



SUSTAINABILITY REPORT

2023

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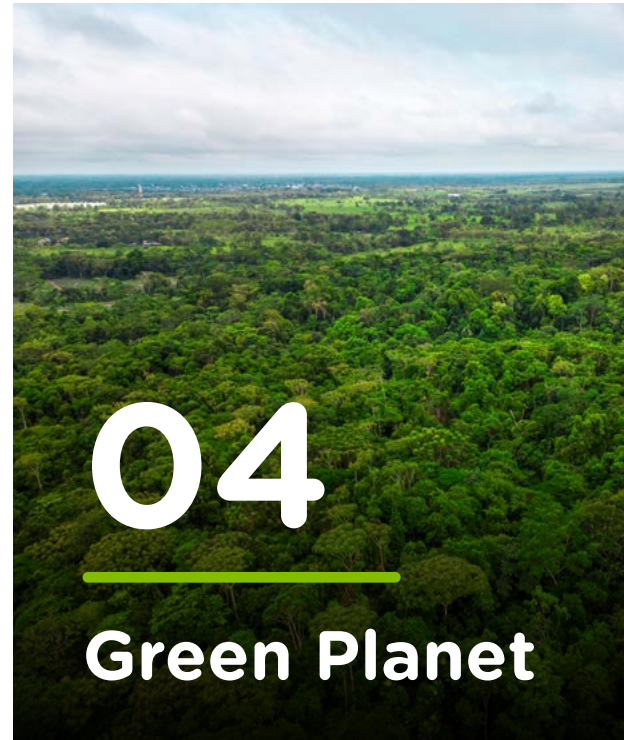
Marcela Estrada M.
General Secretary

Ramiro Tobón G.
Comptroller

Carolina Jaramillo F.
Director of Sustainability



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Unibán: Advancing toward a model of shared value and sustainable development

[GRI 2-22]

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

With six decades of experience in the production and commercialization of bananas, we continue to lead strategies to enhance agro-industrial productivity in the country, reinforcing the concept of “Colombian Origin.” Nearly 33 million boxes of bananas and 2 million boxes of plantains position us as a global benchmark in commercial distribution. Furthermore, developing other export lines, such as exotic fruits and high-value derivatives, has demonstrated the importance of constant innovation.

Our experience has led us to embed corporate sustainability into our organizational DNA, aligning our strategic, economic, social, and environmental actions with high global standards for best practices and environmental care.

We base our practices on environmental care, as it is not only our habitat but also what allows us to project business sustainability over time and ensure the delivery of high-quality products.

The ongoing challenges and shifts in markets, together with global and national changes, have strengthened our determination to generate long-term value with a transparent spirit of sustainability.

In our internal corporate management, we supported labor negotiations concerning the “2023-2027 Collective Bargaining Agreement” between banana producers in the Urabá region and the National Union of Agro-Industry Workers (Sintrainagro), where a 14% wage increase was agreed upon. Additionally, we advanced our living wage program through which, with funds from a European retailer, we led the distribution of food vouchers valued at nearly **COP 2 billion to around 1,000 workers in our value chain**, reaffirming our commitment to well-being and economic justice.

In our strategic pillar of “Communities and People,” we continue to prioritize two-way communication channels to understand the expectations of our stakeholders, ensure ethics and transparency, and promote respect for human rights.

In 2023, the Unibán Foundation invested \$17,906 million in educa-

tion, infrastructure, and economic development projects, improving the quality of life for over 100,700 people.

Through the strategic pillar “Sustainable Producers,” we focus our efforts on obtaining higher-quality, environmentally friendly inputs to produce goods that meet international standards and are increasingly sustainable. Similarly, we supported 317 small producers with loans totaling **COP 4,736 million, for which we invested COP 1,963 million through our foundation.**

At Unibán, we work collaboratively to support dreams, improve quality of life, and promote sustainable community development.

Through our strategic pillar “Green Planet,” we contribute to environmental care by managing our greenhouse gas emissions and measuring our corporate and farm-level carbon footprints. In 2023, we planted 51,580 trees and restored 167 hectares of forest, contributing to CO₂ sequestration and the preservation of water sources, ecosystems, and biodiversity. Additionally, we promoted the protection program for the cotton-top tamarin, a critically endangered species.

As leaders of an organization committed to consistently generating and distributing value for our stakeholders, respecting the environment, and fostering continuous growth, we are proud to present our third integrated management and sustainability report.



Manuel Antonio Laborde Barriga

President of Unibán

“From Unibán, we are driving the execution of our profitable growth strategy with determination, aimed at strengthening and expanding access to international markets. Our focus lies on products such as bananas, plantains, and high-value-added derivatives, always guided by the principle of creating shared value. This approach allows us not only to generate economic benefits but also to contribute positively to the well-being of our communities and the environment, ensuring a sustainable future for all”.



About the Report

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About the
Report

About the Report

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

We are advancing sustainable production and commercialization models, working together with communities and guided by respect for the environment. Furthermore, we align ourselves with global agendas for sustainable development, based on the potential of the territories where our organization operates, managing impacts and creating shared value for our stakeholders.

With a firm commitment to sharing our management progress with our stakeholders, Unibán is pleased to present its Integrated Sustainability Report for the January-December 2023 period. **This report aligns with the Global Reporting Initiative (GRI) standards and reliably consolidates our environmental, social, and economic activities and achievements.** Additionally, it is based on our management systems and information collected and validated by our employees, and certain aspects have been audited by external verification bodies.

We continue to build on our 2021 materiality assessment and reaffirm our commitment to the material topics identified with our priority stakeholders, ensuring comparability and balance in our report.



Community commitment: Unibán builds a country in the territories it impacts in Colombia.

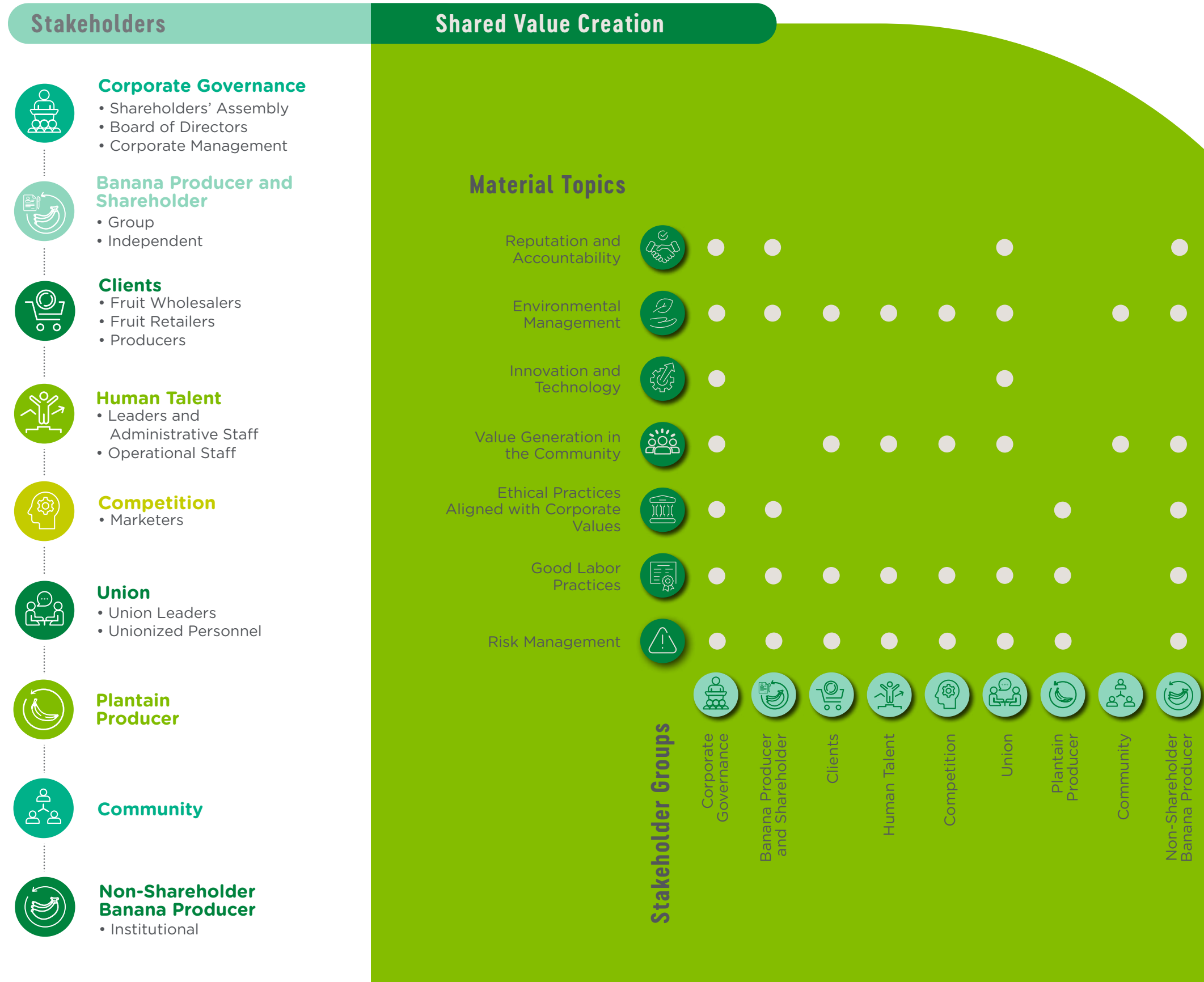
Our Materiality

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

In our organization, material issues are understood as the most relevant topics for our stakeholders. These issues guide, to a great extent, our decisions and actions.

We conducted a detailed analysis to identify and prioritize Unibán's key stakeholders, focusing on those whose expectations align with the organization's objectives and who would benefit significantly from our actions. Key stakeholders include our banana and plantain producers, communities, corporate governance, unions, clients, and our human resources team. After considering a wide range of environmental, social, strategic, and economic topics, we defined material issues in collaboration with these groups, such as reputation, environmental management, innovation, community value, ethics, and best labor practices.

These themes, defined in 2021, have guided successful actions, aligning our efforts with shared objectives and achieving significant results.





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We Are Unibán

[GRI 2-6]

Sustainability is a decisive factor that sets us apart in the market, and it has become a priority throughout our entire value chain.

With more than half a century of experience, we have consolidated ourselves as a leading entity in the export of agro-industrial products, particularly bananas and plantains, with origins in the Urabá region of Antioquia and expansion into the departments of Chocó and Magdalena in Colombia. We are a story of growth, innovation, and sustainable commitment, reflected in our continuous transformation over the years.

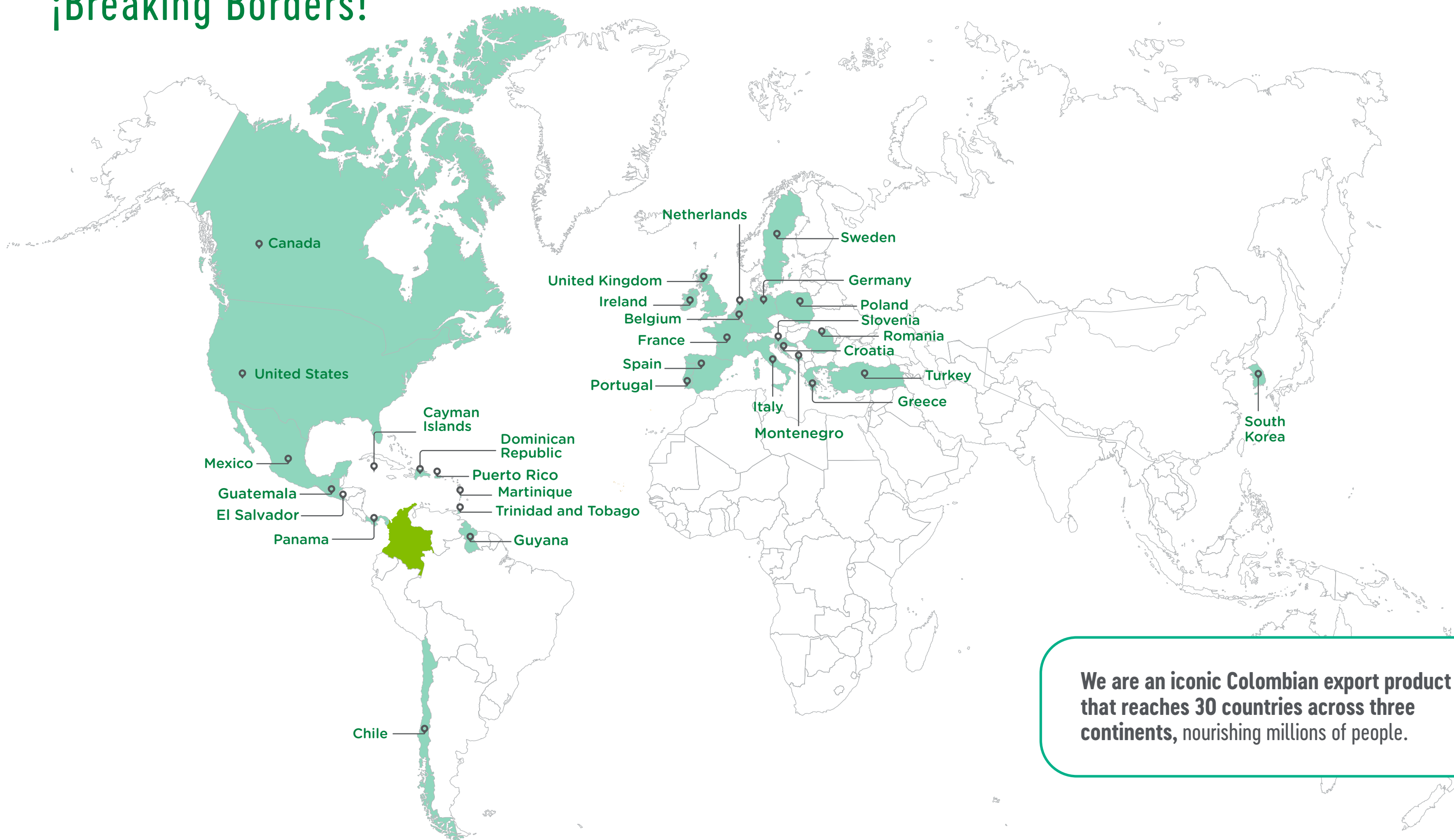
Our vision goes beyond the commercialization of high-quality fruits; we embrace a deep commitment to the social and environmental well-being of our communities.

By expanding our market to products such as plantain and banana snacks in Europe and beginning the importation of fresh products to Colombia, we demonstrate our adaptability and forward-thinking vision. **Our history and current actions testify to an organization that puts heart into every activity, always striving to generate the well-being of everyone involved in our value chain.**

Through the Unibán Foundation, Unibán promotes sustainable development, focusing on education, infrastructure, and the environment in Colombia.

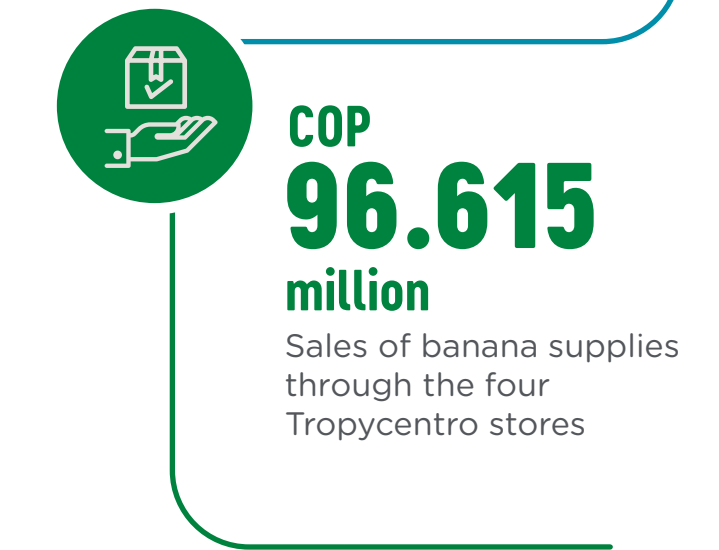
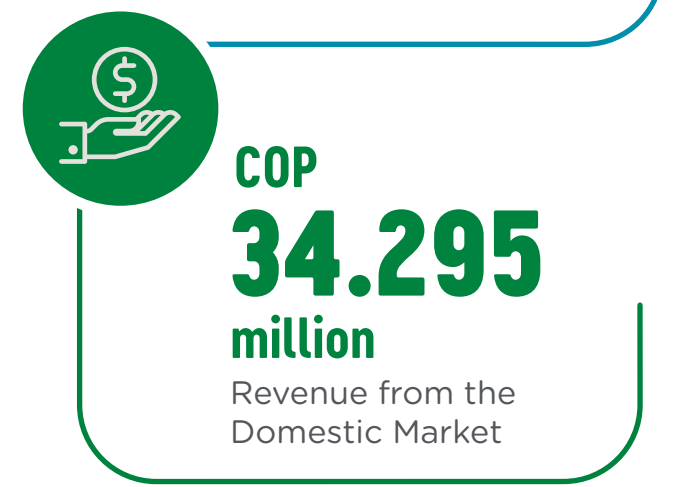
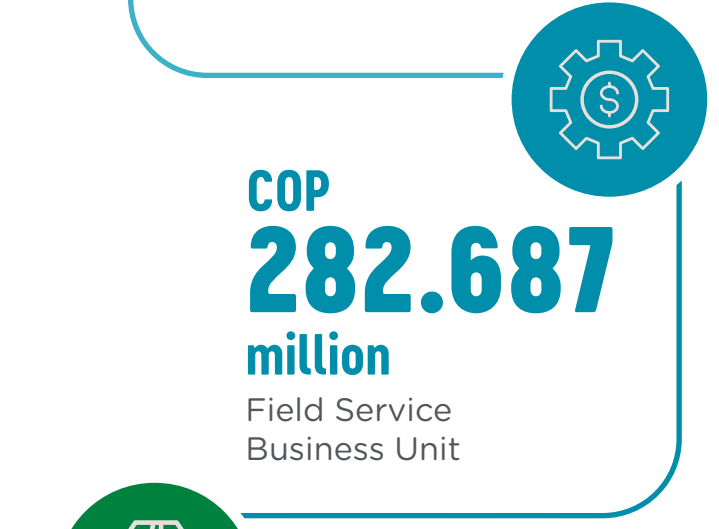
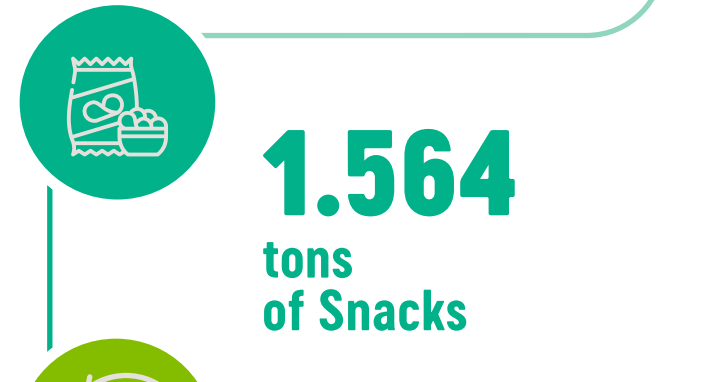
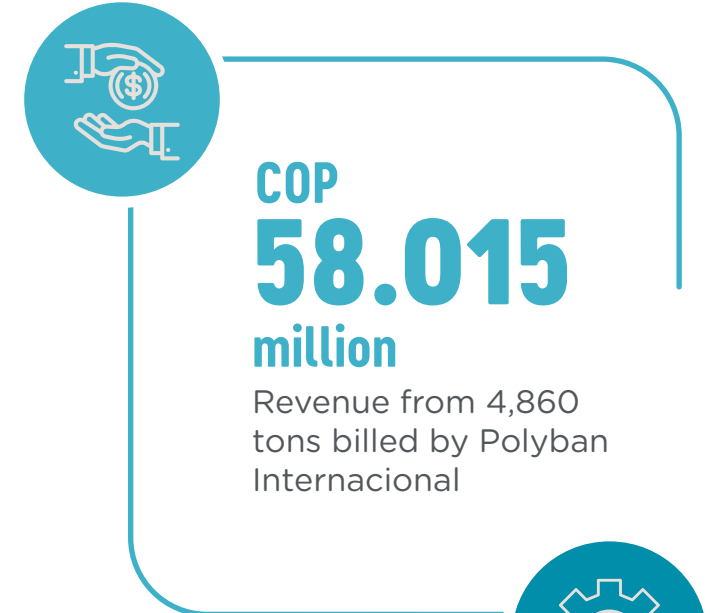
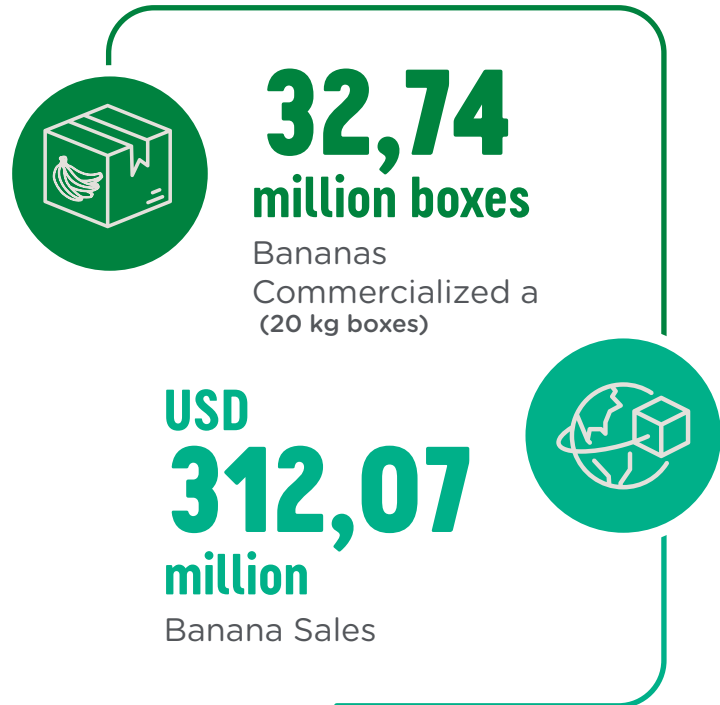
Unibán in the World

¡Breaking Borders!



We are an iconic Colombian export product that reaches 30 countries across three continents, nourishing millions of people.

Unibán in Numbers





Innovation and Development of New Products at the Forefront of the International Market

Our Products and Services

Products	Variety	Production Location
Banana	<i>Musa acuminata</i> , Cavendish subgroup	Urabá, Antioquia Magdalena
Plantain	Hartón and Popocho or Burro plantain	Urabá, Antioquia Chocó
Snacks	Plantain, banana, and cassava snacks	Urabá, Antioquia Chocó

Vertical Integration and Field Services	Service Description	Location
Logistics Services	Uniban Servicios S.A. provides port and logistics services to shipping companies, exporters, and importers.	Port facilities in Zungo and Nueva Colonia
Box Production	Production of corrugated cardboard boxes for the horticultural industry in Zungo	Zungo Embarcadero
Plastic Production	Manufacturing of plastics for agriculture, mainly for bananas and plantains	Free Trade Zone in Cartagena de Indias, Mamonal Industrial Corridor
Commercial Stores	A commercial store providing agricultural inputs and supplies required by producers at competitive prices	4 Stores: Apartadó and San Juan in Urabá La Gran Vía in Magdalena Belén de Bajirá (Riosucio) in Chocó
Naval Shipyards	Design, construction, remodeling, maintenance, and naval calculations in the Gulf of Urabá	Zungo Industrial Zone, on the León River in the municipality of Carepa
Fumigation Services	Services provided to third parties for pest, weed, and disease control and prevention	Urabá, Antioquia, and Magdalena

Supply Chain

[GRI-2-6]

“At Uniban, we build strong and reliable relationships with our suppliers, fostering a sustainable, efficient, transparent, and fair supply chain.”

Juan Camilo Vallejo Delgado
Supply Chain Manager

This approach allows us to meet the expectations of our customers and stakeholders, reinforced by the commitment of our employees. Our principles emphasize responsibility for quality, community well-being, and environmental respect, ensuring a sustainable legacy and promoting practices that strengthen this essential link in our chain.

To ensure smooth operations, we made purchases from more than 1,000 suppliers during this period. **Of the total, 70% was allocated to goods, with 45% of acquisitions being domestic, reaffirming our commitment to strengthening the local economy.** Key inputs included paper (34.5%), agrochemicals (25%), and materials for field-packaging and palletization (20%). The remaining 30% was dedicated to services, with 93% of those contracted from national suppliers.

Focusing on the efficiency of packaging material procurement—which accounts for over 60% of our raw material purchases—we adopted the following eco-friendly practices: Cardboard corner protectors: Made with 69% recovered paper and 31% post-industrial paper. While, Wooden pallets are sourced from reforested plantations, compliant with local regulations, with 10% certified by the Forest Stewardship Council (FSC).

Additionally, in our efforts to reduce our environmental footprint, we collaborate with suppliers to standardize the use of agrochemicals with lower environmental impact, including biological products.



Governance

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

“As leaders of corporate governance, our mission goes beyond mere commercial success; it is both our responsibility and privilege to shape a sustainable future. Through consistent and effective leadership, we not only drive the growth of our company but also pave the way toward a fairer and greener world, proving that when sustainability is the compass, progress and prosperity become a shared destination for all.”

Ramiro Aurelio Tobón Gaviria
Controller, Unibán

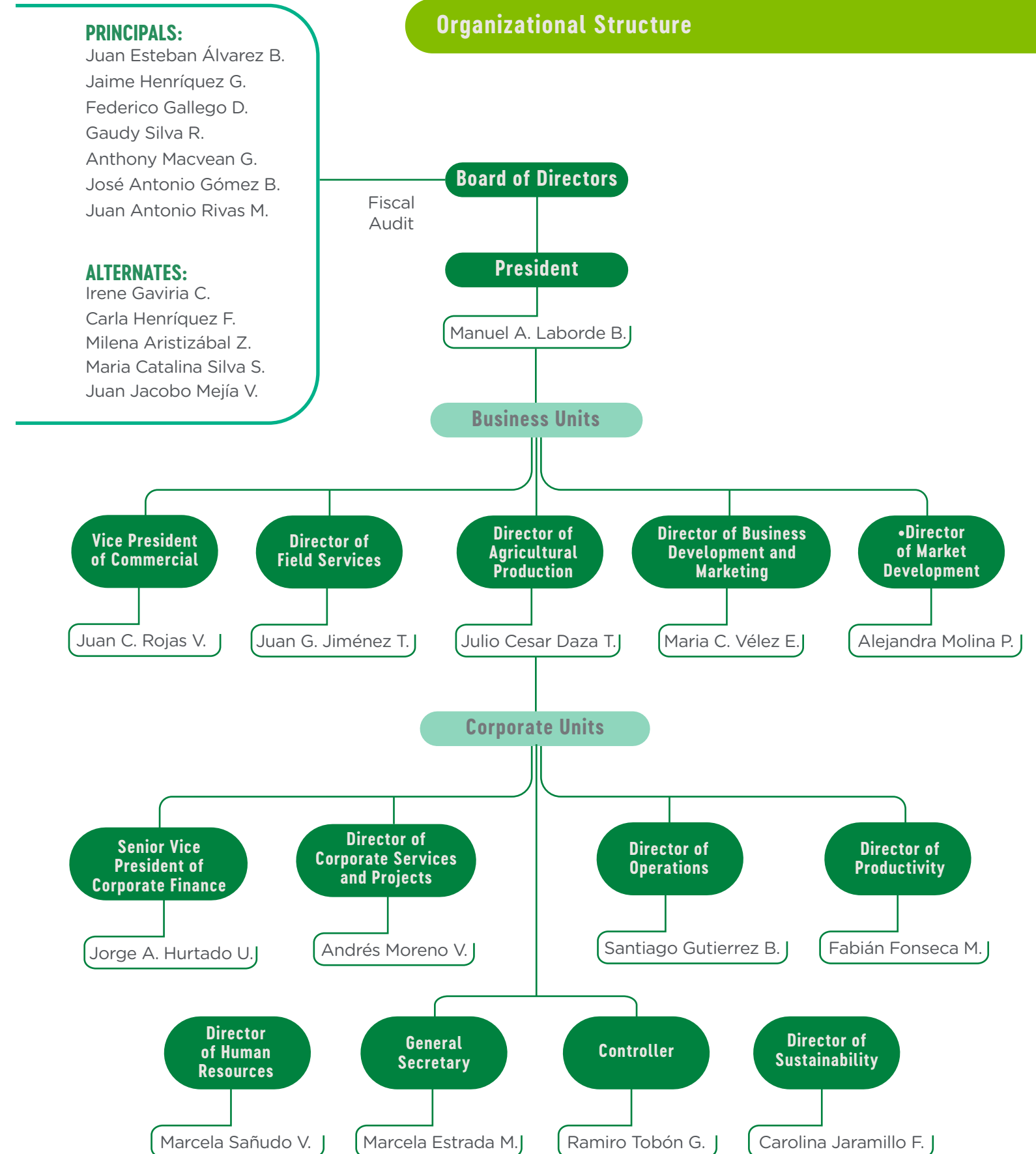
Unibán’s corporate governance is led by a dynamic and diverse team managing the interests of more than 100 shareholders. The Board of Directors, composed of seven expert members—two of whom are independent—defines the corporate strategy and makes key decisions aligned with that strategy. The President, together with the senior management team, drives this strategy forward and implements the directives of the Board and the Shareholders’ Assembly.

The Board relies on seven internal committees for decision-making: Strategy, Sustainability, Producer Affairs, Talent and Compensation, Audit and Risk, Finance, and Commercial. The Board is responsible for approving and monitoring the strategic plan, management objectives, and annual budgets, with a special focus on sustainable development.

Our President, working closely with vice presidents and directors, is responsible for executing plans aligned with the organization’s strategic and sustainability objectives.

The compensation of both proprietary and independent members of the Board of Directors is determined at the Shareholders’ Assembly. It is important to note that the Chairman of the Board does not hold an executive role within the company.

Organizational Structure



“Sustainable Unibán” Our Corporate Sustainability Strategy

Unibán consolidates its sustainability strategy around three fundamental pillars: sustainable producers, green planet, and communities and people. Our aim is to create shared value for the company, communities, and the environment through responsible agriculture and production practices.

In 2023, we strengthened our *Sustainability Policy*, reflecting our firm commitment to the pillars of sustainable development. We have advanced in building a comprehensive due diligence process, developed our Human Rights Policy, and maintained an ongoing, transparent dialogue with our stakeholders through our communications strategy.

“From a strategic leadership standpoint, we are committed to growing, evolving, and transforming alongside our producers, customers, and the talent of those who bring these goals to life. Our guiding principle is always sustainability, approached holistically, encompassing every aspect of our brands and products.”
Unibán Sustainability Policy

As an organization, we focus on identifying, measuring, and managing social and environmental impacts. Our strategic approach aligns with the principles of preventing, mitigating, and eliminating negative impacts while maximizing positive ones.

We are committed to complying with national and international regulations, participating in voluntary agreements, and engaging in global initiatives. **Our comprehensive supplier management aims to uphold high standards and sustainable criteria across our supply chain. Additionally, we strive to maintain continuous dialogue with stakeholders to co-create strategies and solutions.**

We also design and implement integrated management systems across social and environmental domains to ensure continuous improvement in generating shared value.



We prioritize eight Sustainable Development Goals (SDGs), to which we contribute directly through specific programs, projects, and initiatives.

Unibán has forged new partnerships with local institutions to support small producers.



Our Corporate Sustainability Strategy

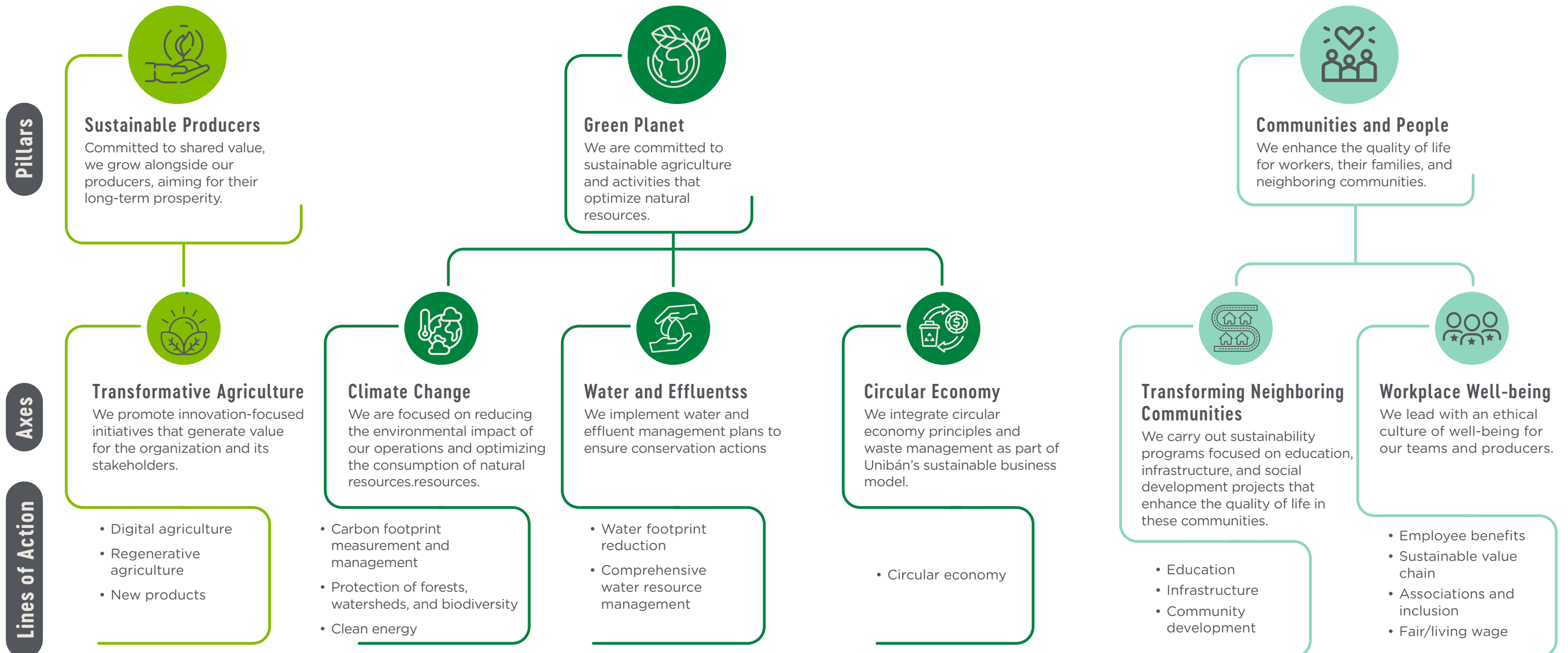
As part of our strategy, we have incorporated objectives that will help us advance within our action lines: <https://Unibán.com/sostenibilidad/> and are setting new challenges for 2024 within each of our pillars and focus areas.



Scan the QR code to access the link

“Our vision is to become a benchmark in sustainability, both internally and externally. We aim to foster positive change within our organization and in society as a whole, leading the way toward a more sustainable future. We strive to be recognized for our responsible, innovative, and ethical management, contributing to building a better world.”

Carolina Jaramillo Ferrer
Director of Sustainability



- Digital agriculture
- Regenerative agriculture
- New products

- Carbon footprint measurement and management
- Protection of forests, watersheds, and biodiversity
- Clean energy

- Water footprint reduction
- Comprehensive water resource management

- Circular economy

- Education
- Infrastructure
- Community development

- Employee benefits
- Sustainable value chain
- Associations and inclusion
- Fair/living wage

Ethical Practices Associated with Corporate Values

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

We are dedicated to maintaining and enhancing these standards, ensuring that our company is not only a leader in our field but also a model of ethical and responsible business conduct.

At Unibán, ethics and transparency are essential for creating sustainable and shared value. Our corporate values—excellence, resilience, responsibility, honesty, and respect—guide our commitment to outstanding results, adaptation to change, and trust-based relationships with our stakeholders. These values, reflected in our human talent, drive our leadership and organizational development toward achieving long-term objectives.

Our governance, structured around our Code of Ethics, promotes an environment of control and compliance, with policies and procedures that ensure the integrity and transparency of our operations and compliance with regulations in Colombia and other countries where we operate..

The ethical practices defined in this code are regularly updated, establishing a zero-tolerance policy towards corruption, bribery, fraud, workplace harassment, and violations of human rights. Additionally, we have a robust system for reporting irregularities, ensuring that our actions align with our values and maintaining a culture of self-regulation and accountability



Ethics Line
From mobile and landlines
01 8000 52 27 27



From Unibán landlines
#555

We utilize GRI guidelines to prepare our sustainability reports and are committed to reviewing and improving our processes in accordance with the regulations of the Superintendence of Companies. We establish detailed procedures for our communication and reporting channels, including the analysis of results to strengthen relationships with stakeholders and minimize negative impacts on our environment.

Business Transparency and Ethics Program (PTEE) (requirements completed for Unibán and subsidiaries).

Re-induction of **696 employees** and strengthening of compliance culture.

Promotion of the Code of Ethics in **100% of farms with 2,125 collaborators.**

ZERO matches of third parties with binding lists in Colombia.

Ongoing support for the process in updating active counterparts.

Improvements in the onboarding process through technological elements.

95% compliance in following up on requirements from authorities (the remaining 5% depends on third parties with ongoing monitoring).

To ensure that these policies and objectives are achieved, we have the **Audit and Compliance areas, which monitor and control the procedures**, ensuring their proper application. Through this material topic, we involve two main lines of management:

- **Compliance, Integrity, and Transparency:** We are aware of the challenges in business integrity, including corruption, bribery, money laundering, and conflicts of interest. Therefore, **we have established a solid governance model, with a regulatory and control framework to effectively prevent and manage these risks.** Our commitment is evidenced by the continuous implementation and improvement of policies and procedures against these threats, aligned with high ethical standards



We prioritize transparency, integrity, and fairness. In the photo, Jaider Jose Sanchez Martinez and Alvis Torreglosa Alvarez.

and regularly adjusted to business dynamics. We highlight the implementation of SAGRILAF since 2018, under the parameters of the Superintendence of Companies, as a demonstration of our commitment to risk management and transparency. We also apply clear guidelines in our **Code of Ethics for managing conflicts of interest, ensuring fair treatment of shareholders and transparent handling of conflicting situations, with a protocol for evaluating and resolving these cases.**



We understand that integrity and transparency are not just policies but fundamental values that guide every aspect of our operation.

• **Human Rights and Due Diligence:** Unibán is committed to respecting and promoting human rights, based on its internal policy from September 2021, which aligns with national and international regulations, including the Universal Declaration of Human Rights and social and corporate responsibility guidelines. **We recognize our special responsibility towards vulnerable groups, employing educational tools and awareness programs.**

Our Human Rights Policy is implemented through a five-step due diligence process, which includes public commitment, risk assessments, preventive and corrective actions, action follow-up, and transparent communication. **This approach aims to prevent, mitigate, and remedy impacts, demonstrating a proactive commitment to human rights through specific projects and actions.**

We emphasize that our dedication to human rights goes beyond legal obligations, considering this commitment as a key element for our integrity, value, and competitiveness.

We seek to be a benchmark in integrity and respect, viewing respect for human rights as a continuous improvement process.

“The senior management of CI Unibán S.A. and its subsidiaries declare their commitment to act according to the principles of the United Nations before employees, contractors, and stakeholders associated with the Company, regardless of the type of contractual relationship, demonstrating leadership and setting a good example, promoting a positive work environment in a harmonious setting, projecting a positive image of their team and the company, and thus contributing to the development of the organizational culture.”

Risk Management [GRI 3-3]

We have a defined methodology for managing environmental, economic, and social risks, including those related to human rightsa:

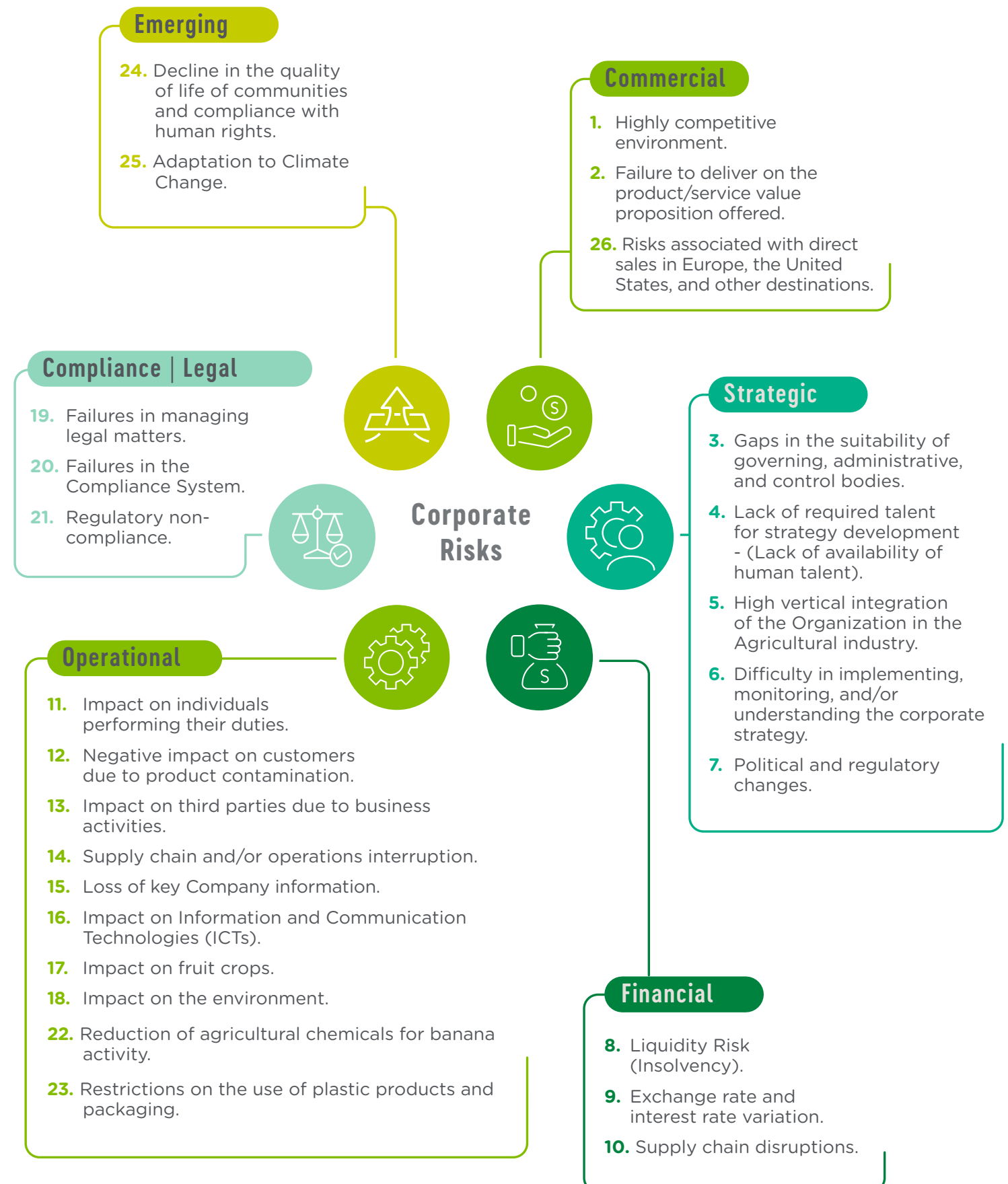
Framework Process	Description / Status	Components / Projects / Activities
Risk Management Methodology	Identify, evaluate, and mitigate risks, minimizing impact and supporting the achievement of strategic objectives.	<ul style="list-style-type: none"> • Risk Management Policy • Risk Management Manual
Risk Matrices	We adopt a comprehensive risk analysis approach that combines high-level (top-down) strategic perspectives and (bottom-up) tactical, operational, and project-focused approaches, covering a complete view of the company.	<ul style="list-style-type: none"> • Risk trend analysis • Update of strategic risk sheets (2023) • Definition of a tactical compliance matrix (accompaniment)
Business Continuity Management	We completed the Business Impact Analysis (BIA) phase, determining 32 priority processes based on risk and initiated the strategy determination phase (72%). We are developing the Business Continuity Manual.	<ul style="list-style-type: none"> • Business Continuity Plan • Business Continuity Manual
Risk Engineering	We conducted risk inspections of Unibán and its subsidiaries’ properties, determining action plans. Additionally, engineering works were advanced for warranty purposes with insurers.	<ul style="list-style-type: none"> • Property Risk Inspections • Follow-up on Projects Classified as Guarantees
Risk Analytics	We updated our cybersecurity system assessment, improving to level 3 (mature system with resilient conditions), as well as the ESG (environmental, social, and governance) management, achieving a performance of 61%.	<ul style="list-style-type: none"> • Cybersecurity Maturity Index. • ESG Risk Rating
Agricultural Risk Management	We work with a focus on improving the response and resilience of production systems to adverse climatic events, specifically in the Sarapalma and Uberabá subsidiaries.	<ul style="list-style-type: none"> • Population Count Model • Weather Stations • Satellite Monitoring • Sigatoka Model • SIG Training



We recognize the importance of anticipating all types of risks to avoid, prevent, or mitigate them. **This approach helps us protect and sustain our business, increases our resilience to external changes and challenges, ensures legal and regulatory compliance, protects our human capital and assets, identifies opportunities for continuous improvement, and promotes long-term social and environmental responsibility.** By the end of 2023, we updated our corporate risk matrix, incorporating new identified trends through analysis with internal and external sources, impacting the management and objectives of Unibán and its subsidiaries

We apply advanced agricultural strategies to improve resilience to climatic events, such as maturity models, satellite monitoring, and training. We focus on reducing environmental impact and optimizing resources, facing risks from pesticide restrictions to legal challenges. **We prioritize mitigating the impacts of climate change, using diverse energy sources, and following ISO standards for carbon footprint.** Our approach to human rights and the environment includes preventing violations, complying with regulations, supply chain management, and education, ensuring responsible and sustainable operations

Our approach allows us to anticipate changes and protect our community, ensuring business continuity.



Innovation and Technology [GRI 3-3]

“In Colombia’s dynamic agro-industrial sector aimed at the global market, innovation and new technologies have become fundamental pillars for corporate sustainability. These elements emerge as a fourth essential dimension of the “Triple Bottom Line” model, providing innovative and effective responses to current and future challenges. This integration is key to driving sustainable and meaningful growth in the industry, ensuring our response to challenges is as dynamic and evolving as the market itself.”

Juan Carlos Acevedo
Head of Innovation and Development.

Our focus is on transforming and revitalizing our way of doing business, with clear and bold objectives. We are redefining the use of our products through industrialization and added value, including expanding our portfolio, exploring new markets, and continuously improving internal processes to boost the global margin through new products.

Innovation is central to our strategy, not only in product development but also in continuous improvement, with active participation from the entire Business Development and Marketing Directorate. **Our comprehensive methodology covers everything from idea generation to successful commercialization,** allowing us to diversify our portfolio, adapt to market

trends, and optimize operations.

We focus on customer needs and expectations, market trends, and technological advancements, with an emphasis on efficiency and zero waste. This is complemented by market studies that include analysis of the size and trends of the target market, competition, and price and product comparisons. Technical development and prototype creation encompass research, preliminary design, testing, and definition of technical specifications, as well as preparing for the production process.

We assess feasibility and economic viability, considering aspects such as production capacity, labor needs, costs, initial investment, and operating expenses. Production can be carried out internally or through outsourcing, and the final phase is commercialization, which determines customers, sale prices, negotiations, and commercial conditions, and plans capacity and delivery times.

Similarly, we are deeply connected with the innovation ecosystem, allowing us to exchange best practices, access valuable resources, and form strategic alliances. **This articulation is vital for our evolution and success, ensuring that Unibán is not only a player in the global**

market but a proactive and innovative leader in the agro-industrial sector.

To enhance mobility in this material area, **we have obtained funding through CRIIE Urabá with \$124 million for a project on plantains, from ANDI with \$74 million for specialized training in innovation, and \$150 million for a process improvement project in snacks.**

In innovation and technology, we seek to balance positive and negative impacts in various areas: improving economic margins, optimizing resources, offering employment and training opportunities to our staff, expanding markets, and diversifying our portfolio according to current trends.

Environmentally, we focus on utilizing by-products and reducing waste. Our adaptability and competitiveness allow us to respond quickly to market changes, and socially, we drive community projects with the support of Unibán Foundation. We are currently developing policies and procedures to ensure the long-term functioning of this process, directly linked to organizational sustainability.

We work alongside the innovation ecosystem [university, business, government].





Our reputation is built on the foundations of transparency and accountability. In the photo, Jamer David Bravo Martínez.

Reputation and Accountability [GRI 3-3]

We know that transparent management towards our stakeholders is key to generating credibility and maintaining solid long-term relationships. Therefore, through periodic accountability, we seek to maintain a corporate reputation aligned with the interests of stakeholders. This approach is based on our values and business ethics and is fundamental to achieving our long-term objectives, strengthening transparent communication about policies and results. **We focus on effective crisis management and the continuous monitoring of our procedures and policies. To achieve this goal, we have multiple channels, such as this sustainability**

report; our social networks; the websites: www.uniban.com and www.fundaunibán.org.co; our bulletin boards and corporate emails; regional radio stations and newspapers, among others.

On the other hand, and seeking to strengthen the generation of trust, we have adopted guidelines, seals, and certifications of international scope that are evaluated by different verifying entities that guarantee and validate our transparency.

Affiliations, Seals, and Certifications [GRI 2-28]

In our sector, certifications such as Global GAP, Rainforest Alliance, Fairtrade, SME-TA, among others, are not only emblems of sustainability and ethics but true passports to global success. Adopting these certifications means opening doors to demanding international markets and forging a responsible brand image.

Constant verification by external agents ensures that our processes and products meet the highest standards of quality, excellence, and respect for the environment and stakeholders.

Certifications/Voluntary Guidelines for the Snack Factory and Port Operations (Commercial):





03

Sustainable Producers

Sustainable Producers

“Our producers are the foundation of our value chain. Their well-being and that of their environment is key to our projection as a sustainable organization. Ensuring their prosperity and a healthy environment surrounding guarantees products of the highest quality. At Unibán, we understand that value creation is a collective effort, where everyone plays a vital role in our shared success story.”

Fabián Fonseca Mercado
Director of Productivity



Sustainable Producers

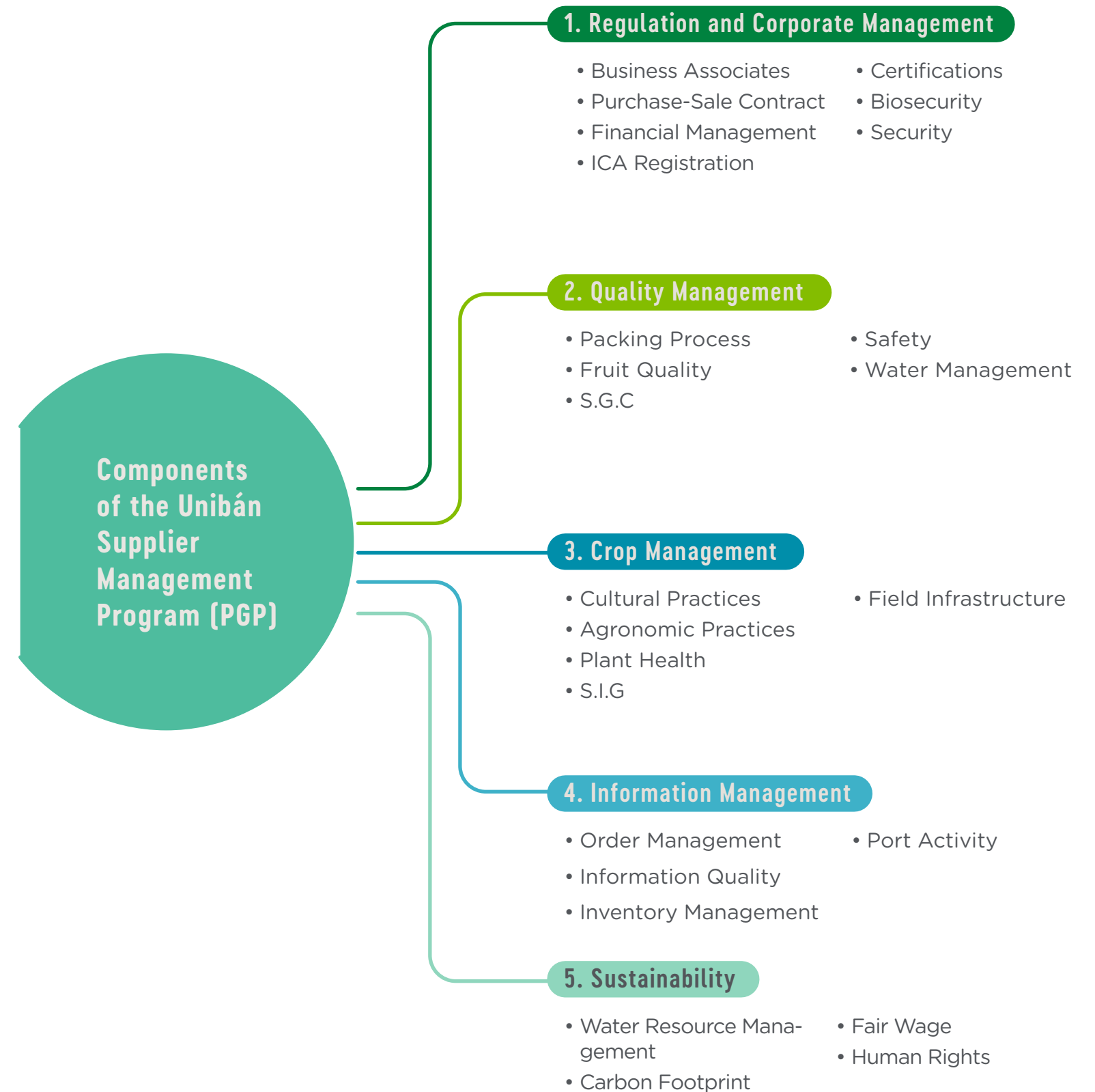
[GRI 2- 28]

In collaborative work with our producers, we have optimized the use of agrochemicals and conducted a biological inventory of weeds in 5,541 hectares (ha), corresponding to 35% of the target. We have also **implemented selective treatments in 6,332 ha (40%) and used regulators in sprayers for efficient spraying in 1,583 ha (10%).**

Regarding fertilization, we have adapted practices in 7,124 ha (45%), based on soil conditions, **ensuring uniform application in 8,707 ha (55%) and conducting detailed analyses in 7,124 ha (45%).**

In post-harvest, we reduced fungicide doses in 5,842 ha (37%) and used treated bags in 6,332 ha, demonstrating our commitment to environmentally friendly practices and improving efficiency.

In 2023, we continued our supplier management program to generate value jointly and sustainably:



It is important to highlight that, **together with our producers, we have worked on specific certifications that guarantee the quality of our products from their origin, through various national and international standards.**

Seals and Certifications Sustainable Producers



Certificación Fairtrade (Trader)

Certified for products harvested and marketed according to fair trade standards and traceability practices throughout the chain.

Object

Unibán, Santa Marta Farms.



EU, Regulation (EC) No 834/2007 on organic production. (Trader)

Certified for bananas marketed in the European Union with an organic label, ensuring fair competition, protecting consumer interests, and their trust.

Unibán, Santa Marta Farms.



Global Gap

Ensures that producers manage pests and crops integrated, considering agricultural production variables.

Santa Marta Farms and Urabá Producers Group



Rainforest Alliance

Certifies that producers protect ecosystems and natural resources (flora, fauna, soil, and water), maintaining good environmental and social management practices, optimizing the use of plant protection products, and adequately disposing of waste.

Santa Marta Farms and Urabá Producers Group



GRASP

Allows validating that producers are committed to the safety, health, and well-being of their workers.

Santa Marta Farms and Urabá Producers Group



Modulo 4RT

Allows validating that producers establish a risk mitigation plan against the introduction and spread of the R4T pathogen in Global G.A.P. certified farms.

Santa Marta Farms and Urabá Producers Group

Seals and Certifications Sustainable Producers

Object



SMETA

Through this ethical trade audit, suppliers are evaluated based on labor standards, safety and health, environment, and business ethics.

Santa Marta farms and Urabá



Modulo FSMA

Allows validating that producers comply with the control points in the FSMA Product Safety Rule (FSMA PSR), necessary for export to the USA.

Urabá farms



Fair Wage (IDH)

Tool to help compare the total remuneration received by employees (including salaries, bonuses, and benefits in cash and kind) with the estimated living wage values relevant to their region.

Santa Marta farms and Urabá

We work hand in hand with producers, ensuring the sustainable development of the business.



Environmental Management

Climate Change

Our Carbon Footprint

Green Energy

Emission Mitigation GEI:
Forests, Basins, and
Biodiversity

Water and Effluents

Circular Economy



04 Green Planet

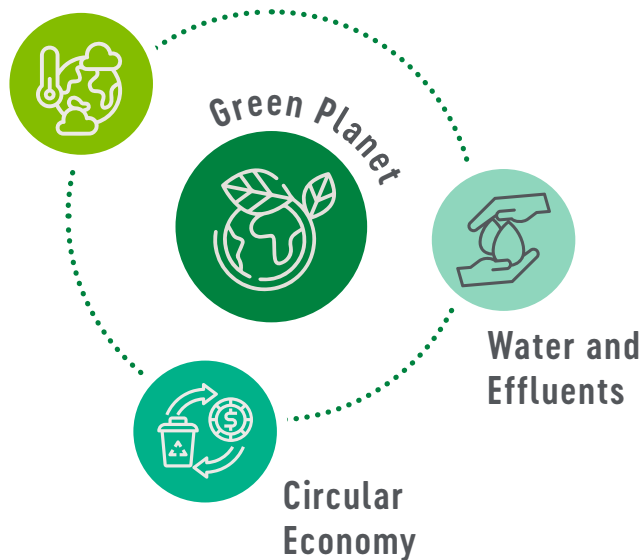
Green Planet

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

At the heart of Unibán, respect and care for the environment is not just a responsibility but a philosophy that guides every aspect of our operation. As growers and marketers of the fruits of our land, we deeply understand that the health of the planet is synonymous with the health of our business.

Environmental management is one of our key material issues, which we address through our “Green Planet” initiative, structured around three main management pillars:

Climate Change



Sustainability and harmony with the ecosystem are essential to ensuring not only the quality of our product but also the preservation of natural resources for future generations. Our commitment to responsible environmental practices is a testament to our dedication and excellence in production, aligned with the legacy of care and respect for our GREEN PLANET.

Environmental Management [GRI 3-3]




We continue to strengthen and continuously improve our Environmental and Social Management System, aligning it with due diligence guidelines and references such as IDB Invest and IFC performance standards, along with national and international regulations. This system includes socio-environmental risk assessment and evaluation, development of action plans in accordance with international and local standards, monitoring and tracking with strategic indicators, and effective communication focused on our value chain and local communities.



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

We are aware of the global issue of climate change, which is why we have a specific management pillar with activities aimed at adaptation and mitigation. We implement monitoring and tracking strategies, involving initiatives that seek to optimize energy use in our processes, impacting the reduction of our corporate carbon footprint.

Our main energy sources continue to be the national interconnected system, from which we purchase green energy from EPM (REC Certificates), liquid fuels (gasoline and ACPM), and gaseous fuels (natural gas).

-  Measurement and management of our GHG emissions: Carbon footprint, corporate and producers
-  Clean and green energies
-  Protection of our forests, watersheds, and biodiversity

We believe a sustainable future is possible through concrete and responsible actions with our ecosystems.

Our Carbon Footprint

The permanent measurement of emissions, both at the corporate level and on our farms, is proof of our constant concern for mitigating the impact of our actions. **In 2023, we observed a significant reduction of 36% in Scope 1 emissions, which, although partly associated with a reduction in production, also directly relates to process adjustments, equipment replacement (ACPM), and calibration of heat exchangers in the snack plant operation.**

Direct and indirect emissions (tons CO ₂)	2020	2021	2022	2023	Variation
Direct GHG emissions [Scope 1]	13.993	12.009	9.411	6.011	-36 %
Indirect GHG emissions [Scope 2]	1.530	1.196	1.112	1.103	-1%
Other indirect GHG emissions [Scope 3]	53.461	57.361	45.741	45.963	+0.5%

It is essential to emphasize the importance of tracking our emissions as it allows us to identify problem areas and establish effective decarbonization programs.

To ensure a sustainable value chain, we have advanced in involving sustainable practices with our producers. For this reason, **since 2021, we have started measuring the carbon footprint through GIZ, using methodologies accepted by the IPCC on productive farms.** With this experience, we have matured to adopt our own monitoring system and evolve in emission estimation, based **on the ISO**

14064 methodology, allowing us to expand our measurement by 70% more productive farms and increasing monitored hectares by 10,500. This exercise shows an impact of 2.1 tons CO₂/ha, indicating greater productive efficiency compared to our initially measured emissions.

Period	Total farms	Total carbon footprint (Scope 1 and 2)	Average tons CO ₂ e/ha	Measured hectares
Year 1	90	24405	3,1	8260
Year 2	154	27176	2,1	18835



Unibán leads in carbon footprint reduction, and our work is a model of the circular economy.

Green Energy

By optimizing our processes and reducing the use of fossil fuels, advancing towards renewable energies, **Unibán will positively impact the fight against climate change, representing a significant step towards a more sustainable future,** strengthening our commitment to the environment and corporate responsibility.

Company energy consumption	2020	2021	2022	2023	Variation
Gasoline consumption (gallons)	63.759	67.160	66.846	63.181	-5%
Natural gas consumption (m ³)	54.287	981.695	1.408.946	1.330.934	-6%
ACPM consumption (gallons)	708.884	759.172	666.370	544.971	-18%
Other energy sources	0	0	0	0	0%
Purchased electricity consumption (kWh)	8.822.170	8.761.737	8.895.661	9.089.650	2%

In this period, **we achieved a notable reduction in energy consumption, not only due to a decrease in production but also through the implementation of good practices and the**

purchase of green energy with REC certification from EPM (energy that offsets its emissions).

GEI Emission Mitigation: Forests, Watersheds, and Biodiversity

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

In 2023, we achieved a significant environmental milestone by planting 51,580 trees, reaffirming our commitment to conservation and restoration. This figure is part of the actions carried out, including the delivery of over 2,500 trees planted in various locations and educational institutions, as well as donations at the Producer Fair.

These efforts are part of our school nursery program, which produced around 35,000 seedlings. Additionally, we focus on offsetting emissions through reforestation and conservation programs, which included the restoration of 167 hectares, the activation of 125 environmental leaders, the creation of two wildlife crossings, the expansion of our nursery program, and ICA certification of seven nurseries, with 40,205 additional trees planted.

As a company, we stand out in biodiversity protection, recording over 70 species of fauna, including the birth of a cotton-top tamarin near our headquarters in Apartadó. Similarly, we formalized an agreement with the Alexander von Humboldt Institute to study biodiversity in Urabá, focusing on flora, fauna, and socio-ecological aspects. We also developed a biodiversity action plan, including strategies for vegetative enrichment and regenerative agriculture.



167
Hectares of Forest Restored: 100% of goal

51.580
Trees Planted: More than double the goal set for 2023

Water and Effluents

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

Unibán uses groundwater for its operations, holding concessions for deep wells in the Urabá aquifer. The company participates in environmental initiatives such as “Macura” and the “POMCA del Río León,” promoting water savings and efficient use, with awareness plans and best practices shared with our collaborators and stakeholders.

Water extraction by source (m³)

Fresh groundwater
(Value recorded in macro meters associated with deep wells in service) *

	2021	2022	2023	Variación
Fresh groundwater (Value recorded in macro meters associated with deep wells in service) *	140.390	154.794	159.694	3%

*We do not use water from areas with water stress

We also manage our discharges by complying with environmental regulations, where we annually characterize and report the results to the competent autonomous corporations. If there are deviations, we implement corrections to normalize operations. These annual monitoring validate the discharge flows, assumed as constant throughout the year.

We are aware of the importance of involving our producers in water resource management programs, so we accompany productive farms in their monitoring, identifying water use of around 5 million cubic meters per year, on about 12,721 hectares distributed in Urabá and Santa Marta, estimating an average of 37 m3 of water per 20 kg box produced.

Region	Consumption (m³/year)	Area (ha)	Average m³/ha	Average m³/ 20kg box
Urabá	1.505.092	11067	136	17
Santa Marta	3.585.227	1654	2167	72
Total	5.090.319	12721	400	37

We continue to reinforce the implementation of our water resource and effluent management plan, focusing on actions to conserve water, such as reducing our water footprint and comprehensively managing this valuable resource.



Transforming Waste into Resources, Closing the Cycle of Sustainability with Every Fruit We Cultivate.

Circular Economy

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

By integrating the circular economy into our business model, we reduce our ecological footprint and discover innovative opportunities to reuse and valorize by-products of our processes. This drives sustainability, reinforces corporate responsibility, and becomes a competitive advantage that aligns the company's operations with growing consumer demands for sustainable and planet-friendly practices.

In this vein, our producing farms (mainly in Magdalena) implement water reuse systems in the washing process to reuse it for irrigation. This maximizes efficiency in use, minimizes waste, and reduces the demand for fresh resources. Additionally, we have an advanced effluent treatment system that ensures compliance with environmental regulations, allowing us to return treated water to the watersheds optimally. This system

reflects our commitment to reducing the environmental impact of our operations, aligning with sustainability principles.

During 2023, we had a significant reduction in waste generation (hazardous and non-hazardous), which, although possibly associated with a slight decrease in production, is also driven by our initiatives for process optimization and fostering environmental awareness.

Waste generated by composition (tons)

	2021	2022	2023	Variation
Total hazardous waste	56,53	34,73	27,22	-22 %
Category 1 Impregnated elements of hydrocarbons	30,5	18,3	8,2	-55%
Category 2 Hydraulic oil	23,3	11,5	9,2	-20%
Category 3 Ethylene filters	2,7	0,8	5,8	626%
Category 4 Pesticide-contaminated sludge	nd	4,2	4,0	-4%
Total non-hazardous wastes	7981,5	7454,4	7132,4	-4%
Category 1 Ordinary	386,16	351,91	342,92	-3%
Category 2 Organic	3.096,00	3.176,00	2940,5	-7%
Category 3 Recyclable	4.252,75	3.632,57	3649,89	0%
Category 4 Special	246,6	293,89	199,13	-32%
Total de residuos generados por la organización	8.038,03	7.489,10	7159,66	-4%

In managing special and hazardous waste, we continue with the management initiated in 2022, maintaining a low generation.

Waste destined for disposal (tons/year)

	2021	2022	2023	Variation
Non-hazardous waste destined for incineration or landfills	482.155,00	448.048,00	445,07	-7%
Hazardous waste destined for incineration or landfills	30.545,00	18.277,00	17,06	-40%

In 2023, in partnership with Polyban, we recycled the polypropylene rope used in banana and plantain cultivation and reused around 330 tons in manufacturing new ropes. Additionally, with Campo Limpio, we advanced a program for collecting and recycling agrochemical containers, managing to recycle 4,500 kg of packaging. We also reduced the dimensions of the EB POLYPACK FUELLADO bag by 33%, saving a ton of polyethylene and significantly minimizing the environmental impact.

As part of our circular economy strategy, we achieved a 98.7% waste utilization rate on farms that market their fruit with Unibán, translating to 16,020 tons recycled, mainly organic waste, as well as polypropylene and polyethylenes, including ropes and field bags.



Type of waste	Amount (tons/year)
Organic waste	15016
Ordinary waste	155
Recyclable waste	1004
Percentage of Waste Utilization	98,70%

In this regard, we managed to recover 40 tons of strapping, processed locally and sent back to suppliers, and recycled 3,514 tons of various materials such as cardboard and plastic. **In our agricultural processes, we reused 2,864 tons of organic waste and 284 tons of inorganic waste, including vegetable oil and tires.** This effort culminated in a **98% waste utilization, equivalent to 6,697 tons**, demonstrating our commitment to sustainability and efficient resource management.

In collaboration with CHEP, our pallet supplier, we initiated a circular economy initiative related to the life cycle analysis for 2023. This study revealed notable positive environmental impacts, **including saving 6,000 board feet of wood, which translates to the conservation of 15 trees. Additionally, we achieved a reduction of 390,000 pounds in CO2 emissions, equivalent to the carbon sequestration of 88 hectares of forest, and avoided the generation of 38,000 pounds of waste**, comparable to the waste produced by two people in a year. These achievements have earned us the “Excellence in Sustainability” certificate, recognizing our commitment to sustainability and the circular economy.

For a future where nothing is wasted and everything is utilized.

Corporate Circular Economy

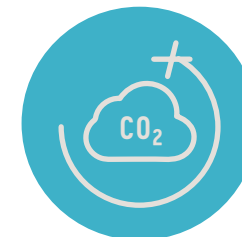
We have waste management programs by site and baseline for the entire company. Currently, we are working on strengthening circular economy initiatives and waste valorization (reuse of waste). We are also advancing innovation processes related to eco-design.

Circular Economy for Producers

We are beginning to consolidate information from producers to validate aspects around comprehensive management. We plan to use the sustainability tool, which integrates carbon footprint and waste information, to establish a baseline and subsequently promote the construction of improvement programs for waste management, set goals, and promote utilization with the aim of closing the material cycle with a focus on subproduct valorization.



A Brambles Company



Our CO2 emissions have been reduced by 390 million pounds, thanks to the 216 acres of forest that continue to sequester carbon.



We have saved 6,000 cubic feet of wood, equivalent to the preservation of 15 trees.



We have reduced waste by 38,000 pounds and engage 22 people daily in waste generation activities, fostering a greener and more sustainable community.



05

Communities and People, Building Quality of Life

- Value Generation in Communities
- Our areas of influence with social intervention reach
- Economic development and infrastructure
- Educación
- Our employees

Value Generation in Communities

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

“Committing to the sustainable development of the regions where we operate has been our purpose, undertaking actions that contribute to a future of opportunities for all, promoting joint growth with our stakeholders, and focusing on the proper management of the environment and the construction of social fabric.”

Carolina Jaramillo Ferrer
Sustainability Director, Unibán and Unibán Foundation.

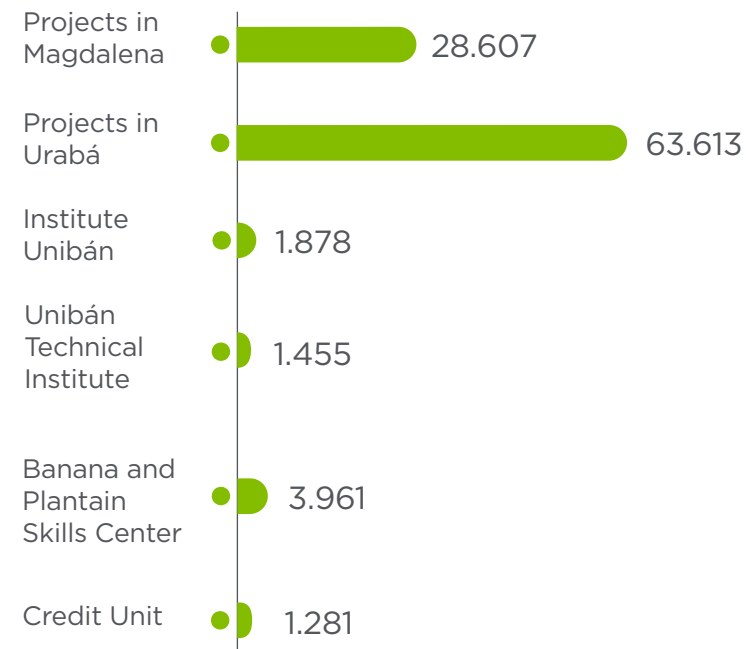
Our Foundation not only supports communities on their path to self-management but also positions itself as an essential strategic ally in generating innovative and replicable solutions that contribute to the three pillars of sustainability: economic, environmental, and social.

By assuming a role as a connector between the agroindustry and society, Unibán Foundation, guided by a Board of Directors that includes representation from banana producers, is dedicated to **forging strategic alliances aimed at achieving its goal of “ensuring the organization’s recognition at regional, national, and international levels and maintaining good relationships with its stakeholders.”**

Unibán Foundation stands out by promoting strategic programs that reflect its commitment to sustainability and shared value, seeking to deepen and enrich the relationship with communities in the areas of influence. **These programs aim to generate a positive and lasting impact on people’s lives and the natural environment around us.**

Regarding the joint work carried out in 2023, we want to highlight some **strategic indicators that support our management with the communities of influence:**

Beneficiaries



The satisfaction level of our stakeholders is 91%. Based on these results, we determine our improvement opportunities, which, through process leaders, are included in work plans and systematically executed.

In 2023, we have prioritized actions to strengthen our credit lines, consolidate the structure of our programs focused on a sustainable strategy, and reinforce our commitment to the well-being and safety of our educational community.

In line with the organization’s sustainability strategy, Unibán Foundation conducted the materiality exercise initially in 2021, defining its sustainability strategy aligned with its priority stakeholders and their joint expectations.

“These initiatives are based on the unique challenges of each region, promoting greater ownership of the environment and organizational strengthening, which is essential for community development. In every action and collaboration, Unibán reaffirms its role not only as an agent of change but also as a facilitator of the empowerment of the communities we work with side by side.

Alejandra Zapata Pérez
Executive Deputy Director of Unibán Foundation

In the photo, Giomar Andrea Hincapie Ramirez.



104

Strategic Allies

[10% increase compared to 2022]

188

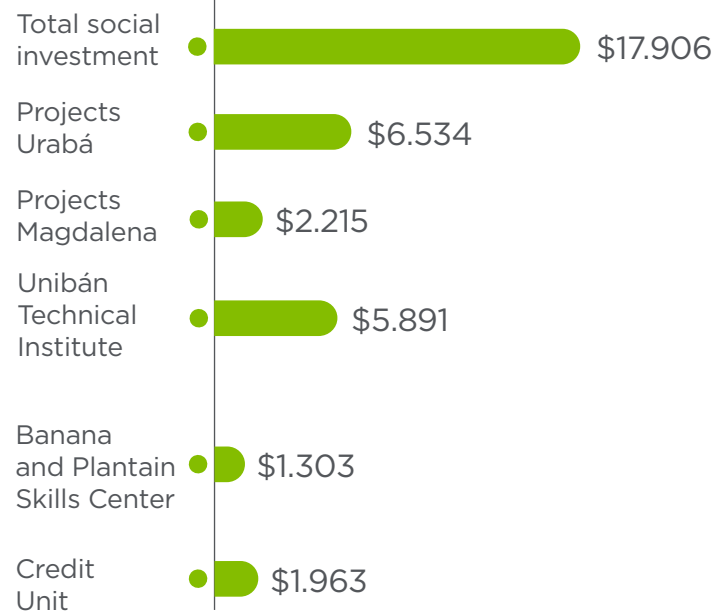
infrastructure units built or improved, more than triple the goal

Our areas of influence with social intervention reach

[GRI 413-1]

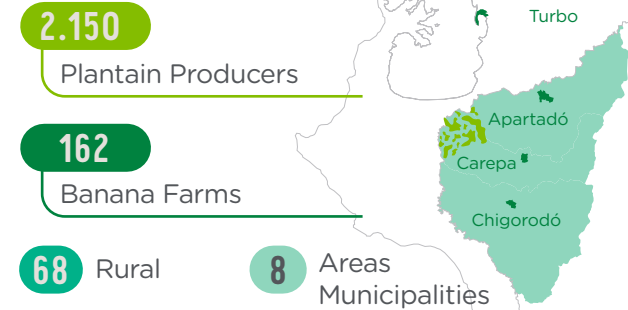
With high-impact innovative initiatives, we are dedicated to generating shared value, benefiting communities and the environment while also strengthening the institutional structure. This approach allows us to make significant contributions to sustainable development and reduce social gaps in the regions where we operate, leading toward a more inclusive and equitable future. Despite a 14% reduction in total investment, we managed to increase the **total number of beneficiaries impacted by 7%, demonstrating that our management efficiency leads to more satisfactory results and greater reach and coverage of our initiatives.**

Investment

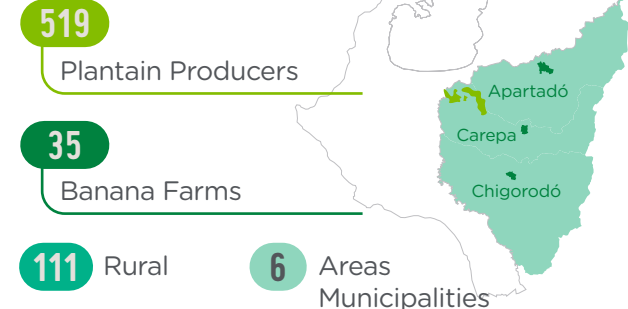


Zone of Influence: Urabá

5-year Projection



2023



Zone of Influence: Magdalena

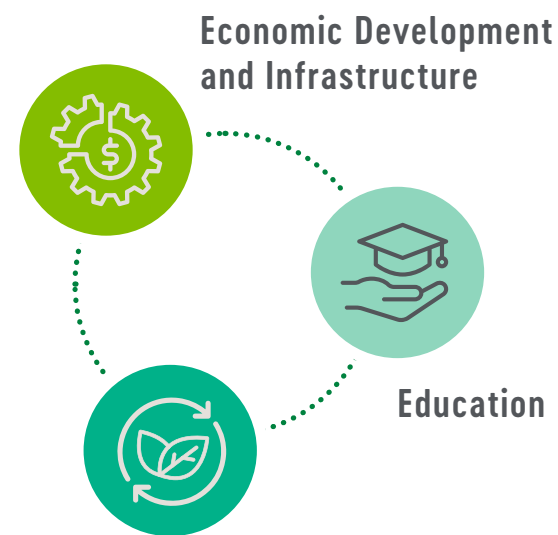
Proyección 5 años



2023



In 2023, we benefited 24% of the projected small plantain producers in Urabá and set a goal to comprehensively support 2,150 producers by 2027. We intervened in 35 banana farms, representing 21.6% of our global goal, covering the municipalities of the banana belt. In the Magdalena region, we achieved 100% coverage of the small banana producers.



Economic Development and Infrastructure

Our focus on technical support and joint investment has culminated in a successful intervention model, especially directed at plantain producers and small banana producers associated with Unibán. This model has not only strengthened our relationship with the producers, aiding their growth but also enhanced the training opportunities for small banana and plantain producers.

As a result, 771 producers improved their productive units through investments in packing house improvements, irrigation and drainage systems, and received training in good agricultural practices, productive projects, and water resource management through reforestation activities.

We are actively promoting innovation to improve income and productivity, significantly contributing to the improvement of the quality of life of our communities.

Through the Credit Management line, we achieved a placement of \$4.736 million, through 333 disbursements, positively impacting 317 producers and a total of 1,268 beneficiaries (direct and indirect). Of these, 302 were small plantain producers from Urabá and Chocó, and 15 were small banana producers from Magdalena. The investment focused on drainage improvements and cableway construction; with the addition of a new credit destination for fertilization, benefiting 20 producers, and agricultural insurance that secured the crops of five additional producers.

In 2023, 30% of the credits were allocated to women, increasing their participation by 3% compared to 2022.

During this period, 17% of the population served were from ethnic communities, including indigenous and Afro-descendants. In terms of geographical distribution, 34.8% of the beneficiaries were from Chocó, 60.7% from Antioquia, and 4.5% from Magdalena.

We closed the year with a loan portfolio of \$7.406 million, distributed across 800 credits, focused on improving productive units. This effort aims to ensure the income and sustainability of small producers, providing economic stability for their families and contributing to the growth of the region.

Education

Unibán Foundation views education as the primary means for human transformation and as a strategy that enables access to a better quality of life. Therefore, it develops academic and administrative strengthening processes through the following initiatives:

- **Unibán Institute:** With a commitment to continue supporting quality education, in 2023, we had **626 students**, of which 241 received some form of subsidy or scholarship, enabling **38.4%** of the total enrolled students to advance in their learning process, positively impacting their families and future.
- **Unibán Technical Institute:** We had **448 students** in our vocational programs, of which 37 were certified, and additionally, we attended **134** students in short and customized courses. Furthermore, we obtained certification for two new technical programs from the Apartadó Department of Education, facilitating more young people's access to programs focused on the agro-industrial sector. The new offerings include the following programs: Labor Technician in Logistics and Distribution Centers and Labor Technician in Occupational Safety Assistance.



Together, we sow the seeds of a more sustainable and greener future. In the photo, Daniela Andrea Benitez Morelo.

Our Employees

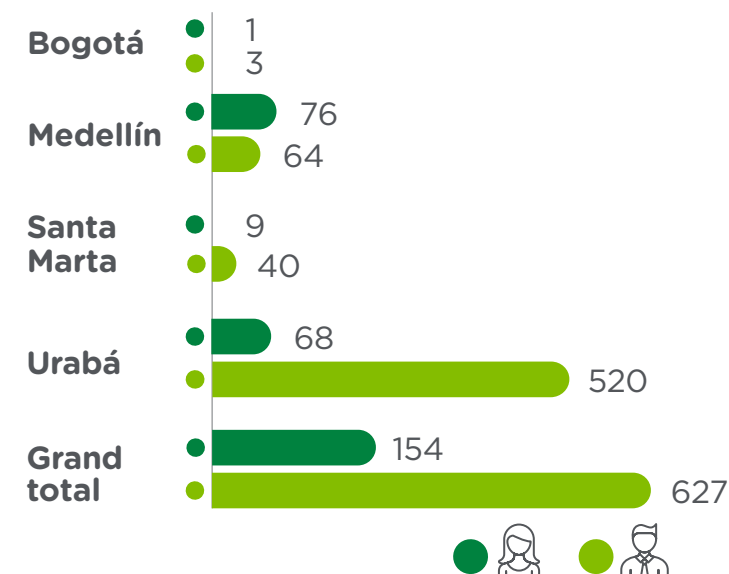
Our People, Our Identity

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

One of our greatest strengths is the people who work with us. Each achievement is the result of their hard work and cultural diversity. Therefore, we are committed to inclusion and provide equal growth opportunities to all our employees.

CI Unibán started the year with 740 employees and ended with 781 full-time permanent employees, of which 20% are women, increasing their participation by 2% compared to the previous year. Our human talent is distributed by region, as shown below:

Full-time permanent employees (by gender and region)



Additionally, we have 61 mission workers hired through a temporary services agency (23% women), reducing the overall number compared to 2022 by 34%. Similarly, we hired **1,174 people** on service contracts for private security, port operations, cleaning and sanitation, catering, gardening, loading and unloading goods, personnel transportation, and product sorting and inspection.

Regarding the collective agreement, we have a participation of **749 employees, representing almost 96%**, with benefits such as life insurance, special medical services, disability coverage, Christmas bonus, vacation bonus, seniority bonus, and marriage bonus; education assistance, dental prosthesis, glasses, childbirth, family or worker death.

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]

We aim for our employees to feel engaged, enjoy, and connect with the company experience and its essence. Therefore, **we implement actions and programs directed at people, relationships, and the environment, leading to the care and improvement of everyone's quality of life**

Our Human Route, Strengthening the Essence of Who We Are

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

Through various strategies, we contribute to the well-being of our employees, highlighting during this period the progress in talent attraction, training, development, and performance management processes, as well as coordination in activities with subsidiaries that benefit this group of interest. Below, we highlight the main achievements reached in 2023:

- We improved competency assessment in **125 selection processes**, achieving an **87% effectiveness rate**.
- We strengthened leadership capabilities, reaching **64% of our leaders**.
- With the Unibán ticket program, **85% of employees took advantage of benefits for personal leisure time**.
- We celebrated the service anniversaries of **100 employees**, including one with **40 years** of service, and our year-end celebrations included the participation of **706 people**.
- In the face of career transitions, we implemented a succession plan and a retirement management program, providing emotional and financial support to **5 employees**.

To foster a healthy work environment, we promote the performance, training, and development of our employees through various training programs. Our performance management model links the personal competencies of administrative and operational employees with organizational goals, using the “Our People” platform to evaluate job competencies.

We successfully implemented **245 training processes with operational staff and 161 with administrative staff**. Through the OKR (Objective Key Results) approach, we strengthened strategic competencies in **50 employees**, and overall, we trained **456 employees during this period, reaching 58% coverage**.

At Unibán, we drive value through talent development and the strengthening of values, attitudes, skills, knowledge, and competencies. In this regard, we offered **1,516 hours of training on corporate matters and Occupational Health and Safety (OHS)** through “Unibán Knowledge Experiences,” reaching **97% of our permanent employees**, with an average of **1.91 hours per employee**.

Additionally, we provided training in technological tools to **19 employees** and launched initiatives such as the Foreign Trade School, with **98 participants**; the Customer Service School, with **129 participants**; and the Digital Evolution School, with **72 employees**.

To foster professional development, we worked on individual development plans for **27 employees** and established **4 new mentorships**. We developed **11 training routes in logistics and manufacturing operations**, and promoted individual performance through competency certifications, with **15 employees certified in cargo handling standards, 18 in maritime transport, 30 with International Maritime Organization (IMO) certification, and 150 in collaboration with SENA**.

We emphasize the training, coaching, and effective integration of our employees in labor wellness programs that are crucial for fostering a sense of belonging. **These initiatives not only enhance skills and competencies but also cultivate a positive and motivating work environment.**

Occupational Health and Safety Management System

[GRI 403-1]

At Unibán, we are aware of the importance of ensuring the care, health, and safety of all our employees. Therefore, we have our Occupational Health and Safety Management System (OHSMS), complying with Decree 072/2015 and implemented based on the standards defined in Resolution 0312/2019 of the Colombian Ministry of Labor.

Our system has a broad scope, covering all our work centers and locations, and it develops a work plan that covers all our employees and contractors, protecting and promoting the safety and health of all our stakeholders.

These wellness programs are not just benefits but strategic investments in human capital, essential for Unibán’s success and sustainability. Let’s continue to move forward in joint progress.



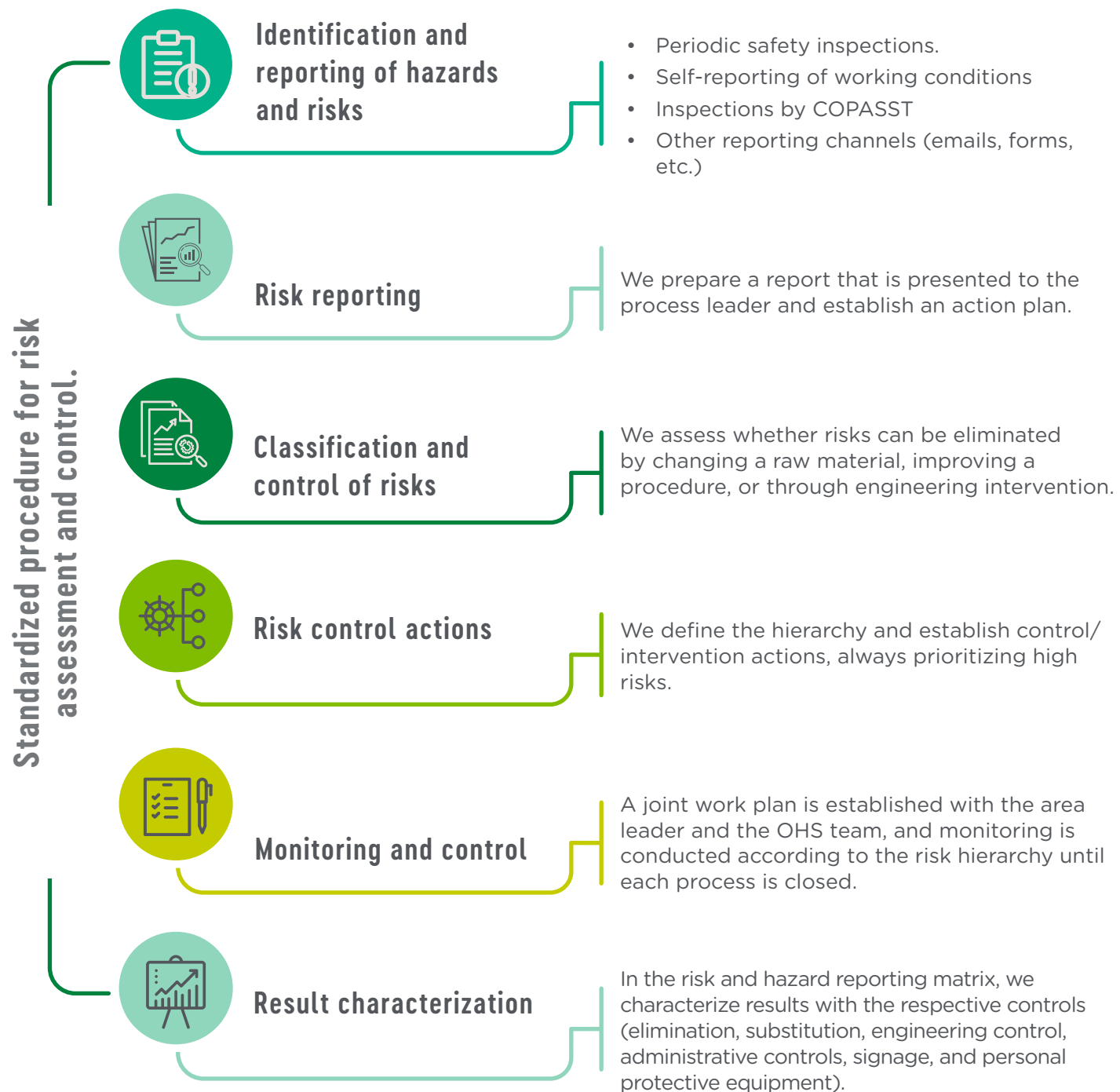
We value and protect every member of our team, ensuring an environment where well-being and safety are not just priorities but daily practices. In the photo, Yulissa Vargas Zapata.

How do we manage hazards, risks, and incidents?

[GRI 403-2]

The steps we take in the process of identifying and managing workplace risks are outlined in the following scheme:

Occupational Health and Safety Policy



We conduct periodic awareness campaigns regarding risk management and promote and encourage a culture of reporting these risks, in addition to evaluating remediation and control alternatives.

Our employees as the cornerstone of our OHS culture

[GRI 403-4]

We promote effective communication associated with occupational health and safety, which strengthens our culture and ensures coverage for internal and external employees.

In our system, we have teams of employees that help promote safety and prevent accidents and illnesses. **The Joint Occupational Health and Safety Committee (COPASST) is responsible for supervising safety and health activities, verifying compliance with hygiene and industrial safety standards.** This group also coordinates problem resolution between employees and the organization.

Meanwhile, **the Labor Coexistence Committee analyzes specific situations (including issues such as workplace harassment) and establishes action plans and follow-up for proposed solutions.** On another note, the Brigade and the Emergency Committee are dedicated to preventing, managing, and controlling emergency situations.

It is noteworthy that all these groups meet regularly to ensure their proper functioning and promote well-being and a positive work environment.

Some of our communication channels include:

OHS Communication Channels

- 1 Primary Groups - Team Meetings**
 Administrative and Operational Positions
- 2 Unibán Connection (Intranet)**
 Administrative Positions
- 3 Unibán Connection Radio (Podcast)**
 Administrative and Operational Positions
- 4 Corporate Email**
 Administrative Positions
- 5 Corporate WhatsApp**
 Administrative and Operational Positions
- 6 Digital Bulletin (Email)**
 Administrative Positions
- 7 Digital and Physical Notice Boards**
 Administrative and Operational Positions

Work-related incidents

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

Overall, we achieved improvements in caring for our employees, reducing injuries and incidents.

At Unibán, we strive to prevent serious injuries and utilize a hazard matrix, following the Colombian Technical Guide GTC45 to assess and prioritize risks. In the last period, the most common injuries were entrapments and hand injuries.

CONTROL OF WORKPLACE INJURIES 403-9						
Injuries from work accidents	1-Direct employees			2-Workers not employed but with workplaces controlled by the organization		
	Period	2022	2023	Variation	2022	2023
Quantity and rate of fatalities resulting from work accident injury	Employees: 0 - Rate: 0%	Employees: 0 - Rate: 0%	We remain with 0 fatalities.	Employees: 0 - Rate: 0%	Employees: 0 - Rate: 0%	We remain with 0 fatalities.
Quantity and rate of injuries from work accidents with serious consequences (excluding fatalities)	Employees: 2 - Rate: 0.18%	Employees: 2 - Rate: 0.17%	The same number with a slight decrease in the rate.	Employees: 1 - Rate: 0.047%	Employees: 0 - Rate: 0%	No incidents were recorded.
Quantity and rate of reportable injuries from work accidents	Employees: 78 - Rate: 7.08%	Employees: 64 - Rate: 5.56%	We improved the injury rate by 1.52% , with about 14 fewer injuries than in 2022.	Employees: 118 - Rate: 5.5%	Employees: 105 - Rate: 4.86%	We improved the injury rate by 0.64% , with about 13 fewer injuries than in 2022.
Main types of injuries from work accidents	Wounds, bruises, burns, falls at or from a height below 1.50 meters	Contusions, superficial trauma, sprains or strains.	Similar injury types	Wounds, bruises, burns, falls at or from a height below 1.50 meters	Blow, contusion - wounds.	Similar injury types
Quantity of hours worked (hht year)	2.201.679	2.301.120	Increase of 4.5% compared to 2022.	4.231.136	4.320.000	Increase of 2.1% compared to 2022.

*Calculations were made based on a rate of 200,000 hours worked.



22%

lowered the
rate of injuries
in 2023.

1.516
hours
of training in
corporate and OHS
matters.

We have
7
communication
channels between
employees and OHS.

A united team focused on safety and well-being,
cultivating a prosperous and secure future together.

How do we investigate workplace incidents and define our OHS services?

In our organization we define a procedure for reporting, attention and investigation of incidents and accidents at work, structured as follows:

Occurrence of workplace incidents

The employee reports the incident to the leader (report format).

The process leader informs OHS (sends a copy of the format).

The OHS team schedules the investigation of the incident.

Involved: Process leader, affected employee, COPASST, and OHS.

Identification of the root cause (cause tree).

Establishment of the action plan based on the risk control hierarchy.

Monitoring compliance with the plan.

We also have specific functions that help identify, eliminate, or control hazards and risks in the workplace. This begins with the creation of permits for high-risk work, for which we establish control measures, investigate incidents that occur, and conduct detailed follow-ups through accident reports. Furthermore, we offer ongoing training in occupational risk management tailored to each person's functions.



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