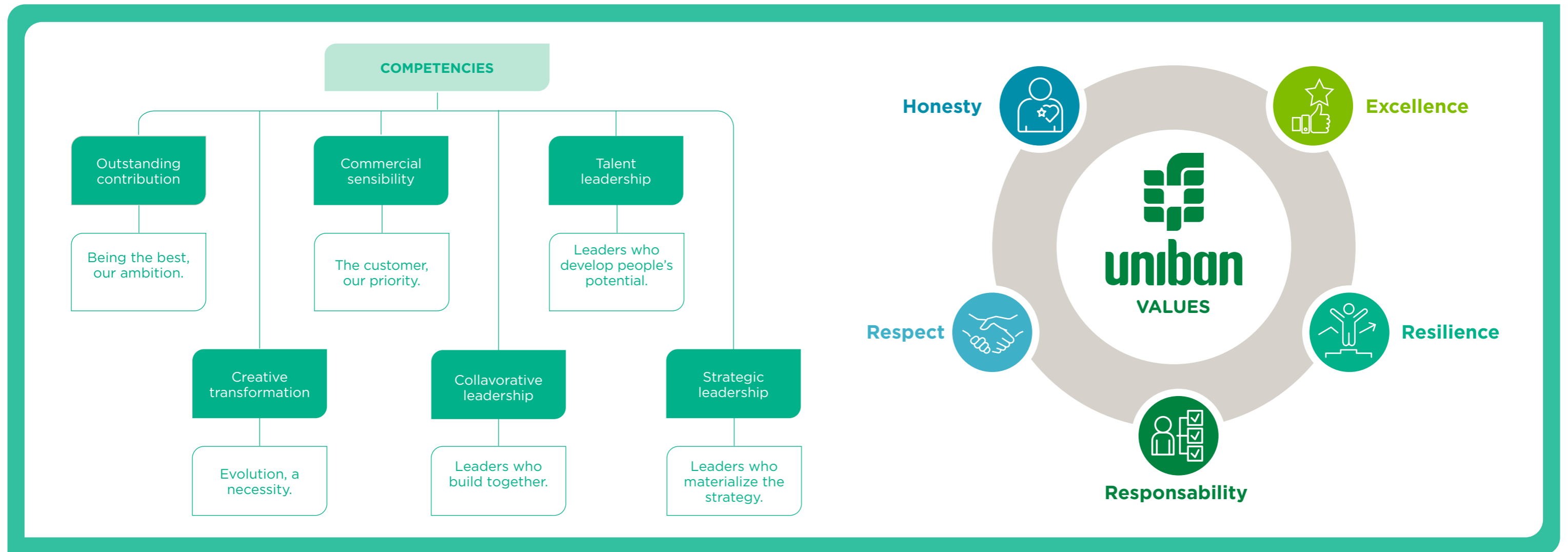
Our Unibán culture, a look at being and doing

A fundamental part of our actions is the recognition of our own values, which govern and guide the attitudes of our collaborators to keep us binded to common objectives.

We updated our Unibán Value Model taking into account the inclusion of sustainability as part of the strategy by 2022. We start from achieving our commitment to the satisfaction of customers and stakeholders of the organization.



Competencies and values of the Unibán collaborator





Compliance and anti-corruption

[GRI 2-15] [GRI 2-16] [GRI 2-23] [GRI 2-24] [GRI 2-25] [GRI 2-26] [GRI 2-27] [GRI 3-3] [GRI 205-2]

Our governance structure establishes and maintains the elements in which the control and compliance environment is framed, which allows the generation of value in the different processes of Unibán.

The Code of Ethics, as a reference document, establishes the commitment of our organization, its subordinate companies, the members of the Board of Directors, managers and collaborators to act ethically and responsibly. It also includes the corporate values as an axis to strengthen the culture of control, self-control and compliance with obligations.

In our regulatory framework we integrate policies, procedures and authorization regimes, and compile the responsibilities at the different levels of the organization, with the aim of developing activities and business relationships with integrity.

Committed to human rights and to the environment

We are committed to respecting and promoting the human rights of our collaborators, contractors and communities in the areas of influence. Therefore, we have as references in our framework of action:

- The Colombian legislation.
- The Universal Declaration of Human Rights (UDHR) and the basic conventions

- of the International Labor Organization.
- The United Nations (UN) Guiding Principles on Business and Human Rights.
- The Voluntary Principles on Security and Human Rights
- The UN Global Compact.

We believe that full respect for human rights and democracy is the best environment in which to develop our operations. Our commitment to human rights derives from our ethical foundations rather than from our legal obligation: we understand that applying these principles adds value and competitiveness to the company.

Among the categories of stakeholders to which we pay special attention are: vulnerable groups, minors, women, the disabled, the elderly, ethnic groups, minorities, displaced persons, among others.

The Occupational Health and Safety Policy, the Internal Work Regulations and the Human Rights Policy are approved by Senior Management and have the support of the collaborators or representatives. Likewise, we have several communication channels for the dissemination of the different commitments and our own policies,

such as general meetings, corporate mailings and publications on social networks and corporate bulletin boards.

We understand the methodology of human rights and environmental due diligence as consistent and systematic work to reduce the problems associated with both issues. We carry out this process in five steps that allow us to carry out an adequate follow-up: commitment, identification, approach and remediation, follow-up, communication.

In order to strengthen relations with our stakeholders and remedy any negative impacts which may arise, we have developed activities aimed at minimizing these impacts:

- Business partners. We count on the commitment of our collaborators to adequately manage our partners; we lead, with the support of the Accounting and IT areas, the process of massively inactivating partners in the company's *enterprise resource planning* (ERP), which allows us to have purified and quality databases; we review 1,444 partners (suppliers, customers, etc.) by linking or updating them; and we have a total of 1,444 partners (suppliers, customers, etc.).
- We continued with the application of the follow-up and validation procedure of the guidelines framed in the Code

of Ethics for Unibán and subordinate companies. We focus on zero tolerance to fraud, corruption and bribery through the following means: channel with the immediate superior, Audit area, Audit Committee of the Board of Directors and Internal Committee on ethical issues and conflicts of interest.

Always available: **Ethics Hotline**



From cell phones and landlines
01 8000 52 27 27



From Unibán landline
#555

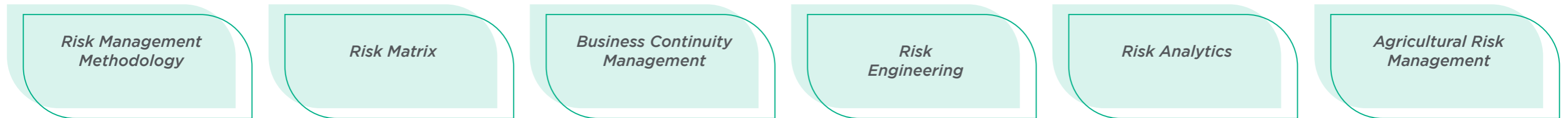
It is important to note that we have achieved 93% compliance in the timely attention and follow-up of users to the requirements issued by external entities. The remaining 7% depends on the response of third parties, but is constantly monitored for execution.

We conducted virtual and face-to-face training sessions on anti corruption, SAGRILAF, due diligence (DD), personal data protection and ethics, with a participation of 66%, and we expanded the coverage of the Sara Palma Code of Ethics, with a participation of 285 employees in the administrative area.



Risk management

Comprehensive risk management at Unibán is conceived on the basis of six macro processes:



It is aimed at identifying, assessing and mitigating risks in order to minimize their impact and support the achievement of the organization's strategic objectives.

Within this methodology the **Risk Management Policy** is established, which sets out the guidelines on governance, roles, responsibilities and risk appetite on which

we must implement risk management in Unibán and its subsidiaries; also, the **Risk Management Manual**, which complements the policy.



Risk Matrix

The risk management cycle in Unibán and its subsidiaries contemplates two complementary analysis approaches: one that starts at the strategic level (*top-down*) and the other that starts at the tactical, operational and project levels (*bottom-up*). Both are developed at the respective management levels, and are integrated and feed back into each other to obtain a holistic view of the organization.

Corporate risk matrix

We have identified and assessed 23 corporate risks distributed in six categories:



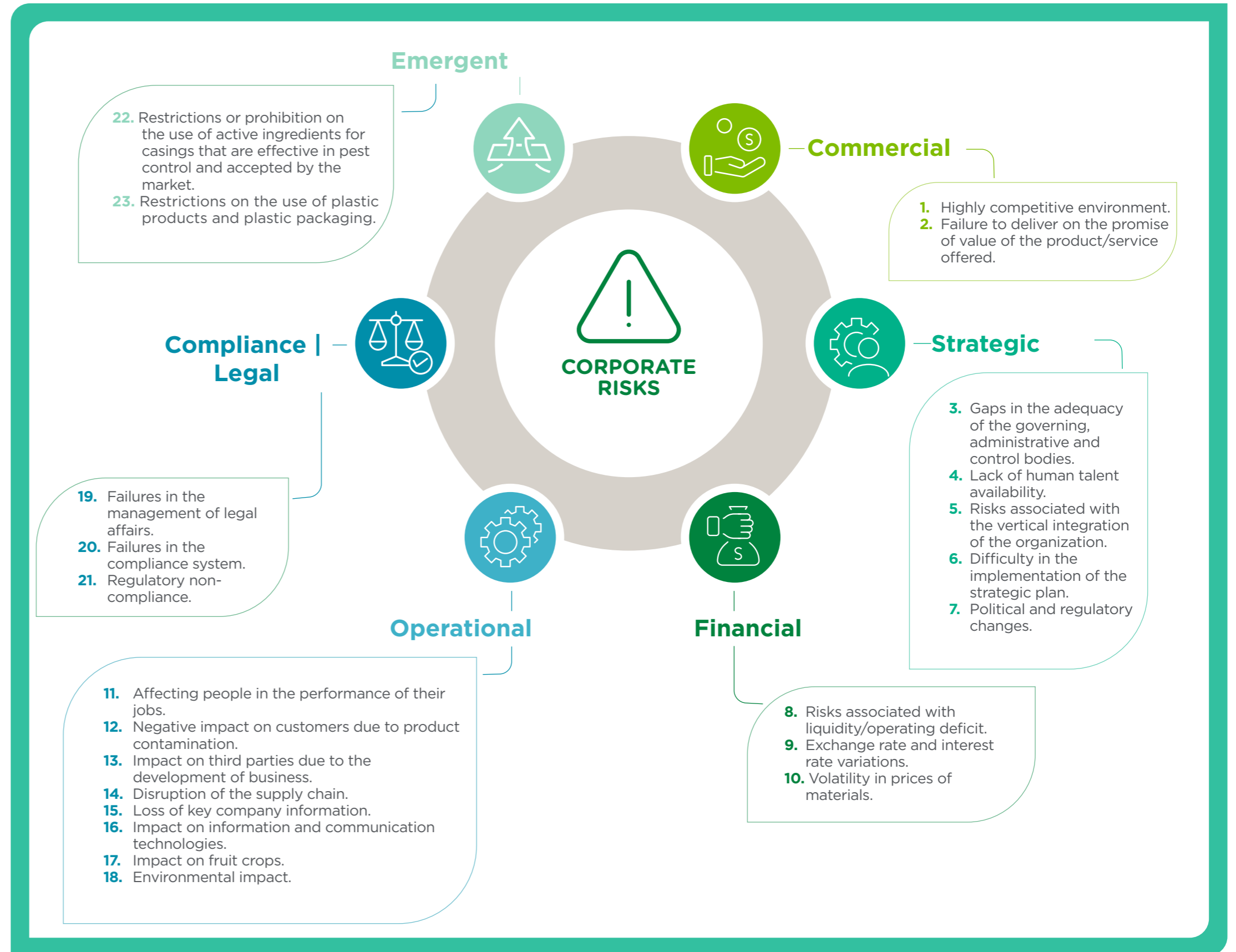
Tactical risk matrix

During 2022, we monitored the construction of four tactical matrices for the Social Management System, the Environmental Management System, the 2023 Business Plan, and the tactical matrix for safety and security, based on Unibán 's Risk Management methodology for identification, assessment and follow-up.

Agricultural risk management

In the Sara Palma and Bananera Genesis subsidiaries, we are implementing a specific work plan, with the vision and focus of improving the response and resilience of production systems in the event of an adverse climate event. We carried out the following activities:

- Construction of the maturity spot and Sigatoka models.
- Satellite monitoring of vegetation index.
- Population count.
- Installation of two new meteorological stations.
- Training in geographic information systems.



04

A man wearing a white long-sleeved shirt, a white cap with a crest, and blue trousers is bent over, planting a small green sapling into a hole in the ground. The ground is dark and appears to be volcanic ash or sand. In the background, there is a field of banana trees with large green leaves and blue plastic mulch visible at the base of some plants. The sky is clear and blue.

**Our
commitment
to
sustainability**

Sustainable producers

Together with the producers, we seek to promote and strengthen the growth of our regions in an innovative way and with the support of technological processes that impact competitiveness and good practices throughout the production chain.

Transformative Agro

We ensure proper custody of agrochemicals for crop protection, from inventory management to the correct application of products and the proper disposal of containers and packaging. We have been working closely together with suppliers in the homologation of products for pest control with a lower chemical load or even in 100% biological products that reduce environmental and social impact.

The products used comply 100% with labelling standards and have their toxicological category clearly identified. We have established storage conditions (ventilation, anti-spill dams, etc.) that allow us to operate with zero accidents or incidents each year, while taking care of the environment and people.

With the support of the commercial companies (suppliers), we provide training in product usage, handling and calibration of application equipment, and the correct use of personal protective

equipment according to the toxicological category of each agrochemical. We also provide ongoing counseling in the event of accidents, spills, ingestion, etc.

Looking forward to strengthening the circular economy processes, we have entered into agreements with certified companies that collect the containers so that they can be used as raw material in the manufacture of plastic wood or similar products (buckets, brushes, hoses, etc.).

Agrochemical use reduction plans

The mitigation and reduction plans for agrochemical use focus primarily on the efficiency of applications based on biological and technical evaluations:

1. Fungicides for Sigatoka control

We installed intelligent flow systems in aircraft for aerial fungicide application. To minimize the risk of contamination we use drones (116 ha) and all spraying aircraft (11) have turbines as a substitute for radial engines in order to reduce auditive contamination. We also switched to the use of high-octane gasoline in order to reduce gas emissions. Finally, we optimized aerial spraying through the installation of our own weather monitoring network.

2. Fertilizers

Together with our team of professionals and experts, we carry out soil and foliar analyses to achieve precision fertilization. In addition, we base this process on the extraction (tons, fruit, hectare/year) and chemical conditions at the planting site: in this way we achieve a uniform application of fertilizers and optimize resources.

3. Herbicides

We carry out biological inventories of weeds per farm and train workers to control them with sustainable and efficient methods, including the use of pressure regulators on the spray pumps to ensure uniform discharges and minimize losses.

4. Fungicides for crown rot control

We monitor water quality, both in its chemical and biological components, in the packing houses and recirculation plants; in addition, we reduce the mixing dose per tray.

5. Field bags treated with insecticides

We have integrated pest management (IPM) with the use of biologicals and we constantly evaluate the damage threshold based on bunch profiles: in this way we take care of the production process.

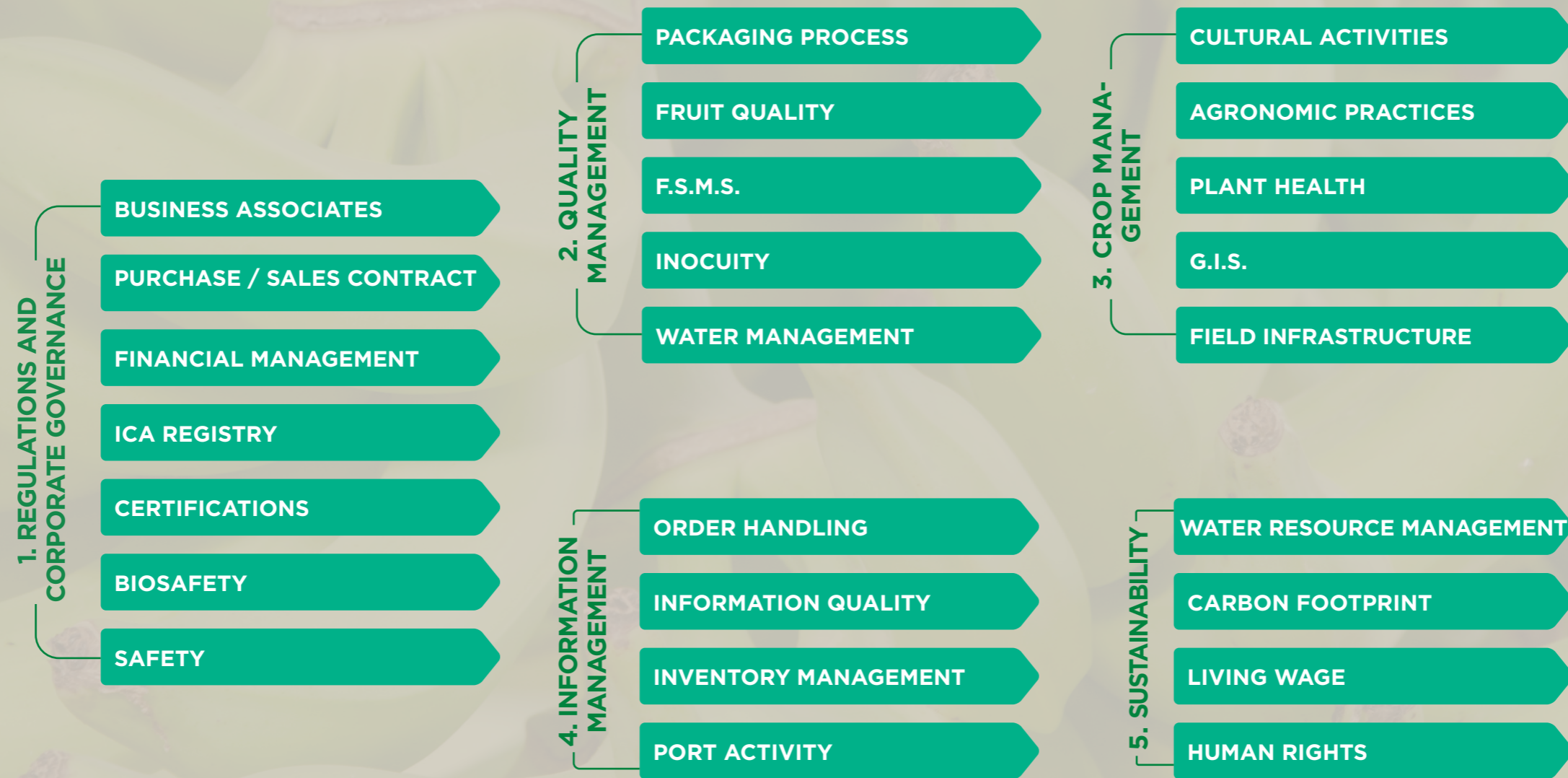
Supplier management, more efficiency and effectiveness

In 2022, the Supplier Management Program (PGP) was born, a vehicle for the segmentation of producers through sustainability issues, quality management, productivity, regulatory, and contractual compliance, safety conditions and other relevant relationship issues with the different directorates and with the farms attached to the trading company.

Based on the corporate strategy, with the implementation and start-up of the PGP we intend to achieve the highest levels of competitiveness, which will enable us to prepare our producers to face the challenges of today's market and facilitate the company's commercial management.



Unibán's Supplier Management Program (PGP) Components



Green Planet

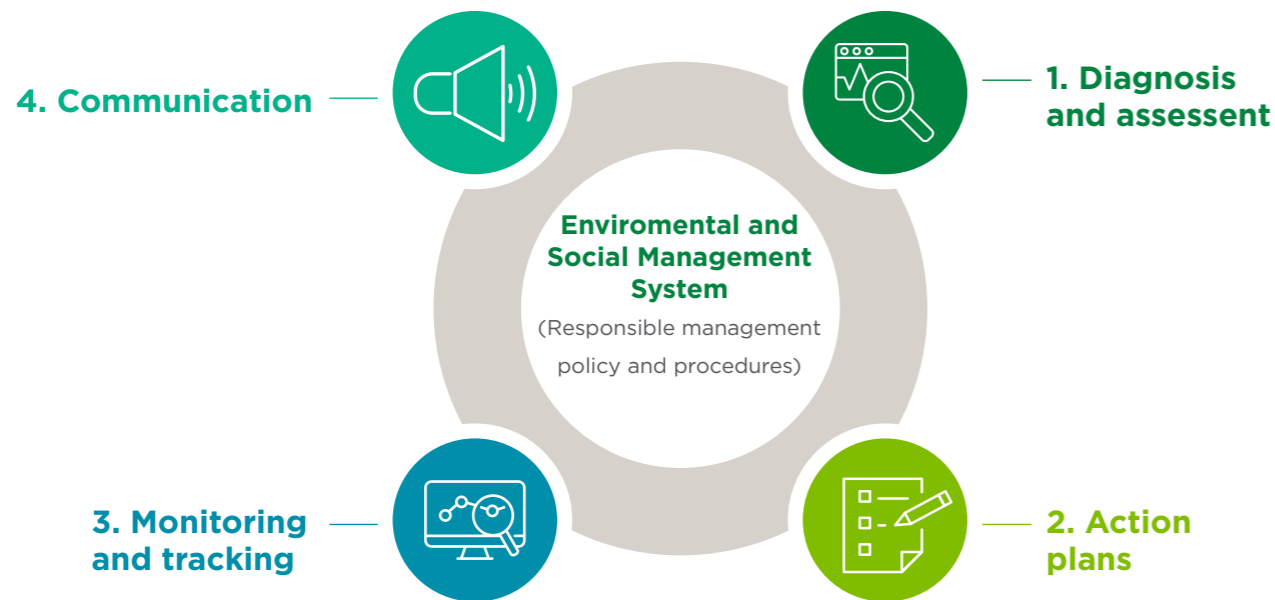
At Unibán we integrate sustainability practices into every one of our processes as a fundamental pillar of development. Our commitment to a green planet translates into the reduction and mitigation of identified environmental impacts, which is reflected in the programs and actions we develop for the preservation and care of natural resources in the regions where we operate.

Environmental and Social Management System

In 2022 we structured the Environmental and Social Management System following the principles of due diligence with reference to the parameters of the Inter-American Development Bank (IDB Invest), the performance standards of the International Finance Corporation (IFC, and other national and international regulations applicable our organization's operations.



We are committed to reducing the environmental impact of our operations and optimizing the consumption of natural resources.



1. Diagnosis and assessment

We identified the risks that allowed us to build the company's tactical socio-environmental risk matrix.

2. Action plans

We established an aspects and impacts matrix.

3. Monitoring and Tracking

We built a guide to make the necessary updates to the risk, aspect and impact matrices, and management indicators.

4. Communication

Dissemination of the system, policies and strategies, place special emphasis on the value chain and the communities in the surrounding areas of our operations.

Climate change

[GRI 3-3][GRI 302-1][GRI 305-1]
[GRI 305-2][GRI 305-3][GRI 305-4]

We recognize the importance of preventing and mitigating the environmental aspects derived from our economic activity, such as energy consumption.

We have four energy supply sources: national interconnected system, liquid fuels (gasoline and diesel fuel) and gaseous fuels (natural gas). We continue to purchase green energy (REC certifications, contract with EPM) to continue reducing our carbon footprint. **Coverage is approximately 90%, which is equivalent to around eight million kWh.**

Reduction and corporate carbon footprint offsetting

We performed the measurement of the carbon emissions inventory as defined in the ISO 14064:2018 standards taking as baseline the result of the year 2020.

Company's energy consumption	2020	2021	2022
Gasoline consumption (gal)	63,759	67,160	66,846
Natural gas consumption (m ³)	54,287	981,695	1,408,946
Diesel fuel consumption (gal)	708,884	759,172	666,370
Consumption of electricity purchased from the grid (kWh)	8,822,170	8,761,737	8,895,661

Direct and indirect emissions ton CO ₂ eq	2020	2021	2022
Direct GHG emissions (Scope 1)	13,993	12,009	9,411
Indirect GHG emissions (Scope 2)	1,530	1,196	1,112
Other indirect GHG emissions (Scope 3)	53,461	57,361	45,741

For the total footprint in scope 1, the overall reduction was 33% with respect to the base year 2020. In accordance with the Science Based Targets Initiative (SBTi), this progress covers 83% of the emissions reduction target set for 2035.

Regarding the carbon footprint in scope 3 (indirect emissions), the reduction is due to the reduction of production in the box factory (we reduced the purchase of paper, which is the most representative input for this scope).

Switching fuel from LPG and coal to natural gas

The snacks (LPG) and box plant (coal) processes closed the year 2022 with the transition to the usage of natural gas. Compared to the base year 2020, we achieved a specific reduction of 53% (-413.8 ton CO₂eq) in the snack process and 57% (-3,661 ton CO₂eq) in the box plant.

The investment in a dual gas and/or diesel boiler for the box plant has made it possible to replace the purchase of 2,500 tons of coal per year with 1,400,000 m³ of natural gas.

Estimated consolidated carbon footprint 90 farms



Total emissions
24,405.8 ton CO₂eq/year

Total emissions per ton
0.057 ton CO₂eq/t banana

Total emissions per hectare
3.1 ton CO₂eq/Ha

Critical points

- 1 Synthetic fertilization
- 2 Organic fertilization
- 3 Use of lime
- 4 Fossil fuels

Impacts

- Nitrogen (N)
Phosphorus (P)
Potassium (K)
- Nitrogen (N)
- Lime
- Carbon dioxide (CO₂)

hectare planted.

These results mark the starting point for the construction of a climate change mitigation and adaptation strategy for farms associated with Unibán and its basins of influence.

As for the carbon footprint results, we obtained a total emission of the 90 farms of 24.405 tons CO₂eq/year.

Measurement of footprints in farms

In addition to measuring the corporate carbon footprint, we conducted a carbon and water footprint calculation exercise for 90 of the company's farms in partnership with the GIZ (German Society for International Cooperation) and its INCAS Global+ program.

The results of the exercise yielded highvalue recommendations for the identification and analysis of risks and opportunities for water management and climate change.

The exercise allowed us to go to the next level, arriving at average emission values per ton of bananas produced and per

GHG emissions intensity

Emissions presented by the snack plant production

Annual snacks production 2022

1.620 tons

482.1 (ton CO₂eq)

Snacks absolute emissions categories 1 and 2

Ton CO₂eq/tons of produced snack

0.297

Emissions presented by the box plant production

Annual production of boxes 2022

41,348,656 units

3.036 (ton CO₂eq)

Absolute emissions categories 1 y 2

Ton CO₂eq/units produced

0.0007



Forests and biodiversity, natural wealth that we preserve

[GRI 3-3] [GRI 304-2][GRI 304-4]

Since 2017, we have been recording fauna at the company's different sites, reaching a total of 190 species recorded in six years of work. During 2022 we had a total of 39 sighting records in one of the processes at our sites. When we observed injuries or wounds, we took the individuals to Corpourabá's transit home to receive veterinary medical attention.

It is of great importance for Unibán to maintain the ecosystem conditions by acting in favor of biodiversity conservation in the Urabá region. In this sense, we work with emphasis on endemic species and those that are classified with some degree of threat.

As part of the biodiversity management, the species with the highest sighting records catalogued according to the International Union for Conservation of Nature (IUCN) Red List of Concern are: road guard snake, babilla, opossum, rainbow boa, and howler monkey; and the cotton-top tamarin is critically endangered.

Cotton-top Program This program is carried out with the support of *Unibán Fundación* and aims to strengthen the capacities and skills of our advocacy groups around the recognition, protection and care of the cotton-top tamarin species, which is endemic to the region and is endangered. This is not only a conservation strategy, but also a transformative knowledge management.

During 2022 we worked with six farms to begin the process of community monitoring of the species in sites of interest. We implemented three moments of prior knowledge, contextualized for action, and actions for conservation.

Fauna release with Corpourabá. In an inter-institutional alliance with the environmental authority Corpourabá, we carried out a series of activities to release the fauna, with the objective of executing a successful process in which the animal is rehabilitated so that it can return to natural life to fulfill its ecosystem functions. In December 2022, we released 12 individuals on the León River, in the vicinity of the Regional Natural Wetlands Park between the León and Suriquí Rivers, an area that is part of the National System of Protected Areas. There we returned to natural conditions species of box turtles, hicoteas turtles, snakes and a babilla.

Plant management. By 2022, we carried out different planting days with the support of Unibán Fundación and Ecoaguas. In addition, we implemented the recovery of mangrove and pink oak in the shipyard in conjunction with the Casanova rural development educational institution, and we held planting days with banana producers. Our objective is to reforest the banks of the Quebrada del Medio stream, and improve the water security of the area.

We planted 2,500 trees through the Unibán Fundación school nursery program and executed actions aimed at protecting five water sources with protective and productive reforestation processes, contributing responsibly to the sustainable management of water resources and recognizing the importance of this resource for our productive sector.

In addition, **we planted 13,792 trees on the banks of the León River.** This work was carried out with 115 students from educational institutions, with the Caricias del Sol Social Foundation and with 74 workers from 90 banana farms.



Learn how we protect our wildlife. Click here.



Water and effluents

[GRI 3-3] [GRI 303-1] [GRI 303-3]
[GRI 303-4] [GRI 303-5]

Our main source of supply is groundwater, which we treat in different treatment plant systems for subsequent use in industrial and domestic consumption. The discharge generated is treated 100% in the WWTP systems (wastewater treatment plants), designed for each type of wastewater, and the effluent is characterized annually to validate compliance with the requirements of the standard.

Care of watersheds

We work to prevent impacts such as the contamination of surface water bodies and the reduction of the resource in the environment from altering the development of life through:

- PUEEA (efficient use savings plans) for processes with water concessions.
- Installation of water-saving equipment to improve water use efficiency.
- Design of wastewater treatment systems according to wastewater characteristics.
- Participation with stakeholders in the basin councils and in the Working Group on Groundwater (Macura).

Water use conditions

We account for water withdrawal directly through the use of macro-measurements installed in deep wells (subway sources). We do not currently use water from waterstressed areas.

Water extraction by source (m ³)	2021	2022
Fresh ground-water	140,390	154,794

The increase in use is proportional to the growth in production of the areas and the implementation of projects that involve the extraction and respective consumption of the resource, which for the year 2022 was 158.8 MI (megaliters).

Regarding water discharges that occur mainly in the León River, we carried out an annual measurement, and the quality required for discharge is defined according to Resolution 0631 of 2015, according to each type of activity. In order to improve the discharge conditions for the industrial area, which is the largest flow in the company, we built a new WWTP system for the 2022 balance.

The 2022 discharge measurement flow registered 44,064 cubic meters. The measurement is done directly by volumetric gauging with the laboratory contracted annually.

Circular economy

[GRI 3-3][GRI 306-2][GRI 306-3][GRI 306-5]

Waste management on farms, industrial zone and offices

The management of significant impacts related to waste is evidenced by the proper disposal of the different types of waste generated. Organic and special waste (cooking oil) generated in 2022 increased, mainly due to the increase in production at the snack plant.

We sent about 93.5% of the waste to an external manager for recovery, and the remaining 6.5% was sent to landfill or incineration.

We have identified and managed waste, as well as trained personnel, through the respective waste management programs (PMIRS). We highlight the main waste reductions resulting from process efficiencies:

Waste generated, by composition (ton)		2021	2022
Total hazardous waste		56,53	34,73
Category 1	Hydrocarbon impregnated elements	30,54	18,27
Category 2	Hydraulic oil	23,29	11,48
Category 3	Ethylene filters	2,70	0,80
Category 4	Pesticide-contaminated sludges	-	4,18
Total non-hazardous waste (ton)		7.981,51	7.454,37
Category 1	Ordinary	386,16	351,91
Category 2	Organic	3.096,00	3.176,00
Category 3	Recyclables	4.252,75	3.632,57
Category 4	Special	246,60	293,89
Total waste generated by the organization		8.038,03	7.489,10



Waste destined for disposal	2021	2022
	Tons	
Non-hazardous waste destined for incineration or landfills	482.155	448.048
Hazardous waste destined for incineration or landfills	30.545	18.277

Hazardous waste

Hydraulic oil. Efficiencies by predictive maintenance in equipment, which allows to analyze the conditions and increase the cycle of use, to ultimately reduce equipment replacement.

Ethylene filters. Reduction from the source reduction.

Special waste

Used vegetable oil. Modification of frying equipment to reduce oil losses in wastewater.

Waste reuse

We are currently developing a circularity pilot program that will begin at the end of 2022. By the end of 2022, we closed the year with approximately 10 tons of recovered and reused strapping, which goes directly to Polyban (a subsidiary of Unibán), a supplier of new strapping for the farms. This measure generates a reduction in Polyban's costs, thanks to the use of recycled material (we will continue to strengthen this measure by 2023 to reach around 40 tons of recycled strapping).





Communities and people, building quality of life

[GRI 3-3] [GRI 413-1]

From our sustainability strategy, we seek to improve the quality of life of our collaborators, their families and neighboring communities through impact actions and innovative programs that contribute to the development and strengthening of social processes.

We developed these actions in a comprehensive manner by articulating the actors of the territory; we start from the institutional framework, the allies and the cooperating partners until we reach our beneficiary communities.

Transformation of neighboring environments

Unibán Fundación has become the social arm of Unibán's sustainability strategy. Through its lines of investment (economic development and infrastructure, education and environment) we articulate actions with the communities in the territory where we operate, seeking to improve the benefits perceived by these stakeholders.

To carry out the projects and initiatives proposed, during 2022 we invested COP 20,904 million in improving the quality of life of 85,646 people, including banana workers, banana producers in Urabá Antioquia and Chocó, and small banana producers in Magdalena, plus their families.



Total social investment:
\$20,904 million



Urabá Project Management:
\$10,765 million



Magdalena Project Management:
\$2,333 million



Unibán Institute:
\$4,705 million



Labor training:
\$1,271 million



Credit management:
\$1,830 million



Projects:
37



Urabá and Magdalena beneficiaries:
94,012



Banana workers:
4,213



Banana producers:
100



Plantain producers:
874



Small banana producers and their families:
1,381



Community:
79,078

1. Infrastructure and community development

We understand that increasing the economic income of our population is one of the basis for the improvement of their assets; therefore, we are committed to their productivity and competitiveness with projects focused on training and business consulting for micro enterprises, rural family businesses and solidarity economy organizations.

The projects were focused on strengthening local businesses and small producers, improving educational and community infrastructure, and improving productive infrastructure. Among them we highlight:

Educational infrastructure Alliance for Water.

We provided dignified spaces for more than 6,820 students from grades zero to eleventh in eight educational institutions and for the entire community by improving infrastructure.

Improving sports infrastructure.

We built and installed 20 bleachers in 10 villages in the municipalities of Turbo and Belén de Bajirá, which contribute to the proper use of free time of the 6,315 inhabitants of the communities, and to the enjoyment of sporting events.

Construction of the La Esperanza bridge.

2,050 people from Paraíso Tulapa are the direct beneficiaries of the construction of a cable-stayed pedestrian bridge used to travel to other communities and to transport fruit from small producers in good conditions.

Socio-environmental strengthening for banana workers.

600 banana workers benefited, strengthening the production chain and achieving higher quality standards through education strategies, good environmental practices, and the improvement of 22 production infrastructures thanks to the installation of conveyors or conveyor belts.

Strengthening of agricultural extension.

We implemented a process of sustainable and competitive productive practices in the municipalities of Ciénaga and Zona Banana through a comprehensive improvement for the benefit of 207 families of small banana producers from seven cooperatives in Magdalena. This was achieved by providing fertilizers for their crops, transferring good agricultural practices, and accompanying them in strengthening their soft skills in alliance with the Rural Development Agency (ADR) and Augura.

Adequacy of the sports center in the village of Tucurínca, Zona Bananera.

We contributed to the improvement of Magdalena's infrastructure by benefiting 3,034 people with the adaptation of the sports center.

Credit management.

During the year 2022, we reached a placement of COP 4,642 million: in this way we contributed to the sustainability of 367 small producers. The main investment destination was drainage improvements, followed by the construction of cable roads. In addition, 22 of our producers were able to insure their crops thanks to the use of credit for agricultural insurance. In 2022, we closed with a portfolio of COP 7,396 million

placed, with a total of 820 producers who took out loans to improve their productive units, seeking to ensure the income that will allow them to give their families and future generations the possibility of growth.

2. Education

Through various initiatives, and based on our strategy, we seek to strengthen human talent through training and learning processes. In the line of education, projects focused on strengthening musical, cultural, sports and personal development processes, while we carried out other academic and administrative strengthening processes in public educational institutions in the banana regions.

Instituto Unibán (Unibán Institute)

The Unibán Fundación efforts to continue to support quality education efforts to continue to support quality education for low-income students through strategic alliances with national and international donors are noteworthy. Among the 601 students enrolled in 2022, 34.9% received a subsidy or scholarship.


Instituto Técnico Unibán (Unibán Technical Institute)

We had 326 active students during 2022 in our labor techniques, 216 of whom enrolled for the first time in the two semesters of the year. In that year, 69 students were certified by meeting all the criteria for academic competencies and labor practices. In addition, we attended 281 students in short tailor-made courses, and a cohort on banana management aimed only at women began, in order to develop strategies for gender equity.

Banana and plantain skills center

This project strengthens training and retraining processes to improve productivity and quality indexes. In 2022, 3,488 people attended the courses offered.



Learn more about the projects that we advance from Unibán Fundación. 

Labor welfare

[GRI 3-3] [GRI 401-2]

In our organization we focus on making collaborators vibrate, enjoy and connect with the Unibán experience. To this end, we implement actions aimed at people, relationships and the environment that lead to the care and improvement of the collaborators' quality of life.

Collective Bargaining Agreement

[GRI 2-30]

The relationship with our collaborators is a priority in our actions. That is why we have a broad portfolio of benefits, with which we seek to contribute to their general well-being within Unibán. The Collective Bargaining Agreement benefits our collaborators and their families, while making us more competitive in today's labor market.

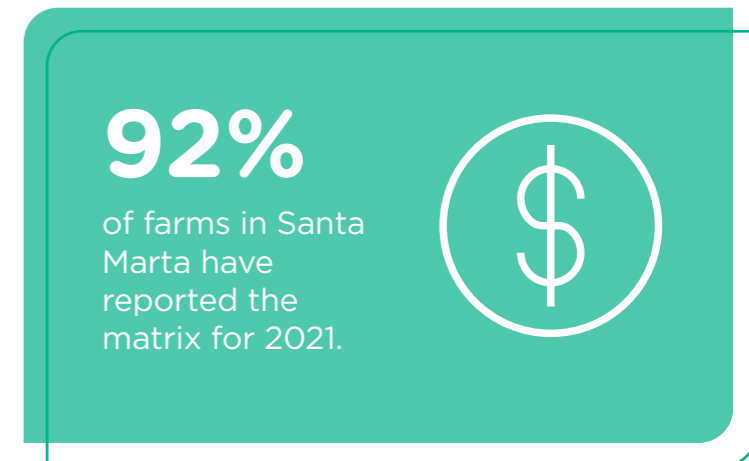
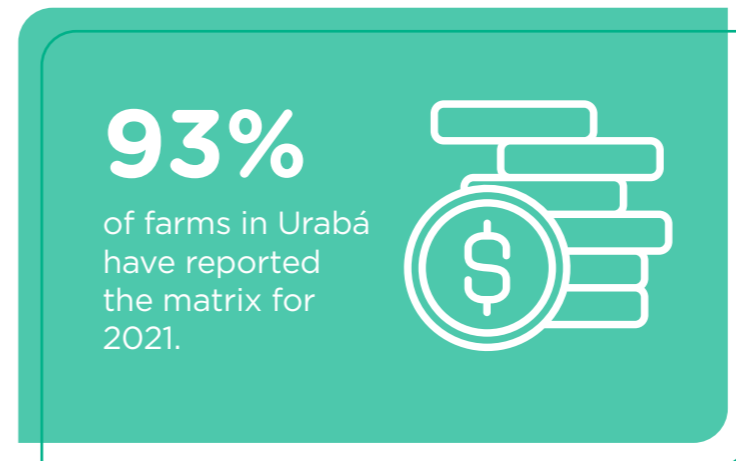
The collaborators have benefits such as life insurance, health care, disability and invalidity coverage, vacation bonus, Christmas bonus, Christmas bonus, marriage bonus, seniority bonus, education allowance, childbirth allowance, eyeglasses allowance, mutual fund savings, death of family members allowance, and death of collaborator allowance.

Responsibility and living wages

At Unibán, with the aim of generating a greater impact on the wellbeing of the workers, we developed some initiatives in favor of this purpose. These include accompanying farms to fill out wage matrices and participating, together with the German Society for International Cooperation (GIZ), in exercises to help them calculate the cost of closing wage gaps.

In addition, we conducted pilots with supermarkets in Europe and North America to determine strategies to close wage gaps on farms, and we also participated in the Living Wage Summit 2022 in Belgium, with a view to transmitting the concerns found by them in the filling out of the wage matrices and the closing of gaps.

We have accompanied our producers in Urabá and Santa Marta to report information on the Living Wage (IDH), with the following results for the past year:



Our people, our identity

[GRI 2-7]

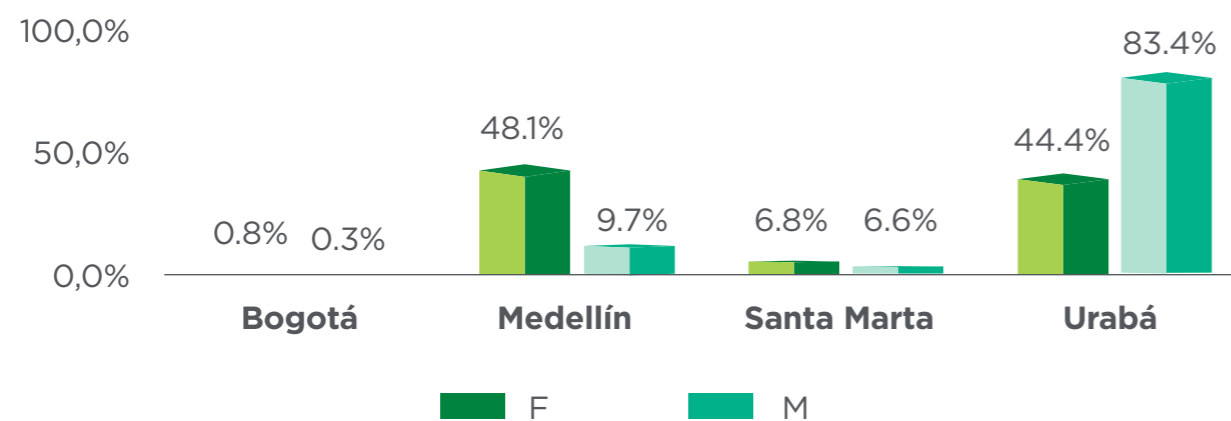
At Unibán, we contribute to equity and the closing of gender gaps by promoting equal employment opportunities in our areas of operation.

We involve women in traditionally male workplaces by adopting practices without gender bias.

Total number of permanent and full-time jobs, broken down by gender and region.

	Bogotá	Medellín	Santa Marta	Urabá	Total
F	1	64	9	59	133
M	2	59	40	506	607
Total	3	123	49	565	740

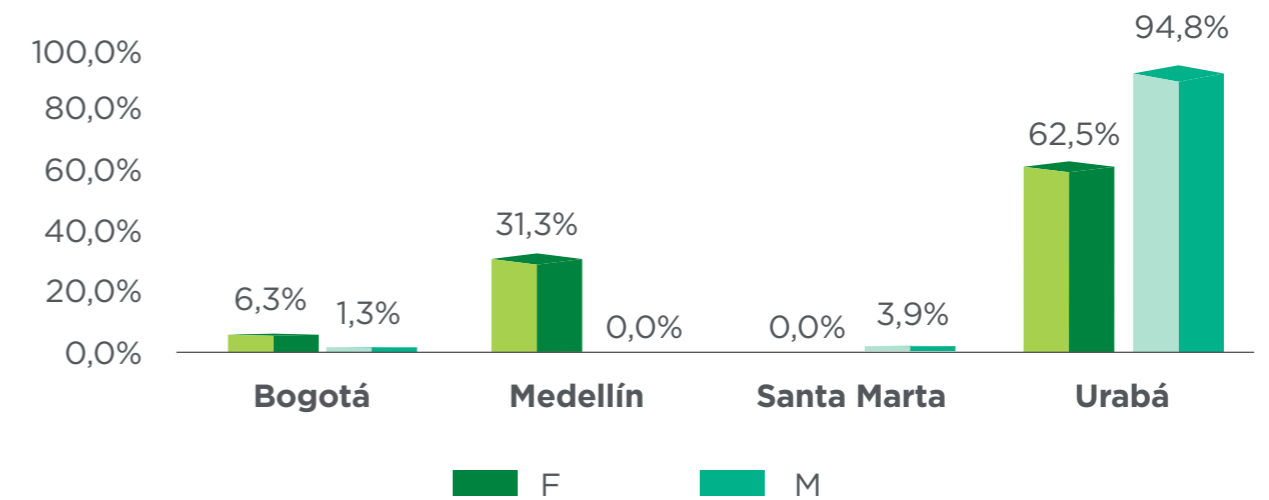
Percentage of permanent jobs by gender and region



Total number of temporary jobs, broken down by gender and region

	Bogotá	Medellín	Santa Marta	Urabá	Total
F	1	5	0	10	16
M	1	0	3	73	77
Total	2	5	3	83	93

Percentage of temporary jobs by gender and region



[GRI 2-8]

Among the most common jobs for collaborators who have a contractual relationship through the provision of services

are: port operator, private security service, loading, unloading and transportation of fruit, catering services, among others.

Our human route, to strengthen the essence of who we are

[GRI 3-3] [GRI 404-2]

During 2022 we continued to strengthen the well-being of our collaborators with the implementation of initiatives that enable continuous training and the development of both technical and human ha-bilities through various programs:

Leadership Community

We gave continuity to the **Leadership Community** in 2022. This time we focused on strengthening organizational processes through internal leaders, who, under the methodology of trainer of trainers, extended their knowledge to the Community.

We articulated teams, linked leaders to training processes and strengthened ourselves as an organization. The **Leadership Community** will continue to be active during 2023, expanding information on internal topics in order to align leaders with corporate actions. We highlight that 102 leaders participated in the Community during 2022 and that 35% of this participating population corresponded to women.

Route for training new leaders

One of the aspects of talent development identified and intervened in 2022 was the generation of leadership tools for leaders who had been promoted or recently joined the organization. We focused the process on working on competencies such as effective communication and team empowerment. Twenty new leaders were involved in the leadership skills development program, of which 35% of the participants were women.

“It was a transforming learning experience, where, through the identification of my strengths and opportunities for improvement, I was able to reflect on what I should enhance in my leadership and in the people who accompany me in the team. In this way we can seek to achieve the objectives we have in common”.

Jorge Mario Restrepo
Accounting Coordinator

Team development paths

During 2022 we also focused on the development and strengthening of soft skills, which help improve performance and contribute to creating positive work environments. For this, we designed and implemented specific routes in the teams, which we oriented to potentiating the doing from the strengthening of the competencies of being. We achieved very favorable results, with a total of 60 hours of training.

270 collaborators actively participated in the development paths. By 2023 these paths will have continuity.

Knowledge Management Model

Knowledge is one of our organization’s greatest assets. Therefore, in 2022 we began the definition of a Knowledge Management Model and Methodology focused on the identification, development, distribution and retention of critical knowledge for the continuity of specific activities and processes of the areas.

Training plans

The training routes are born as an initiative focused on the care of the collaborators through specific plans and training in the performance of each role. In this sense, we value the knowledge of the most experienced collaborators so that it can be transmitted to new talent entering the company.

“The most important challenge to reach a mind is to build solid knowledge that is easy to understand, easy to transmit, eloquent and, above all, useful. During the construction of our training plan, we consolidated the process as a life experience. Regardless of the level of knowledge with which the new collaborator enters, we manage to reach high standards, building from the being for a better doing”.

Daniel Segura
Container Maintenance Coordinator

Knowledge experts

The objective of this program, created in 2021, is to identify key processes and roles with high impact for the operation, and, in turn, the strengthening of internal talent at critical moments: vacations, absences and retirements.

In 2022, our efforts were focused on the construction of training routes for the roles, as well as on closing the gaps identified in the valued talents. This is a two-way exercise: being + doing.

Retirement management program

Within our Corporate Wellness Model, retirement management is a high-impact component. We accompany employees throughout their working life and seek to generate a memorable experience.

During 2022, six employees participated on a voluntary basis. The Retirement Management Program focuses on accompaniment in four fundamental areas: financial, legal, family and life project.

[GRI 404-3]

Performance management

Performance management allows us to generate base information for the construction of training and development plans, as well as specific plans to close gaps.

During 2022, 386 administrative employees received periodic performance evaluations, representing an increase of 14% over the previous year.

In relation to the operational population, in the same year we generated a pilot exercise aimed at automating performance management at these levels, and linked it to the current platform used with administrative level roles.

Unibán Tickets

One of the most valued initiatives by our employees and their families is the Unibán Tickets, which gives each employee the benefit of having a total of five days off, in addition to vacation, during the year.

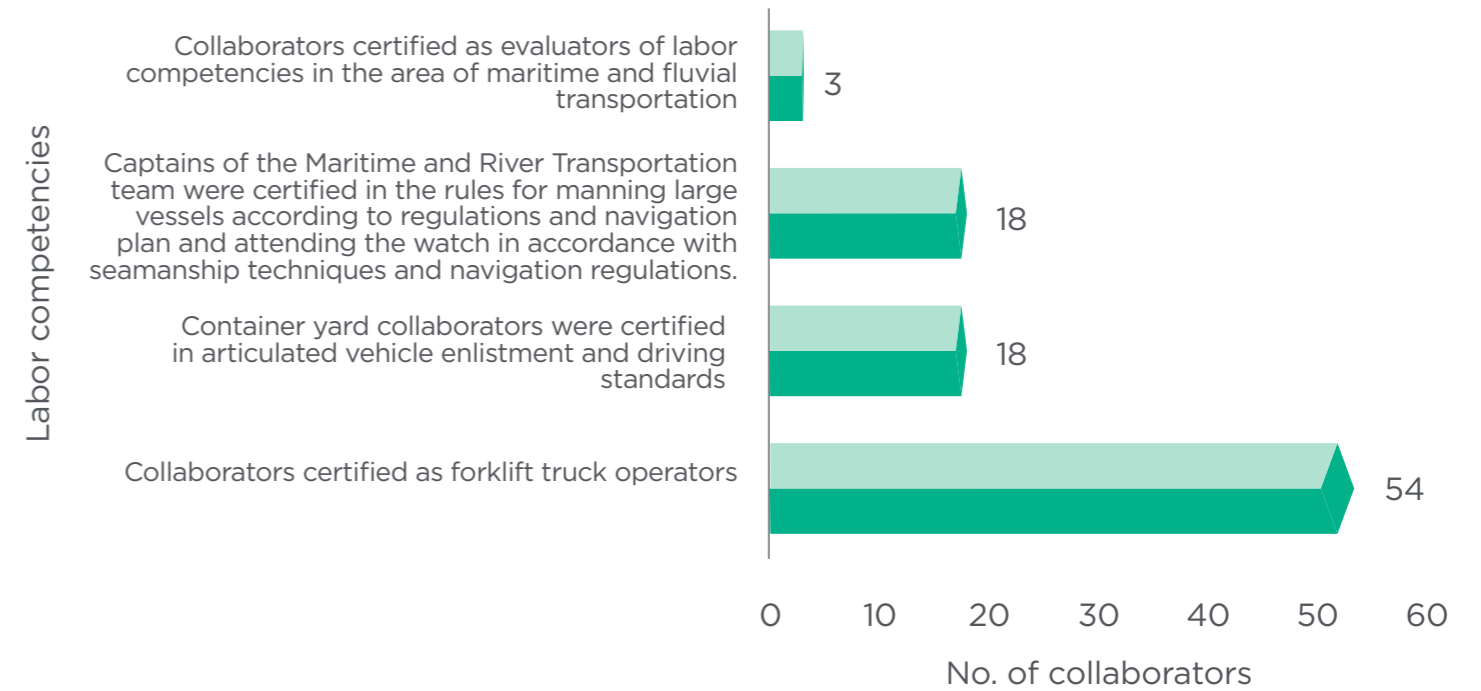
In 2022, **602** employees, **81%** of the organization's total population, redeemed **7,337** tickets, resulting in well-being, peace of mind and connection with the organization.

Labor competencies certification

As a methodology that seeks to recognize the experience and talents of our employees, the initiative of certification and evaluation of labor competencies was born.

By 2022 we achieved the following labor competency certifications:

Labor competencies certification 2022



Gender equality and non discrimination

At Unibán, we do not tolerate any type of discrimination based on gender, race, sexual orientation, disability, religion, age or political opinion. Likewise, we conceive equal conditions for hiring, remuneration, promotion and access to benefits regardless of the gender of contractors and collaborators linked to Unibán.

In 2022, the Unibán Foundation was one of the first five SMEs in the country to receive the Equipares Plata Seal for the implementation of actions in favor of gender equality; this was awarded

for the first time to medium and small companies by the Ministry of Labor and the Presidential Advisory Office for Women's Equity, with the technical support of the United Nations Development Program (UNDP).

The organizations and entities that are part of this seal become leaders in the cultural transformation of work environments towards inclusion, diversity and equal opportunities. We obtained this achievement after a diagnosis on the closing of gaps within the Foundation and the implementation of an action plan that was presented to the certifying entities.



Training and development with strategic allies

[GRI 3-3] [GRI 404-1]

In 2022, we strengthened our strategic alliances with SENA, the Comfama family compensation fund and Cesde. Mainly, we worked in collaboration for the execution of training on IMO (International Maritime Organization) and Excel, and in the certification of competencies on the fluvial part, forklift operation, and articulated vehicle operation.

During this period, the total hours of training were **13,455**, with an average of **17.33** hours per employee. Eighty-eight percent of the total training hours in 2022 were given to male employees and **12%** to female employees.

96% of the training hours were received by employees with indefinite-term contracts.

We look after our team

[GRI 3-3] [GRI 403-1] [GRI 403-2] [GRI 403-3] [GRI 403-4] [GRI 403-9]

Health and Safety Management System

We are currently implementing the OSH Management System in compliance with the provisions of Decree 1072 of 2015 and Resolution 0312 of 2019 of the Ministry of Labor.

Our system has a scope which covers each of our economic activities and all the sites where we operate; in this way we protect and promote the safety and health of our employees, contractors, visitors and stakeholders.

Hazard identification, risk assessment

Through safety inspections, self-reporting of conditions, safe work analysis and risk analysis by trade, we identify, evaluate and permanently control the risks generated in the development of ordinary activities for direct personnel, contractors and visitors. To carry out these processes we have certified personnel with occupational health and safety licenses from the Regional Health Department of Antioquia.

At Uniban we have an *Occupational Health and Safety Manual*, which covers personnel under service contracts with third parties and suppliers. This includes relevant aspects regarding occupational

safety and is delivered to the company with which we establish a contract for goods or services. We monitor compliance with the OSH Management System through periodic audits of our contractors.

Support Groups

We have integrated internal support groups such as COPASST, the Coexistence Committee and the Emergency Brigade, which work hand in hand with the Occupational Health and Safety Process, developing activities and strategies to promote care and prevent accidents and illnesses.

We identify hazards through the preparation of a matrix of hazards, evaluation and assessment of risks in accordance with the Colombian Technical Guide GTC 45.

As intervention measures for the different risk factors, we implement:

Substitution. Change of work equipment for oxy-fuel cutting activities; use of automated tools in maintenance activities.

Occupational injury figures

Work-related injuries	Direct employees	Workers not employed, but with workplaces controlled by the organization.
Number and rate of fatalities resulting from occupational accident injuries	Quantity: 0 - Rate: 0%	Quantity: 0 - Rate: 0%
Number and rate of occupational injuries with major consequences (excluding fatalities)	Quantity: 2 - Rate: 0.18%	Quantity: 1 - Rate: 0.047%
Number and rate of injuries per recordable occupational accident	Quantity: 78 - Rate: 7.08%	Quantity: 118 - Rate: 5.5%
Main types of occupational injuries	Injuries, blows or contusions, burns, falls to level and different level below 1.50 m	Injuries, blows or contusions, burns, falls to level and different level below 1.50 m
Number of hours worked	2,201,679	4,231,136

Engineering control. Improvement of access and work roads with loading equipment; installation of safety guards on machines and equipment with transmission system.

Administrative controls. Training, education and training of our collaborators and standardization of processes; signaling and demarcation of loading equipment, work areas, pedestrian and preventive paths according to the type of risk to which the worker is exposed.



Unibán's Results

[GRI 413-2]

Unibán's ordinary income in fiscal year 2022 was COP 1.83 trillion, 3.3% higher than the previous year. Operating profit was negative by COP 22,3 billion, which represents a 52.6% loss decrease compared to with 2021, and the net loss, which considers the equity method with subordinate companies, reached COP 49,780 million. These results reflect the closure of operations related to the pineapple harvesting during the year, which meant a penalty of COP 18,226 million for discontinued operations.

The increase in net loss of close to 104% over the prior year's loss is primarily due to a 10% decrease in the exported volume in boxes, higher input costs, raw materials, and services; the pineapple crop withdrawal, and higher financial expenses, despite a favorable exchange rate with a devaluation of annual averages of 20% growth, and the support of our producers by receiving a lower price for conventional bananas in the second semester, all of this given the unforeseen circumstance of the invasion of Ukraine and its impact on sales prices and marketing related expenses.

Total assets grew by 9%, reaching COP 1.18 trillion, total liabilities were COP 598,060 million, increasing by 26.6% over 2021, and equity was COP 579,759 million, 4.6% less than the previous year. Financial liabilities increased by COP 61,392 million, while total

liabilities increased by COP 125,803, due to the increase in working capital required to cover the operating deficit generated by the losses, and the investment in Puerto Antioquia, as well as being capable of fully complying with all obligations with suppliers, tax, and other kinds.

The cash flow generation added to the increase in financial liabilities, allowed to make the necessary investments, maintaining Unibán's operation and that of its subordinate companies, as well as to cover payment of raw materials suppliers with some difficulties. The consolidated figures with the national and foreign subsidiaries contribution, on their part, reveal an operating income for the entire organization of COP 2.22 trillion, operating loss of COP 20,236 million, and a net loss of COP 49,871 million. Assets were COP 1.18 trillion, liabilities COP 589.269 million, and equity reached COP 590.026 million.

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GRI Index Disclosures



Declaration of use

This material refers to the standard, taking into account the latest updates.

Unibán has prepared the report according to GRI standards for the period from

January 1st to December 31st 2022. In the context of sustainability, we have used GRI 1: Fundamentals 2021; we have not applied any sector standard.

GRI Standard	Disclosure	Page location	Omission		
			Omission requirements	Motive	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	The organization and its reporting practices				
	2-1 Organizational details	5			
	2-2 Entities included in the organization's sustainability reporting	5	Not applicable	There are not	No further entities are included
	2-3 Reporting period, frequency and contact point	5			
	2-4 Restatements of information	5			
	2-5 External assurance	-	Not applicable	Not being done	Not verified
	2-6 Activities, value chain and other business relationships	10			
	2-7 Employees	39			
	2-8 Workers who are not employees	39			
	Governance				
	2-9 Governance structure and composition	19			
	2-10 Nomination and selection of the highest governance body	19			
	2-11 Chair of the highest governance body	19			
	2-12 Role of the highest governance body in overseeing	19			

GRI Standard	Disclosure	Page location	Omission			
			Omission requirements	Motive	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	19				
	2-14 Role of the highest governance body in sustainability reporting	19				
	2-15 Conflicts of interest	22				
	2-16 Communication of critical concerns	22				
	2-17 Collective knowledge of the highest governance body	19				
	2-18 Evaluation of the performance of the highest governance body	-	It is not communicated	It is not communicated	It is not communicated	
	2-19 Remuneration policies	-	It is not communicated	It is not communicated	It is not communicated	
	2-20 Process to determine remuneration	-	It is not communicated	It is not communicated	It is not communicated	
	2-21 Annual total compensation ratio	-	It is not communicated	It is not communicated	It is not communicated	
	Strategy, policies and practices					
	2-22 Statement on sustainable development strategy	3				
	2-23 Policy commitments	22				
	2-24 Embedding policy commitments	22				
	2-25 Processes to remediate negative impacts	22				
	2-26 Mechanisms for seeking advice and raising concerns	22				
2-27 Compliance with laws and regulations	22					
2-28 Membership associations	16					

GRI Standard	Disclosure	Page location	Omission		
			Omission requirements	Motive	Explanation
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General Disclosures 2021	Stakeholder engagement				
	2-29 Approach to stakeholder engagement	6			
	2-30 Collective bargaining agreements	38			
Material topics					
GRI 3: Material topics	3-1 Process to determine material topics	6			
	3-2 Material topics list	6			
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GRI 201: Economic performance					
	3-3 Material topics management	52			
	201-1 Direct economic value generated and distributed	52			
GRI 205: Anti-corruption					
	3-3 Material topics management	22			
	205-2 Communication and training on anti-corruption policies and procedures	22			
300 Series (environmental topics)					
GRI 302: Energy					
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	302-1 Energy consumption within the organization	30			
GRI 303: Water					
	3-3 Material topics management	33			
	303-1 Water withdrawal by source	33			
	303-3 Water withdrawal	33			

GRI Standard	Disclosure	Page location	Omission		
			Omission requirements	Motive	Explanation
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303-5	Water consumption	33			
GRI 304: Biodiversity					
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304-2	Significant impacts of activities, products and services on biodiversity	32			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	32			
GRI 305: Emissions					
3-3	Material topics management	30			
305-1	Direct (Scope 1) GHG emissions	30			
305-2	Energy indirect (Scope 2) GHG emissions	30			
305-3	Other indirect (Scope 3) GHG emissions	30			
305-4	IGHG emissions intensity	30			
GRI 306: Waste					
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306-2	Management of significant waste-related impacts	34			
306-3	Waste generated	34			
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GRI Standard	Disclosure	Page location	Omission		
			Omission requirements	Motive	Explanation
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413-2	Unibán's Results	44			

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