INTEGRATED MANAGEMENT AND SUSTAINABILITY REPORT 2024

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#### **BOARD OF DIRECTORS:**

#### Main

Federico Gallego D. Juan Esteban Álvarez B. Jaime Henríquez G. Anthony Macvean G. Gaudy Silva R. José Antonio Gómez B. Juan Antonio Rivas M.

#### Alternates

Milena Aristizabal Z. Carla Henriquez F. Irene Gaviria C. Juan Jacobo Mejía V. Maria Catalina Silva S.

#### Executives

Manuel Antonio Laborde B. **Chairman** 

Juan Carlos Rojas V. Commercial Vice President

Jorge Andrés Hurtado U. Vice President, Corporate Finance

Alejandra Molina P. Director of Market Development

Julio Cesar Daza T. Agricultural Production Manager

Juan Gonzalo Jimenez T. Director of Field Services

Santiago Gutierrez B. Chief Operating Officer

Fabian Fonseca M. Productivity Director

Marcela Sañudo V. Human Resources Director

Marcela Estrada M. General Secretary

Carolina Jaramillo F. Sustainability Director





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# Unibán: moving towards a model of shared value and sustainable development

### [GRI 2-22]

At Uniban, we are committed to generating shared value both for our company and for the communities in which we operate, working under the following principles of sustainability, ethics and social commitment. Throughout 2024, we have reached important milestones that reaffirm our commitment to sustainable development and continuous improvement in all our processes.

More than 10,000 agricultural workers in Urabá benefit from wages paid by producers linked to Uniban, including our own production, which exceed the legal minimum wage by 73%, which has a positive impact on their quality of life. In addition, it offers programs that enable them to access basic services such as housing, health care and education for themselves and their families. This approach reflects the commitment of Uniban and its producers to the well-being of employees and their environment, promoting a comprehensive improvement in rural communities.

Uniba n markets the production of 182 banana farms, covering more than 17,653 hectares in Urabá and Magdalena. We lead the implementation of advanced and sustainable agricultural practices that ensure high quality products, marketed under our premium brands Turbana and Tropy. In addition,

we work closely with approximately 2,500 small banana producers whose products we export and also convert into value-added products, strengthening our supply chain and supporting the integration of local production with international markets.

In line with our commitment to regional development, through strategic alliances with the Uniban Foundation, we have supported the development of more than 250 community infrastructure projects, including the construction of schools, health centers, and public spaces. This has benefited thousands of people in the regions where we operate.

Aligned with the Sustainable Development Goals (SDGs) of the United Nations, through the Uniban Foundation the company has positively impacted more than 107,000 people through initiatives in economic development, infrastructure, environmental protection, education, sports, arts and culture. Key achievements include a 7.28% increase in the productivity of small banana producers, benefiting 1,095 farmers who have improved their infrastructure, received technical support and accessed co-investment opportunities for more sustainable production. They have also obtained financing through the Foundation's Credit Unit, further enhancing their productive capacity.

Our commitment to the environment is also a priority in all our operations. **By 2024, through the Uniban Foundation, we have planted more than 50,000 trees and restored 117 hectares of forest.** We also created more than 3,200 meters of biological corridors and established wildlife overpasses to facilitate the safe passage of species. In addition, we supported conservation programs for the cotton-top tamarin, an endangered species, contributing to the preservation of the region's biodiversity.

### We are proud of the achievements made in 2024 and know that the road to sustainability is long and requires a continuous commitment.

At Uniban, we remain committed to the continuous improvement of our operations, the strengthening of our relationships with local communities and the protection of our natural environment.



### Manuel Antonio Laborde Barriga

CEO of Uniban

AT UNIBAN, WE ARE CONVINCED THAT SUSTAINABILITY NOT ONLY ENHANCES OUR COMPETITIVENESS, BUT ALSO GENERATES A POSITIVE IMPACT ON THE COMMUNITIES IN WHICH WE OPERATE. WE WILL CONTINUE TO WORK WITH EFFORT AND DEDICATION TO BUILD A MORE PROSPEROUS, INCLUSIVE AND SUSTAINABLE FUTURE FOR ALL."





# About the report

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

At Uniban, our greatest value lies in the people who, with their daily efforts, drive our organization into the future. In 2024, we are moving forward in the consolidation of models sustainable production and marketing practices, while strengthening a culture of collaboration and mutual respect. Working hand in hand with our communities and prioritizing the well-being of our employees has been key to managing our impacts responsibly and generating shared value for all our stakeholders.

### **Materiality** [GRI 2-29] [GRI 3-1] [GRI 3-2]

These elements not only guide our internal management, but also allow us to have a positive Material issues at Uniban have been established impact in the regions where we operate, ensuas the basis of our sustainability strategy, guiding ring that our actions are aligned with the expecour decisions and strengthening the link with our tations of those who trust us. stakeholders. These issues, identified in collaboration with our banana and plantain producers. These issues have been key to achieving signicommunities, corporate governance, unions, ficant results, driving responsible, transparent customers and staff, reflect our shared prioriand forward-looking management, where susties and our vision of sustainable development. tainability and the creation of shared value are the driving force behind our growth.



We make available our 2024 Sustainability Report, aligned with the Global Reporting Initiative (GRI) standards. This report consolidates our progress in the environmental, social and economic dimensions of our business We are committed to a management based on the materiality exercise, which guides our actions and reinforces our commitment to transparency, comparability and continuous improvement.

In this reporting period, we include information from our agricultural and Polytechnic subsidiaries and the Polyban international, dedicated to the production banana and the manufacture of plastics for agricultura, respectively. This change may present challenges for comparability with some of the data from previous years; however, it is useful for evaluating the management We have developed in the different areas within the organization.

Advances in production and marketing models sustainable, working on with the communities and with respect for the environment. We are also aligned with the global agendas for the sustainable development, based on of the potentialities of the territories where the organization is present, managing impacts and generating shared value for our stakeholders.

Through a comprehensive analysis, we evaluate environmental, social, economic and strategic issues, and define corporate reputation, environmental management, innovation, community value and business ethics as material issues.





### Are Uniban

### [GRI 2-6]

At Uniban, sustainability is not just a commitment, it is the heart that drives every step in our value chain. With more than 55 years of experience, we have established ourselves as the leading international trader of Colombian agro-industrial products, bringing the flavor and quality of bananas, plantains and other products from our regions to markets in North America, Europe and Asia.

### Our history is one of constant evolution. From our beginnings in Urabá, Antioquia, to our expansion in Magdalena, we have grown by adapting to the challenges of the market. We not only commercialize fruits; we also cultivate relationships, promote sustainable development and promete responsible agricultural practices that benefit producers, collaborators and consumers.

Diversification has been key to our vision for the future. With the creation of our own brands such as Turbana, Tropy, Darien, Bahia and Cumbia, we have expanded our presence in international markets, innovating with products such as banana, banana and yucca snacks that reflect the richness of our land and the dedication of our people.

Our organizational culture is nurtured by solid principles such as excellence, responsibility, resilience and honesty. These values not only define who we are, but also drive us to work as a team, to innovate and to generate positive impact in each territory where we operate.

In 2024, we will participate in leading national food industry trade fairs, strengthening our global presence and generating new business opportunities. At Fruit Attraction 2024 in Madrid, we will be presenting the best of the food Colombian production, from fresh bananas and plantains to value-added productos. At Fruit Logistica Berlin, We reaffirmed our commitment to the guality and international expansion, highlighting our range of maritime logistics products and services, and consolidating key relationships in the European market.

Our participation in events such as the Fancy Food Show New York and the Winter Fancy Food Show in Las Vegas was key to positioning the Turbana brand and promoting new products such as freeze-dried fruit and ver- de banana chips. The "Love Comes in Many Flavors" campaign reflected our commitment to diversity, inclusion and cultural connection through food. These actions not only drive commercial growth, but also reinforce our sustainability strategy by opening markets for responsible products and promoting commercial practices that generate shared value throughout our supply chain.

### Uniban in the world Transforming territories, inspiring the world!

1. Canada 2. United Stated 3. Mexico 4. Guatemala 5. El Salvador 6. Panama

7. Colombia

From Colombia, we bring the best of our land to 30 countries in three different countries continents. positively impacting the nutrition and well-being of millions of people around the world.

Unibán in the world.

- 24. Italy
- 25. Slovenia
- 26. Croatia
- 27. Montenegro
- 28. Greece
- 29. Turkey
- 30. Rumania
- 31. Sweden

- 15. Portugal
- 16. Spain
- 17. France
- 18. Ireland
- 19. United Kingdor
- 20. Bélgica
- 21. Netherlands
- 22. Germany
- 23. Poland

- 8. Cavman Islands
- 9. Dominican Republic
- 10. Puerto Rico
- 11. Martinique
- 12. Trinididad and Tobago
- 13. Guyana
- 14. Chile

# Uniban in figures 2024



Boxes of bananas marketeds:

34,489 million boxes



ED

6,6

**\$**}

million boxes

**Revenues** Polyban

58,021

International::

millins COP

Value banana marketing:

Banana boxes of own

production exported:

325,035 millins USD

D



Turnover in the domestic market:



Unit:

\*Does not include income from plant health services.



Tons of snacks:



Banana boxes exported:





**Field Service Business** 





Banana export value:



Containers of refrigerated fruit exported:





Sale of Tropicentros supplies:

109.560 millions COP

# Our products and services

In 2024, we acquired the operational assets and took over the operation of the La Niña snack plant, located in the Eje Cafetero region, to strengthen our Turbana brand and consolidate our presence in the Colombian market.

This strategic acquisition will enable us to strengthen ties with local producers, facilitate access to raw materials and expand our productive capacity. With this new plant, we plan to increase our production by 83% and diversify our portfolio with products grown in different regions of the country. This expansion strengthens our capacity of exporting snacks to growth markets such as the United States, the United States and Europe.



PRODUCTS	LOCATION
Banana	Urabá, Antioquia Magdalena
Plantain	Urabá, Antioquia Chocó
Snacks	Urabá, Antioquia Chocó

Products.

VERTICAL INTEGRATION AND FIELD SUPPORT SERVICES	DESCRIPTIO
LOGISTICS SERVICES	Uniban Servicio and logistic serv companies as w import cargo ge
BOX PRODUCTION	Production of co boxes for the fru industry.
PLASTICS PRODUCTION	Manufacture of mainly for bana
COMMERCIAL WAREHOUSES	Commercial war agricultural inpu necessary to me of producers at
SHIPYARDS	Design, construc maintenance an the Gulf of Urab
FUMIGATION SERVICES	Services provide control and prev disease-causing
SNACK PRODUCTION	Production of sr products by Uni Foods.

Services.



N OF THE SERVICE	LOCATION
s S. A. provides port vices to shipping vell as to export and enerators.	Port facilities of Zungo and Nueva Colonia.
orrugated cardboard	Zungo Embarcadero port
uit and vegetable	facility.
plastics for agriculture, nas and plantains.	Cartagena de Indias Industrial Free Trade Zone, in the industrial corridor of Mamonal.
rehouse that provides	4 warehouses: Apartadó and San
uts and supplies	Juan, in Urabá. La Gran Vía in
eet the requirements	Magdalena and Belén de Bajirá
competitive prices.	(Riosucio), in Chocó.
ction, remodeling,	Zungo Industrial Zone, on the
nd naval calculations in	León River, in the municipality of
pá.	Carepa.
ed to third parties to vent pests, weeds and 9 organisms.	Urabá, Antioquia, and Magdalena.
nacks and value-added	Urabá and Dosquebradas
iban and Turbana	snack plants

# Supply chain

Our commitment goes beyond marketing, integrating respect for human rights, environmental protection and the promotion of inclusion and equity. Through local sourcing, we drive the economic development of the regions where we operate, actively contributing to their social and environmental sustainability.

In 2024, we consolidated a supplier ecosystem involving 1,264 suppliers, 94% of which are national and 6% international. **This year, our supply chain reaffirmed itself as a key driver for the economy in the Urabá region**, highlighting a 15% increase in our local purchases, which is equivalent to a growth of almost \$6 billion compared to 2023. Highlighting a 15% increase in our local purchases, equivalent to a growth of almost \$6 billion compared to 6 billion compared to 2023.

In 2024, we reinforce our commitment to the responsible development of our supply chain through strategic initiatives that strengthen the local economy, **drive sustainability, and conso-lidate trusting relationships with our businesspartners:** 



Code of Conduct for Suppliers.

STRATEGIC INITIATIVES	DESCRIPTION
Circular economy	We collect 500 tons of plastic from farms and reincorporate it into our production processes through our circularity strategy.
Advances Urabá	In alliance with the National Association of Entrepreneurs of Colombia (ANDI) and Comfenalco Antioquia, we promoted 40 local MYPIMES, preparing them to integrate into large value chains.
Supplier Code of Conduct	We implement environmental, social and governance (ESG) criteria to improve management, compliance and compliance for human rights in our supply chain other than fruit.
Supplier evaluation and monitoring	We incorporate ESG criteria in the selection and monitoring of suppliers, ensuring alignment with our sustainability policies.
Strengthening of local suppliers	6 new MYPIMES from Urabá joined our network, increasing local purchases by \$6,000 million and strengthening the regional economy.
Packaging optimization	We reduced packaging weight by 9%, increasing its resistance from 2,300 to 3,050 pounds, optimizing resources and minimizing waste.

Strategic initiatives that strengthen the local economy, drive sustainability and consolidate trusting relationships.

Our Supplier Code of Conduct, first published in 2024, is a key tool that establishes principles and standards that should govern our business relationships, ensuring compliance with national and international regulations on human rights, labor practices, the environment and risk management.



### Juan Camilo Vallejo Delgado Supply Chain Manager

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WE STRENGTHEN OUR **SUPPLY CHAIN WITH A RESPONSIBLE APPROACH, BASED ON TRUST WITH OUR SUPPLIERS AND** THE IMPLEMENTATION OF PRACTICES ALIGNED WITH SUSTAINABILITY CRITERIA. IN 2024, WE WILL EXPAND OUR LOCAL SOURCING, OPTIMIZE THE **USE OF OUR SUSTAINABLE** MATERIALS AND ADVANCE IN CIRCULAR ECONOMY, **GENERATING A POSITIVE IMPACT ON BOTH OUR OPERATIONS AND THE ENVIRONMENT.**"

During 2024, we strengthened our practices in materials, inputs and agrochemicals with key initiatives:

KEY INITIATIVES	DESCRIPTION
Responsible use of paper and FSC certification	100% of the paper used in our cardboard boxes comes from FSC-certified suppliers, guaranteeing its origin in responsibly managed forests.
Optimization of sustainable materials in packaging	100% of the corner posts for export are made from sustainable materials: 69% recycled paper and 31% post- industrial paper.
FSC-certified reforested wood	The wood pallets come from reforested plantations that comply with environmental regulations and have permits of the ICA. In addition, 12% of the wood used is FSC certified.
Sustainable management of agrochemicals	We implement a rigorous control in the use and disposal of agrochemicals, prioritizing solutions with less chemical load and 100% biological products. We require that they meet criteria of low toxicity, low residual, non- accumulation in the food chain, non-carcinogenic and phytocompatibility.

he agrochemical products we use comply 00% with label standards and are clearly lassified according to their toxicological ategory; likewise, our products are gnificantly below the trace limits allowed y the regulations of the countries in which e operate. To minimize operational and nvironmental risks, we have implemented safe corage protocols, with ventilation systems and ontainment mechanisms that prevent spills, rotecting our employees and the environment. ogether with our suppliers, we strengthen aining in the safe handling of agrochemicals, cluding the correct handling of products. quipment calibration, and the proper use fpersonal protection.

> In addition, we promote responsible waste management with certified companies for the collection and disposal of packaging. Prioritizing the recycling of plastics for their transformation into building materials, reaffirming our commitment to the circular economy and sustainability.

### Governance

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

The governance of our organization is exercised by the Board of Directors, composed of seven members, including two independent members, who are delegated by more than **100 shareholders to** define corporate strategy and guide the company toward sustainability and business development, and a highly qualified management team reporting to the President. The President and senior management are responsible for executing this vision, ensuring its effective implementation in line with the directives of the Board and the Assembly.

### Uniban's governance structure is based on two fundamental axes:

- **Governing body:** The Board of Directors, in charge of the organization's strategic decisions.
- Administrative structure: Composed of the President and the management team, which executes the strategy.

Board members participate in seven specialized committees: sustainability, strategy, finance, audit and risk, producer affairs, talent and compensation, and commercial, as well as advisory committees of the Agricultural Production and Field Services Unit.

Pursuant to Article 68.a of the Company's bylaws, the Board of Directors is responsible for approving the sustainability policy strategy, while the Sustainability Committee advises it in this function and is in charge of supervising its execution.

Key initiatives that reflect our commitment to sustainable management.

Marcela Estrada Montoya General Secretary

MORE THAN A MANAGEMENT FRAMEWORK, WE UNDERSTAND GOVERNANCE AS A SYSTEM THAT **ENSURES LEGAL** COMPLIANCE. RESPONSIBLE **DECISION MAKING AND ACCOUNTABILITY. WE** FOCUS ON HAVING A SOLID **CORPORATE GOVERNANCE** STRUCTURE, ALIGNED WITH BEST PRACTICES FOR **COMPARABLE ENTITIES, IN** THE PURSUIT OF INTEGRITY, **TRANSPARENCY AND PROFESSIONALISM**".

The selection process for the Board of Directors is governed by criteria of transparency and merit, since all nominees are elected through the electoral quotient system for a two-year term. Likewise, the profile of the individuals who occupy the position of dependent members is examined under strict criteria of integrity, experience, management skills, knowledge and professional prestige by a specialized firm (headhunter) chosen by the Board of Directors, in accordance with the provisions of the Company's Bylaws. It should be noted that the Chairman of the Board of Directors does not exercise executive functions within the Company.

Currently, the Board of Directors is made up of 12 members, 67% of whom are men and 33% are women.

### We apply a dual control mechanism to prevent and mitigate conflicts of interest:

- **Bylaw rules:** We prevent people with functions in companies in the same sector or with conflicts of interest not authorized by the Shareholders' Meeting from occupying executive or management positions, guaranteeing impartiality in decision-making.
- Code of Ethics: We have clear protocols to identify and manage these cases. If they involve the Board of Directors, the President or senior management, the Audit Committee of the Board of Directors evaluates whether the case involves the Board of Directors, the President or senior management and takes the necessary measures to ensure transparency and compliance.

Cabe mencionar que, en 2024 logramos la actualización de la política ambiental y la aprobación de la política de Derechos Humanos, la política y compromiso de Debida Diligencia en Derechos Humanos y ambiental, y el Código de Conducta para proveedores. The remuneration policies for the Board of Directors and executives are based on a market analysis, ensuring competitiveness with the sector. For Board members, this process is updated every two years, aligned with the Board election period, ensuring corporate governance standards and best practices.





FOUNDATION MANAGER

UNIBAN 27

### "Sustainable Uniban" Our corporate sustainability strategy

Our sustainability strategy is based on three key pillars:

- **O** Sustainable Producers
- **Green Planet**
- **o** Communities and People

In order to generate shared value for the company, the communities and the environment **through responsible agriculture and production.** 

During 2024, we disclosed our Sustainability Policy, reaffirming our commitment to sustainable development. We advanced in the implementation of a comprehensive Due Diligence model, our Human Rights Policy was approved, and we consolidated our communications strategy to ensure a transparent and continuous dialogue with our stakeholders.



Sustainability Policy.



Recognition for sustainability actions during the third Private Social Investment Summit (PSI).

We focus on the proactive management of social and environmental impacts, aligning our actions with risk prevention, mitigation and elimination, while enhancing the positive impacts of our operations. This approach enables us to adapt to global challenges and strengthen our contribution to sustainable development.

We were recognized for our sustainability actions during the third Private Social Investment Summit (PSI), led by Jaime Arteaga & Asociados, where we ranked 19th out of 175 large organizations in the country. This recognition highlights our management in the synapse component, thanks to strategic alliances with the public and private sectors, as well as our investment in social and environmental projects that generate a positive impact on diverse communities. PSI measures the private sector's efforts to improve the quality of life of communities through investments in social and environmental initiatives, and this achievement reaffirms our commitment to sustainable development.



We have also built and deployed integrated management systems in social and environmental areas, **ensuring continuous improvement in the generation of joint value.** 

> We prioritize eight Sustainable Development Goals (SDGs), to which we contribute through programs, projects and strategic initiatives that reinforce our positive impact on communities and the planet.





### GREEN **PLANET:** V)

- Ecological connectivity between
   the 2 protected areas surrounding the banana axis in Urabá.
- Carbon footprint reduction.
- Reduction of the water footprint.
- Producers implementing circular economy, reuse and recycling strategies.

### SUSTAINABLE PRODUCERS $(\mathbf{1})$

- Fruit productivity of plantain producers in Urabá.
- Banana farms with regenerative agriculture practices.
- Farms implementing digital agriculture.

### **COMMUNITIES AND** INDIVIDUALS (↓)

- **Q** Reduction of the wage gap in Urabá.
- **Reduction of the salary** gap in Magdalena.
- Permeate processes • with a focus on Diversity, Equity and Inclusion



### GREEN PLANET

We are committed to agriculture and activities that optimize natural resources.

Climate change

We are committed to reducing environmental impact of our operation and the optimization of the consumption of natural resources.

• Carbon footprint measurement and management

> Care of forests, watersheds and biodiversity.

Clean energy.



**SUSTAINABLE** 

value; we grow hand

customers. producers,

prosperity in the long

**PRODUCERS Committed to shared** 

in hand with our

seeking their

term.

Agro Transformer

We promote innovation initiatives focused on sustainability that generate value for the organization and its stakeholders.

- Digital agriculture.
  - Regenerative agriculture.
  - New products.



**COMMUNITIES** 

We improve the

quality of life for

and neighboring

communities

AND INDIVIDUALS

workers, their families

#### **Transformation** of neighboring environments

We execute sustainability programs around educational, infrastructure and social development projects that improve the quality of life of the communities.

- Education.
- Infrastructure.
- Community development.



We implemented a water resource and effluent management plan with actions that allow their conservation.

• Reduction of water footprint - water footprint.

Integral management of water resources.



We work on circular economy and waste management as part of Uniban's sustainable business model.

 Circular economy.

### **C** AT UNIBAN WE SEEK TO **COMPLY WITH THE HIGH** STANDARDS THAT THE WORLD IS DEMANDING TODAY FROM **COMPANIES IN TERMS OF ENVIRONMENTAL CARE AND COMMUNITY RELATIONS**".

**Carolina Jaramillo Ferrer** Sustainability Director



Workplace wellbeing

We lead a culture of ethics and well-being in our work teams and in our producers.

- 9 Labor benefits.
- Sustainable value chain.
- Partnership and inclusion
- Living wage



### **Our shared** value strategy

A company's competitiveness depends on the environment in which it operates: **a healthy environment drives successful businesses, and successful companies strengthen the social, environmental and economic conditions of their surroundings.** Shared Value redefines business progress by directly integrating social and environmental development into economic value creation. In other words, as defined by Michael E. Porter and Mark Kramer, shared value is the corporate policies and practices that increase a company's productivity and competitiveness while improving social and/or environmental conditions in the communities in which it operates.

At Uniban, we have integrated the generation of shared value as a fundamental pillar for the sustainable growth of the organization. as part of this approach, we carried out a process to strengthen our Shared Value strategy through a co-creation exercise with Uniban's main leaders, with whom we evaluated current initiatives in this area, identified areas for improvement and consolidated the basis for new opportunities. Interviews with relevant stakeholders, meetings with internal and external leaders, field visits and a detailed analysis of various sources were also used as input; therefore, it is also an account of the genesis and evolution of Uniban's shared value model, which has generated value for both the company and the local communities.

Uniban's Shared Value model is built on four fundamental principles that encapsulate its higher purpose: **"We share the best of our land with the world.** 

#### **UNIBAN SHARED VALUE**





### 3 We nurture progress 4 We bloom together

It drives the constant search for innovation, development and competitiveness.

It encompasses the continuous improvement of production practices, the implementation of new technologies, and the development of key infrastructure. It means that the success of the company is intrinsically linked to the well-being of the communities and the balance with the natural environment.

**Uniban's Shared** 

Value Model.

We have also defined eight strategic themes, which are key areas of action, grouping together the company's current and future initiatives, structuring them in a way that strengthens its competitiveness and productivity. These themes allow us to integrate business objectives with social and environmental values, promoting a systemic and long-term impact. **Each** theme was designed to address problems and, in turn, take advantage of opportunities that generate shared value for the stakeholders of the Uniban ecosystem.



Strategic issues that contribute to Uniban's productivity and competitiveness.

#### **O1** GREEN PLANET:

Focused on initiatives that generate positive and sustainable environmental impact.

### 02 SUSTAINABLE AGRICULTURAL **PRACTICES:**

Aimed at the implementation of practices that minimize the environmental impact of agricultural activities.

### **03** TRANSFORMATION OF **NEIGHBORING ENVIRONMENTS:** Focused on social development.

infrastructure and education programs for local communities.

### **04** WELFARE LABOR:

Promotes a culture of wellness among employees and producers, prioritizing health, occupational safety and professional development.

### 05 SMALL PRODUCERS:

Supports the growth and development of small producers through training, access to financing and market opportunities.

### TECHNOLOGICAL AND DIGITAL **06** INNOVATION:

Drives the adoption of advanced technologies and innovative practices to improve operational efficiency and sustainability.

#### CHAIN OF RESPONSIBLE SUPPLY:

Ensures fair and sustainable 07 practices throughout the supply chain, promoting ethics, transparency and operational excellence.

#### **CONSTRUCTION OF PEACE AND TERRITORY:**

**08** Promotes territorial stability and peaceful coexistence in communities affected by armed conflict.

### Each of these strategic themes is aligned with the guiding principles of our Shared Value model, ensuring a systemic integration of our operations and objectives.



Likewise, our sustainability pillars are related to the creation of shared value as **shown below:** 

### PILLARS OF SUSTAINABILITY AND RELATIONSHIP WITH THE **CREATION OF SHARED VALUE AND FOUNDATION**

### PRODUCERS SOSTENIBILITY **SUSTAINABLE** SHARED VALUE Small producers UNIBAN FOUNDATION Credit unit Community o Infrastructure



Strategic issues and their connection to the guiding principles.



### Practices ethics associated with corporate values

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

At Uniban, not only do we lead our industry, but we also strive to be a benchmark in business ethics and sustainability. Our commitment is unwavering: to operate with integrity, strengthen trust with our stakeholders and ensure that every decision reflects our corporate values and our responsibility to the environment.

Ethics and transparency are the basis of our management, ensuring a sustainable and responsible impact throughout the organization. We are committed to business conduct that respects human rights, complies with labor and environmental regulations, and promotes sustainable practices throughout the supply chain. As an industry benchmark, we operate under high standards of sustainability and social responsibility, aligned with international frameworks such as the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO), the UN and ISO 26000.



Our Code of Ethics establishes a zero-tolerance policy for corruption, bribery, fraud, workplace harassment and any violation of human rights. To ensure compliance, we have accessible and secure reporting channels, including the ETHICS LAW, the Audit area, the Audit Committee of the Board of Directors, and the Internal Ethics and Conflicts of Interest Committee. This system allows us to manage complaints about safety, employee rights, the environment and human rights, ensuring an effective response based on risk management and corrective measures. Uniban strengthened its ethics line and complaints and claims channels by expanding its employees, contractors and communities to report, in a timely manner, on their We will take specific corrective actions to reinforce our culture of compliance and respect for fundamental rights.

Our management focuses on two key strategic lines:

- Compliance, integrity and transparency.
- Human rights and due diligence.

Our commitments and corporate policies are governed by fundamental principles that guide our business activities, which are our business activities, **which are:** 



• Respect and excellence



IN THE YEAR 2024 THE COMPANY AND ITS ADMINISTRATORS DID NOT PRESENT SANCTIONS AND/OR FINES DERIVED FROM MONEY LAUNDERING, FINANCING OF TERRORISM, FINANCING OF THE PROLIFERATION OF WEAPONS OF MASS DESTRUCTION, CORRUPTION AND TRANSNATIONAL BRIBERY.

TRANSPARENCY AND BUSINESS ETHICS PROGRAM -PTEE (UNIBAN AND SUBORDINATE REQUIREMENTS COMPLETED).

REINDUCTION OF 675 EMPLOYEES AND STRENGTHENING OF COMPLIANCE CULTURE.

PROMOTION OF THE CODE OF ETHICS IN 100% OF THE FARMS WITH 733 NEW EMPLOYEES.

AS OF THE YEAR 2024, 99% COMPLIANCE WAS ACHIEVED IN THE FOLLOW-UP OF REQUESTS TO AUTHORITIES (COMPLETE/PENDING), THE REMAINING 1% CORRESPONDS TO RIGHTS OF PETITION IN THE PROCESS OF BEING ANSWERED BY EXTERNAL LAWYERS.

### Compliance, integrity and transparency

We guarantee corporate integrity with a solid governance model and a regulatory framework designed to prevent and mitigate risks such as corruption, bribery, money laundering and conflicts of interest. iWe implemented the SAGRILAFT under the guidelines of the Superintendency of Corporations, reaffirming our commitment to risk management and regulatory compliance. We also have an Ethical and Corporate Transparency Program (PTEE) and a Personal Data Protection Policy, strengthening our prevention, monitoring and control system. Through internal audits, policy updates and an authorization regime, we ensure compliance with ethical standards in all our operations.

### "Transparency and integrity are not just principles at Uniban, they are the foundation on which we build every relationship, make every decision and ensure a sustainable future."

Our zero-tolerance approach to malpractice fosters a culture of self-policing and transparency, supported by a secure and confidential whistleblowing system. We implement continuous training programs for employees and strategic allies, ensuring that our principles are applied throughout the value chain. In addition, the adoption of digital tools such as the Regulatory Framework facilitates the consultation and dissemination of policies, ensuring that ethics and compliance are an integral part of our management. With these actions, we strengthen trust in our business relationships, ensuring that our operations are sustainable and respect human rights in all regions where we operate.



### Human rights and due diligence

Commitment to sustainability and corporate responsibility drives us to ensure respect for fundamental rights at every level of our operations.

We respect, protect and promote human rights in all our operations, both domestically and internationally. This commitment is reflected in our "Human Rights Policy" and "Human Rights and Environmental Due Diligence Policy and Commitment", approved by the Board of Directors in 2024, and aligned with international standards such as the UDHR, ILO, UN, Global Compact and OECD guidance. In addition, we are working to comply with the European Directive on sustainability and human rights due diligence, consolidating our commitment to best practices. We ensure compliance with fundamental rights such as non-discrimination. freedom of association and the prohibition of child and forced labor, implementing measures to prevent, mitigate and remedy negative impacts within our value chain.











**Policy and commitment** to human rights and environmental due diligence. From Senior Management, we promote the application of our policies through whistle-blowing mechanisms and awareness-raising spaces, promoting a culture of prevention and transpa- rence. We pay special attention to employees, local communities and vulnerable groups, guaranteeing decent working conditions and promoting equal opportunities. Through Uniban and our Foundation, we collaborate with governments, universities, and international organizations to generate a positive impact beyond our operations. **We are driven by the conviction that respect for human rights is essential to building a more just and sustainable future.**  Ensuring respect for human rights is part of our commitment to a more equitable and equitable society whith ethical and sustainable management. We work to generate fair environments, promote decent working conditions and strengthen development of the communities where we operate.



GROUP OF INTEREST	FORM OF COMMUNICATION
Workers	Periodic training, internal dissemination through mailings and meetings, and clarity in expectations and responsibilities.
Business partners and suppliers	Inclusion of commitments in contracts, delivery of the <b>Code of Conduct</b> and audits to ensure compliance.
Other stakeholders	Annual sustainability reports and open channels, such as the <b>Ethics Line</b> , to manage comments and complaints.

policies to stakeholders.





### **Risk** management

### [GRI 3-3]

To avoid and mitigate the risks that may affect The company's environmental, economic, social our organization, we implemented a Risk Management System based on preventive and treatment measures, minimizing their occu- Below, we present the risk management activirrence and impact on our resources. This strategic approach protects assets, ensures business continuity and facilitates decision making aligned with our objectives. We have with a risks" and "financial risk management". methodology structure-A

and human rights-related risks.

ties carried out in 2024, structured into seven framework processes, to which two new components have been added: "transfer of insurable

FRAMEWORK PROCESS	STATUS	COMPONENTS AND DELIVERABLES
RISK MANAGEMENT METHODOLOGY	We continued to implement the risk management methodology aimed at identifying, assessing, treating and monitoring risks. To this end, we adopted two approaches complementary analyses: one that starts from the strategic level; and another that starts from the tactical, operational and project levels; integrating and providing mutual feedback, allowing to obtain an integral and holistic vision of the Organization.	<ul> <li>Risk Management Policy.</li> <li>Risk Management Manual.</li> <li>Project risk management.</li> </ul>
<b>RISK MATRIXES</b> We carry out the process of updating the evaluation of corporate risks from identification, analysis and assessment.We will also prepare the matrices of the foreign trade and logistics processes when Puerto Antioquia starts operations.		<ul> <li>Risk trend analysis.</li> <li>Updated corporate risk sheets (2024).</li> <li>Updated corporate risk matrix (2024).</li> <li>COMEX tactical risk matrix.</li> <li>Risk matrix by processes for the start-up of the operation of Puerto Antioquia.</li> </ul>

BUSINESS CONTINUITY MANAGEMENT	We executed the strategy, do and testing stages of the Bus Continuity Plan (BCP) and th analysis stage of the BCP. Dis Plan (DRP) applications; in of the Organization ensure its re continuity when facing critica interruptions.
RISK ENGINEERING	In order to work on the evalu the facilities, the implementa and preventive measures to r probability of accidents, we d related to risk engineering.
RISK ANALYTICS	We measure and quantify cy risk of cybercrime the purpos the level of cybersecurity ma know the possible costs that would be facing in the event being affected. We also conducted an ESG s of critical suppliers, which all measure the performance of ESG performance environme corporate governance progra their main gaps in sustainabil
TRANSFER OF INSURABLE RISKS	We contract the insurance po different programs to cover t of insurable risks, minimizing impact of claims, maintaining operational continuity and ef protecting us against emergi
RISK MANAGEMENT FINANCIAL	We contracted Quanspire for of exchange rate risk in the d of business and the proposal derivative structures to reduc the cost of debt. We also use

Risk management activities.

We executed the strategy, documentation and testing stages of the Business Continuity Plan (BCP) and the impact analysis stage of the BCP. Disaster Recovery Plan (DRP) applications; in order to help the Organization ensure its recovery and continuity when facing critical business interruptions.	<ul> <li>Uniban Business Continuity Plan (BCP).</li> <li>Disaster Recovery Plan (DRP).</li> </ul>
In order to work on the evaluation of risks in the facilities, the implementation of corrective and preventive measures to minimize the probability of accidents, we carry out activities related to risk engineering.	<ul> <li>Property risk inspections.</li> <li>Follow-up of projects classified as guarantees.</li> <li>Fire Protection Master Plan for Polyban.</li> <li>Preparation of the terms of reference for the elaboration of the Risk Managemen</li> <li>Plan for the Disasters (PGRD).</li> </ul>
We measure and quantify cyber risk and the risk of cybercrime the purpose is to establish the level of cybersecurity maturity, as well as to know the possible costs that the organization would be facing in the event of third parties being affected. We also conducted an ESG self-assessment of critical suppliers, which allowed us to measure the performance of their suppliers' ESG performance environmental, social and corporate governance programs, identifying their main gaps in sustainability issues.	<ul> <li>Measurement of cybersecurity maturity index.</li> <li>Quantification of exposure to a cyber attack.</li> <li>Analysis and quantification of cyber risk.</li> <li>Quantification Study of Probable Maximum Liability Loss Scenarios Civilian.</li> <li>ESG Pulse check - Measure.</li> </ul>
We contract the insurance policies for the different programs to cover the different types of insurable risks, minimizing the economic impact of claims, maintaining the organization's operational continuity and effectively protecting us against emerging risks.	<ul> <li>Insurance programs.</li> <li>Claims management.</li> </ul>
We contracted Quanspire for the diagnosis of exchange rate risk in the different lines of business and the proposal We also use derivative structures to reduce and optimize the cost of debt. We also use derivative structures to reduce and optimize the cost of debt.	<ul> <li>Hedging policy.</li> <li>Hedging program USD/ COP and EUR/USD.</li> <li>Interest rate hedges.</li> </ul>

In 2024, we updated the Risk Management Policy to align it with the organizational structure of Uniban and its subsidiaries, reaffirming roles and responsibilities in governance. We also renewed the Risk Management Manual, incorporating deliverables at each stage and linking it to the PMO area to strengthen its integration into projects.

In addition, we conducted an exhaustive analysis of internal and external sources to identify emerging trends derived from global changes that could impact our management. As a result, we updated the 26 corporate risk sheets, organized into six categories, ensuring a structured and updated approach that strengthens our ability to anticipate and respond.

			<b>15.</b> Los inform
	<b>CORPORATE RISKS 1.</b> Highly competitive environment	Operational	16. Imp Comm (ICTs)
Commercials	<b>2.</b> Failure to fulfill the value promise of the product/service		<b>17.</b> Imp
Commercials	offered. 26. Risks associated with direct		<b>18.</b> Env
	sales in Europe, the United States and other destinations.		22. Re chemic activit
	<b>3.</b> Gaps in the adequacy of the governing, administrative and control bodies.		23. Re plastic packag
	<b>4.</b> Not having the required talent for the development of the		<b>19.</b> Fai of lega
	Strategy - (Lack of availability of human talent).	Compliance/ Legal	<b>20.</b> Fa Systen
Strategic	<b>5.</b> High vertical integration of the Organization in the		<b>21.</b> Reg
	agricultural industry. <b>6.</b> Difficulty in the implementation, monitoring and/or understanding of	Emerging	24. De of com of hum
	corporate strategy.		<b>25.</b> Ad Chang
	7. Political and regulatory changes	😔 Corporate Ris	ks.

	8. Liquidity Risk (Insolvency)
Financial	<b>9.</b> Exchange rate and interest rate fluctuations
	<b>10.</b> Disruption in supply chains
	<b>11.</b> Affecting people in the performance of their work.
	<b>12.</b> Negative impact on customers due to product contamination.
	<b>13.</b> Third parties affected by the development of business activities.
	<b>14.</b> Disruption of the supply chain and/or operations.
	<b>15.</b> Loss of key Company information
Operational	<b>16.</b> Impact on Information and Communication Technologies (ICTs)
	<b>17.</b> Impact on fruit crops
	<b>18.</b> Environmental impact
	<b>22.</b> Reduction of agricultural chemical products for banana activities
	<b>23.</b> Restrictions on the use of plastic products and plastic packaging
	<b>19.</b> Failures in the management of legal affairs
Compliance/ Legal	<b>20.</b> Failures in the Compliance System
	21. Regulatory noncompliance
Emerging	<b>24.</b> Decrease in the quality of life of communities and fulfillment of human rights.
	<b>25.</b> Adaptation to Climate Change

To mitigate the impact of adverse events, we purchase insurance policies that cover various insurable risks, ensuring adequate coverage aligned with the organization's needs and current legislation. This allows us to minimize economic impacts, ensure operational continuity, and protect against emerging risks. In 2024, we carried out three major renewals:

PROGRAM	DESCRIPTION
AGRO PROGRAM	Agricultural insurance for 2,079 banana producers, covering 7,556 hectares. 2,038 million were indemnified for 219 weather events. In addition, 12 banana groups with 53 farms and 3,966 hectares protected against damage were insured related to climate.
PROGRAM OF BENEFITS	Insurance designed for the organization's <b>employees,</b> consolidating all insurance lines for the benefit of the personnel.
GENERAL PROGRAM	Protection of the organization's <b>assets and equity</b> through coverage aligned to its specific risks.

Insurance policy renewals in 2024.

Finally, financial risk management is fundamental to the stability and sustainability of the organization in a global and dynamic economic environment. In 2024, we developed the hedging policy and implemented strategies to mitigate exposure to foreign exchange and interest rate risk. This policy, approved by the Board of Directors in October 2024, strengthens our ability to adapt and ensures consistent results aligned with corporate objectives.







UNIBAN 45

# Innovation and technology

### [GRI 3-3]

At Uniban, we manage innovation by focusing on value-added agro-industrial products. We identify global trends and develop products aligned with the demand for "better for you" options, optimizing methods to improve quality, efficiency and sustainability.

This approach promotes differentiated, sustainable and healthy products, promoting economic, social and environmental sustainability in the producing regions, and encouraging the efficient use of resources and responsible practices throughout the value chain.

In 2024, we will allocate \$501 million to value-added product innovation, reaffirming our commitment to sustainable development and continuous improvement. This investment strengthens our ability to offer differentiated solutions, driving competitiveness and responding to market trends.

> Innovation is key to our strategy to consolidate our position in the market agricultural and agroindustrial activities, allowing us to diversify new markets and generate value for our stakeholders.

### Juan Carlos Acevedo

Head of Innovation and Development

IN A WORLD WHERE SUSTAINABILITY AND **COMPETITIVENESS DEPEND ON** THE CAPACITY TO INNOVATE, AT UNIBAN, WE UNDERSTAND THAT TECHNOLOGY AND THE **PRODUCT DEVELOPMENT** ARE NOT JUST TOOLS, BUT THE BASIS OF OUR PRODUCT **EVOLUTION. INNOVATION IS** THE BRIDGE THAT ALLOWS **US TO TRANSFORMING THE** CHALLENGES OPPORTUNITIES, **OPTIMIZE OUR VALUE CHAIN AND RESPOND WITH AGILITY TO AN EVER-CHANGING MARKET. WE** ARE COMMITTED TO AN OPEN **INNOVATION ECOSYSTEM, WHERE EVERY IDEA, EVERY ADVANCE** AND EVERY STRATEGIC ALLIANCE **BRINGS US CLOSER TO A MORE EFFICIENT, SUSTAINABLE AND** SUSTAINABLE FUTURE POSITIVE IMPACT."

We foster a culture of open innovation, collaborating with key players in the ecosystem to access best practices, strategic courses and alliances that strengthen our adaptability and position Uniban as a benchmark in the global agribusiness sector. Stakeholders are key: local communities provide information on the impact of agribusiness, international customers drive demand for sustainable products under the "better for you" approach, and internal suggestions improve processes and optimize opportunities.

Innovation cuts across our entire value chain and faces internal and external factors that require strategic management to maintain it as a driver of sustainable growth:

AREA	ІМРАСТ	RISK		
Procurement	Delays in the acquisition of raw materials with specific characteristics for innovative products.	Dependence on suppliers not prepared to comply with technical specifications.		
Production	Implementation of unproven technologies or processes that may generate operational disruptions or inefficiencies.	Loss of time and resources in machinery or process adjustments.		
Logistics	Increased distribution costs for products requiring special storage or complex routes.	Delivery delays that affect customer perception.		
Marketing	Products that do not meet market expectations may reduce their acceptance.	Low point-of-sale turnover or returns.		
Sustainability and Compliance	Risk of non-compliance with environmental or social standards in innovative processes.	Regulatory sanctions and reputational deterioration.		

Areas that may affect the material issue



### **Reputation and** accountability

### **[GRI 3-3]**

At Uniban, we recognize that transparent management towards our stakeholders is essential to generate credibility and maintain strong long-term relationships. These groups include collaborators, customers, suppliers, local communities, governmental entities, non-governmental organizations, media of and opinion leaders. Through regular accountability, we seek to maintain a corporate reputation aligned with the interests of all stakeholders.

We focus on effective crisis management and constant vigilance of our internal and external procedures, con-ditions of value and policies. We focus on effective crisis management and constant vigilance of our procedures, internal and external value drivers and policies.

> To materialize this purpose, we have multiple channels, such as this management report; our social networks; websites; billboards and corporate mailings; regional, national and international radio stations and newspapers, among others.



In addition, we have strengthened our presence in European media specialized in agriculture, retail and economics, highlighting our sustainability and community development initiatives. Our commitment to shared value is reflected in strategic alliances and the implementation of projects that benefit both the company and local communities.

In terms of our LinkedIn strategy, we have strenathened the presence of our voices and opinion leaders, sharing relevant content that highlights our sustainable practices, corporate achievements and participation in key industry events. This platform allows us to interact directly with our stakeholders, fostering an open and transparent dialogue.

Through these actions, we reaffirm our commitment to transparent management and the creation of shared value, fundamental elements for sustainable development and the strengthening of our relationships with all our stakeholders.

### Affiliations, seals and certifications

### [GRI 2-28]

In the agribusiness sector, certifications such as Global GAP, Rainforest Alliance, Fairtrade and SMETA not only represent a commitment to sustainability and ethics, but are also key to accessing increasingly demanding international markets. For Uniban, these certifications consolidate our position as a sustainable business responsible company aligned with global best practices.

### **Commitment to quality from** the source:

At Uniban we have a highly qualified quality team composed of by 43 professionals: 28 located in Urabá and 15 in Magdalena. This team is dedicated to the accompaniment and quality assurance in the farms, from the packing plants, ensuring high standards at each stage of the production process.

### **CERTIFICATIONS/GUIDELINES FOR** THE SNACK FACTORY AND PORT **OPERATION (TRADING):**



#### **IFS Food V7** (International Food Standard) Food Safety and Quality Standard for Processed Products..





#### NON-GMO

Certification of food that has not been processed or genetically manipulated.

### **RSPO (Roundtable for** Sustainable Palm Oil)

Development and implementation of global standards for the palm oil production with criteria of economic, social and environmental sustainability.



#### **International Ship and Port Facility Security Code (ISPS** Code)

It certifies the safety conditions for all persons performing work activities in our port terminals..



### **Business Alliance for Secure Commerce (BASC)**

Voluntary certification guaranteeing compliance with the requirements of the of the Control and Safety Management System in the Company's supply chain, from production, packaging, packing and international mobilization.



Certifications and voluntary guidelines.



### **Sustainable** producers

**[GRI 2-28]** 

For Uniban's own banana production and the affected producers in Urabá, the 38% reduction in the area affected by moko meant an increase of more than 200,000 boxes exported, reflecting a positive impact on productivity and an increase in the company's total exports. In addition, more than

3,500 hectares of bananas recorded single-digit losses, reinforcing our operational efficiency. For 2025, one of the main challenges is to increase the weight of the bunches, with strategies that focus on nutrition, weeding and foliar fertilization.

Technology is key to agricultural sustainability, which is why we are committed to a precision production model with complete traceability from planting to harvest.

### Our growth is based on four strategic pillars:

- **O** Integrated soil management, strengthening roots and improving plant resistance.
- Optimization of populations, ensuring an efficient distribution and adequate quantity of plants in the field.
- Integrated pest management, incorporating drones for more precise and effective applications.
- Precision agriculture, using sensors to optimize crop nutrition and control.

### By 2024, we will achieve 10% growth in Uniban's total banana production compared to the previous year.

These pillars have led to significant advances in the company's own production and that of third parties exporting through Uniban: 12% more bunches available, 4% increase in weight and 6% in the optimization of banana utilization.

Biological control is a central axis of our sustainable strategy. To combat Black Sigatoka, the main limiting factor in banana crop productivity, we have incorporated biostimulants and biological products in aerial spraying, reducing the use of chemicals. In addition, in our own production we implemented a fertigation system on 40 hectares, migrating from manual fertilization to an intelligent model that optimizes nutrient absorption. Sensors such as electronic scales and nutrition probes improve the precision of fertilizer application.

By 2025, our banana supplier management program will be rolled out, promoting strategic collaboration to jointly and sustainably create value.





management program (PGP).

### Fabián **Fonseca Mercado** Productivity Director

THE PRODUCTIVITY OF THE **BANANA COMMUNITY IS** THE REFLECTION OF THE **ARTICULATED EFFORT OF ALL** THE ACTORS IN THE SECTOR: **PRODUCERS, UNIONS, AND** MARKETERS, TECHNICAL TEAMS AND STRATEGIC ALLIES OUR COMMITMENT IS TO CONTINUE CONTRIBUTING TO THE SUSTAINABLE GROWTH OF THIS CHAIN, STRENGTHENING EVERY LINK WITH INNOVATION, **KNOWLEDGE AND RESPONSIBLE** PRACTICES. AT UNIBAN, WE UNDERSTAND THAT SUCCESS IS NOT INDIVIDUAL, BUT THE **RESULT OF A COLLECTIVE** WORK, WHERE EVERY **ACTION CONTRIBUTES TO CONSOLIDATING A MORE** PROSPEROUS AND SUSTAINABLE FUTURE FOR ALL."

### SEALS AND CERTIFICATIONS SUSTAINABLE PRODUCERS:

#### **OBJECT:**



SMETA Through this ethical trade audi evaluated based on labor, heal environmental and business et



**Fairtrade Certification (Trader)** Certified for products harvested and traded according to fair trade standards and traceability practices throughout the chain.



**EU, Regulation (EC) No. 834/2007 on organic production (Trader)** Certificate for bananas marketed in the European Union with organic seal ensuring fair competition, protection of consumer interests and consumer confidence.



### Global Gap

It ensures that producers carry out integrated pest and crop management, taking into account agricultural production variables.

### **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 natural resources (flora, fauna, soil and water) of phytosanitary products and giving them an adequate disposal of the residues.



### GRASP

Validates that producers are committed to the safety, health and welfare of their workers.

### Modulo 4RT



It allows validating that producers have established a risk mitigation plan for the introduction and spread of the R4T pathogen in the field Global G.A. P. certified farms. Unibán, Farms Magdalena and Urabá.

Uniban, Magdalena Farms.

Producers Group Magdalena and Urabá Farms (Banana and plantain)

Uniban, Magdalena and Urabá Farms

Uniban, Magdalena and Urabá Farms

Uniban, Magdalena and Urabá Far



### **FSMA Modulo**

It allows validating that the prowith the application of the conin the safety modernization law exporting to the USA.



### Living Wage (IDH)

Tool to help compare the total received by employees (includ bonuses and benefits in cash a estimated salary values relevan

Seals and certifications Sustainable producers

### Global GAP Certification: Strengthening our producers

In 2024, we developed a key project for the certification of 25 banana producers under the Global GAP standard, promoting sustainable and responsible agricultural practices. This achievement not only improves the quality and competitiveness of its products in international markets, but also boosts the economic and social development of rural communities.

lit, suppliers are Ith and safety, thics standards.	Magdalena and Urabá farms
roducers comply ntrol points found w required for	Urabá Farms
l compensation ding salaries), and in kind) with ant to your region.	Magdalena and Urabá Farms



CHAPTER 04



## **Green Planet**

At Uniban, we are committed to the protection and responsible use of the natural resources we use in our production processes. We firmly believe in the importance of maintaining a balance between what we take from the earth and what we give back to it, always seeking sustainable management in our processes. Through responsible practices, we seek to reduce our environmental impact, optimize the use of resources, and promote the protection and preservation of the ecosystems that sustain our activities. By working in harmony with nature, we ensure a more sustainable future for future generations and for the communities that depend on these resources.

We promote responsible and efficient agriculture, optimizing natural resources and reducing environmental impact. At Uniban, we research and validate regenerative agricultural practices to improve soil health, protect water courses with biological corridors, and strengthen the circular economy by reintegrating waste. As part of our sustainability strategy, the Sustainable Producers pillar encourages the adoption of sustainable agricultural technologies through training and extension, restoring soil fertility and ensuring more resilient crops for sustainable banana production.

We developed a pilot strategy based on the use of bioferments to improve soil health and optimize plant fertilization. These liquids, obtained through the semi-aerobic fermentation of orgaregeneration. In addition, the management of weed biomass, combined with local microorganisms, contributes to soil remediation and strengthens the soil's capacity to sequester carbon.

In addition, considering the organic residues generated in banana farms during harvesting, such as stems, we exploited alternatives for their use. These stems, characterized by their high moisture content, can be transformed into biochar, a renewable energy source and efficient carbon sink that contributes to climate change mitigation. Their application to soils not only improves their physical, chemical and biological properties, but also increases water retention, nutrient availability and microbial activity, promoting the development of biochar by seeing increased agricultural productivity in a sustainable manner. Because we have expanded the organizational boundaries for our measurements, although we present the values of previous years for record-keeping purposes, those corresponding to the year 2024 are no longer fully comparable due to the expanded scope. However, they are still useful because they show us how our management performed, achievements and areas for improvement, and will also serve as a basis for assessing performance in future years, when the scope remains consistent with the subordinate companies included.

### **Environmental management**

### [GRI 3-3]

Our Environmental and Social Management System is the basis for a responsible and sustainable operation. This system ranges from the diagnosis and assessment of socio-environmental risks to the development of action plans aligned with international standards such as those of IDB Invest and the IFC performance standards, in addition to national regulations.

We implemented rigorous monitoring with strategic indicators and fostered effective communication with our value chain and local communities. In 2024, we will continue to strengthen this system, integrating due diligence principles and promoting continuous improvement to ensure that our operations are not only efficient, but also environmentally and socially responsible.





"... It is our conviction that full environmental protection is the best environment for We believe that our commitment to environmental sustainability stems from our ethical principles, beyond legal compliance. We understand that the application of these principles adds value and competitiveness to our commercial activity..."

Uniban environmental policy.

### Climate change

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

Our energy comes mainly from the national interconnected system, reflecting our commitment to sustainability through the acquisition of green energy from EPM through REC Certificates. This matrix is complemented with liquid fuels, such as gasoline and ACPM, and gaseous fuels, such as natural gas, always focused on finding alternatives that reduce our environmental impact.

At our port facilities, we have the green energy seal.



EPM green energy seal.

Faced with the global challenge of climate change, we have established a management axis focused on adaptation and mitigation. Through monitoring and measurement strategies, we continuously track Uniban's carbon footprint and its variations over time. This allows us to identify trends, assess the impact of our operations, and make informed decisions to reduce emissions. With this data, we implement mitigation actions, process optimization and the adoption of sustainable technologies, contributing to more efficient and environmentally responsible production.





# Our carbon footprint

In order to effectively manage the greenhouse gas (GHG) emissions derived from our activities, at Uniban we continuously measure our carbon footprint. This process allows us to identify the origin and magnitude of emissions, facilitating the design of specific strategies for their reduction. We have consolidated our good environmental practices from previous years and continue to strengthen our GHG management strategy, reaffirming its role as a key pillar in our commitment to sustainable development. For 2024, the emissions estimate was redefined, showing an increase in the three established scopes. One of the main factors contributing to this increase was the higher coal consumption due to the national natural gas shortage contingency. In addition, the integration of our subsidiary Poly- ban in the measurement (Scope 1) also influenced the increase. The following are the most relevant considerations:



Scope 1 Direct emissions:

### V

The emissions of our subsidiary Polyban were incorporated into the calculations, and coal consumption was reactivated due to a nationwide natural gas shortage contingency. Scope 2 Indirect energy emissions:

The emission factor of the national network has increased, affecting our results, although we are still acquiring energy green EPM through REC Certificates. Scope 3 Other indirect emissions:

This year, for the first time, we include for the first time emissions associated with fruit exports, broadening the scope and precision of our measurement.

DIRECT AND INDIRECT EMISSIONS TONS CO <sup>2</sup>	2021	2022	2023	2024
Direct GHG emissions (Scope 1)	12.009,00	9.411,00	6.011,00	8.791,00
Indirect GHG emissions (Scope 2)	1.196,00	1.112,00	1.103,00	2.409,00
Other indirect GHG emissions (Scope 3)	57.361,00	45.741,00	45.760,00	103.830,00
Total emissions	70.566,00	56.264,00	52.874,00	115.030,00

Emissions Ton CO<sup>2</sup>.

Likewise, in 2024, snack production increased by 2.3% compared to 2023, from 1,595 to 1,631.7 tons per year. In turn, box production grew by 6.6%, reaching 41,277,765 units per year, compared to 38,737,916 units the previous year.

It is important to note that, due to the extension of the organizational boundaries in the GHG emissions inventory, the values presented in previous years are maintained as a reference, but the 2024 measurements are not directly comparable with the previous ones. Nevertheless, these new data will serve as a basis for future comparisons and trend analysis.

> Tracking our emissions in 2024 has been key to identifying critical areas of Uniban that generate greenhouse gas emissions. We are an active part of the solution, moving towards a cleaner and more responsible future.

### Green energy

At Uniban, we assume our corporate responsibility by moving towards clean energy consumption to reduce the impact of climate change and contribute to sustainable development. By optimizing processes and reducing the use of fossil fuels, we strengthen our environmental commitment, taking firm steps toward a more sustainable and responsible future.

During 2024, the consumption of ACPM and electric power increased after including the records of our Polyban subsidiary in the report. Although Polyban's natural gas was also considered, its consumption decreased due to a shortage in December, which forced us to use coal temporarily. **These were exceptional measures, and we reaffirmed our commitment to sustainable and responsible energy solutions.**  Due to the extension of organizational boundaries in our energy consumption measurements, the above values serve as a historical reference, but are not comparable to 2024. This update provides an overview of The new system provides a more accurate assessment of the impact and establishes a new basis for future energy efficiency strategies.

In addition, in line with our commitment to energy transition and the generation of energy from vegetable and post-harvest waste, we have implemented a biodigester pilot to produce energy from banana peels. With this initiative, we seek to valorize waste and reduce emissions in the long term, reintegrating it into the production chain in a sustainable manner.

COMPANY ENERGY CONSUMPTION	2021	2022	2023	2024
<b>Gasoline consumption</b> (gal/ año)	67.160	66.846	63.181	71.548
<b>Natural gas</b> <b>consumption</b> (m <sup>3</sup> / año)	981.695	1.408.946	1.330.934	1.120.174
<b>ACPM consumption</b> (gal/año)	759.172	666.370	544.971	614.468
Consumption of electricity purchased from the grid (kwh/ año)	8.761.737	8.895.661	9.089.650	15.000.594

#### Consumo de energía.



Biodigester pilot.

### Mitigation of GHG emissions: forests. watersheds and biodiversity

### [GRI 304-2] [GRI 304-4]

**Protecting ecosystems and ensuring a balance** between agricultural production and environmental conservation is a fundamental commitment of our management. Through programs such as "Climate Resilience", led by Fundación Uniban, we promote the restoration of productive landscapes through the creation of biological corridors, the enrichment of watersheds and the protection of endemic especias.

These actions not only contribute to the mitigation of GHG emissions, but also strengthen biodiversity and ensure responsible use of natural resources.

The environmental impact of this program is evidenced by the following achievements:

We have also advanced in our biodiversity action plan, which includes strategies focused on the care of bio-diversity, plant enrichment and regenerative agriculture. In 2024, we began the Bioexplora project, an initiative that seeks to promote citizen science around the knowledge of the biodiversity of Urabá, integrating different actors in the region in a macro project that generates relevant data for the knowledge and conservation of our ecosystems, making visible the importance of biodiversity in our productive and natural environments.

In its first year of reporting, more than 1,900 observations of at least 600 species of flora and fauna were recorded; more than 80 users provided data on the presence and distribution of these species (some endemic, others at risk of extinction and others classified as invasive).

#### **Reforestation and Production and** Fauna monitoring **Ecological** and conservation: conservation of connectivity: propagation of native species: water sources: 50,086 trees planted, 3,200 linear meters of We closed the year with 16 active We installed 4 wildlife biological corridors nurseries (9 in Magdalena and flyovers with camera traps, restoring and protecting 17 water sources in our areas have been established 7 in Urabá), of which 4 in Urabá allowing a detailed analysis of of influence. to preserve were consolidated as agribusiness the behavior of local species. biodiversity and 117 associations of school nurseries, Also we implmented a fauna providing 68% of the trees hectares of strategic monitoring strategy focused on 8 in 9 in areas were intervened planted. In addition, we were three especies priorized in the Magdalena Uraba with reforestation and able to establish the first native biodiversity action plan: Streams: Streams: Mutatá, forest enrichment. forest seed orchard with ICA Guandusaca. Chigorodó, Palmichal, Guáimaro, certification in Antioquia, located cotton-top tamarins, water Carepa, Zungo, Orihueca, Santa at the Institución Educativa mapaná and a group of Vijagual, Turbo Rosalía. and Currulao. Agrícola de Urabá, in Chigorodó. icoteas. **Rivers: Rivers:** Frío. Sevilla and La Tranca. Tucurinca.

#### 66 INTEGRATED MANAGEMENT AND SUSTAINABILITY REPORT 2024





289 students and environmental leaders participated as "Climate Resilient", implementing actions to reduce impacts on the flora and fauna of their territories.

**3,200** linear meters of biological corridors were established to preserve biodiversity.

289 students and environmental leaders participated as "Climate Resilient".

### Our records



### Our figures 2024 €

**1.917** records







PLANTS

322 species 89 species

BIRDS



FUNGI

18 species



INSECTS

95 species

→ Bioexplora Unibán.









AMPHIBIANS AND REPTILES





MAMMALS

20 species



ARACHNIDS

12 species



### OTHER SPECIES



### Water and effluents

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

We use groundwater for our operations through deep well concessions within the Urabá Hydrogeological Aquifer System. Aware of the importance of this resource, we have implemented plans to save water and use it efficiently, fostering a culture of conservation among our employees and contractors. These practices, which have been continuously disseminated, have optimized our processes. Thanks to this commitment, by 2024 we will achieve a significant reduction in the extraction of fresh water, even with the growth of our production, reaffirming our contribution to the sustainable management of water resources.

We assume responsibility for the management of our discharges, backed by a robust infrastructure that guarantees the adequate treatment of the wastewater generated in our operations. We have sand traps, grease traps, hydrocarbon separators, chemical filters, and physicochemical and microbiological processes that ensure efficient treatment. In addition, we have plans, procedures and instructions that allow us to manage each environmental aspect associated with water management, ensuring adequate treatment according to the type of water contai- nent.

The company is committed to the following: mining, efficient operation of equipment, regular preventive maintenance and proper disposal of waste.

Our discharges, discharged in tributary sources to the León River, strictly comply with the limits established by Resolution 0631 of 2015, ensuring the protection of water bodies. We conduct annual characterizations of these discharges, the results of which are reported to the environmental authorities in compliance with our permits.

As part of our water management, we actively participate in dialogue forums such as the Macura working group, the POMCA of the León River and the environmental committee of the dredging operator, contributing to the protection and sustainability of the river operations necessary to transport fruit to the Gulf of Urabá.



WATER WITHDRAWAL PER SOURCE (M3)	2021	2022	2023	2024	VARIACIÓN
<b>Fresh groundwater</b> (Value recorded in macro meters associated with deep wells in service) *	140.390	154.794	159.694	145.790	-8,7%

Water extraction by source.

### Circular economy

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

We have integrated the circular economy as a strategic axis in our management, with the objective of reducing waste generation, optimizing waste management, and promoting the reuse and recycling of materials. This strategy also contributes to reducing our carbon footprint, reducing environmental pollution, and minimizing exposure to toxic substances, while promoting innovation and reducing operating costs and risks.

Producer farms, especially in Mag-dalena, have adopted systems for reusing water in washing, which is then used to irrigate plantations, optimizing its use and reducing the need for fresh resources. In addition, we collect almost 500 tons of plastic material from farms to reincorporate it as raw material and, together with Campo Limpio, we promote the collection and recycling of agrochemical containers.

#### **CONSUMPTION BEHAVIOR OF PAPER PER EQUIVALENT BOX**



We have also reduced the weight of our boxes by 9% over the last nine years, while increasing their strength, thanks to the acquisition of high quality virgin fiber paper of lower grammage, achieving both economic and environmental benefits.



Weight in kg of a full equivalent box, including breakdown

There was also an increase in the generation of hazardous waste, such as hydraulic oil and materials impregnated with hydrocarbons. however, it is important to note that the generation of hazardous waste is linked to the preventive and corrective maintenance of the Company's equipment. In addition, in the specific case of hydrocarbon-impregnated waste, contaminated ACPM was also included, ensuring proper and responsible management of this waste. In 2024, there was evidence of an increase in the generation of various types of waste, in line with the increase in production and the incorporation of ordinary waste, and recyclables generated by our Polyban subsidiary. This growth reflects both the expansion of our operations and our commitment to maintain a detailed and transparent record of our environmental management.

WASTE GENERATED BY COMPOSITION (TONS)	2021	2022	2023	2024	VARIATION
Total hazardous waste	56,53	34,73	27,22	37,93	39%
<b>Category 1</b> (Elements impregnated with hydrocarbons (ton/year))	30,54	18,27	8,19	17,03	108%
<b>Category 2</b> (Hydraulic oil)	23,29	11,48	9,22	13,60	48%
<b>Category 3</b> (Ethylene filters)	2,70	0,80	5,81	4,28	-26%
<b>Category 4</b> (Pesticide contaminated sludge)	nd	4,18	4,00	3,02	-25%
Total non-hazardous waste	7.981,51	7.454,37	7.004,89	7.331,81	5%
Category 1 (Ordinary)	386,16	351,91	342,92	381,87	11%
Category 2 (Organic)	3.096,00	3.176,00	3.075,70	3.099,00	1%
Category 3 (Recyclable)	4.252,75	3.632,57	3.538,63	3.671,84	4%
Category 4 (Specials)	246,60	293,89	47,57	179,10	276%
Total waste generated	8.038,04	7.489,10	7.004,89	7.369,74	5%

Water withdrawal by sourceSolid waste generated.

In 2024, we generated 7,332 tons of non-ha zardous waste, of which 6,560 tons were re cycled or reused, achieving a recovery rate o 90%, slightly lower than in 2023. However, the amount of non-hazardous waste destined fo disposal increased by 65% with respect to the previous year. This increase is partly due to the inclusion of waste generated by our subsidiary Poly- ban in this reporting period. Despite this we identified an opportunity for improvemen to further optimize the management of this waste and increase the percentage of utiliza tion in the coming years.

With respect to hazardous waste, 37.9 tons were generated in 2024, of which 17.5 tons were recy cled or recovered, resulting in a 46% recovery rate, a significant improvement over the pre vious year. However, the amount of hazardous waste destined for disposal increased by 20% compared to 2023. **This scenario, while highli ghting progress in the management and reuse of hazardous waste, also points to the need to reduce its generation and continue to streng then recovery strategies throughout our ope rational chain.** 



WASTE NOT DESTINED FOR DISPOSAL (RECYCLED, REUSED WASTE) (TONS/ YEAR)	2023	2024		VARIA- TION
Total NON- hazardous waste not destined for disposal (recycled waste, reused)	6.559,8	6.597,9		1%
Total hazardous waste not destined for disposal (recycled, reused waste)	10,2	17,5		73%
WASTE FOR DISPOSAL (TONS/ YEAR)	2023	2024		VARIA- TION
<b>Total non-</b> <b>hazardous waste</b> <b>for disposal</b> (incineration, landfill)	445,1	733	,9	65%
<b>Total hazardous</b> <b>waste for disposal</b> (incineration, landfill)	17,1	20,4		20%
WASTE FOR DISPOSAL (TONS/ YEAR)	2023		2024	
Non-hazardous waste	93,6 37,3		90,0	
Hazardous waste			46,2	






# Value generation in communities

In 2024, our joint work with the communities was reflected in a series of strategic indicators that support our management and the impact generated in the regions of influence. **Some of the most relevant are highlighted below:** Based on these results, we designed an accompaniment route for the leaders of each process to identify opportunities for improvement, establish concrete actions and define work plans with structured follow-up. This approach ensures that Uniban Fundación's strategies are aligned with the needs of the communities and reinforce our commitment to materiality.

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

At Uniban Fundación, we understand that sustainable development is only possible when we work hand in hand with the communities. Our commitment goes beyond social investment; we seek to generate significant and lasting impacts through structured programs that promote we-II-being, equity and environmental conservation. With a focus based on sustainability, we consolidate strategic alliances that allow us to strengthen the social fabric, reduce historical gaps, and enhance economic development in the regions where we operate.

Since 2021, we have defined our sustainability priorities through a materiality exercise aligned with our priority stakeholders, establishing high-impact actions in three strategic areas: environment, economic development and infrastructure, and education. This intervention model, approved by our Board of Directors, made up of basic producers and key stakeholders, responds to Uniban's sustainability and shared value strategies, **integrating innovative solutions that generate value and strengthen community self-management.** 

As a bridge between agribusiness and society, we build strategic alliances that combine economic investments and institutional capabilities, maximizing the impact of our actions. Our presence in Urabá, Chocó and Magdalena positions us as key allies in developing replicable solutions focused on improving educational and community infrastructure, facilitating access to quality education and protecting natural heritage.

Through this collaborative work, we will continue to transforming lives and contributing to the sustainable progress of communities.

WE BELIEVE IN THE TRANSFORMATIVE POWER OF COMMUNITIES WHEN THEY HAVE THE RIGHT TOOLS AND SUPPORT. OUR COMMITMENT IS TO CREATE SUSTAINABLE VALUE, STRENGTHEN THE SOCIAL FABRIC, AND PROMOTE INITIATIVES THAT DRIVE ECONOMIC DEVELOPMENT, EDUCATION, AND ENVIRONMENTAL CONSERVATION. TOGETHER, WE BUILD A MORE EQUITABLE AND RESILIENT FUTURE FOR THE REGIONS WHERE WE OPERATE."

### Alejandra Zapata Pérez

Deputy Executive Director Uniban Foundation



As part of our commitment to continuous improvement, we constantly monitor our initiatives, including satisfaction surveys directed at key stakeholders, allowing us to evaluate the perception and effectiveness of our programs. In 2024, this index reached 94%, reflecting the confidence and positive impact of our management in our communities. In line with our sustainability and community development strategy, in 2024, we forged collaboration with community action organizations in Urabá and Magdalena, promoting initiatives in human rights and environmental protection. These actions, developed in conjunction with the communities, have allowed us to address local challenges through innovative projects that promote ownership of the environment and strengthen the social fabric for sustainable development.

> **138** Strategic allies in 2024, 20% more, than in the previous year.

**101.595** beneficiaries of Uniban Foundation's projects, including 43,402 direct and 58,193 indirect.

Data of interest.

The Foundation influences multiple areas of our value chain and, in turn, is exposed to internal and external factors that may impact its operations. To ensure that it fulfills its social function, it is essential to strategic management to mi-

tigate riks and maximize their positive impact. The following are the main areas of the value chain that may influence or be affected by this material issue.

VALUE CHAIN AREA	IMPACT OF IDENTIFIED RISKS			
PROJECT MANAGEMENT, UNIBAN INSTITUTE AND UNIBAN TECHNICAL INSTITUTE	They are the basis of the value chain. Any interruption affects the execution of projects and the fulfillment of strategic objectives.			
INFORMATION TECHNOLOGY (IT)	Loss of information and failures in the technological infrastructure affecting operational continuity.			
HUMAN RESOURCES	Security risks and the need to reschedule activities, which impacts team efficiency and project execution.			
FINANCIAL MANAGEMENT	Liquidity and solvency problems, in addition to the possible loss of key information for decision making.			

Areas that may affect the material issue.

In our social intervention model, we apply participatory rapid appraisals to identify and analyze community needs together with the beneficiaries, prioritizing actions and designing innovative and sustainable solutions. This process strengthens the communities' capacity to solve their own challenges, fostering a sense of belonging and promoting initiatives with a lasting impact on their quality of life.

In addition to addressing these needs, we believe it is essential to maintain close and effective communication with our stakeholders. Therefore, we implement strategies that strengthen the link with the communities and highlight the achievements of our management. Through a communications plan aligned with Uniban's strategic guidelines, we facilitate territorial relations, the dissemination of progress and the organization of key events. In 2024, digital media were our main channel of interaction, with daily publications on social networks and the use of WhatsApp groups to maintain direct and constant communication with the communities.

Risk management at Uniban Fundación encompasses environmental, social, legal, financial, occupational health and safety, human rights and anti-corruption practices, integrating them into organizational planning. In 2024, we conducted an analysis that showed alignment with Unibán's strategic risks, strengthening our capacity to face threats and reduce uncertainty.

The main risks identified include the interruption of services, which generates additional costs and delays in projects; the loss of key information, which can lead to legal sanctions and lower productivity; and the impact on third parties, with possible lawsuits and regulatory sanctions. We also face risks due to a lack of human talent, which affects service quality and generates hiring costs, as well as liquidity and solvency risks, which impact investment and investor confidence. **These scenarios reinforce the need to strengthen our risk management to ensure operational sustainability.**  For effective monitoring, we establish baseline indicators and use the Balanced Scorecard (BSC) to align strategies and performance. We periodically evaluate in the technical committee, optimizing decisions and strengthening our initiatives.

In addition, we continually assess the effectiveness of our alignment measures by reviewing processes and results against strategic mandates. Management review allows us to analyze the effectiveness of our controls and make timely adjustments to maximize impact.

### Our Zones of Influence with Social Intervention Outreach

### [GRI 413-1]

At Uniban Foundation, we conceive sustainability as a process of social transformation that strengthens communities and promotes development opportunities. Our work goes beyond social investment; we seek to consolidate intervention models that generate real and sustainable impact, closing gaps and enhancing the we-II-being of the regions where we operate.

During 2024, we allocated \$17,223 million pesos to improve the quality of life of 107,397 people,

### reaffirming our commitment

to the social and economic progress of communities. This investment has been key to structuring high-impact initiatives that strengthen the social fabric, promote inclusion, and consolidate a shared value model that actively contributes to sustainable development.



In 2024, we benefited 478 small banana producers in Urabá, achieving 46% progress toward our strategic goal of providing comprehensive support to 2,150 producers by 2027. In addition, we intervened in 42 banana farms in the Urabá region, reaching 46% of our strategic.

In Magdalena, we were able to impact 242 small banana producers, reaching 100% of the goal established for this region.



ZONE OF INFLUENCE MAGDALENA





### **Economic development** and infrastructure

Investing in infrastructure goes beyond upgra-In Magdalena, through the Alianza Interins In ding physical spaces; it is a commitment to quathe Banana Zone Sustainable Territory, made up lity of life, competitiveness and social welbeing. of Fairtrade certified organizations (Asobanar-From this strategic line, we encourage the procoop, Cobafrío, Empreban- coop, Coomulbanano, Coobamag and Cortrabam), we made productive development of small farmers, promote gress in the construction and improvement of decent housing and strengthen financial inclusion. Through interventions in productive units, educational infrastructure: construction of community infrastructure and access to credit, we seek to generate a sustaina-• Construction of an eco-friendly multi-purble impact on the quality of life, competitiveness pose stage and adaptation of the dining hall and social well-being that trasforms the living school at two sites of the Institution Et-Deconditions of the communities in our areas of inpartmental Non-educational Schooll (IED) fluence. Macondo, Guacamayal.

In 2024, with strategic allies in Urabá, we executed the following interventions of community infrastructure, to benefit 12,400 people, which were designed for to promote health and wellbeing, foster coexistence and encounter, as well as encourage participation an improve education in the territories wher operate.

### Improvement of 250 homes, promoting the health and wellbeing of the families benefited. Construction of a school restaurant at the El Osito school in Apartadó, benefiting more than 120 students, guaranteeing better nutritional and educational conditions. Contribution to construction of the Alegria Park, a space designed to strengthen coexistence and the social fabric in the Nueva Colonia district (Turbo).

- Armando Estrada IED Improvement
- Adequacy of the Rodrigo Vives de Andreís IED (La Bonga, Orihueca).
  - These initiatives have benefited 2,079 students, improving their learning environments under a methodology that integrates the strengthening of cultural identity, sense of belonging and care for the environment.

Our focus on technical accompaniment and joint investment has allowed us to consolidate a successful intervention model aimed at strengthening banana growers and small banana producers associated with Unibán. This model has not only strengthened our relationship with them, boosting their growth, but has also expanded their training and productive development opportunities.

In 2024, we will benefit 1,095 small producers in Urabá, Magdalena and Chocó, through:

- Improved production infrastructure, benefiting 720 producers with the installation of palletizing platforms, recavated channels and cableways.
- Access to financing, with a placement of COP 5,638 million through our Credit Unit, promoting the improvement of productive units for 375 producers.
- Creation of a new line of credit to support the Global GAP certification process.

Five percent of the loans were granted to young people under 28 years of age, 23% to adults over 62, and 72% to adults between 29 and 61 years of age, promoting financial inclusion and generational renewal in the agricultural sector. In addition, 20% of the beneficiaries belong to ethnic communities, including indigenous and Afro-descendant communities. In terms of gender distribution, 70% of the beneficiaries were men and 30% women, representing an increase of 7 more women compared to 2023.

It is important to note that the Credit Unit is ISO 9001:2015 certified, which guarantees guality management and ensures the full satisfaction of our customers.

### Uniban works for the transformation of the land in Urabá

We participated with different allies in the Juntos por Urabá project, led by Grupo Argos, the National Government and a group of allies, whose purpose is to comprehensively improve the quality of life of more than 12,000 inhabitants of the Nueva Colonia district in the Urabá region of Antioquia, with an investment of COP 110,000 million, making it the largest investment budget and size in the history of the Works for Im-pacts mechanism in Colombia.





### Education

We believe in education as an engine of trans-fo mation and generation of opportunities. For t reason, we remain committed to quality, comp hensive and relevant education that prepares ch dren and young people for the challenges of t future. As a result of this commitment, our Unib Institute received the Order of Civic and Busine Merit Mariscal Jorge Robledo in Gold grade, awa ded by the Departmental Assembly of An-tioqu as well as the Golden Feather award for obtaini the best score in the non-official schools of Apa tadó in the Saber 11 Tests. In addition, it maint ned the A+ (Very Superior) category in two tes with an outstanding average of 4.5.

Additionally, with our Uniban Technical Instit te, our results were:

- To close the year with the certification 209 students and the first cohort of the I bor Technician program for competenci in Logistics and Distribution Centers, in li with the development of the subregion.
- In collaboration with UNHCR, we trained people, including 24 Venezuelan migrai with 100% scholarships. This initiative man the first time we havecarried out work w migrants, reaffirming our commitment to social inclusion.

# **Our collaborators**

In the Uniban organization, people are our most flexible schedules and benefits that promote an valuable asset and the driving force behind our integral balance. In addition, we implemented growth and evolution. Thanks to their commita wellness program that positively impacts our ment, we have achieved exceptional results. That employees, their families and the community, is why, from the presidency to the human resourvaluing their commitment, stability and loyalty ces area, we design policies that prioritize their as pillars of our success. well-being. We foster an environment diverse and inclusive, whit fair compensation,

or- his ire- hil- the	<ul> <li>In agreement with ESUMER, we will offer technologies, professional careers and postgraduate degrees to strengthen labor qualification in Urabá.</li> </ul>
bán ess ar- uia, ing	<ul> <li>36 rural students from Carepa were awar- ded access to the program La U en el Cam- po, in alliance with ERA and Secretos para Contar (Secrets to Tell).</li> </ul>
ar- cai- sts,	• Together with Fundación Bancolombia, we awarded scholarships to 60 young people who will begin their studies in the first se- mester of 2025.
<b>tu-</b>	• 25 women benefited from scholarships through our partnership with Fraternidad Medellín.
La- ies ine	• We maintained the ISO 9001:2015 certifica- tion in Training and Human Development and renewed the NTC 5555 certification for Administrative Management in Bio- nano Production. In addition, we extended certi-
40 nts rks vith	fication to Administrative Assistant - Office Clerk and Administrative Management in Agricultural Production.

# Our people, our identity

### [GRI 2-7] [GRI 2-8] [GRI 401-2] [GRI 2-30]

People are the pillar of Uniban, their talent and commitment drive our growth, so we promote an inclusive environment, with equal opportunities and recognition for their efforts.

At the end of 2024, Uniban, the company's own production and Polyban had a total of 3,829 employees in all hiring modalities, with significant growth in Uniban, where 872 employees were hired, 78 more than in 2023.

At Uniban, we have 794 permanent employees, with a female participation of 21%, representing an increase of 1% over the previous year. At Polyban, of the 128 permanent employees, 16% are women, while in the company's own production with a female participation of 21%, 2,329 employees, with a female representation of 12%. The following is the distribution of our human talent on indefinite-term contracts by gender and region:

### OPEN-TERM COLLABORATORS (BY GENDER AND REGION) - CI UNIBAN



## OPEN-TERM EMPLOYEES (BY GENDER AND REGION) - POLYBAN



## PERMANENT EMPLOYEES (BY GENDER AND REGION) - SARAPALMA



We ended the year with 969 employees hired through third parties, working in areas such as private security, cargo inspection, merchandise handling, general services and forklift operation.

Historically, in-house production has been a male-dominated area. However, we are firmly committed to increasing female participation in all areas. To this end, we are making progress in the implementation of policies and protocols of diversity, equity and inclusion, promoting a fairer, more inclusive and representative labor environment.

Women are well represented in our management teams, as evidenced by the chairman's committee, where out of 12 members, 5 are women, representing 41.6% of the members. As an organization, we want to continue working to promote the active participation of women in decision-making within the Company.

At Uniban, 96% of employees are part of the collective bargaining agreement, at Polyban 99%, and at Sarapalma 88%. This agreement provides them with a series of benefits, including life insurance, specialized medical services, disability and invalidity coverage, as well as incentives such as Christmas bonuses, vacation, seniority, and marriage bonuses. In addition, it offers educational assistance, support for dental prostheses and eyeglasses, as well as benefits for the birth of children or death of a family member or employee.

For employees who are not part of the collective bargaining agreement, a separate benefits plan has been designed to provide them with support and welfare in accordance with the company's internal policies.

<image>

### We take care of our team, with good labor practices

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

At Uniban, more than a workplace, we want to be a place where each person vibrates, enjoys and connects with our essence, feeling valued and recognized. Our commitment is clear: to build together an environment where growth, motivation and a sense of belonging are part of everyday life.

At CI Uniban, own production and Polyban, labor welfare management and best practices are based on the recognition of its employees as its most valuable asset. We design and implement policies that ensure a diverse, inclusive and participatory work environment, with fair working conditions and benefits that contribute to the stability and quality of life of employees and their families. We promote flexible schedules, strengthen strategies for attracting, retaining and developing talent, and implement wellness programs aligned with the needs of each subsidiary.

> "Good practices are not just policies, they are the heart of Uniban. By caring for the health, wellness and equity of our employees, we boost not only their growth, but also the success and sustainability of our organization. Because when our prosperous people, Uniban moves forward".

Our commitment is based on ethical principles and respect for human rights (HR), aligning our corporate strategy with environmental protection, equality and non-discrimination, and the fight against corruption.

During the period, we allocated significant resources to strengthen organizational development and promote good labor practices in our operations. These investments reflect our commitment to the well-being of our employees, guaranteeing their access to health, training, recreation and other benefits that contribute to their quality of life and professional development. The amounts invested in each of our subsidiaries are detailed below:

SUBSIDIARY	CONCEPT	INVESTMENT (MILLIONS COP)
	Welfare	595
C.I. Uniban	Medicine	1.947
	Training	355
Sarapalma	Sports and recreation	50
	Training	93
	Doctors and drugs	649
Polyban	Sports and recreation expenses	518
	Training	15
	olyban Medical expenses and drugs	
	Porvenir Mutual Fund	59
	Polysalud	6

### Benefit investments.



During the period, we made strategic inves ments focused on organizational development and the promotion of good labor practices in th Company. We allocated approximately 2.53 b Ilion to claims and claims management at Uniba and its subsidiaries in order to ensure responsib and transparent management, which guarantee regulatory compliance and contributes to bui ding a fair working environment.

Good labor practices play a key role in the sustainability and competitiveness of the organization, directly impacting operational efficiency, labor stability and compliance with quality standards. At the same time, they can be affected by different factors within the value chain, generating risks that require strategic management to mitigate.

- At CI Uniban, port logistics, transportation, and production are the areas most susceptible to impacts related to well-being and working conditions. Lack of compliance with good labor practices can impact safety, employee performance and the company's competitiveness operational continuity.
- In in-house production, production is highly sensitive to the management of good labor practices, since any disruption due to

st-	inadequate conditions directly affects the
nt	quantity of boxes produced and the sta-
he	bility of the workers. In transportation lo-
oi-	gistics, factors such as road blockages can
an	delay operations and overload equipment.
ble	In terms of certifications, non-compliance
es	with labor standards can lead to nonconfor-
iil-	mities in audits, affecting marketing capaci-
	ty and customer relations.

- At Polyban, certifications and transportation logistics are critical areas in the implementation of good labor practices. Ensuring adequate working conditions in these processes is fundamental to comply with certification requirements that enable access to international markets. In addition, any impact on the welfare of logistics workers has an impact on product distribution and efficiency in the dispatch of materials, compromising the operation and customer satisfaction.

# Living Wage

In Urabá, the majority of employees already reach the living wage standard according to the Anker methodology, reinforcing the commitment of producers to social justice and economic equity.

In 2024, we analyzed the wage gaps in 174 farms in Urabá and Magdalena, employing 11.390 workers.

of the farms filled out the IDH living wage matrix in 2024.

😑 Gap in Uraba: 0,62% Gap in Magdalena: 6,73%

With more than 30 years in force, the collective agreements with the majority union, recognized worldwide, have improved the quality of life of the workers, agreeing to a 14% wage increase in the 2023-2027 agreement for the Urabá region.

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Urabá

**Retailer initiatives are** committed to working on responsible purchasing practices:

Sustainable prices.

- Durable between retailers and suppliers..
- Increased cooperation and integration of responsible purchasing practices in operations.

Delivery of voluntary contributions for more 1,000 million pesos for approximately

workers of our company value chain, reaffirming our commitment to well-being and economic justice.

# 26 farms in Magdalena farms in

### **Manuel Antonio** Laborde Barriga

President of Uniban

WE HIGHLIGHT THE **IMPORTANCE OF** STRENGTHENING AND **EXPANDING OUR MANAGEMENT CAPABILITIES WITH SOCIAL** AND ENVIRONMENTAL IMPACT BY THE SUSTAINABILITY TEAM AND THE UNIBÁN FOUNDATION. **EXEMPLIFIED IN THE PIONEERING IMPLEMENTATION** OF THE DIRECT DISBURSEMENT **TO FARM EMPLOYEES OF SUPERMARKET CONTRIBUTIONS TO FILL** SPECIFIC GAPS ACCORDING TO THE LIVING WAGE STANDARD. AN EFFORT FOR WHICH OUR **TEAM HAS BEEN HIGHLY RECOGNIZED BY THE LEADERS OF THESE COMPANIES IN** EUROPE."

### Our route of the human, strengthening the essence of who we are

### [GRI 404-1] [GRI 404-2] [GRI 404-3]

At Uniban, we value the efforts of our employees, promoting their development and continuous training to strengthen their skills and promote their well-being and professional growth. Constant training guarantees a team prepared to adapt to market changes and achieve organizational objectives. In 2024, we made key advances in talent attraction, training and performance management, with joint activities that benefited our entire labor community:

- We strengthened the training of our employees, offering an average of 10 hours of training per employee at CI Uniban, 50 hours in our own production and 67 hours at Polyban, thus promoting professional development and continuous improvement in all our subsidiaries.
- At CI Uniban, we provide accompaniment to our clients, We support employees in their labor transition, helping them to deal with the emotional aspects of leaving their jobs, offering financial guidance and providing tools for managing their free time or relocation. This accompaniment includes specific plans for senior managers, helping them to visualize their professional horizon and facilitating their reintegration into the workplace. In addition, we offer motivational support to employees approaching retirement, guiding them in preparing for this new stage and defining their personal retirement plan.
- In order to identify strengths and areas for improvement, in 2024 we conducted periodic performance evaluations in our subordinate companies. At CI Uniban, we

The Company evaluated 73% of the Snacks plant's operating personnel (54 out of 74 employees), representing 6.2% of the total number of the Company's employees. In Polyban, the evaluation reached 100% of the operating personnel, equivalent to 84% of the total number of employees. Similarly, in production itself, 100% of the operating personnel were evaluated, representing 70% of the total workforce.

### **Occupational** health and safety management system

### [GRI 403-1]

At Uniban and subsidiaries, we prioritize the care, health and safety of our employees through the implementation of a robust Occupational Health and Safety Management System (OHS-**MS)**. This system is governed by the PHVA cycle (Plan, Do, Check, Act) and continuous improvement, complying with the provisions of Decree 1072 of 2015 and Resolution 0312 of 2019 of the Colombian Ministry of Labor.



OSH&S covers all of our work centers and sites, ensuring the protection and well-being not only of our employees, but also of contractors and other stakeholders. We develop an annual work plan that comprehensively covers all stakeholders, promoting a safe and healthy work environment that contributes to the overall well-being and quality of life of our people.

### How do we manage hazards, risks and incidents?

### [GRI 403-2]

Our responsibility for the safety, health and well-being of our employees is reflected in our proactive management of occupational hazards, risks and incidents. We implement a comprehensive approach that includes the identification, evaluation and control of risks through periodic inspections, the collection of reports on working conditions by employees, and the active participation of the Joint Committee on Occupational Safety and Health (CO-PASST). These actions allow us to prepare reports that guide the planning and execution of effective corrective measures.

For risk assessment, we use the Colombian Technical Guide GTC-45, and we apply the control hierarchy, prioritizing the elimination of hazards and the substitution of dangerous processes. We complement these measures with engineering controls, administrative procedures and the appropriate use of personal protective equipment (PPE).

The constant monitoring of the action plans and the measures implemented is carried out in coordination with the area leaders and the Occupational Health and Safety (OHS) teams, ensuring risk control until the closure of the Project plans.



We have clear procedures that allow workers to report risks in a timely manner to their direct leaders, the COPASST and the S&ST team.

Each company has developed specific mechanisms for risk reporting:

- Cl Uniban: Verbal, written and e-mail notifively identify and manage risks, contributing to a cations are used for risk reporting. safe and healthy work environment.
- The steps we follow in the process of identifying • In-house production: The INFOMANTE system is implemented, where employees report and managing occupational hazards are designed to ensure a safe and healthy work environhazards through a program of requests that the maintenance area classifies and prioritizes ment. This structured approach enables us to effectively anticipate, evaluate and mitigate pofor a quick and efficient response. tential hazards. The key steps in this process are • **Polyban:** The Hazard Identification Matrix is described below;
- distributed to employees and a WhatsApp group is used exclusively for reporting substandard conditions and acts, facilitating agile and efficient communication.

- We foster a culture of hazard reporting through awareness campaigns and programs, ensuring that employees can report without fear of retaliation. Risk assessment is a fundamental part of
- the OSHMS and is promoted as a positive practice. In addition, we offer ongoing training to our employees to strengthen their ability to proacti-

### **Occupational health and** safety policy

### STANDARDIZED PROCEDURE FOR RISK **ASSESSMENT AND CONTROL**



### Our employees as the unifying element of our S&ST culture

### [GRI 403-4]

We have several channels that facilitate the dis-We promote effective communication in Occupational Health and Safety (OHS) to strengthen semination of information, feedback and active our organizational culture and ensure the weparticipation in our subsidiaries: II-being of internal and external collaborators.



### Communication channels for OSH.

In all our subsidiaries, we have organizational goal of safeguarding the health and well-being structures and committees specialized in occuof our employees, each subsidiary tailors its supational health and safety management, ensuring pport groups, meeting frequency and specific compliance with labor regulations and promofunctions according to the particular needs and ting safe and healthy work environments. While characteristics of its operations. all of our hile these structures share the common

## Sara palma

 COPASST, Emergency Brigades and the Coexistence Committee play key roles in risk identification and

actively in the Occupational Safety and Health Management System (OSHMS), in addition to performing audits that help evaluate the maturity

farms and work centers are used to • There is also the Germina program, which allows daily reports to be made on security at the different farms.



• Corporate e-mail: for administrative personnel. • Posters: for administrative and operational personnel. Corporate cell phones: used by administrative and operational personnel. • Suggestion box: accessible to both administrative and operational personnel.

COMMITTEE / STRUCTURE	MAIN OBJECTIVE	KEY ACTIVITIES		
Joint Committee on Occupational Safety and Health (COPASST)	Propose measures and activities that ensure health and safety in the work environment.	<ul> <li>Performs periodic inspections of workspaces.</li> <li>Participates in safety and health training programs.</li> <li>Collaborates in the analysis of occupational accidents.</li> <li>Proposes corrective measures.</li> </ul>		
Labor Coexistence CommitteePrevent psychosocial risks and manage situations of workplace harassment, grievances and mental health problems.		<ul> <li>Reviews cases that affect the work environment.</li> <li>Formulates improvement plans.</li> <li>Proposes preventive measures for a respectful and healthy work environment.</li> <li>It fosters relationships based on trust and mutual respect.</li> </ul>		
Brigade and Emergency Committee	Manage labor emergencies and implement preventive measures in the subsidiaries.	<ul> <li>Coordinates and executes periodic drills.</li> <li>Trains personnel in emergency response.</li> <li>Manages resources and emergency protocols.</li> <li>Encourages active participation in risk prevention.</li> </ul>		

Committees and structures.

## **Work-related incidents**

### [GRI 4 [GRI 403-9] [GRI 403-2] [GRI 403-3] 03-4]

At Uniban, occupational health and safety are essential pillars of our management. During the year, we have implemented robust risk prevention and control strategies to promote a safe appropriately. Even so, the most common injuries and healthy work environment. However, despite in the last period were entrapments and blows to these ongoing efforts, there were incidents that the hands, which reinforces our commitment to highlight both persistent challenges and opportunities for improvement in our safety and health our employees. processes of segurity.

To minimize these risks, we use a hazard matrix based on the Colombian Technical Guide GTC45, which allows us to evaluate and prioritize risks continue optimizing safety practices to protect

WORK-RELATED	SUBSIDIARY						
INJURIES		C.I. UNIBÁN			POLYBAN		
PERIOD	2023	2024	VARIATION	2024	2024		
Number and rate of fatalities resulting from a injury due to an occupational accident.	Quantity: 0 Rate: 0%.	Quantity: 0 Rate: 0%.	We remain at 0 deaths	Quantity: 0 Rate: 0%.	Quantity: 0 Rate: 0%.		
Number and rate of occupational injuries with major consequences (excluding fatalities).	Quantity: 2 Rate: 0.18%.	Amount:0 Rate: 0%.	No events occurred	Quantity: 1 Rate: 0.03%.	Amount:0 Rate: 0%.		
Number and rate of recordable occupational injuries.	Quantity: 64 Rate: 5.56%.	Quantity: 70 Rate of 4.86%.	The number of accidents increased by 6, but the rate decreased by 0.7%. due to the increase in the number of employees	Quantity: 575 Rate: 21.35%. (closing as of November 2024)	Quantity: 8 Rate: 0.43%.		
Main types of occupational injuries.	Blow, contusion - superficial trauma - sprain or sprain	Blow, contusion superficial rauma sprain or sprain or strain foreign superficial trauma sprain or		trauma internal, blow, contusion or crushing, wound, bruise, contusion, sprain, strain or sprain, foreign body	Ankle sprains and strains, finger injuries without nail damage, unspecified lumbago, contusion of other parts of the wrist and hand, finger injury with nail damage, bur of the shoulder, and upper limb of second degree except wrist and hand, contusion of other parts and unspecified parts of the foot, fracture of lumbar		
Number of hours worked.	2301120 annual hht	2880000 annual hht	Increased 25% compared to 2023	2880000 hht per year	2880000 hht pe yearW		

### OCCUPATIONAL INJURY CONTROL - NON-EMPLOYEE WORKERS, BUT WITH WORKPLACES CONTROLLED BY THE ORGANIZATION

	SUBSIDIARY					
WORK-RELATED INJURIES	C.I. UNIBÁN			SARA PALMA	POLYBAN	
PERIOD	2023	2024	VARIATION	2024	2024	
Number and rate of deaths resulting from a work-related injury.	Quantity: 0 Rate: 0%.	Quantity: 0 Rate: 0%.	We remain at 0 deaths	Quantity: 0 Rate: 0%.	Quantity: 0 Rate: 0%.	
Number and rate of injuries per occupatio- nal accident with major con- sequences (not including fatalities).	Quantity: 0 Rate: 0%.	Quantity: 3 Rate: 0.20%.	The number of accidents increased by 3 and the rate increased by 0.2%.	Quantity: 1	Quantity: 2	
Number and rate of re- cordable occupational injuries.	Quantity: 105 Rate: 4.86%.	Quantity: 92 Rate: 6.38%.	Number of accidents decreased in 13, but increased the rate by 1.52% due to the decrease in the number of workers		Quantity: 8 Rate: 0.43%.	
Main types of occupa- tional injuries.	Blow, contusion -wounded.	Blow, contusion -wounded.	Similar type of injury	fall to a different level	Ankle sprains and strains, finger injuries, lumbago, contusions in hands, wrists and feet, Second degree burns on shoulders and arms, and fracture of lumbar vertebra.	
Number of hours wor- ked.	4320000 annual hht	2880000 annual hht	IDecreased by 33% with with respect to 2023	2,496 hht per year	2880000 hht per year	





### How do we investigate work incidents and define our S&ST services?

We have structured procedures for the reporting and investigation of incidents and accidents at work, in order to determine the factors involved and establish corrective measures. In these procedures, the employee must make the immediate report to the process leader or immediate boss, who informs occupational health and safety and schedules the investigation with the corresponding team. The investigative team includes key personnel such as the process leader, the PASST CO and the person responsible for Occupational Safety and Health.

For the investigation, methodologies such as the "Cause Tree" at CI Uniban and Sara Palma, and the SCAT (Domino Theory) methodology at Polyban are used to identify the root cause and establish a corrective action plan.

> We have three key committees and an emergency brigade that, together, ensure the safety, security, security and safety of the psychosocial well-being and risk preparedness in all our subsidiaries, reaffirming our commitment to a safe, healthy and respectful work environment.