



SUSTAINABILITY

Report

2025



60 Years Building a Nation, with Vision for the Future

[GRI 2-22]

In the year Uniban turns 60, we present this Integrated Report, which reflects the results of 2025 and the conviction that has guided our history since 1966: to build a company with a long-term vision, to compete with excellence in international markets, and to generate development in the regions where we operate. This report reflects the strength of a trajectory built with vision, hard work, and territorial roots, and confirms the validity of a model that has grown alongside regions, opened pathways for Colombia, and showcased our agroindustrial capabilities to the world.

The progress achieved during 2025 confirms the strength of this vision. The strengthening of the portfolio, the productive base, logistics, sustainability, and the strategic business enablers demonstrates Uniban's capacity to respond to challenges in the broader context with discipline, knowledge, and a long-term perspective.

Throughout our history, we have understood that competitiveness is only sustainable when built on solid foundations: shared value, territorial development, dignification of labor, and commitment to the environment. This conviction also expresses our way of contributing to nation-building, from an operation that competes globally while strengthening capabilities and generating opportunities in the regions.

To those who have accompanied Uniban's history, thank you for your trust and commitment. Your support has been key to consolidating an organization that has grown hand in hand with the territory and will continue to showcase our agroindustrial capabilities to the world.

Sincerely,
Executive Team
Uniban



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

This Sustainability Report presents the path taken by Uniban during 2025, a deeply meaningful period in which we celebrate our history, evolution, and commitment to Colombia and the international markets where we have a presence.

Uniban is a privately held corporation, headquartered in Medellín, Colombia. **Our productive and export operations are carried out primarily in Urabá, Magdalena, and Córdoba, where we coordinate a network of more than 2,400 banana and plantain producers,** and operate logistical, commercial, and social capabilities that support our integrated management.

Our portfolio includes the Turbana and Tropy brands, with commercial presence in more than 25 countries across the Americas, Europe, the Middle East, and North Africa.

From our rural roots to our participation in international markets, we have established ourselves as a modern and responsible agroindustrial company, built on the work of Colombian farmers and a long-term vision.

Through this report, we share the main advances, results, and lessons learned from our environmental, social, economic, and governance (ESG) performance.

This document is both an accountability exercise and a public reaffirmation of our commitments to the territories where we operate, the people who trust us, and the planet we share.

This report has been prepared in accordance with the GRI Standards (GRI 2021). It is also aligned with the 10 Principles of the United Nations Global Compact and with the Sustainable Development Goals (SDGs), prioritizing those in which we have the greatest capacity to generate a positive and lasting impact.

Scope and Reporting Period

Covering the period from January 1 to December 31, 2025, this document corresponds to our annual sustainability reporting cycle. The organizational scope of the reported information corresponds to C.I. Uniban S.A. When information from other related entities or initiatives is included, this will be explicitly indicated in each section. The information was consolidated with the support of the various functional areas, validated by the sustainability team, and reviewed by **senior management.**

We clarify that this report does not include any restatements of data or corrections of figures from previous reports. Should future adjustments or corrections be made, these will be clearly identified and justified in accordance with the principles of transparency.

Every piece of data, story, and indicator in this report reflects a conviction that guides our management: agricultural production can and must coexist with the care of the planet and of life. At Uniban, we make visible that agriculture and conservation are not opposites; when done well, they are natural allies.

For questions, comments, or requests for additional information about this report:

info@uniban.com.co





Materiality

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

Turning 60 invites us to look back with gratitude and, at the same time, to continue projecting ourselves with greater clarity. At Uniban, we reaffirm that sustainability is not a strategy parallel to the business:

it is the way we understand development, make decisions, and relate to our environment.

Within this framework, materiality is our compass. It allows us to identify the issues that generate the greatest impacts on our stakeholder groups and on the continuity of our operations, serving as the basis for directing priorities, resources, and commitments. In recent years, we have strengthened this approach, evolving from a materiality centered primarily on reputational risks toward a broader vision, connected with global challenges, emerging regulation, and societal expectations.

During 2025, we managed and reported our material topics based on the current materiality assessment. In parallel, we initiated the update process to be carried out between 2025 and 2026, incorporating the voices of key actors in our value chain (producers, workers, communities, clients, unions, authorities, and allies) through surveys, workshops, and interviews, complemented with internal analyses to ensure a technical and strategic assessment.

As a result, we reaffirm **7 material topics**

that we **consider relevant** both to our stakeholder groups and to Uniban's financial, operational, and reputational sustainability:

- 1 Reputation and accountability
- 2 Environmental management and climate adaptation
- 3 Agroindustrial innovation and technology
- 4 Value generation in the community
- 5 Ethical practices and corporate culture
- 6 Good labor and union practices
- 7 Business risk management

Progress Toward Double Materiality

In alignment with growing demands for transparency and responsible management, over the past two years we have taken concrete steps toward adopting the double materiality approach.

This approach allows us to simultaneously assess:

- 1 **How our operations impact people and the environment.**
- 2 **How external factors (environmental, social, regulatory, and market-related) may influence the continuity and sustainability of the business.**

Material Topics and Stakeholder Groups



This methodological evolution not only improves the quality of the information we report; it also strengthens our capacity to make more informed decisions, prevent systemic risks, and capture strategic opportunities for the future.



We have confirmed that a company that listens, adapts, and acts with purpose is a company **that endures.**

For this reason, our materiality will continue to be the map that guides decisions and priorities for navigating a challenging environment, with our feet firmly on the ground and our eyes set on the long term.

This report also gathers voices, prioritizes, and mobilizes action alongside those who have been part of this journey, transforming impact into value and value into trust to continue building an agroindustry that cares for and generates wellbeing where it matters most:

**in people,
territories
and the planet.**



[GRI 2-6]

We work every day with a vision that goes beyond the commercialization of fruit. We are an international trading company of high-value agroindustrial products, with a trajectory that began in 1966, when a group of pioneering Colombian producers decided to sell directly to the global market. Since then, we have evolved to become an organization that drives competitiveness, employment, and development in the territories where we have a presence.

From our origins in the Urabá region, we have built an integrated operation that links production, commercialization, logistics, field services, and market access. We operate primarily in Urabá and Magdalena, strengthening the productivity and capabilities of our producers, promoting responsible agricultural practices, and contributing to regional economic dynamism.

Our main activity continues to be the production and commercialization of bananas and plantains, which are emblematic crops for Colombia. Around this operation, we work with producers, communities, and strategic allies to consolidate a model that generates shared value and sustainable results over time.

In addition to fresh fruit, we have diversified our portfolio with value-added products, such as *snacks* made under our own brands from plantain, banana, and cassava. This demonstrates our commitment to innovation, quality, and responding to consumption trends that demand more convenient, healthier, and more sustainable options.



COP \$75,525
million invested
in social initiatives
between 2022 and 2025.

At Uniban, we have connected the Colombian countryside with the world since 1966.

We have an integrated operation and logistical capabilities that allow us to compete in demanding markets, while driving productivity, employment, and territorial development with sustainability as the backbone of our management.

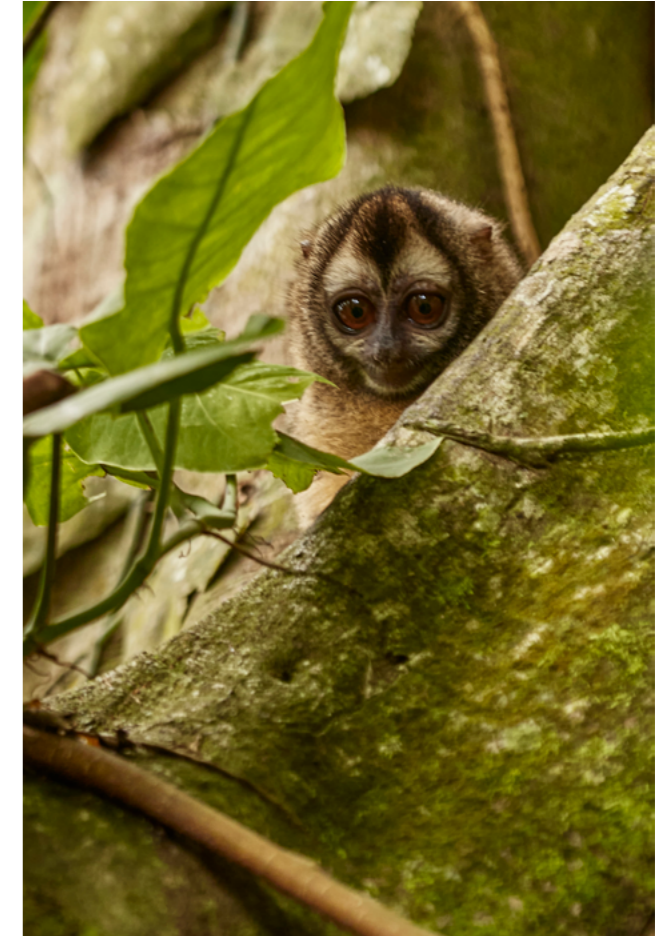


121,925

beneficiaries
of social and
environmental programs
implemented in 2025.

Sustainability is part of our strategy and translates into concrete actions. Uniban was recognized among the **20 most outstanding companies in Colombia for sustainability according to the III Private Social Investment Summit; between 2022 and 2025 we invested more than COP \$75,525 million** in social and environmental initiatives. In the region, our conviction is clear: agricultural production can and must coexist with the care of life. Urabá today is home to 82 km of certified biological corridors, more than 3,100 records of fauna and flora, and world-class banana production; this path has allowed us to be the first industrial company in Latin America to maintain the Wildlife Friendly Certification and to export 36 million boxes annually to Europe with verifiable standards.

Behind each box of bananas there is a human chain that makes the result possible: on average, the direct and indirect work of 20,000 people. In 2025, **93% of farm workers who export with Uniban meet the living wage standard** – equivalent to an income 67% above the legal minimum wage – supported by nearly 40 years of collective agreements and a culture where worker wellbeing is a business indicator.

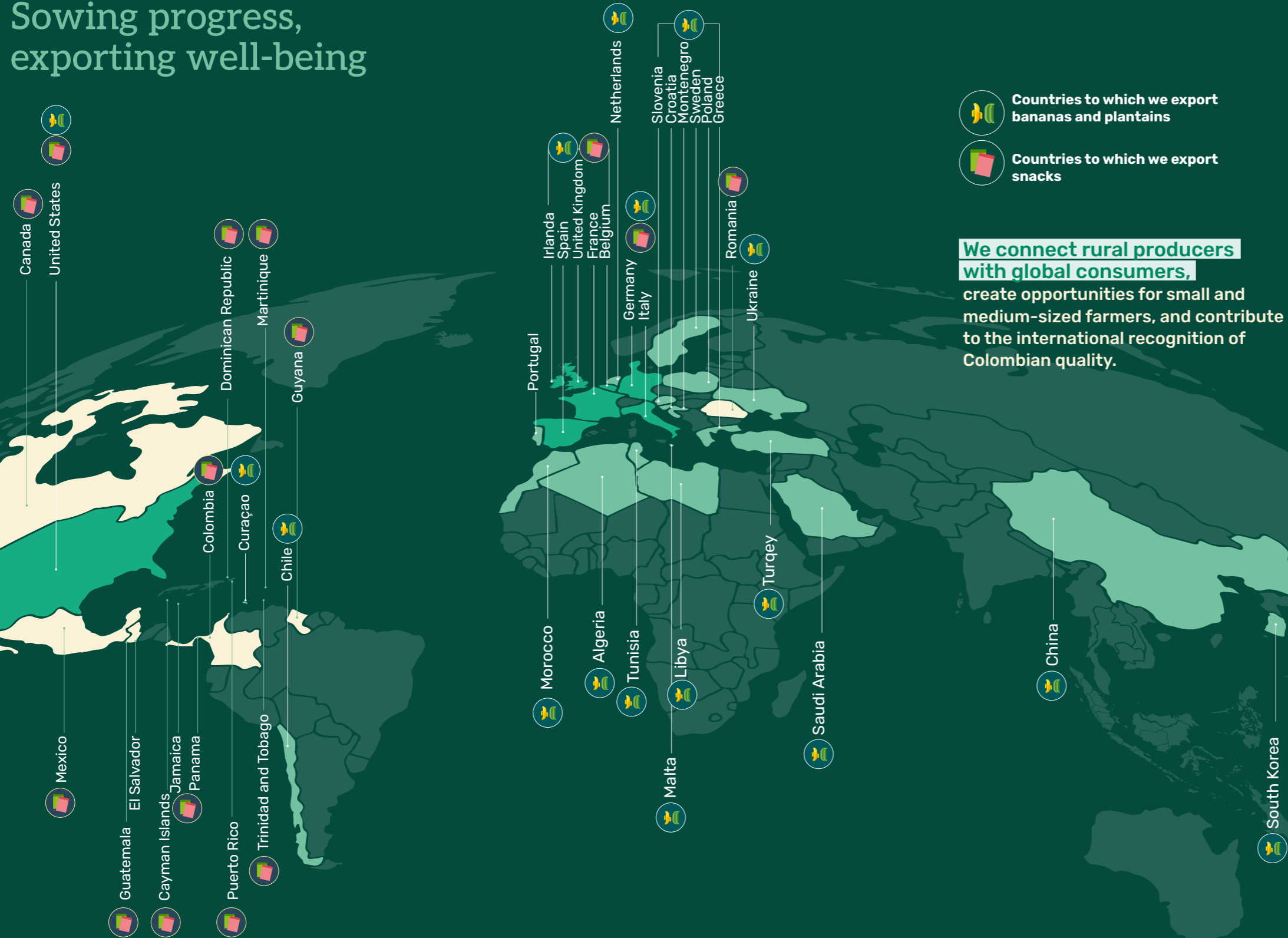


Sustainability is at the core of what we do: we promote responsible agriculture, care for natural resources, and work for the wellbeing of workers, families, and rural communities. These actions are implemented in coordination with the Uniban Foundation, through education, infrastructure, economic development, social inclusion, and environmental protection initiatives, strengthening our contribution to the territory and the trust of markets.



UNIBAN around the world

Sowing progress,
exporting well-being



Our internationalization began with the export of Colombian bananas to nearby markets and, over time, consolidated us as a global player with a presence in more than 30 countries.

This growth has not been coincidental. It is the result of a strategic vision, adaptability, operational discipline, and a culture that unites knowledge of the land with increasingly demanding international standards. From the first shipments from the Urabá region, our operation evolved into an integrated and resilient commercial network, prepared to respond to global dynamics without losing the sustainability hallmark that characterizes our management. Today, with 60 years of history, we serve a wide variety of destinations, reflecting the trust built with clients and allies over time.

This expansion represents more than commercial reach: it is the capacity to build lasting relationships based on integrity, quality, and compliance with food safety, sustainability, and corporate responsibility standards.



OUR PRODUCTS AND SERVICES



At Uniban, we connect the countryside with global markets through an integrated chain that runs from production and producer support to traceability and logistics.

We do this with a clear objective:

To deliver exceptional fruit, with verifiable freshness and food safety, backed by rigorous processes that ensure consistency and excellence in every delivery, from regions such as Urabá, Magdalena, Chocó, and the Coffee-Growing Region.



Banana

Our main export line.

On farms such as those associated with Agrícola Sara Palma, we cultivate thousands of hectares dedicated to the responsible production of bananas. Today, it is estimated that of every 100 bananas consumed in the world, **4 come from Uniban.**



Plantain

Grown in strategic areas of Urabá and Chocó,

The plantain represents a key diversification and productive sustainability alternative.



Native and Tropical Fruits

We also develop capabilities

to meet the growing global demand for fruits of Colombian origin, adapting to new trends and consumer preferences.



Snacks

We deliver excellent quality products

to our consumers, allowing them to enjoy flavorful moments while ensuring sustainable action with communities and the environment.

Our portfolio not only positions us as an international benchmark in sustainable agroindustry, but also as a driver of economic, social, and environmental development for Colombia.



VALUE-ADDED PRODUCTS

INNOVATION AND RESPONSIBLE CONSUMPTION

Through Turbana Foods and other industrial units, we transform local raw materials into offerings that respond to global trends such as healthy eating and conscious consumption.

This translates into:

- Portfolios such as dehydrated plantain, banana, and cassava snacks.
- New developments in functional fruits.

COMPREHENSIVE SERVICE:

TERRITORIES AND PRODUCERS

On the ground, the Tropycentros operate as comprehensive service hubs for producers: offering certified input sales, technical assistance and training, credit options, and direct farm delivery, all while promoting good and sustainable agricultural practices.

At Uniban, innovation is the way we turn market and territory challenges into product, process, and efficiency decisions.

SPECIALIZED SERVICES

STRENGTHENING THE ENTIRE AGROINDUSTRIAL CHAIN

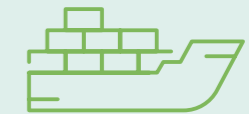
With Uniban Logistical Services, we offer transportation, port operations, and commercial facilitation, with container management, Single Inspection Zones (ZUI), and documentary support for international markets.

COMMITMENT TO THE COLOMBIAN MARKET

We also maintain a firm commitment to the Colombian market, delivering fresh and industrialized products to distribution chains, institutions, and small businesses.

INDUSTRIAL PRODUCTION WITH HIGH STANDARDS

We manufacture key inputs for agriculture and packaging: from corrugated boxes designed to protect fruit in transit to Polyban solutions (agricultural plastics such as biodegradable bags, twines, and straps) with international standards and regional presence.



INITIATIVES SUPPORTING AGRICULTURAL OPERATIONS

We strengthen our operations with shipyards for the maintenance of river vessels, as well as fumigation, biological control, and plant health services.

WE INNOVATE IN OUR PRODUCTS AND SERVICES



Through Turbana Foods and our internal capabilities, we understand innovation as a driver for maintaining competitiveness and responding to increasing demands for well-being, sustainability, food safety, and traceability.

Innovating is not just launching products; it means optimizing resources, reducing losses, strengthening capabilities, and opening opportunities in increasingly demanding markets.

This process is led by the Innovation and Development team, in coordination with operations, marketing, and finance, and is built together with producers, communities, clients, and collaborators to generate shared value and adapt nimbly to a changing environment.



Supply Chain

“In 2025, we strengthened our supply chain by taking on a stronger role as an anchor company: not only do we purchase, but we also support and mobilize our suppliers toward more sustainable and competitive practices. We integrated ESG criteria, promoted circular economy, and raised shared ethical standards through the Code of Conduct and the ESG evaluation of our key partners, consolidating relationships based on trust, compliance, and transparency. Initiatives such as Avanza Urabá and the reincorporation of more than 500 metric tons of plastic in our processes reflect this commitment to regional development, responsible consumption, and a more resilient value chain.”



[GRI-2-6]

In 2025, we strengthened the governance of our supply chain by designing, approving, and publishing the Supplier Code of Conduct, a guide that defines principles and standards in ethics, human rights, regulatory compliance, and labor and environmental practices. Now being implemented with our most representative suppliers, this instrument aligns expectations, drives responsible commercial relationships, and reaffirms our commitment to the Sustainable Development Goals, especially in decent work, responsible production, and strong institutions.

124

strategic suppliers participated in our first ESG assessment during 2025.

As part of the strengthening of our responsible procurement model, in 2025 we conducted for the first time an ESG assessment of 124 strategic suppliers, representing more than 60% of the company’s total purchase volume. This exercise allowed us to identify strengths in social, labor, and human rights aspects, as well as opportunities for improvement in environmental matters and in the formalization of sustainable policies. The results constitute a solid basis for designing support plans that drive a more responsible and efficient supply chain, aligned with global best practices. This assessment will be conducted biennially and will be consolidated as a key tool for preventive risk management.

Commercial Relationships Based on Trust and Transparency

SUPPLIER SURVEY – 2025 RESULTS

To measure the quality of our supplier relationships, in 2025 we administered a satisfaction and Net Promoter Score (NPS) survey to the same suppliers surveyed on ESG topics. The results confirm the strength of the relationships built over the years:



92% consider that Uniban acts with transparency and delivers on its promises.



88% perceive fair and collaborative conduct in resolving difficulties.



90% expressed a high level of trust and willingness to recommend Uniban as a business partner.

These indicators reaffirm that ethics, transparency, and mutual respect are the main guidelines of our commercial relationships.



In 2025, we made domestic purchases totaling COP \$612,000 million, equivalent to 64% of the total. Of these, COP \$138,000 million corresponded to suppliers from the Urabá sub-region, representing 15% of total purchases. Along these lines, we actively participated in Avanza Urabá, an initiative carried out with Comfenalco Antioquia, the ANDI, and other anchor companies that support

micro and small businesses to strengthen their technical, administrative, and commercial capabilities. During the year, more than 30 companies benefited, driving stronger productive linkages and a regional economy with greater capacity to respond.

We will continue to strengthen a sustainable supply chain with clear priorities: progressively

integrating ESG criteria into purchasing decisions, supporting the growth and continuous improvement of strategic suppliers, increasing the participation of local suppliers, and permanently expanding and reinforcing traceability, ethics, and transparency throughout the chain.

Projection and Priorities STRENGTHENING OUR SUSTAINABLE SUPPLY CHAIN

Looking ahead, we will continue to strengthen our sustainable supply chain with a focus on:



The progressive integration of ESG criteria into purchasing decisions.



The implementation of strategic improvement plans.



Increasing the participation of local suppliers, especially in Urabá.



The permanent strengthening of traceability, ethics, and transparency throughout the chain.



The implementation of improvement practices with strategic suppliers.



The expansion of local initiatives, especially those centered on the circular economy.

In this way, we reaffirm our commitment to generating shared value from the origin of our operations, driving a supply chain that grows alongside the regions, protects the environment, and projects itself to the world with the highest standards.



SCAN
THE CODE OF
CONDUCT FOR
SUPPLIERS

Governance



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

The General Shareholders' Meeting is the highest corporate decision-making body, and the Board of Directors defines the organizational direction, approves policies, and oversees compliance with our commitments. The Board is made up of seven members, two of whom are independent, and is supported by six specialized committees that delve into key topics – including sustainability, commercial affairs, strategy, finance, talent and compensation, and audit and risk – to incorporate ESG factors into decision-making.

The election of Board members is based on suitability and independence criteria; shareholder members are elected by the

Assembly for two-year terms, and independent members are pre-selected by a specialized firm. The Board Chair does not hold executive functions, reinforcing independence. To prevent and manage conflicts of interest, we apply statutory rules, a Code of Ethics with declaration and management protocols, and oversight by the Audit Committee.

Sustainability is transversal to our governance: the Board of Directors approves strategic guidelines and receives periodic reports on performance, risks, and progress on material issues. The compensation of the Board and of senior management is defined based on market studies updated every two years, seeking balance, competitiveness, and alignment with strategic objectives.



Governance Structure

GENERAL SHAREHOLDERS' MEETING

BOARD OF DIRECTORS

7 members

2 independent members

BOARD OF DIRECTORS COMMITTEES



We manage shared value as a traceable and prioritized portfolio.



Of 54 analyzed initiatives, we identified 20

that fully meet shared value criteria, differentiating them from philanthropic actions or routine management.

“UNIBAN Sustainable”:

Our Corporate Sustainability Strategy

Our sustainability evolves with us.

In 2025, we strengthened a more robust model, with consolidated pillars and a shared value vision that integrates sustainability into every decision. Drawing on lessons learned, dialogue with our stakeholders, and data-driven management, we reconfigured our priorities and scaled our actions. Today, our strategy not only responds to global challenges but transforms local realities, reaffirming that to grow sustainably is to grow with purpose.

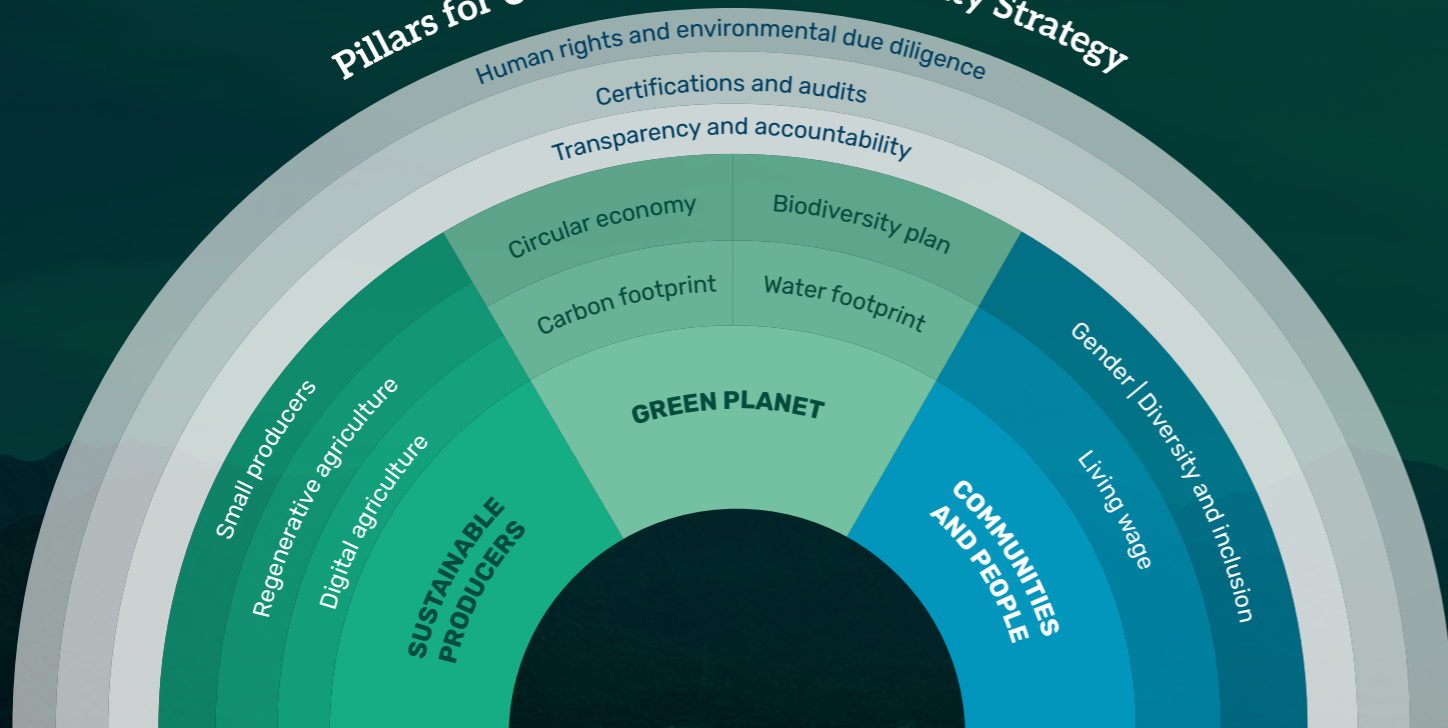


These are the SDGs we prioritize at Uniban because they reflect where we generate the greatest value:

They guide our sustainability strategy and direct concrete actions to strengthen the territory, care for the environment, and contribute to people’s well-being.



Pillars for Uniban's 2030 Sustainability Strategy



Our strategy is built upon three pillars:

SUSTAINABLE PRODUCERS:

We deepened regenerative agriculture and digital agriculture practices and strengthened technical support to improve productivity and resilience, with a specific emphasis on small-scale producers.

GREEN PLANET:

We reinforced goals associated with water footprint and carbon footprint, while promoting the circular economy and ecological connectivity within the banana-growing region.

COMMUNITIES AND PEOPLE:

We advanced in inclusion, gender equity, gap reduction, and transformative social investment, all aligned with the SDGs.

2030 Targets:

50%

of farms in Urabá implement digital agriculture practices.

10%

improvement in productivity among our small producers.

22%

of our carbon footprint is offset through our good practices.

Maintain **Wildlife Friendly** certification for our biodiversity conservation efforts.

Progress toward the recognition of Urabá as a territory **with no living wage gap.**

Each pillar is aligned with the company's materiality and guides the management of the triple bottom line of our operations: we build trust for customers and shareholders, we care for the planet as our primary asset, and we contribute to the development of the territories and communities where we have an influence.

At Uniban, we understand sustainability as a permanent commitment to the development of the territory where we operate and the country. This commitment is materialized through actions, plans, and projects that promote the care and protection of natural resources, as well as the improvement of the quality of life for our workers and the communities where we have a presence. This approach is supported by instruments that guide our management and elevate our standards, including the **Sustainability Policy, the Supplier Code of Conduct, due diligence guidelines, the Environmental Policy, the Human Rights Policy, and the Child Labor Prevention Protocol.**



SCAN TO VISIT SUSTAINABLE UNIBAN





Ethical Practices Associated with Corporate Values

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

At Uniban, ethics is an operating principle: it guides the way we make decisions, lead, build relationships, and manage risks. Our commitment to integrity, transparency, and respect translates into a governance and compliance framework that defines responsibilities, procedures, and policies to prevent and manage risks such as corruption, bribery, fraud, and conflicts of interest, promoting conduct consistent with our values at all levels of the organization.

This approach is built on two complementary fronts: regulatory compliance with integrity and the promotion of human rights throughout our operations. To ensure this, we provide secure, confidential, and accessible reporting channels (such as the Ethics Hotline, Audit, and the Internal Committee for Ethical Issues and Conflicts of Interest) that allow for the timely reporting of irregular conduct or situations that may compromise ethical standards, legality, human rights, or the environment. All reports are managed under principles of confidentiality and non-retaliation, including risk analysis and the adoption of corrective measures when necessary.



“Integrity is not a speech: it is a standard.”

At Uniban, ethics protects trust, strengthens our governance, and ensures that every decision is made with transparency, accountability, and respect for people and the environment.”

Compliance, Integrity, and Transparency

Beyond having frameworks such as SAGRILAFI, PTEE, and our data protection policy, we focus our management on ensuring that decisions, contracts, and relationships are conducted under verifiable criteria: due diligence, internal controls, audits, and reliable reporting channels. This approach sustains a “zero tolerance” culture toward malpractice and protects the trust of producers, employees, partners, and markets, ensuring that organizational growth is built on clear rules and shared responsibility.

Alongside this, we drive permanent training, awareness-raising, and dialogue processes aimed at strengthening knowledge of the ethical and regulatory framework and consolidating behaviors consistent with our values. The effectiveness of the system is continuously evaluated through report reviews, internal audits, trend analysis, and case follow-ups, allowing us to update policies and procedures, adjust controls, and strengthen our response to complex situations.

With 60 years of history, we remain convinced that acting with integrity is not just a corporate principle: it is a strategic decision that protects trust, sustains business sustainability, and reinforces our capacity to generate shared value in the territories where we operate.

In 2025, we transitioned from simply “having channels” to managing with greater traceability:

we integrated the Ethics Hotline and the PQRS (Petitions, Complaints, Claims, and Suggestions) into our due diligence process, strengthening risk analysis, monitoring, and the effective closure of cases, always under the principles of confidentiality and non-retaliation.

Our Ethics and Transparency Channels

CONTACT US CONFIDENTIALLY:



#555

From within Uniban

Internal Extension

604 605 4466

National Line

018000 18 9777

National Toll-Free Line

Email us at:

lineaetica@uniban.com.co

Email Address



Human Rights and Due Diligence

We have established a due diligence process integrated into our operations: we identify and prioritize impacts by activity and territory, define controls and action plans, monitor their effectiveness, and report progress to governance bodies. This model is complemented by third-party assessment according to criticality, audits and internal controls, and

by complaints and grievance mechanisms (including the Ethics Hotline) that are accessible, confidential, and free from retaliation, to manage cases and activate corrective actions when required. Senior Management, the Sustainability Committee, and the Board of Directors oversee implementation, ensuring consistency and continuous improvement.

UNIBAN

- 1 Identification of Adverse Impacts on Human Rights and Environmental Management Systems**
 - Review of the company's risk matrix.
 - **27 impacts** identified within 5 human rights blocks.
- 2 Assessment Methodology**
 - An Excel tool was developed to score the impacts identified in CI Uniban, based on the UN Guiding Principles on Business and Human Rights.
 - **9 business areas** in the company's value chain participated in the impact assessment.
- 3 Impact Assessment with Business Areas**
 - To obtain each impact score, each actor assessed:
 - Type of impact.
 - Severity of impact (Scale, scope, irremediable character).
 - Probability of occurrence.
- 4 Consolidation of Results and Recommended Actions**
 - **27 impacts color-coded by severity** (extreme, high, medium, and low).
 - **2 extreme impacts prioritized** with controls to reduce and/or mitigate these impacts in the company's value chain.



- 1** A tool was built for banana producers to implement their own due diligence system, in collaboration with the **German Cooperation Agency (GIZ) and Conscientia**.
- 2** **Regulatory and certification compatibility analysis**
 - Regulations and certifications (Fairtrade, Global GAP (CoC, on-farm, GRASP), Rainforest Alliance, SMETA) are compared to identify gaps and convergences.
- 3** **Impact management tracking tool in human rights and the environment**
 - **6 pilots** with small, medium, and large banana producers who export with CI Uniban.

PRODUCER

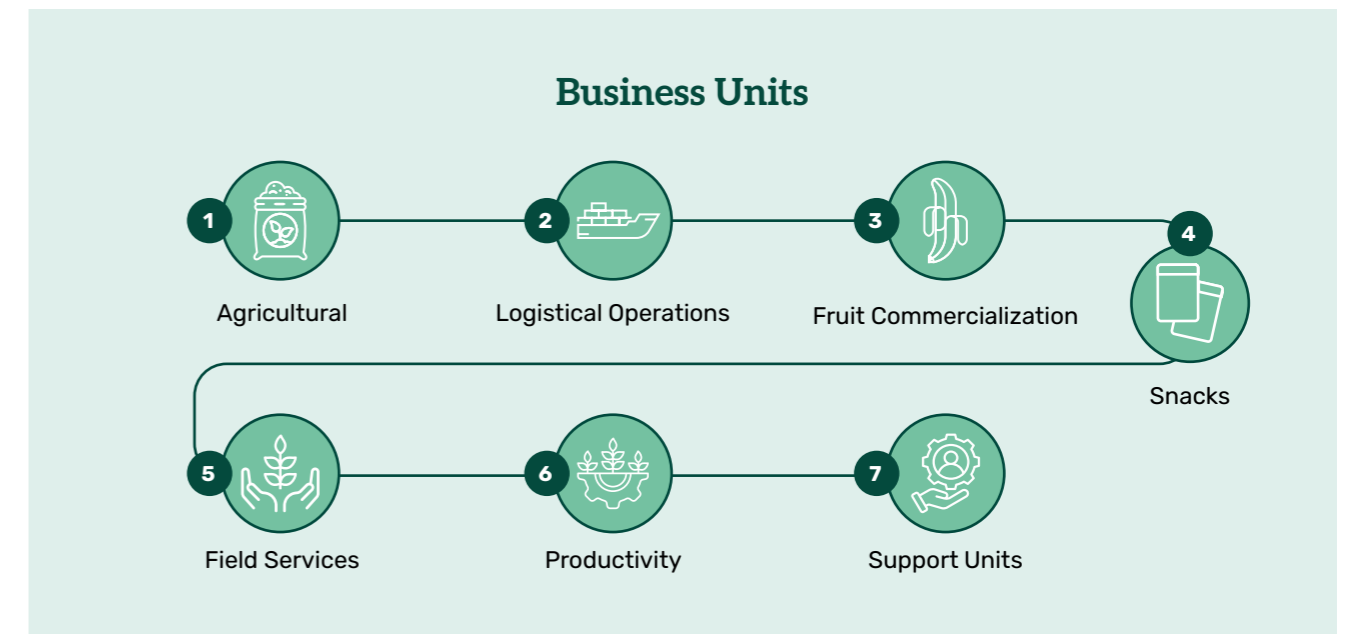


Risk Management

[GRI 3-3] TM

At Uniban, we manage risk comprehensively and with traceability, using a Corporate Matrix that consolidates the risks identified across the main business fronts (agricultural, snacks, productivity, fruit commercialization, field services, logistical

services, and support units). This approach allows us to prioritize, address, and monitor risks using common criteria, strengthening decision-making and operational resilience.





Risk management is organized around five typologies (commercial, strategic, operational, compliance/legal, and financial) and is supported by key resilience fronts:



Advances in business continuity (BCP) and impact analysis for disaster recovery (DRP).



Execution of the Disaster Risk Management Plan (PGRD).



Analytics to understand exposure (including cyber risk) and define insurable limits.



Update of insurance programs and financial hedges to mitigate relevant volatilities.

Sustainability is explicitly integrated into the risk approach through the identification of long-term risks (such as those associated with climate and natural resources), the integration of environmental and social considerations into decision-making, the strengthening of supply chain resilience with producers and suppliers, sustainable infrastructure and design criteria, and the engagement of stakeholders – including communities – in planning and execution, consolidating a preventive and territorial management approach that protects people, operations, and the environment.

9 risk reduction programs, developed in 25 projects and translated into 1,088 intervention actions.

At Uniban, we have strengthened risk management as an integrated component of sustainability, based on the formulation of the Disaster Risk Management Plan (PGRD) and its deployment across the territory. This work is structured around 9 risk reduction programs, developed in 25 projects and translated into 1,088 intervention actions, covering key municipalities in our areas of operation and support (among them Apartadó, Chigorodó, Carepa, Turbo, San Juan de Urabá, Nuevo Belén de Bajirá, Medellín, Dosquebradas, Cartagena, Bogotá, Zona Bananera, and municipalities in the department of Magdalena).

“Managing risk means protecting what we have built over 60 years and preparing ourselves – with vision and responsibility – for the challenges we have yet to face.

Our commitment is to anticipate, adapt, and continue growing resiliently, because sustainability is also measured in decisions that protect and project the future.”

INTEGRATED RISK MANAGEMENT SYSTEM: COMPONENTS AND STRENGTHENING IN 2025

System Component	What it covers	How it is managed	What was strengthened in 2025
Risk Governance	Roles, responsibilities, and committees	Definition of accountable parties, escalation, and monitoring	Governance was reinforced with roles and committees that support more informed and agile decisions.
Comprehensive Scope	Strategic, financial, operational, compliance, technological, reputational, and ESG risks	Cross-cutting integration into operations and by processes	A comprehensive risk view was consolidated, including ESG dimensions and emerging risks.
Methodologies and Tools	Risk matrices, heat maps, impact analyses	Assessment, prioritization, and periodic updating	Process-level management and dynamic monitoring with tracking tools were deepened.
Management and Treatment	Action plans and controls	Prioritization, implementation, and closure with accountable parties	Follow-through discipline was strengthened, including closure and control adjustment when required.
Continuity and Resilience	Business continuity and response to disruptions	Preparedness, protocols, and continuity plans	Business continuity mechanisms and preparedness for critical scenarios were strengthened.
Risk Transfer	Insurable risks (physical, digital, and human assets)	Insurance Coverage, Policy Review, and Updates	Coverages and transfer mechanisms were updated to protect operations and assets.
Emerging Risks	Climate, cyber, and geopolitical/social risks	Surveillance, analysis, and mitigation measures	Attention to emerging risks and their integration into management and decisions was strengthened.
Assessment and Continuous Improvement	System effectiveness	Internal audits, indicators, and lessons learned	Periodic review was reinforced to identify gaps, adjust methodologies, and strengthen controls.



Reputation and Accountability

[GRI 3-3] TM

At Uniban, we understand that trust is not demanded; it is built, cared for, and renewed every day. For this reason, reputation is a strategic asset and accountability is a permanent practice that strengthens our relationship with our stakeholder groups. We believe in transparency and in the consistency between what we say and what we do; for this reason, we promote a culture in which accountability is not just an obligation but an expression of integrity and commitment to sustainability and shared development.

Our approach combines timely communication, active engagement, and access to relevant information on social, environmental, economic, and ethical performance, through this Sustainability Report and through channels such as websites, social media, corporate email, media outlets, and institutional forums.

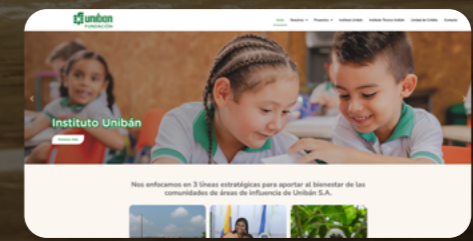
During 2025 we reinforced the visibility of our purpose and our territorial impact, consolidating alliances with media outlets, strengthening the presence of spokespersons on platforms such as LinkedIn, and sharing stories of value; in addition, we incorporated active listening, crisis management, and periodic review of messages and content, integrating reputational management into corporate decisions in order to sustain responsible, long-lasting relationships built on mutual respect.

“Trust is not improvised:

it is built with facts, maintained with transparency, and strengthened with consistency. At Uniban, accountability means more than reporting; it means engaging in dialogue, listening, and honoring six decades of commitment to those who believe in us.”



> CLICK AND VISIT UNIBAN.COM



> CLICK AND VISIT FUNDAUNIBAN.ORG.CO

[GRI 2-28]

At Uniban, speaking of sustainable producers means speaking of productivity with purpose: a way of producing better, caring for the crop, optimizing resources, and building capabilities in the territory. Our management focuses on supporting production with technical expertise, phytosanitary prevention, applied innovation, and knowledge transfer, so that agricultural performance becomes increasingly consistent and resilient.

During 2025, we achieved concrete advances in efficiency and crop health. The 38% reduction in the area affected by moko translated into an increase of more than 200,000 boxes exported, reflecting a direct impact on productivity and export performance. In addition, more than 3,500 hectares recorded single-digit losses, reinforcing operational stability. At the same time, the year's key technical challenge was clearly identified: increasing bunch weight, driving strategies focused on

nutrition, agronomic management, and foliar fertilization.



“Our value chain integrates approximately 180 farms and more than 2,500 small producers.

At Uniban, we understand that success is collective: advancing the development of our producers raises productivity, strengthens quality and market reliability, and generates well-being and progress for the territory. For this reason, our commitment is to continue supporting the banana-growing community with innovation, knowledge, and responsible practices, strengthening every link in the chain.”

This performance is supported by a determined commitment to precision agriculture, with full traceability from planting to harvest.

In 2025, the model advanced

across four fronts that structure the productive strategy and make improvement on-farm measurable:



Integrated soil management, to strengthen roots and increase plant resistance.



Population optimization, ensuring an efficient distribution and adequate plant density in the field.



Integrated pest management, incorporating drones for more precise and effective applications.



Precision agriculture, supported by sensors to optimize crop nutrition and control.

The results of this approach confirm that **sustainable production also means better productivity.** Our sustainability investments (in technical support, good practices, and responsible use of resources) are already reflected in observable improvements: 12% more bunches available (alongside more favorable weather conditions during the year), a 4% increase in weight, and a 6% improvement in banana utilization efficiency, demonstrating that more sustainable production translates into efficiency, yield, and better resource use.

12%

more bunches available, 4% increase in weight, and 6% improvement in banana utilization efficiency.

In parallel, we strengthened biological control as the backbone of sustainable management. To address Black Sigatoka (the main limiting factor for banana crop productivity) we incorporated biostimulants

2,100

small-producer farms reached with new capabilities and tools.

and biological products into aerial spraying, progressively reducing the use of chemicals. We also implemented a fertigation system on 40 hectares, migrating from manual fertilization to a smarter model: electronic scales and nutrition probes improve precision and efficiency in fertilizer application.

Finally, **this model expands when knowledge is shared.** For this reason, technical extension was established as a **priority: we transferred capabilities and tools to more than 2,100 small-producer farms, strengthening their agricultural management, productivity, and transition toward more efficient practices.** In addition, the producer management program is projected for rollout in 2026, to build strategic collaboration and shared value under sustainable standards.



Affiliations, Seals AND CERTIFICATIONS

[GRI 2- 28]

In the agroindustrial sector, certifications, seals, and affiliations are much more than commercial requirements: they are the way we demonstrate, through verifiable standards, how we produce, how we manage risks, and how we respond to the expectations of clients, markets, and stakeholders. In 2025, certifications such as Global GAP, Rainforest Alliance, Fairtrade, and SMETA (among others) underpinned the performance of our operation and our value chain in key areas such as food safety, traceability, good agricultural practices, labor conditions, ethics, and environmental sustainability.

For Uniban, this portfolio not only enables access to and permanence in increasingly demanding international markets; it also strengthens internal discipline, drives continuous improvement, and reinforces our reputation as an organization that competes with quality and responsibility.

Seals and Certifications SUSTAINABLE PRODUCERS

Description/Purpose

Scope



FAIRTRADE

FAIRTRADE CERTIFICATION (TRADER)

Certified for products harvested and traded in accordance with fair trade standards and traceability practices throughout the chain.

Uniban, Magdalena and Urabá farms.



EMAS

EU, REGULATION (EC) NO. 834/2007

Certificate for bananas marketed in the European Union with an organic seal that guarantees fair competition and the protection of consumer interests.

Unibán, Magdalena farms.



GLOBALG.A.P.

GLOBAL GAP

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

Producer Group, Magdalena and Urabá farms (Banana and plantain)



RAINFOREST ALLIANCE

Certifies the protection of ecosystems and natural resources through good environmental and social management practices.

Uniban, Magdalena and Urabá farms.



GLOBALG.A.P. GRASP

GRASP MODULE

Validates producers' commitment to the safety, health, and well-being of their workers.

Uniban, Magdalena and Urabá farms.

R4T

R4T MODULE

Validates the establishment of risk mitigation plans for the introduction and spread of the R4T pathogen on Global GAP certified farms.

Uniban, Magdalena and Urabá farms.



In 2025, we achieved GLOBALG.A.P. certification for plantain farms for the first time.

This is a key milestone in our production diversification and the empowerment of sustainable producers. The certification was attained under the producer group model through Uniban - Bananera Génesis, with 61 certified farms and 714 certified hectares. With an average size of 11.7 hectares per farm, this achievement demonstrates a direct impact on small-scale plantain farmers, facilitating their access to formal markets and compliance with international standards, with a roadmap for consolidation and growth toward 2026.



SMETA

Ethical trade audit evaluating labor, health and safety, environmental, and business ethics standards.

Magdalena and Urabá farms.



FSMA MODULE

Validates compliance with the control points of the Food Safety Modernization Act required for export to the United States.

Urabá farms.



LIVING WAGE (IDH)

Tool to compare total employee compensation against estimated living wage benchmarks for their region.

Magdalena and Urabá farms.



GLOBAL GAP CERTIFICATION: Strengthening Our Producers

In 2025, a key project was developed for the certification of 25 plantain producers under the Global GAP standard. This initiative promotes sustainable and responsible agricultural practices, improving competitiveness in international markets and driving the social development of rural communities.



CERTIFICATIONS / TRADING COMPANY, SNACK FACTORY, AND PORT OPERATION



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



Wildlife Friendly
Certifies Uniban as the first agroindustrial company in Latin America friendly to wildlife.



Business Alliance for Secure Commerce (BASC)
Voluntary certification guaranteeing compliance with the requirements of the Control and Safety Management System across the company's supply chain, from production, packaging, packing, and international shipment.



NON-GMO
Certification that food has not been processed or genetically modified.

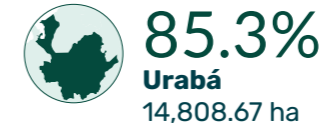


RSPO
(Roundtable for Sustainable Palm Oil) Development and implementation of global standards for palm oil production with economic, social, and environmental sustainability criteria.



International Ship and Port Facility Security Code (ISPS Code)
Certifies safety conditions for all persons performing work activities at our port terminals.

Banana Operation



The regional distribution of the certified area is accompanied by significant differences in average farm size, which directly affects the management of material business impacts. In Urabá, the average is 102.8 ha per farm, while in Magdalena it is 56.7 ha per farm; these characteristics directly influence the management of topics such as land use, water, biodiversity, and emissions in the agricultural sector.



Certifications

BASE WITH FULL COVERAGE
(100% of farms)



R4T



ADDITIONAL Certifications



44 farms + 5 cooperatives



87 farms

ORGANIC

15 farms

PRODUCER Group (Banana)



21 in Magdalena
4 in Urabá

PLANTAIN 2025 Milestone



714 ha
certified
61 farms



In 2025, Uniban consolidated advances that demonstrate how large-scale agroindustry can be an active ally of environmental regeneration. Under the Green Planet strategic pillar, we strengthened our management with concrete results that support our commitment to protecting the natural environment and continuously improving environmental performance.

A key milestone was the strengthening of our biodiversity leadership with the Certified Wildlife Friendly certification, which recognizes productive practices oriented toward promoting coexistence between extensive agroindustry and wildlife.

These advances were accompanied by improvements in operational efficiency. Additionally, the generation of hazardous waste was reduced to 34.64 tonnes (compared to 37.93 in 2024), evidencing the tension between growth and environmental pressure.



Environmental management continues to evolve toward an approach that transcends mitigation, integrating productivity, conservation, and resilience through responsible agricultural practices, protection of riparian zones, circular economy, and nature-based solutions.

In the area of soils and carbon, we continued the experimentation and pilot use of bioferments and the production of biochar from organic residues, with the goal of evaluating their impact on the properties of banana soils. This process is in a technical iteration phase, aimed at analyzing its effect on soil structure, biological activity, water retention, and nutrient availability, as part of a sustainable management strategy and reduced reliance on conventional inputs.

Finally, following the organizational boundary expansion (fully incorporating Sarapalma and Polyban), the 2025 environmental indicators present a more robust and consistent baseline, enabling trend analysis with greater precision and the construction of solid reference lines for future management.



We reaffirm that producing and regenerating can go hand in hand: we obtained the Certified Wildlife Friendly certification, planted 29,094 native trees (144% of target), and consolidated four biological corridors in Urabá.

We advanced in the energy transition with renewable energy backed by I-REC certificates, strengthened BioExplora with 5,137 records, and – despite growth – reduced hazardous waste.



Caring for nature is the prerequisite for endurance and prosperity.



Climate Adaptation and Biodiversity Conservation

[GRI 3-3] TM

The Environmental Management System constitutes the structural foundation for a responsible, resilient agricultural operation aligned with the highest international standards. This system articulates processes for identifying, evaluating, and managing socio-environmental risks and impacts, as well as defining action plans oriented toward prevention, mitigation, and continuous improvement, in coherence with IDB Invest guidelines, IFC Performance Standards, and applicable national environmental regulations.

Within this framework, biodiversity is recognized as a strategic asset and a key indicator of the health of productive systems. Over the past year, Uniban consolidated its approach to climate resilience and productive coexistence, transforming the agricultural landscape of Urabá and Magdalena into **a functional fabric of life where production and conservation are integrated harmoniously.**

As part of the environmental sustainability strategy, during the reporting period the management of biological corridors and ecological connectivity in Urabá was strengthened through the characterization of **82 km corresponding to the Abibe, Tití, Surikí, and Aullador corridors.**



“Caring for the land that bears fruit is more than an obligation: it is an act of gratitude. At Uniban, that commitment is expressed today in responsible practices, sustainable innovation, and a profound respect for life in all its forms.”

From photogrammetric surveys and spatial analyses, 233 critical segments were identified, classified by priority level into 70 high-priority, 53 medium-priority, and 63 low-priority segments, based on their strategic location, degree of fragmentation, and successional state of vegetation cover.

This prioritization guides restoration and adaptive management actions to improve connectivity between habitat fragments, facilitate genetic flow among species, and reduce the effects of landscape fragmentation.

In line with these findings, during the year 3 aerial wildlife crossings were installed at prioritized locations: the San Miguel rural district, Comunal Caribe, and the Carepa River crossing near Tulenapa. The selection of these sites was based on technical field surveys, connectivity analyses, and community reports on frequent wildlife movement.

Regional Achievements

COMMITMENTS

🎯 Projected Target 👍 Target Achieved 🟡 % Achieved

Environmental governance and social participation

Execution of twenty-nine (29) training workshops on farms	🎯 29	👍 32	🟡 110%
Sustainability School	🎯 80	👍 80	🟡 100%
Environmental Leadership School with gender focus	🎯 1	👍 1	🟡 100%
Socio-environmental characterization study on farms	🎯 28	👍 28	🟡 100%
Execution of the Second Regional Environmental Forum	🎯 1	👍 1	🟡 100%
Execution of the Biodiversity and Fair Trade Race	🎯 1	👍 1	🟡 100%
Biodiversity Corner	🎯 28	👍 28	🟡 100%

Biological corridors and ecological functionality

Photogrammetry study of the Abibe and Aullador corridors	🎯 2	👍 4	🟡 200%
Active wildlife and ecological connectivity monitoring (updated inventory in BioExplora + iNaturalist)	🎯 5,000	👍 5,137	🟡 103%
Planting event with banana-growing families	🎯 1	👍 1	🟡 100%
Installed and monitored carbon plots	🎯 15	👍 23	🟡 153%
Technical guides distributed and used by communities	🎯 9	👍 9	🟡 100%

Conservation of native flora

More than 10 hectares restored through participatory planting	🎯 10	👍 12	🟡 120%
(9) active school nurseries producing native species	🎯 9	👍 9	🟡 120%
Twenty thousand (20,000) trees planted	🎯 20,000	👍 29,094	🟡 144%
One communications strategy implemented	🎯 1	👍 1	🟡 100%



• BioExplora contest winning photograph •

The monitoring and knowledge-generation component was reinforced through the BioExplora citizen science project, which was consolidated as a key tool for participatory biodiversity tracking. Through this initiative, the organization's employees took on an active role as territorial stewards, **achieving 5,137 biodiversity records on the iNaturalist platform**, documenting the presence of birds, reptiles, and mammals within productive areas and ecological corridors.

This effort made it possible to confirm the presence and movement of priority species such as: the red howler monkey, the cotton-top tamarin, and the Daniel's keelback snake (Helicops danieli), the latter an endemic species and indicator of water body health, providing valuable data for evidence-based environmental decision-making.

Looking ahead to 2026, Uniban and Uniban Foundation aim to plant 23,000 new native trees and expand wildlife monitoring in the Aullador and Tití corridors, reaffirming their commitment to environmental management that evolves from impact mitigation toward the active regeneration of ecosystems.

Biodiversity Action Plan

Milestones	Results
Monitoring of priority species	Birds: 158 bird species recorded (4,069 individuals observed)
	South American watersnake: 51 sightings
	Cotton-top tamarin: 148 individuals recorded on 19 farms



GHG Emissions Mitigation:

Forests, Watersheds, Biodiversity, and Climate Change

[GRI 302-1, 304-2, 304-4, 305-1, 305-2, 305-3, 305-4]

Our climate change management is grounded in technical decisions, verifiable data, and a long-term vision. In 2026, mitigation actions will be set in motion for each process, prioritizing the transformation of our energy matrix and rigorous monitoring of our carbon footprint, with the understanding that productive growth must be accompanied by responsible climate management.

Through the acquisition and redemption of International Renewable Energy Certificates (I-REC), Uniban ensured that 100% of the year's operational electricity

Energía Verde
epm

consumption was backed by energy generated from hydroelectric sources. In total, 73,000 MWh of renewable energy were redeemed, reinforcing the corporate commitment to the **EPM Green Energy seal.**



At Uniban, energy and climate are managed with evidence: in 2025 we backed 100% of our operational electricity consumption with I-REC certificates and made decarbonization a decision of competitiveness and permanence.

This advance in the energy transition reduces the impact associated with electricity consumption and strengthens operational resilience in the face of climate change challenges, aligning energy management with international standards and best practices in the agroindustrial sector.

Our biodiversity action plan has been transforming the productive landscape into a living network of connected ecosystems, in which productivity and conservation advance together.

23 monitored plots confirming that our corridors capture nearly 169 tonnes of CO₂ per year.



CLICK AND VISIT BIOEXPLORA UNIBAN

Restoration that is measured, nature that heals.

To maintain this Green Energy commitment, the organization maintained the redemption of International Renewable Energy Certificates (I-REC) in partnership with EPM, which certify that the energy consumed comes from clean generation associated with the Porce II hydroelectric plant. This mechanism enabled coverage of operational electricity consumption and maintenance of the EPM Green Energy seal, strengthening stakeholder confidence and providing environmental traceability to our processes.

The growth of operations during 2025 was naturally reflected in higher absolute energy consumption. However, management focused on ensuring that this increase occurred under control and efficiency criteria: on one hand, the increase in electricity demand was managed through certified renewable backing; and on the other hand, fossil fuel use was addressed with optimization



“We redefined our measurement to gain precision, establishing a new, solid baseline that will drive our future energy efficiency.”

actions on equipment, machinery, and fleet, prioritizing energy performance and reduction of emissions- and cost-related risks.

This approach enables Uniban to sustain a more robust operation without sacrificing environmental coherence, consolidating a technical foundation for continuing to improve energy performance, strengthen climate targets, and advance toward progressive decarbonization in future management cycles.

Energy Consumption

Company Energy Consumption	2021	2022	2023	2024	2025
Gasoline consumption (gal/year)	67,160	66,846	63,181	71,548	72,977
Natural gas consumption (m ³ /year)	981,695	1,408,946	1,330,934	1,120,174	1,328,090
Petrodiesel consumption (gal/year)	759,172	666,370	544,971	614,468	672,839
Electricity purchased from grid (kWh/year)	8,761,737	8,895,661	9,089,650	15,000,594	15,920,539



Our Carbon Footprint

For 2025, we strengthened the rigor of our measurement by incorporating the quantification of greenhouse gas (GHG) emissions from the La Niña Snacks plant, thus expanding the reporting boundary of the company's carbon footprint and guaranteeing a transparent picture of our operations

Total carbon footprint comparison 2024 vs. 2025

Process	Scope 1		Scope 2		Direct Emissions % variation	Scope 3		
	2024	2025	2024	2025		2024	2025	% variation
Year	2024	2025	2024	2025	% variation	2024	2025	% variation
Snack plants	853	718	171	155	-15%	3423	3609	5%
Box factory	2529	3056	461	615	23%	299978	43408	45%
Logistics operation	6049	7415	965	1492	27%	100976	119691	19%
Polyban	26	37	869	981	14%	12598	15753	15%
Sara Palma	6474	7909	149	190	22%	24057	30027	25%

By analyzing the carbon footprint by process through emissions intensity (kg CO₂e per unit produced, considering direct and indirect Scope 1 and 2 emissions), we identified improvements in operational and energy efficiency across most units, even at higher production volumes.



We reduced intensity by **4.5%**, from **0.63** to **0.60 kg CO₂e per kg produced**.



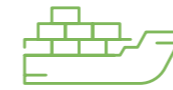
We reduced intensity by **11.3%**, from **0.072** to **0.064 kg CO₂e per box**.

Although total emissions increased, this was due to a historic 38.4% growth in production (57,139,079 units in 2025 vs. 41,277,765 in 2024).



We reduced intensity by **2.8%**, from **0.050** to **0.049 kg CO₂e per kg**.

In the field, total emissions were influenced by increased lime application due to the renovation of 200 ha at the Génesis farm (affected by winds) and the recovery of moko-affected areas; additionally, persistent rains required more fertilization cycles. Even so, we offset 60 t of CO₂e through gallery forest conservation.



LOGISTICS Operation (MAIN CHALLENGE)

This was the only front where intensity increased by **20.6%**, from **228.34** to **275.43 kg CO₂e per container moved**.

This change was explained by a 55% increase in Scope 2 emissions, associated with greater use of refrigerated containers to support the increase in export volume; as a result, energy consumption rose from 3 million kWh in 2024 to 5 million kWh in 2025.

This behavior will be prioritized to identify optimization opportunities.

Although we do not have direct control over indirect Scope 3 emissions, we promote active engagement with value chain actors to gather information, improve traceability, and drive joint actions that contribute to greenhouse gas reduction.

A notable action in 2025 was the strategic management of inputs. Through the purchase of low-carbon-footprint fertilizers managed by Tropycentro (considering warehouses in Urabá and Magdalena), **we avoided the emission of 1,548 tonnes of CO₂e into the atmosphere. The same approach at Agrícola Sarapalma resulted in the additional avoidance of 1,061 tonnes of CO₂e in its crops.**

GHG Emissions Intensity by Process DIRECT EMISSIONS 2024 VS. 2025

Process / Business	Direct Emissions 2024	Direct Emissions 2025	kg CO ₂ e / product 2024	kg CO ₂ e / product 2025	% variation	Unit
Snack plants	1024	873	0.63	0.60	-4.5%	kg CO ₂ e /produced
Box factory	2990	3671	0.072	0.064	-11.3%	kg CO ₂ e /box produced
Logistics operation	7014	8907	228.34	275.43	20.6%	kg CO ₂ e /container moved
Polyban	895	1018	0.17	0.16	-7.4%	kg CO ₂ e /produced
Agrícola Sarapalma	6623	8033	0.050	0.049	-2.8%	kg CO ₂ e /produced

“We turned emissions monitoring into sustainable intelligence, advancing decisively toward an operation that year by year reduces its emissions.”



Water and Effluents

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

Water is an essential resource for life and a critical enabler of our agroindustrial operation. At Uniban, we manage it with a comprehensive perspective that recognizes its strategic value and its connection to the territory: we prioritize efficiency in water withdrawal, responsible use throughout our processes, and the quality of the water we return to the environment, with a watershed-level focus oriented toward **protecting the water systems of Urabá and Magdalena.**

During 2025 we maintained control and monitoring over our water sources, adjusting management to operational needs without compromising resource availability. **Total water withdrawal was 285,358 m³, sourced from 158,260 m³ of groundwater, 120,436 m³ of surface water bodies, and 6,662 m³ from municipal water systems.** This source-level monitoring strengthens our capacity to understand trends, anticipate availability risks, and guide efficiency decisions at each stage of the process.

Water management is complemented by a commitment to responsible discharge in compliance with environmental regulations.

In 2025 we treated and discharged **205,096 m³ of wastewater**, ensuring the functioning of treatment systems and compliance with required parameters, so that water returned to surface water bodies – including tributaries of the León River – maintains conditions compatible with aquatic life and contributes to the protection of associated ecosystems.

This approach is strengthened through environmental monitoring and biological indicators in areas of influence, which provide evidence of the health of aquatic ecosystems. In this regard, the presence of bioindicator species such as Daniel's keelback snake (*Helicops danieli*) reinforces the value of a management approach that goes beyond compliance and seeks to sustain the balance between production and nature.

285,358 m³
of withdrawn water in total,
sourced from 158,260 m³ of groundwater, 120,436 m³ of surface water bodies, and 6,662 m³ from municipal water systems.

11 projects
for the design and construction of water treatment and recirculation plants at packing stations.

As part of our commitment to sustainable water resource management, in 2025 the Quality Department, in coordination with producers, **developed 11 projects for the design and construction of water treatment and recirculation plants at packing stations: 7 are already operational and 4 are in the final construction phase.** In addition, we supported the redesign of 2 existing plants, including required adaptations and commissioning. This work combines technical support and comprehensive project management (from hydraulic designs and calculations to procurement and civil works monitoring), strengthening water use efficiency and contributing to food safety and fruit quality.



Circular Economy

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

Sustainability is also expressed in how we manage materials and resources throughout the chain. In 2025 we collected and reincorporated more than 500 tonnes of plastic from farms, transforming it into raw material for Polyban's industrial processes. This concrete application of the circular economy reduces waste, decreases demand for virgin materials, and promotes more efficient resource use, advancing toward a supply chain with a lower environmental impact and greater operational efficiency, in line with our commitments to climate action and responsible production.

We understand waste management not as a closing step of the productive process, but as an **opportunity to transform materials, protect ecosystems, and strengthen a more efficient and responsible operation.** This approach is implemented through structured programs such as Ecological Farms (Fincas Ecológicas), funded with Fairtrade resources and Uniban Foundation, which has strengthened source separation, traceability, and appropriate waste valorization, in compliance with Resolution 2184 and other applicable regulations.



In a context of growth in agricultural, industrial, and logistics operations (which naturally entails an increase in total waste generation), we prioritized a key environmental quality indicator: the reduction of hazardous waste. In 2025 we achieved an 8.6% reduction in hazardous waste generation compared to the previous year, demonstrating that it is possible to grow while decoupling the impact associated with toxicity and environmental risk.

5,286 tonnes of recyclable material recovered, 515 tonnes of polypropylene reincorporated through Polyban, and 4,636 tonnes of cardboard recovered and returned to the paper industry, from the box factory and logistics processes.

+500 tonnes of plastic collected and reincorporated.

8.6% ↓ fewer hazardous wastes in 2025.

Circularity is now a cross-cutting axis of our operation. In 2025, **we prevented more than 5,135 tonnes of materials from being sent to landfill**, returning them to productive cycles through recycling and valorization processes.

In the biological domain, we managed **2,582 tonnes of organic waste**, primarily peels and produce reject, ensuring their return to the soil or appropriate treatment, in order to prevent methane emissions and contribute to soil quality improvement. In addition, more than 50% of hazardous waste generated was valorized or safely treated, reducing the need for final disposal and strengthening control over this type of material.

During the year, we held 30 practical workshops directed at operational teams, focused on source separation and application of the color-coding system.

Waste Generation by Composition (2025)

Waste Category	2025 Generation (Tonnes)	Management and Variation
Hazardous Waste	34.64	Decrease vs. 2024 (37.93 tonnes). Machinery maintenance was optimized, reducing the generation of used oils and impregnated elements.
Non-Hazardous Waste	8,381.48	The increase vs. 2024 (7,331.81 tonnes) reflects the rise in export volumes and the full inclusion of subsidiaries such as Polyban.
Total Generated	8,416.12	



In a context marked by the climate crisis, geopolitical tensions, and new expectations from consumers and investors, we reinforced a sustainability approach grounded in data, continuous evaluation, and accountability, in order to scale what works and correct what does not in a timely manner. In this regard, the recognition obtained at the Third Private Social Investment Summit (PSI), where we were ranked among the 20 most outstanding companies in the country in sustainability, reflects a collective effort and reaffirms our conviction: a sustainable company is one that prospers alongside its environment.

Value Generation IN COMMUNITIES

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

At Uniban, territorial development and the well-being of the communities where we operate are part of the way we do business. Through the Uniban Foundation, we implement an intervention model aligned with the company's sustainability strategy, integrating social and environmental dimensions comprehensively through three axes: environment, economic development and infrastructure, and education.

From this approach, we drive shared value initiatives that strengthen local capabilities, promote participation, and contribute to reducing historical gaps and inequities in the regions where we are present.

121,925
people benefited by
Uniban Foundation

In 2025, the Foundation expanded the reach of its management and consolidated its action across these three axes, reaching **121,925 beneficiaries**. This figure represents **14,528 additional beneficiaries**, that is, a **13.5% increase over 2024, when 107,397 beneficiaries were recorded**.

In 2025 we also consolidated advances in programs aimed at strengthening productive capabilities and rural well-being. In Urabá, we reached 374 small plantain producers, as part of a strategic target through 2027 of 2,150 producers under comprehensive support, with a cumulative progress of 66%. In addition, we intervened in 47 banana farms in municipalities of the banana-growing corridor, representing 64% of the global target.



In Magdalena, we reached 250 small banana producers, equivalent to 100% of the target set for that region. We strengthened ties with 183 strategic allies, representing a significant 32% increase compared to the previous year (138), and achieved 100% of our operational targets, overcoming challenges such as the reduction of international cooperation, labor regulatory adjustments, and external disruptions to territorial access. In all cases, timely contingency plans were activated to ensure the continuity of our operations.

183
strategic allies
with whom
we strengthened
our ties



Risk management is integrated into our institutional processes, allowing us to anticipate threats that could compromise operational or reputational stability. Risks are monitored permanently and classified by processes and strategic levels, including environmental, social, technological, economic, and legal variables. In addition, we implement monitoring mechanisms such as satisfaction surveys, internal audits, community oversight, and technical committees, which enable us to evaluate institutional performance and apply continuous improvement actions. In 2025, the satisfaction index reached 97%, consolidating the trust and legitimacy of our management.

In 2025, the Foundation's social management (Uniban Institute ITU, Credit Unit, and Projects) **benefited 121,925 people and was supported by 183 strategic allies.** On the environmental and territorial front, **50,035 trees were planted and 198 hectares were intervened, meeting all targets.** A 9% improvement in small producer productivity was achieved and 90 Community Action Boards were strengthened. The PQRS registered numbered 14, representing a reduction from 2024 (32). In financial inclusion, **the Credit Unit placed COP \$7,029 million and reached 423 producers.**

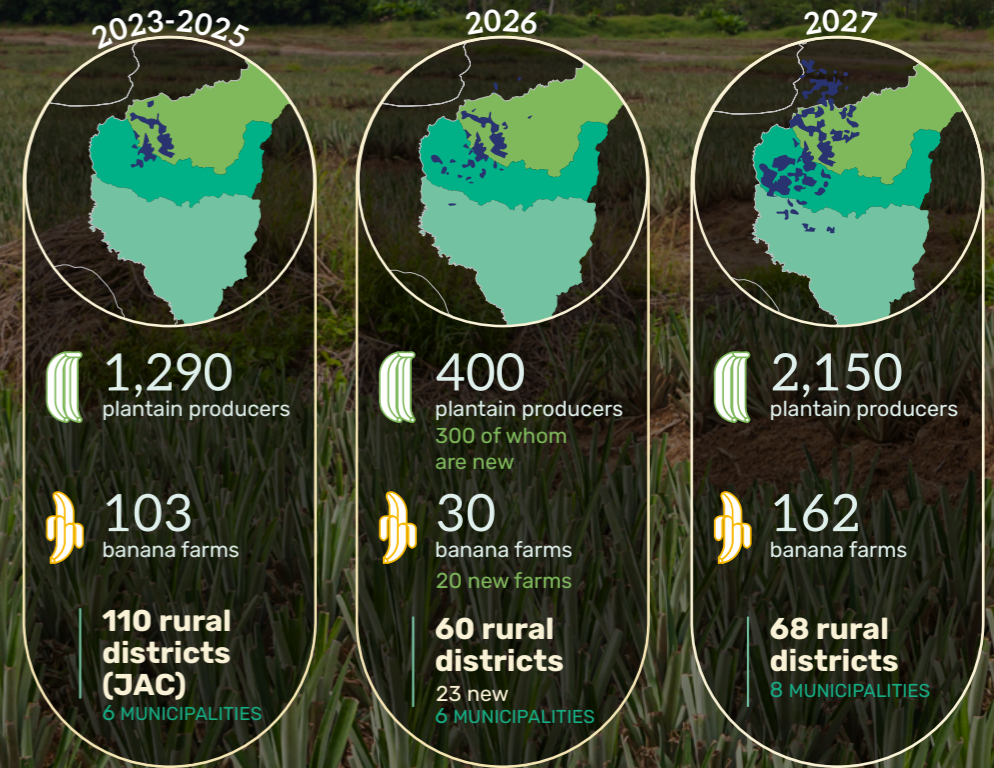
Our Zones of Influence with Social Intervention Outreach

[GRI 413-1]

Urabá

COVERAGE ACHIEVED

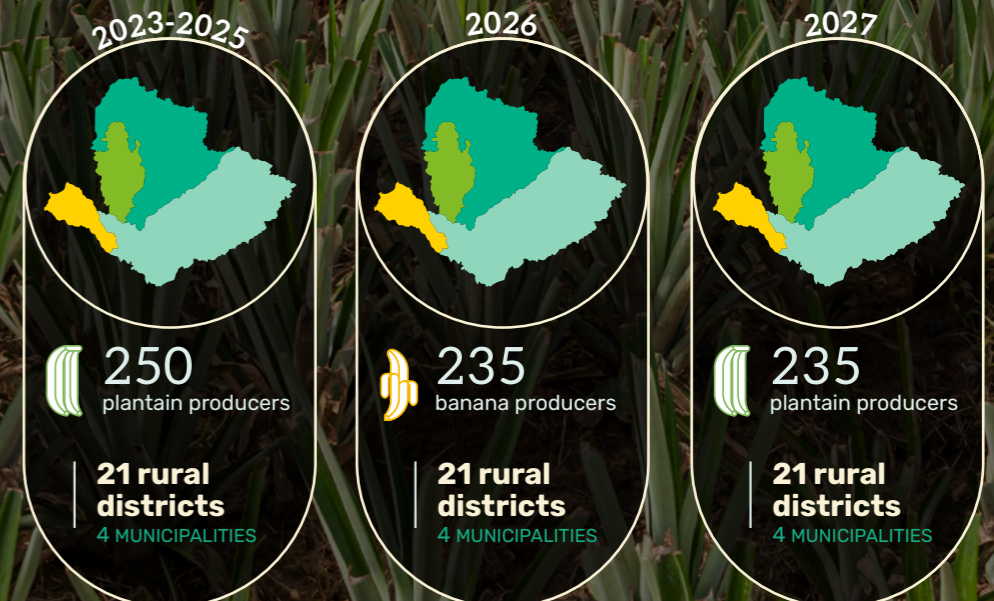
- Chigorodó
- Carepa
- Apartadó



Magdalena

COVERAGE ACHIEVED

- Ciénaga
- Aracataca
- Zona bananera
- El Retén





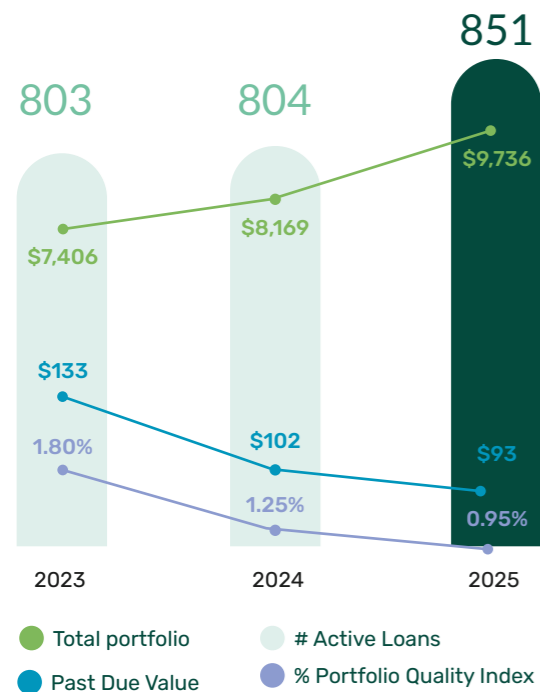
Economic Development and Infrastructure

From this strategic line of the Uniban Foundation, we drive competitiveness in the sector by strengthening productive units and good agricultural practices, complemented by community infrastructure oriented toward decent habitability and educational quality. In addition, through our Credit Unit, **we promote financial inclusion and access to solutions that strengthen productive sustainability and the well-being of rural families.**

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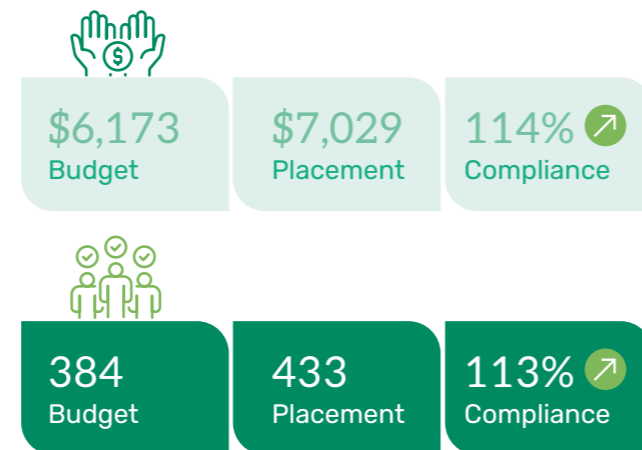
loans granted to producers without a credit history with the Foundation

Loan Portfolio 2025 Comparison 2022 to 2025



*Figures in millions of pesos

Budget Execution



Portfolio achievements

From 2023 to 2024 the portfolio grew 10% **and from 2024 to 2025, 19%.**

From 2023 to 2025 the arrears value fell by **COP \$40 million and the Portfolio Quality Index by 0.85%.**

In Urabá and Magdalena, we coordinated capabilities and alliances to strengthen community development and rural sustainability. In Urabá, we drove interventions that improve living conditions and collective community spaces (such as housing, educational environments, and gathering places) with a focus on ownership and sustainability; and in Magdalena, we

advanced a territorial alliance to improve school infrastructure and create safer, more appropriate learning environments, incorporating solutions that also strengthen identity, belonging, and environmental care. In addition, we complemented our impact with the delivery of real-time information tools for producers and the implementation of solar energy for irrigation on two farms.

Education

At Uniban Foundation, we understand education as an engine of transformation, peacebuilding, and opportunity generation. For this reason, we promote formal education and vocational training, strengthen community leadership, and foster coexistence with a gender equity approach. We complement this commitment by supporting sport, culture, and regional talent as tools for social cohesion and territorial development.

VOCATIONAL GUIDANCE 19 higher education

institutions were convened by EXPONIVERSIDAD with the participation of more than 400 students; the UNIMUN (4th UN Model) engaged 11 institutions with more than 70 students.



SCHOLARSHIPS AND TRAINING

60 young people

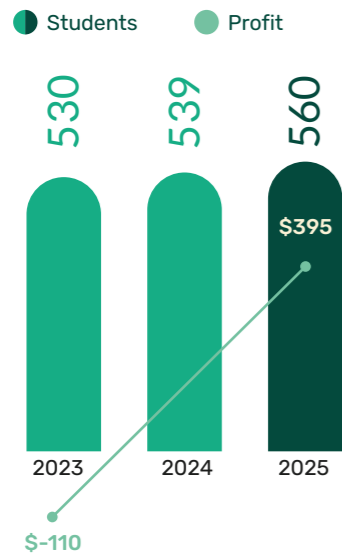
were supported with scholarships from Bancolombia Foundation (30 in Logistics and 30 in Agricultural Management), 28 students with JUANFE + Fraternidad Medellín scholarships, and 10 students in a specialization with ESUMER (certification expected April 2026).

In 2025, through the Uniban Technical Institute, we drove vocational training and expanded access through alliances oriented toward closing gaps.

We also expanded our institutional coverage by obtaining the departmental operating license to offer programs in Carepa, incorporating Agricultural Production, Distribution Centers, and Administrative Assistant programs.

Uniban Technical Institute

Comparison 2022 to 2025








*Figures in millions of pesos

61 participants

were certified in La U en el Campo (29 with UNHCR and 32 with the ERA Comfama–Secretos para Contar alliance) and 66 new scholarship slots were enabled.

Continuity and Higher Education

-  **92 young people** awarded scholarships by ERA, Comfama, and Secretos para Contar Carepa
-  **60 scholarship recipients** through Bancolombia Foundation
-  **29 scholarship recipients** through UNHCR
-  **28 scholarships** through Juanfe Foundation and Fraternidad Medellín
-  **10 students** in the Project Management Specialization
Partnership: ESUMER University Institution

Within the Uniban Group, our employees are at the center of operations and the driving force behind our competitiveness; for this reason, people management is a strategic decision oriented toward comprehensive well-being, diversity, and inclusion, with a focus on equity, respect, and dignified, safe working conditions.

We promote fair compensation schemes and benefits that respond to the real needs of our teams, strengthening the balance between personal and professional life, and recognizing the value of stability and commitment.

In addition, we drive well-being and organizational culture initiatives that involve employees and their families, strengthen belonging, and care for physical and emotional health, because we understand that sustainable performance begins with caring for those who make our operation possible.

Our EMPLOYEES





Our People, our Identity

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

The workforce is concentrated primarily in Urabá, reflecting the agricultural character of the operation: in CI Uniban, approximately 76% of employees are in this region, and in Sara Palma, 99.7%.

Operational roles are predominantly male (CI Uniban 77%, Polyban 84%, Sara Palma 86%), while in administrative offices such as Medellín, female participation is higher (60%), which evidences opportunities to drive the inclusion of women in technical and field positions. At La Niña, female participation reaches 56% compared to 44% male.

The organization upholds the Diversity, Equity, and Inclusion (DEI) Policy as part of its sustainability strategy and commitment to human rights, promoting gender equity, a differential approach, and safe spaces.

This commitment is materialized through benefits oriented toward quality of life, physical and emotional well-being programs, emotional recognition mechanisms, and training initiatives. All of this is framed by DEI guidelines that seek to prevent discrimination, balance work and personal life, and close gaps, under the coordination of a National DEI Committee that ensures coherence and continuous improvement.

At Uniban, commitment translates into action and action into culture. Caring for our people is a strategic decision that drives results, reputation, and permanence.

“In 2025 we reinforced good labor practices through investments in benefits and well-being for our employees. In total, we allocated COP \$4,349 million in benefits, with CI Uniban contributing COP \$2,897 million, Sarapalma COP \$792 million, and Polyban COP \$660 million, directed toward components such as well-being, health and medicine, training, and recreation, strengthening the reach of labor agreements and human development programs.”





We Care for Our Team with Good Labor Practices

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

The organization reaffirms that people are the driving force behind its growth, and therefore human management is conceived as an ethical commitment to the well-being, dignity, and comprehensive development of employees.

In 2025, a culture grounded in respect, inclusion, health, and professional development was strengthened, integrating business strategy with human care through well-being programs, continuous training, and work-life balance.

In addition, key processes such as performance evaluation and talent management were optimized, accompanied

by significant investments in well-being, health, and training. Progress was also made in continuous improvement through measurement tools, risk management, and strategic decision-making, promoting safe and fair working environments.

The organization also reinforced its commitment to the living wage and the reduction of pay gaps, aligning with international standards. These actions, together with additional benefits and development programs, reflect a comprehensive commitment to the quality of life and professional growth of employees, recognizing both advances and challenges in consolidating good labor practices.

Investments in Benefits



Subsidiary	Well-being (COP)	Training (COP)	Health / Medicine (COP)	Subsidiary Total (COP)
CI Uniban	\$ 414,000,000	\$ 1,044,300,000	\$ 2,830,400,000	\$ 4,288,700,000
Sara Palma	\$ 240,339,822	\$ 92,175,147	\$ 137,201,275	\$ 469,716,244
Polyban	\$ 45,500,000	\$ 45,300,000	\$ 17,000,000	\$ 107,800,000
La Niña	\$ 200,000	\$ 0	\$ 0	\$ 200,000
Grand Total				\$ 4,866,416,244

Prevention and Impact Management

The most sensitive links to occupational events are concentrated in production and logistics, especially in CI Uniban (port logistics, transportation, and the box factory), as well as in Sara Palma and Polyban (production, transportation, certifications, and dispatch capacity) and La Niña (production and the commercial area).

To prevent and manage impacts, the organization has strengthened reporting and participation channels such as the Ethics Hotline, PQRS (Petitions, Complaints, Claims, and Suggestions), and internal committees, along with intervention protocols. In addition, it drives continuous improvement through cultural strengthening, internal communication, leadership development, and policy updates, achieving high levels of participation in re-induction processes.

LIVING WAGE

The Living Wage project is part of our strategy to improve the living conditions of banana workers and their families through the reduction of wage gaps and the promotion of a fair income, aligned with the international Living Wage standard.

Since 2022, we have participated in a global initiative led by IDH to measure and promote the living wage, generating advances in compensation and benefits, positioning ourselves as a national and international reference case.

In 2025 we consolidated key milestones to strengthen the Living Wage project. We deepened our partnership with IDH to guide the application of matrix methodologies and the Living Wage standard, and maintained a continuous training process for farms led



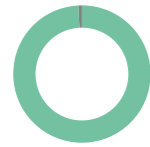
by our Sustainability Team. We actively participated in national and international forums, including the Global Forum of Strategic Partners, and strengthened collaboration with sector associations to align efforts and learnings.

In addition, we developed a pilot project with IDH on selected farms and a pilot program with European retailers and GIZ. As technical support for the model, we calculated proportional wage gaps and voluntary contributions per client, ensuring traceability and transparency in implementation.

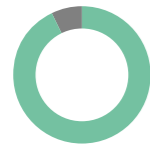


Indicator
Living wage compliance in Urabá (Anker methodology)

Result



99.41%
of Sara Palma workers and



93%
of workers in general on farms exporting with Uniban

meet the living wage standard.

Indicator
Gap vs. legal minimum wage (Colombia, 2025)

Result



The living wage is **67% above** the legal minimum wage.



Indicator
Measurement coverage on farms (IDH methodology)

Result



100% of farms (168) completed the living wage measurement.

Indicator
Collective agreements and wage improvement (Urabá)

Result

With nearly 40 years of collective agreements, **A 14% wage increase was agreed in the 2023-2027 collective agreement.**

In 2025, with the commitment of our producers and the voluntary contributions of commercial partners, we carried out the direct disbursement of contributions to banana workers. This model has been recognized by European business leaders for being fair, transparent, and replicable.

Our Human Journey strengthening the essence of who we are

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

Average training hours per person and per subsidiary

Subsidiary	Total Average	Administrative	Operational
CI Uniban	11	13,8	10.4
Sara Palma	21	22	21
Polyban	58	66.1	108.3
La Niña	11	11.07	11.12

Technical and specialized training was strengthened according to operational needs, including participation in sector events and, at Polyban, training in BRCGS standards, IT security, data management, and indicator-based management, as well as career transition programs with retirement support; as an area for improvement, the goal is to better align training with performance evaluation and professional development.

In 2025, training focused on practical skills for daily work, combining leadership, technology tools, and personal development, with initiatives such as the Leadership Track, Excel strengthening, and coordination skills development, along with well-being, communication, adaptability, and decision-making content, reflected in varying levels of training hours across subsidiaries.

Occupational Health and Safety Management System

[GRI 403-1]

In 2025, protecting life and well-being at work remained a core commitment across our companies. This purpose is realized through the Occupational Health and Safety Management System (OHS-MS / SG-SST), which operates under the PDCA cycle (Plan, Do, Check, Act) and in compliance with Decree 1072 of 2015 and Resolution 0312 of 2019. More than a requirement, the OHS-MS is a way of operating: identifying risks, preventing incidents, supporting people, and continuously improving.

In C.I. Unión de Bananeros de Urabá S.A. (Uniban), this work is reflected in sustained results: the company has maintained a 100% compliance rate for three consecutive years with the minimum requirements established by Resolution 0312. The system covers all work centers and offices, is implemented through an annual plan, and extends to the value chain under the 'Strategic Partners' program, through which 100% of contracting companies are integrated, promoting safe and healthy conditions for employees, contractors, visitors, and other persons who interact with the operation. Within the context of our 60-year history, this approach takes on even greater significance: protecting those who make the organization possible is an essential part of our sustainability.

We strengthen people's development with specialized training, continuous updating, and support at every stage of their working life.

At Agrícola Sara Palma S.A.S., the OHS-MS covers work centers, farms, operational areas, and administrative offices, ensuring that preventive management reaches the spaces where productive activity and support processes are carried out. The organization executes its OHS-MS Work Plan with coverage for employees and stakeholders, consolidating a culture of prevention that is lived both in the field and in administrative areas.



At Polyban, the system is implemented through an annual work plan, promoting participation and coverage of employees and stakeholders, and reinforcing preventive management for employees, contractors, and visitors, in alignment with the company's operational dynamics.

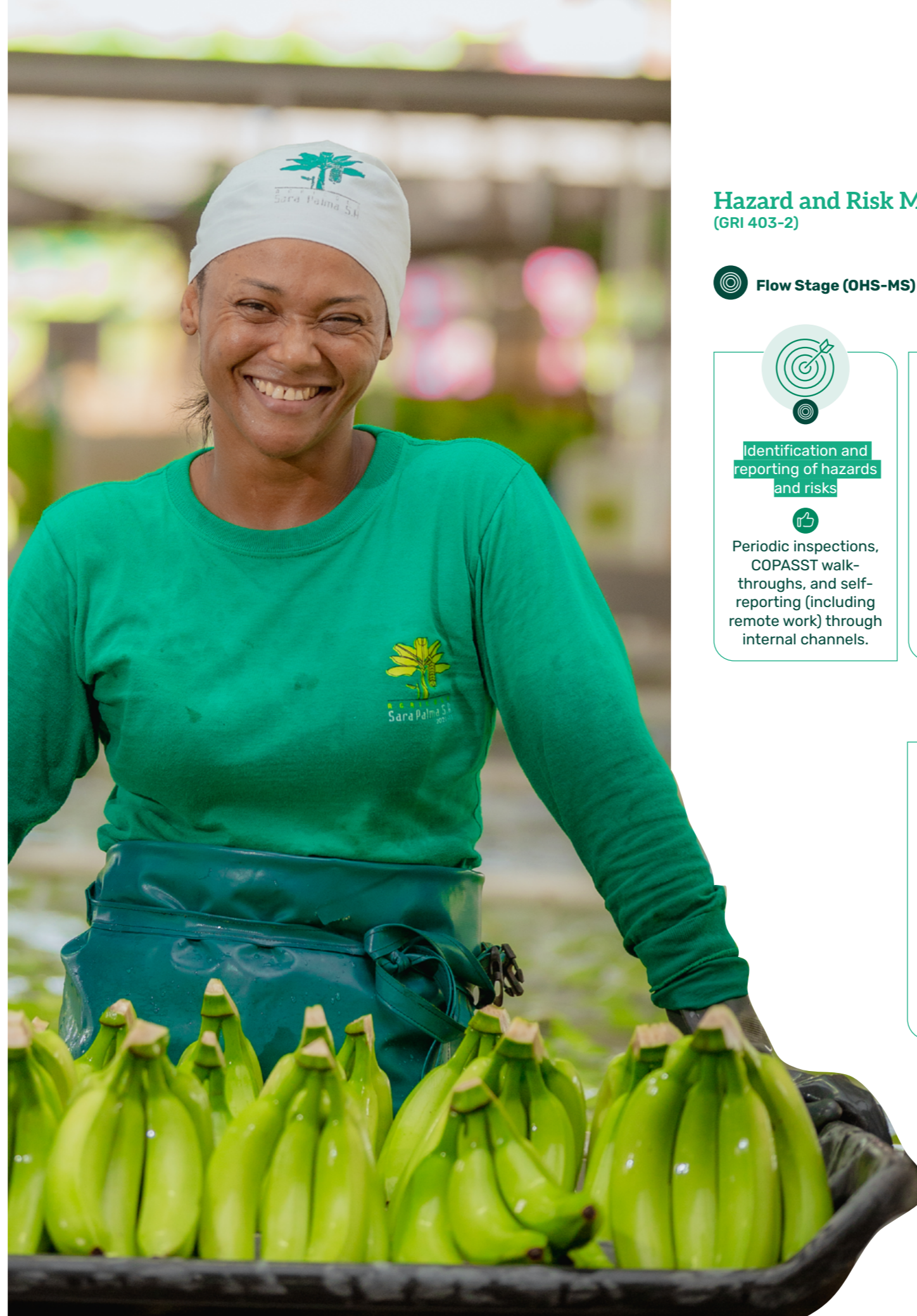
HOW DO WE MANAGE HAZARDS, RISKS, AND INCIDENTS?

[GRI 403-2]

In 2025, hazard, risk, and incident management at Uniban and its subsidiaries was strengthened as a continuous process of prevention and improvement, based on on-site identification, risk evaluation and prioritization, and execution of action plans with follow-up through closure.

This approach relies on periodic inspections, self-reports, COPASST walk-throughs, and ARL support, prioritizing the attention of high risks and avoiding tasks without adequate controls.

In addition, the hierarchy of controls was applied and actions were implemented such as workstation redesign, signage, equipment maintenance, personnel training, and occupational health and safety briefings.



Hazard and Risk Management Flow in the OHS-MS (GRI 403-2)

Flow Stage (OHS-MS)

What we do in 2025



OUR EMPLOYEES AS THE UNIFYING ELEMENT OF OUR OHS CULTURE

[GRI 403-4]

A culture of prevention is built, to a great extent, through clear and close communication. For this reason, we strengthen communication in Occupational Health and Safety (OHS) as a key enabler: communication that informs, listens, and mobilizes safe

behaviors. With this purpose, we have an ecosystem of channels that facilitates timely dissemination, feedback, and the participation of employees and external persons who interact with our operation. The following are the main channels we use at CI Uniban, Sara Palma, and Polyban:

OHS Communication Channels

	CI Uniban	Sara Palma	Polyban
Digital channels	<ul style="list-style-type: none"> Uniban Connection (intranet) Digital newsletter (email) Corporate email Corporate WhatsApp. 	<ul style="list-style-type: none"> Digital newsletter (email) Corporate email Corporate WhatsApp. 	<ul style="list-style-type: none"> Corporate communications (Uniban) Corporate email
In-person channels	<ul style="list-style-type: none"> Notice boards (digital and physical). 	<ul style="list-style-type: none"> Physical notice boards. 	<ul style="list-style-type: none"> Notice boards (digital and physical).
Participation spaces	<ul style="list-style-type: none"> Primary groups / team meetings. 	<ul style="list-style-type: none"> Suggestion box. 	<ul style="list-style-type: none"> Primary groups / team meetings Suggestion box.

Behind every advance in safety and well-being there are people who are organized, in dialogue, and acting preventively. For this reason, our OHS-MS relies on committees and structures that bring management 'down to reality': they connect operations with decision-making, collect the voice of the teams, and help transform findings into concrete actions.

The following table summarizes the main spaces that, in 2025, strengthened participation, coexistence, and emergency preparedness across our companies.

Occupational Injury Control



	CI Uniban		Sara Palma		Polyban	
	2024	2025	2024	2025	2024	2025
Fatalities from work-related injury						
Quantity	0	0	0	0	0	0
Rate	0%	0%	0%	0%	0%	0%
Remained at zero.						
High-consequence injuries						
Quantity	0	2	1	3	0	1
Rate	0%	0.2%	0.03%	0.21%	0%	0.06%
Increased from 0 in 2024 to 2 in 2025 (rate 0.2%).						
Increased from 1 to 3 events; rate rose from 0.03% to 0.21%.						
Increased from 0 to 1 event; rate rose from 0% to 0.06%.						
Recordable injuries						
Quantity	70	48	575	934	8	4
Rate	8.23%	5.76%	21.35%	68.86%	6.96%	3.66%
Decreased from 70 to 48 accidents; rate changed from 4.86% to 5.76%.						
Increased from 575 to 934 accidents; rate rose from 21.35% to 68.86%.						
Decreased from 8 to 4 accidents; rate changed from 0.43% to 3.35%.						



CI Uniban		Sara Palma		Polyban	
2024	2025	2024	2025	2024	2025
Main types of injuries					
Blows, finger injuries, contusion – superficial trauma – sprain or strain, foreign body in the eyes. Blows or contusions, finger injuries, sprains or strains, internal trauma, foreign bodies, intoxication or allergy.		Internal trauma, blow, contusion or crushing, wounds, contusion, sprain or strain, foreign body in the eyes. Fall at same level (slip or trip causing a fall), contact with sharp or pointed tool or element, falling objects, overexertion or awkward movement, exposure to or contact with animals, blows or contusions.		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, second-degree burn of the shoulder and upper limb except wrist and hand, contusion of other and unspecified parts of the foot, fracture of lumbar vertebra. Burns, blows or contusions, ankle sprain, and hand wound.	
Frequent typologies persist (contusions, wounds, sprains), with variations characteristic of the year's case history.		Events predominantly involve falls at the same level, contact with sharp/pointed tools or elements, falling objects, overexertion, and animal exposure.		Focused on burns, contusions, sprains, and wounds associated with operational activities.	
Number of hours worked by direct employees (According to Occupational Safety and Health Administration - OSHA standards)					
2880000 worked per year	2880000 worked per year	2880000 worked per year	2880000 worked per year	2880000 worked per year	2880000 worked per year

“At Uniban, every investigation is an opportunity to learn, correct, and strengthen prevention – to turn what happened into concrete actions that protect life and improve operations.”

The following tables present the control of occupational injuries in non-employee workers who perform activities in workplaces controlled by the organization. To facilitate reading and comparison, the information is organized by subsidiary and shows the performance of 2024 vs. 2025, along with its variation, allowing for the identification of trends, focus areas, and opportunities for improvement in the preventive management of the OHSMS.

Occupational Injury Control – Non-Employee Workers (Workplaces Controlled by the Organization)

CI Uniban				Polyban			
2024		2025		2024		2025	
Fatalities from work-related injury							
0 Quantity	0% Rate	0 Quantity	0% Rate	0 Quantity	0% Rate	0 Quantity	0% Rate
Remained at zero.				Remained at zero.			
High-consequence injuries							
3 Quantity	0.20% Rate	2 Quantity	0.1% Rate	2 Quantity	0.0X% Rate	1 Quantity	0.8% Rate
Decreased from 3 to 2 events; rate fell from 0.20% to 0.1%.				Increased from 1 to 3 events; rate rose from 0.03% to 0.21%.			
Recordable injuries							
92 Rate 6.38%	122 Rate 8.3%	8 Rate 0.43%	4 Rate 0.27%				
Increased from 92 to 122 accidents; rate rose from 6.38% to 8.3%.				Decreased from 8 to 4 accidents; rate fell from 0.43% to 0.27%.			
Main types of injuries							
Blow, contusion, and wounds		Blow, contusion, and wounds.		Ankle sprains and strains, finger injuries, lumbago, contusions in hands, wrists, and feet, second-degree burns on shoulders and arms, and lumbar vertebra fracture. Burns, blows or contusions, ankle sprain, and hand wound.			
Similar typologies, with variations characteristic of the year's case history.				Main typologies associated with operational activities.			
Number of hours worked (According to Occupational Safety and Health Administration - OSHA standards)							
2880000 worked per year		2880000 worked per year		2880000 worked per year		2880000 worked per year	



HOW DO WE INVESTIGATE WORK-RELATED INCIDENTS AND DEFINE OUR OHS SERVICES?

Work-related incidents and accidents are managed as opportunities for improvement through a process that prioritizes care of the affected person, investigation of what occurred, and identification of root causes to prevent recurrence. This process begins with immediate reporting and activation of the Occupational Health and Safety team, which involves leaders, workers, and COPASST, applying methodologies such as the Cause Tree and, in some cases, the Fishbone analysis.

Based on the findings, actions are implemented according to the hierarchy of controls and follow-up is maintained until closure, supported by inspections, safe work training, indicator analysis, coordination with contractors, and internal communications to strengthen prevention.



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60
years

CULTIVATING
SHARED
VALUE

Sustainability that drives
regions and markets





60 years of shared value: the **banana** vision that builds a nation and **crosses borders**

Six decades ago, a group of pioneers decided that bananas would not merely be an export product, but the engine of a regional economy with its own identity. Since then, Uniban has grown with a clear conviction: competitiveness is only sustainable when it strengthens the territory, dignifies work, and generates real opportunities for communities.

What began as a collective commitment in Urabá is today an organization with a global presence, exporting millions of boxes of fruit each year while maintaining a firm commitment to social, environmental, and productive development in the spaces where it operates.

Celebrating 60 years is not only a moment to look back with gratitude – it is a recognition that every achievement has been made possible by a particular way of doing business: through the generation of economic value

while building social and environmental value. That has been, and continues to be, the essence of Shared Value.

Over these six decades of history, the company has consolidated itself as the leading exporter of banana and plantain in Colombia and one of the five largest in the world. It exports an average of 36 million boxes of bananas per year – 90% destined for Europe – as well as 2.92 million boxes of plantain, 28,523 containers of refrigerated fruit, and 1.8 tonnes of snacks.

In the demanding European market, where origin, transparency, and traceability are increasingly valued, **Uniban has defined a roadmap to strengthen its brands with an emphasis on sustainability and pride in its Colombian origin**, attributes that today represent highly competitive differentiators in the market.

A History That Began in 1966

In 1966

A group of visionaries decided to organize the banana growers of Urabá, participate more equitably in the business, build infrastructure, and lay the foundations of a regional economy of their own.

It was a decade of enormous challenges but also of foundational decisions that are today the basis of the company.



In 1969

The first **direct export** was made aboard the vessel **Electrón**, bound for the United States.



In 1970

Turbana Corporation was founded in Coral Gables, Florida, opening the path into the North American market.



In 1975

The company entered the European market in partnership with Velleman & Tas, consolidating its international reach. During the following decades, the company strengthened its productive and logistical infrastructure.



In 1978

The corrugated cardboard box plant was inaugurated.

In 1984

The first collective agreement was signed – a historic accord that institutionalized wage improvements and health and housing benefits for those who were part of the company. Today, more than 11,000 agricultural workers in Urabá and Magdalena receive wages 73% above the legal minimum in Colombia.



Labor dialogue and social commitment

In 1988

The 5,000th shipment was celebrated and Polyban Internacional was created in the Cartagena Free Trade Zone to expand industrial capacity.



60 years



In 1987

The Uniban Foundation was established with the purpose of improving quality of life and promoting comprehensive sustainable development in the regions. Since then, it has led initiatives in education, community infrastructure, housing, financial inclusion for small producers, and environmental protection.

In 1995

A landmark negotiation was consolidated with union organizations that today remains **the foundation of social dialogue in Urabá**. More recently, in 2023, employers and Sintrainagro signed a new collective agreement benefiting approximately 22,000 workers to strengthen employment stability and social conditions.

In 1991

In the context of Colombia's new Political Constitution and institutional changes that promoted greater participation and regional development, the small plantain producers model was born. This scheme opened the door **for local families to integrate directly into the productive and commercial chain, which strengthened their economic autonomy and stability**. Currently, more than 2,500 small plantain producers and their families find a sustainable source of livelihood in this model, because at Uniban, business growth also translates into inclusion and development for the territory.

Logistics Transformation and Long-Term Vision

From 2010,

Uniban transformed its logistics operation **by increasing maritime container transport from 20% to 80% of total exports** and strengthening strategic assets in Colombia, the United States, and Europe.



In 2016

A decisive step toward the region's logistical future was taken **with the boost to Puerto Antioquia**, a project conceived as a driver of competitiveness for Urabá and the country. In 2021, the company made a strategic investment in this initiative, the operation of which will allow for the movement of up to 7 million tons annually. This project will optimize export routes while simultaneously reducing the carbon footprint.

Impact and present

Today, Uniban is an organization that generates opportunities for more than 3,800 direct employees and approximately 20,000 people if the employees of producers are included.

Through the Uniban Foundation, that impact extends beyond productive operations. **During 2025 we invested COP \$19,562 million to help improve the quality of life of 121,925 people.** This investment was fundamental in consolidating an intervention model that generates shared value and contributes to the sustainable development of the regions where the company has a presence.

Sixty years later, the company's story is a story of permanence, learning, and commitment. Over the decades, **Uniban chose to invest and build, even in the most adverse contexts.** That decision turned bananas into a symbol of work, rootedness, and hope for thousands of families.

Today, when Shared Value explicitly guides corporate strategy, Uniban reaffirms a conviction built throughout its history: competitiveness is only sustainable when economic growth translates into dignified employment, strengthening of communities, and responsible productive practices in harmony with the environment.

Celebrating 60 years is to recognize the effort of the banana growers—the pioneers who paved the way—of the workers, and of the communities that have believed it is possible to build a company with purpose.

It is also to **renew the commitment to the country and its people**, understanding that the future continues to be cultivated—like the banana—with constant work, a long-term vision, and the certainty that growing together will always be the best decision.





GRI Content Index

STATEMENT OF USE

This material makes reference to the standard, taking into account its latest updates to the GRI Standard at the time of preparation. Uniban has prepared this report in accordance with the GRI Standards for the period between January and December 2025. In the context of sustainability, we have used GRI 1: Foundation 2021; no sector standard has been applied.

GRI Standard	Disclosure	Report title associated with the disclosure	Page location	Omission Section		
				Omission requirements	Reason	Explanation
General disclosures						
The Organization and Its Reporting Practices						
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report	6			
	2-2 Entities included in sustainability reporting		6	Not applicable	None	No other entities are included
	2-3 Reporting period, frequency, and contact point		6			
	2-4 Restatements of information		6			
	2-5 External assurance		-		Not applicable	Not performed
	2-6 Activities, value chain, and other business relationships	Supply Chain	14			
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	2-9 Governance structure and composition	Governance	23			
	2-10 Nomination and selection of the highest governance body		23			
	2-11 Chair of the highest governance body		23			
	2-12 Role of the highest governance body in overseeing the management of impacts		23			
	2-13 Delegation of responsibility for managing impacts		23			
	2-14 Role of the highest governance body in sustainability reporting		23			
	2-15 Conflicts of interest		Ethical practices associated with corporate values	28		
	2-16 Communication of critical concerns	28				
	2-17 Collective knowledge of the highest governance body	Governance	23			
	2-18 Evaluation of the performance of the highest governance body	Not communicated				
	2-19 Remuneration policies					
	2-20 Process to determine remuneration					
	2-21 Ratio of annual total compensation					

GRI Standard	Disclosure	Report title associated with the disclosure	Page location	Omission Section		
				Omission requirements	Reason	Explanation
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Uniban: Moving toward a model of shared value and sustainable development	2			
	2-23 Policy commitments	Ethical practices associated with corporate values	28			
	2-24 Embedding policy commitments		28			
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	2-26 Mechanisms for seeking advice and raising concerns		28			
	2-27 Compliance with laws and regulations		28			
	2-28 Membership associations	Affiliations, seals, and certifications and sustainable producers	38			
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	Material Topics					
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200 Series (Economic Topics)						
GRI 201: Economic Performance						
201-1 Direct economic value generated and distributed						
GRI 205: Anti-corruption						
	205-2 Communication and training about anti-corruption policies and procedures	Ethical practices associated with corporate values	28			



GRI Standard	Disclosure	Report title associated with the disclosure	Page location	Omission Section		
				Omission requirements	Reason	Explanation
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