

OUR PURPOSE IS TO CULTIVATE WELL-BEING

Sustainability Report 2021



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RESULTS OF SUSTAINABLE MANAGEMENT

Main figures and good news 2021



5,137 employees
16% women 84% men



37 thousand containers
transported



15 million boxes
of bananas
exported



823 thousand
boxes of plantain
exported



18 is the number
of countries we reach
with our products
and services



63% employees under indefinite
term employment contracts



1,568 hectares
for conservation



20,500 trees
planted in 2021



84% of our
suppliers
are domestic



COP \$12,557 million
in social investment



126 organizations
in public-private
alliances



4 thousand tons
of plastic sold



36 million
carboard boxes made



70 projects developed
with the GreenLand
Foundation- FGL



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RECOGNITIONS AND ACHIEVEMENTS



We joined the alliance UNITED FOR THE PLANET (**UNIDOS POR EL PLANETA**) led by the Secretary for the Environment and Sustainability of the Government of Antioquia and *World Wildlife Fund- WWF Colombia*.



We are part of Colombia's **25 companies in the Private Social Investment Ranking Index - IISP-2021** sponsored by Arteaga & Asociados and the US Agency for International Development – USAID due to our actions in sustainable development and social contributions.



Agri-sustainable leader 2021 (Líder AgroSostenible 2021) awarded by ExpoAgrofuturo due to our commitment to social development, care for and preservation of the environment, and dynamization of the economy.



Our GreenLand Social Foundation -FGL received the **Aurelio Llano Posada Award in the Research category** for the project “Bananut Banana Flour” for its contribution to food security.



Control B was created as a new Company in our Business Group to provide integrated and customized aerial and ground spraying solutions for Sigatoka control.



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WE DO IT RESPONSIBLY

About the report

(102-48) (102-49) (102-50) Grupo Empresarial GreenLand presents our **Sustainability Report**. The report includes information about our economic, social, and environmental performance for 2021 which covers from January 1 to December 31, 2021. The report includes the activities of all the companies that are part of Grupo GreenLand: Banacol, Wakate, CFS Logistics, including the nurtureth of new business and the major results from companies tied or related to the Group. Clarifications, exceptions to the information covered, and changes in the figures are explained throughout the report.

(102-32) (102-51) (102-52) This report has been formally reviewed and approved by the company’s Directive Committee and is published every year. This is the second report presented as Grupo Empresarial GreenLand. **The first version was published in March 2021** and showed the activities and results for 2020.



(102-54) (102-56) Each chapter contains **information about the actions, the goals, and the results, according to the Global Reporting Initiative (GRI) under the “essentials” option** which is identified using the appropriate code for each indicator. Furthermore, the contents are structured according to the corporate strategy and the definition of materiality for sustainability, based on the premise of Operational Excellence. Finally, the report was independently verified by the firm Ernst & Young EY.

(102-53) For questions or additional information, please contact the **Communications department at comunicacionesgreenland@greenland.co**



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OUR PURPOSE IS TO CULTIVATE WELL-BEING

Message from the President

(102-14) (102-15)

We at GreenLand till the soil from which we transform the world. Produce change and feed millions of people. This way we contribute to the sustainable development of the country and to the well-being of those around us. We took the first step more than four decades ago, and we have been evolving ever since to create more and better opportunities.

Maintaining our clear aim of 2022 well-being, in 2021 we overcame an environment fraught with uncertainty, volatility, and major challenges. In addition, we mitigated the impact of the situation and its economic impact with a view to the sustainability and durability of our business.

All of this is the result of three key factors that reflect collective management with a great sense of responsibility, focused on a shared purpose:



- Our ability to reinvent, to be resilient, and our Operational Excellence, enable us to deal with obstacles as opportunities.
- Build a relationship based on trust with our stakeholders.
- Our team's commitment and passion, who know how to read and foresee market conditions to anticipate them and to be proactive.



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At GreenLand we are convinced that **sustainability is the right path to leave a positive footprint on the world**. It is our way of being and acting to endure and transcend by taking care of the planet and creating well-being for those around us.

During this time we consolidated our businesses as a Business Group, we promoted and reinforced our sustainable culture and DNA, we carried out activities based on the strategic values and pillars we have defined, we became consolidated as a good place to work, and we were recognized as a company that contributes to the progress of the communities and protects the environment together with the best people who help us make it a reality.

Our commitment to economic, social, and environmental sustainability

We at Grupo Empresarial GreenLand are committed to sustainable development. This is why we are constantly striving to promote a responsible value chain, environmental care, and protection, making and maintaining a social footprint, and a good corporate governance approach. This way we achieve the expected economic results and have a positive impact on our employees, on the communities where we operate, and on the ecosystems.



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We are facing major challenges in 2022, with an economic environment defined by high prices and input shortages, as well as an election process in Colombia. During this time, we will continue to support the institutions and shared construction, and to reaffirm our commitment to the transformation of the country. We will face this year with enthusiasm to continue our consolidation as an agri-industrial group that creates value for its shareholders, clients, vendors, employees, and communities.

Good practices for the future of the planet

We are committed to implementing practices that will enable us to make our operations carbon-neutral to get in line with the country's emissions reduction goal and respond to the global challenges in terms of climate change. In addition, we promote circular economy practices and we will strive to optimize resources, thereby reducing the consumption of raw materials and the proper use and disposal of waste materials.



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People are the focus of our corporate strategy

We will continue to offer working conditions that enable our people to develop their talents. We want to be recognized as the best place to work through the creation of decent employment, equal opportunities, capabilities development, life balance, and a culture of self-care.

We will also continue to leave our footprint on the communities through all the business of Grupo Empresarial and by strengthening the lines of action of our FGL Foundation: Training for life, Health for family well-being, Social and competitive sports, Housing beyond the walls, and Community infrastructure.



VÍCTOR MANUEL HENRÍQUEZ RESTREPO
President, Grupo GreenLand



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**WE ARE A
SUSTAINABLE AGRI-
INDUSTRIAL GROUP**

About GreenLand



(102-1) (102-2) (102-4) (102-5) (102-6)

GreenLand is a company that includes the banana business, headed by C. I. Banacol S. A. S., which includes the banana producing companies; Agriplast, the agricultural plastics factory; Control B, the air spraying operations; Cordarién, a corrugated cardboard factory; Frubatec, the industrial plant for the production of banana purée and flour. The logistics business represented by CFS Logistics, and the agricultural diversification business of sustainable Hass avocado, with Wakate, in its harvesting phase.



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OUR BUSINESS

We are an agri-industrial group committed to the soil and the development of agriculture, the regions, and the country, which operates the following businesses:



This business is dedicated to the production and commercialization of bananas, as well as the commercialization of plantains nurtured by local producers, the production of agricultural plastics, corrugated cardboard, and the sale of those agri-industrial inputs. Over 95% of the bananas that we commercialize are produced in our own plantations – 6000 hectares in Colombia – which guarantees excellent quality control and compliance with the specifications agreed on with the clients.



We are in charge of planning the sigatoka control program, a fungus that affects banana crops. We provide integrated, tailored solutions for aerial and ground spraying, starting with the definition of a competitive plant health program and including air spraying, aeronautical maintenance, and ground support with a differential technology, operational safety, and control value offer.



With all the needs for plastic industries, inputs for the banana, plantain, and other tropical fruits such as soursop, pineapple, guava apple, and any other agricultural products that require it, starting with bag materials that help protect the growing fruit, to the packaging products that go with the final product to the market and the consumer.



This is a circular economy initiative where we use the bananas not fit for exports but of excellent quality, to transform them into banana purée and banana flour. This is an added value product and a key raw material for the food and beverage industry. Our plant, which started production in 2021 as the first industrial plant in the region using state-of-the-art technology and certified quality, hopes to become a benchmark at the national and South American levels.



We produce corrugated cardboard boxes, cardboard corner pieces, and stickers for packaging the products. This provides added value for the fruit and produce industry. We have leading edge technology to produce 90 million boxes a year, 2,500,000,000 stickers and 8 million corner pieces a year.



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In our nursery, we produce and commercialize plants, sustainable hass avocados and their by-products, through our cultivars and industrial processes, based on good agricultural practices, social investment, and environmental balance working hand-in-hand with the communities and institutions to become a reference for the industry as the Sustainable hass Avocado Industry for the country.



Is a port operator that belongs to the Business Group and specializes in handling refrigerated cargo. It also handles loose, containerized, and project cargo. It has capabilities for crossdocking, loading and unloading ships, river, and sea transportation, container storage and repair, which serve the companies in the Group, shipping lines, and third parties in the area of the Port of Urabá. In the future, CFS Logistics will be an integrated logistics operation by expanding their service portfolio to foreign trade users both in the area of Urabá and around the country for transporting refrigerated cargo.



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CORPORATE SUPPORT

We are a team made up by several areas that provide business support and specialized services, promoting the competitiveness and sustainability of our businesses, and supported by our Operational Excellence pillar and complying with strict service levels.

These are the areas that our corporate support covers:

-  Sales
-  Legal
-  Social
-  Commercial and logistics
-  Administrative and technological
-  Financial and Projects
-  Controllership and Auditing



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GREENLAND AROUND THE WORLD



Banacol destinations:

- Germany • Belgium • Slovenia
- Sweden • Spain • Greece
- The Netherlands • England
- Italy • Portugal • United States
- Turkey • Libya

CFS Logistics destinations:

The shipping lines we serve have Northern Europe as their main destination: England, Belgium, The Netherlands, Germany, and some Mediterranean countries; plus, the United States East and West Coasts. Also, some exotic destinations such as Martinique and Guadeloupe, and connections to Asia for which the platform are the Central American Countries.

ASSOCIATIONS (102-13)

- ANALDEX
- Augura
- Corpourabá, Members of the Board of Directors
- Fenalco
- Asociación de Fundaciones Empresariales (AFE)
- Asociación Nacional de Fondos de Empleados (ANALFE)



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GreenLand

Sustainability Report 2021

OUR ECONOMIC, ENVIRONMENTAL, AND SOCIAL PURPOSE

Strategy and sustainability







VALUE PROPOSITION (102-16) (102-17)

MISSION

- » We are farmers and we provide solutions to meet our clients' needs.
- » We are passionate in our search for excellence and sustainability.
- » We nurture well-being for our families and the communities where we operate.
- » We establish close relationships.
- » We are the GreenLand family.

Values

-  We are accountable.
-  We make things happen.
-  We are transparent, resilient, and close.
-  We work with a passion.

Strategic pillars

-  Financial strengthening and creation of surpluses.
-  Compliance with a differential and adequate value proposition.
-  Operational Excellence with consistent execution.
-  Business growth and projection.
-  The best people in the best place to work.
-  Sustainability.

VISION

- » To be recognized as an agri-industrial group that creates value for its clients and shareholders, in a sustainable and reliable way, and promote well-being for their families and the community.



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MATERIALITY

(102-46) GreenLand has carried out a materiality analysis to identify, prioritize, and manage the most relevant issues for the organization, where the biggest impacts are created in the most value is added to the stakeholders in the short, medium, and long-term.

We updated our materiality analysis in 2020 taking into consideration the changes in the environment, the dynamics of the sector, and the expectations of our stakeholders. To do this, we considered the practices required by the standards of the Global Reporting Initiative (GRI) and accountability standard AA1000 for our relations with our stakeholders.

The process was carried out in the following stages:

1. Identification of issues: analysis of different sources of information.
2. Identification of the stakeholders to be consulted.
3. Internal and external polls among stakeholders.
4. Prioritization of issues.



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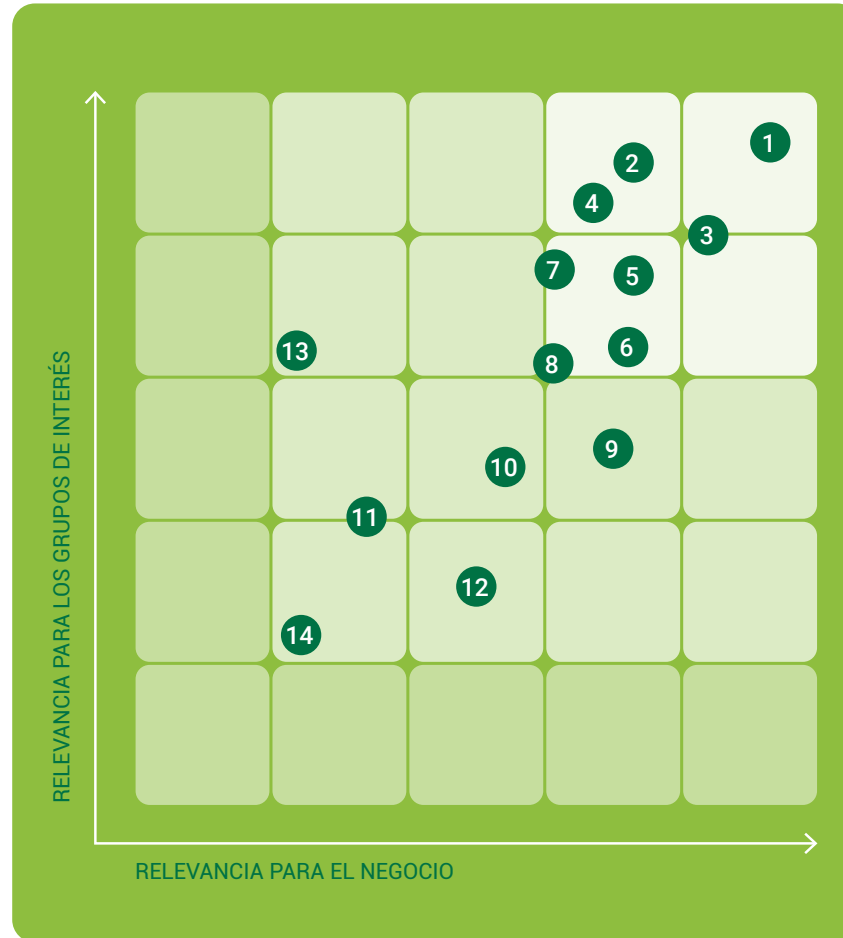
(102-47)
ISSUES

**Material
issue**

1. Our people: the team
2. Healthy and safe environment
3. Our people: communities
4. Emissions management and climate change
5. Operational Excellence
6. Water management
7. Energy management

**Management
and
monitoring
issues**

8. Client management
9. Waste management
10. Biodiversity
11. Supply management
12. Corporate governance
13. Circular economy
14. Innovation



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STAKEHOLDERS

(102-42) We at GreenLand build relationships with respect and transparency that are mutually beneficial with our stakeholders. We understand that these relationships are the bases to create value and endure over time.

(102-43) (102-44) (102-21)

The Management Committee and the Board of Directors define the guidelines for our relations with our stakeholders, and each business leader manages the relationship using strategies that respond to the former's needs and expectations.

In 2020, we at GreenLand conducted an exercise to identify and prioritize our stakeholders with the idea of getting to know them better and design relevant relationship strategies and communication channels, reinforcing the information we provide them and the information we received from them.

(102-40) Our stakeholders



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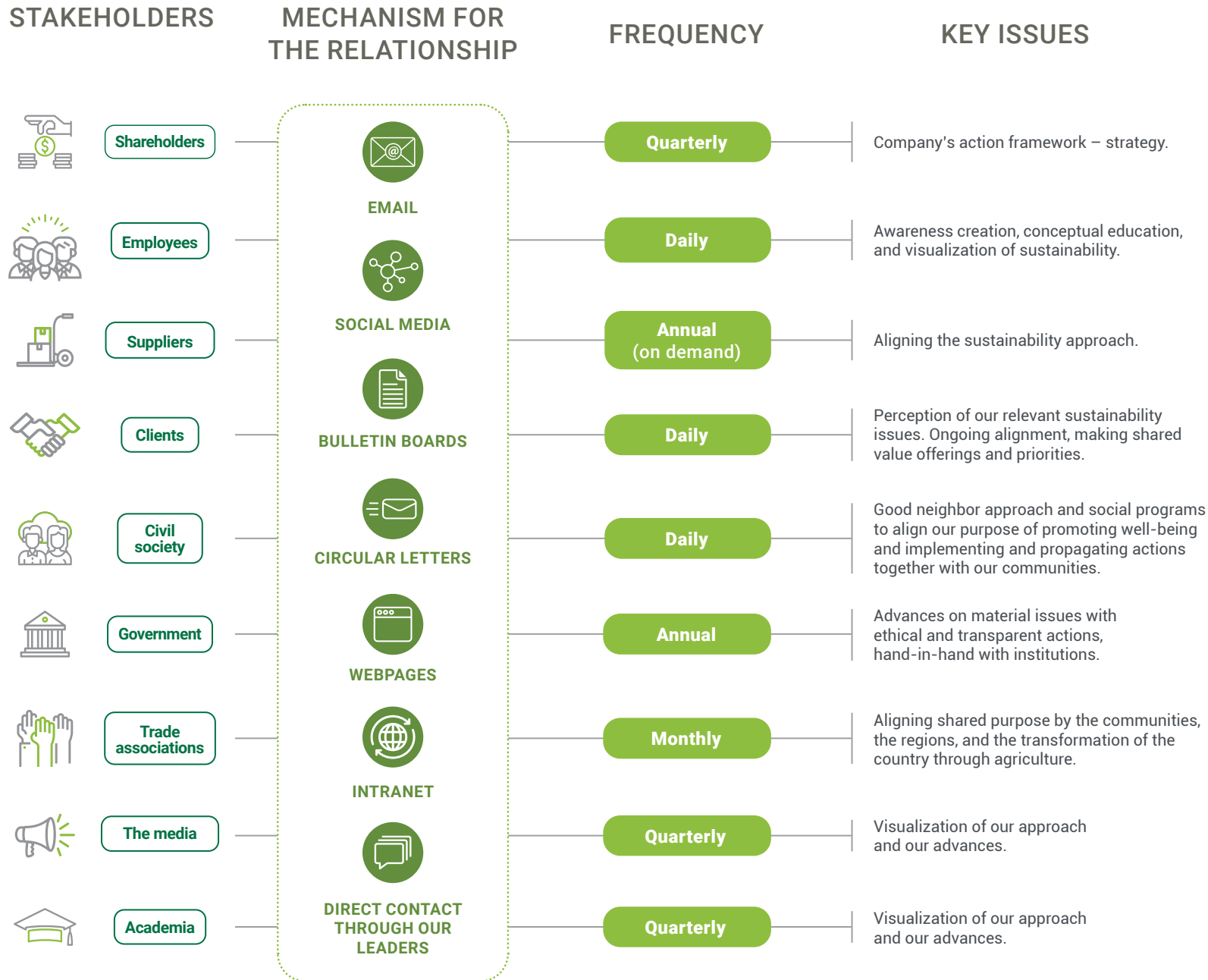
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How our stakeholders perceive us

Understanding how our stakeholders perceive us with respect to our activities enables us to align our objectives with generating value for the stakeholders. We conducted a perception poll in 2021 with the assistance of an external firm, and these were the results:



Clients

Clients perceive the companies as strong, sound, and innovative. The interviewees have a positive view of corporate values such as respect, transparency, and commitment. They see the Business Group is a great place to work. They also point out the Company's contributions to the region and its social actions in the communities through our GreenLand Foundation- FGL. In terms of the environment, there is a positive perception about our responsibility towards the environment.

There is a clear opportunity to move towards more open and detailed communication to allow our clients to be more knowledgeable about our business offers, and to communicate leadership, social impact, and good environmental practices.



Community

There is little knowledge about Grupo GreenLand, but they do know the businesses with which they have relationships (Banacol, Wakate and CFS Logistics) and perceive their good management. In this respect, they highlight transparency, ethics, and commitment as their main values. They recognize the social and environmental commitment as well as a contribution to the construction and enrichment of the region, and the contribution to strengthening the social fabric by investing in the families and counseling young men and women through our GreenLand Foundation- FGL.

In terms of employment, the communities perceive a good working environment in the group's companies, although they do not know in detail the benefits offered.



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Suppliers

They identify GreenLand as a strong, sound, and resilient company that is based on values such as respect and solidarity. They highlight the group's commitment to their employees and their families and show a positive difference in terms of the hiring policy. In terms of the environment, they acknowledge the group's actions as responsible and emphasize good practices such as the care about water and the preservation of the flora, fauna, and natural resources in general. They also cite the activities of our GreenLand Foundation- FGL as an important commitment to the communities.

They know about the group's offerings among which they highlight process innovation and see the diversification of GreenLand's portfolio as something positive. Although they perceive the brand as something close to home, there is greater recognition of Banacol because of its history and impact on the region, and that creates trust.



Trade associations

Trade associations recognize Grupo GreenLand; they view it as a synonym for agri-industrial development and highlight the diversification of its businesses because it contributes to the operations across the board. They perceive leadership and business productivity as leverages that have a positive impact on the employees, who enjoy significant work-related and emotional benefits. They also recognize the strength of the group in the region, its high-performance standards, and they value respect and ethics.

In the area of sustainability, they highlight the group's social commitment, especially by our GreenLand Foundation- FGL in the areas of education, housing, and employment for young men and women. The trade associations also feel that GreenLand prioritizes caring for the environment and works to promote the sustainable development of the regions where the group operates. This activity is supported by national and international certifications.



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Employees

Employees know Grupo GreenLand, its history, its business diversification, and highlight the group's history, strength, and closeness. They also highlight the group's actions within the framework of compliance, respect, honesty, and responsibility. They value their leaders' transparency and fair treatment. They indicate that they are committed to helping their teams grow, through social inclusion actions and the opportunities provided by the company. They also recognize the leadership by top executives as well as the innovation and technology processes that make it possible to offer added value to the clients.

They highlight the commitment to the environment through the implementation of good practices for the care and preservation of natural resources. They have a positive perception of the social actions by our GreenLand Foundation- FGL in favor of the communities, especially for children and youths.



Shareholders

They recognize GreenLand's diversification as a strength, and they stress the value of transparency and social purpose with a focus on early childhood with which GreenLand works in the various regions. They also highlight the Group's environmental responsibility as reflected by the various initiatives aimed at caring for the natural resources around the group's areas of influence. In terms of employment, their perception is that there is a commitment to the employees and their families, as well as a sense that they belong to the Group. They believe that GreenLand is a great place to work.



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The media

National journalists know what GreenLand is, but they know little about the group's actions and results. Nevertheless, they do have a positive perception of its operations and its environmental and social impact in the areas where the Group operates. On the other hand, local media know the group and identify its companies and their respective offerings. They stress the group's contribution to the social and economic development of the communities by creating jobs, and by its sustainability strategy, where they recognize the job of the GreenLand Foundation-FGL. The media believe that social management is GreenLand's forte, and that the Group is financially stable. They highlight issues such as human warmth, quality, and improvement in living conditions.



**Unions
(HS-4)**

Unions know Greenland and the integration of all its businesses, and they perceive it as a group of economically strong Business Group, which manages its finances correctly, operates in a responsible, respectful, transparent, and honest fashion, cares for social well-being, and respects fundamental human rights in the areas where the Group is present. They recognize the social actions that contribute to the development of its areas of influence through direct, stable jobs, continuous education, a good work environment, and the creation of benefits for the employees and their families. Furthermore, the Group knows the problems of the region and listens to the

needs of the unions. They highlight the social work of our GreenLand Foundation- FGL through its contribution in the areas of health, housing, and sports.

The Group's environmental responsibility is also highlighted by the unions which say that GreenLand is highly committed to the environment, and the unions are familiar with the awareness creation efforts they implement with their employees to create a healthy balance between their operations and their natural environments.



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WE CONTRIBUTE TO THE 2030 SUSTAINABLE DEVELOPMENT GOALS

In the framework of our actions and sustainability challenges, GreenLand and our GreenLand Foundation- FGL, we are aligned with and contribute to the achievement of the Sustainable Development Goals – SDGs – defined by the International Agenda for 2030 led by the United Nations – UN – since 2015.

We as the Business Group have made a direct contribution to most of the objectives having an integrated impact on our employees, their families, and the communities in the areas of influence.

*We follow the guidelines established for the country in CONPES 3618 of 2018 about the strategy for implementing the Sustainable Development Goals -SDGs- in Colombia, which includes guidelines for achieving the goals related to the first 16 SDG (not specified for SDG 17).



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In the *People* dimension of the 5 “P’s” of sustainable development, and keeping in mind that our social investment model is focused on **the recognition of the family as the key for social change, we contribute to:**



SDG 1: No poverty

By creating formal employment, we contribute to the social protection systems and help reduce poverty by creating revenues and local development in the regions where we have a presence.



SDG 2: Zero hunger

We implement actions that strengthen families by helping the nutritional recovery of children under seven and gestating mothers, and we provide Bananut – nutritional banana flour- to prevent and revert chronic malnutrition in these individuals.



SDG 3: Good health and well-being

We promote health and prevent the risk of occupational diseases among our employees and their families through pedagogical actions of home guidance and care. Along the same lines, we highlight our corporate commitment to the education and development of our employees and their families to enable them to strengthen their skills for life, equality, traits, and technical skills.



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SDG 4: Quality education

We promote greater inclusion across the board with clear policies of nondiscrimination against women and vulnerable groups, boys, girls, and youths, through training for life.



SDG 5: Gender equality

Because of our conviction about equality, we create jobs for women and spaces for community and gender participation and leadership, pursuing a strong policy in terms of equal opportunities, income, and personal development through our training program "Todas podemos".



SDG 6: Clean water and sanitation

We contribute by improving and controlling the availability of drinking water in our facilities. In the homes, with our healthy housing (Vivienda Saludable) project we changed habits by ensuring water management and sanitation in schools by providing sanitation units for boys, girls, and youths.



SDG 7: Affordable and clean energy

We ensure to renewable, accessible, reliable, and sustainable energy through modern technologies for our production processes.



SDG 12: Responsible consumption and production

We guarantee good cultural and production practices, especially in the efficient management of natural resources and in the process of elimination of contaminating waste in the immediate areas.



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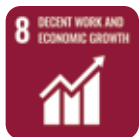
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In the *Prosperity* dimension, we work on managing the key issues for the economic development of our beneficiary population groups. The former refers to creating decent jobs in the areas of influence, driven by an increase in productivity and technological innovation.



SDG 8: Decent work and economic growth

We contribute by generating direct and indirect employment and to formalizing working conditions in the regions where we operate.



The second issue relates to **11 goal: sustainable cities and communities**, facilitating access to housing and improving the settlements, and delivering sports and recreation equipment that make it possible for the communities where we interact to participate as good neighbors.



Because we are convinced that the **community is the center of social processes**, we emphasize the promotion of community training, participation, and leadership spaces to promote peaceful coexistence and the promotion of fundamental human rights, as stated in the **SDG 16: Peace, justice, and strong institutions**.



SDG 13: Climate action

Through our materiality, we promote integrated and efficient management of water, energy, emissions and waste in all our operations, promoting strategic circular economy projects and helping create an environment of culture among the children and youths in our communities.



SDG 17: Partnerships for the goals

We are looking to establish alliances with public, private, social, and international cooperation institutions to achieve the various objectives and thus consolidate the sustainability strategy for the regions.



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OUR SUSTAINABILITY POLICY

We implemented our sustainability policy in 2021. This is the framework for our way of doing business, and where we promote our organizational culture in which all employees share and internalize our sustainability challenges in their daily activities. We understand that our actions go beyond agricultural production and commercialization in the provision of Agri-industrial services in a responsible manner. We are constantly seeking the well-being of those who walk with us on this path, in the regions where we operate hand-in-hand with the communities to build the country, create a better social future and contribute to the Sustainable Development Goals.

Our sustainability represents the actions that we have taken in the social, environmental, and economic areas and is the result of an integrated work under a common corporate approach and guidelines, carried out by different businesses that make up Grupo Empresarial GreenLand.

We integrated this policy into our corporate strategy and made a commitment to become aware of and internalize it.



Click here
to read our
*Sustainability
Policy.*



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WE ARE ETHICAL AND TRANSPARENT

Our actions



HOW WE ACT

Corporate governance

(103-1) The Business Group and each business have a corporate governance framework that is aligned with high standards and are framed by transparency, integrity, and good conduct. We seek a balance among the government, management, and control bodies for appropriate decision-making and the publication of timely and accurate information as the key elements to strengthen our stakeholders' trust in us.

We direct all our businesses through GreenLand to integrate them, based on Operational Excellence with the intention of providing solutions for the needs of our clients. We have our Code of Governance and Corporate Ethics through which we promote exemplary behaviors. This code provides the structure for and gathers all the policies, norms, and ethical principles that everyone related to the organization must follow in order to preserve the integrity of the business and maintain transparent relations with the stakeholders.

(102-18) Governance Structure

The leadership at Grupo Empresarial GreenLand is focused on guiding the organization towards good management practices, Operational Excellence, and product quality throughout the entire value chain and, at the same time it is constantly seeking the well-being of everyone throughout the value chain. Three governance and decision bodies plan, define, implement, and monitor the short, medium, and long-term strategic objectives.



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(102-22) (102-23) (102-24) (102-25)
(102-26) (102-29) (102-30) (102-34)

**General shareholders assembly
and Board of Directors**

This is our highest corporate governance body whose function is directing and deciding the most important issues for the organization. The Board of Directors, appointed by the shareholders assembly, is the highest administrative body in the organization and its functions include approving and supervising top

management's implementation of the strategic objectives, the governance structure, and the corporate culture. In addition, the Board of Directors defines the sustainability parameters that are implemented and participates in identifying and understanding the main economic, environmental, and social impacts and risks.

PRINCIPALS



VÍCTOR MANUEL
HENRÍQUEZ RESTREPO



JUAN FERNANDO
CORREA RESTREPO*



LUIS IGNACIO
MEJÍA ÁNGEL*

ALTERNATES



CAMILO
MOLINA URIBE



JUAN LUIS
BOTERO JARAMILLO*



LUZ STELLA
ORTIZ FRANCO

*Independent
members

Executive President
Víctor Manuel
Henríquez Restrepo



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BOARD OF DIRECTORS

(102-22)



	Víctor Manuel Henríquez Restrepo	Juan Fernando Correa Restrepo	Luis Ignacio Mejía Ángel	Juan Luis Botero Jaramillo	Luz Stella Ortiz Franco	Camilo Molina Uribe
	Executive	Not executive	Not executive	Not executive	Not executive	Not executive
Independent?	NO	YES	YES	YES	NO	NO
Seniority in the Board of Directors	2	2	2	2	2	2
Board meetings attended	11	11	11	11	11	11
Percent attendance	100	100	100	100	100	100



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(102-18) (102-19)
Steering Directorate

This is the administrative body in charge of implementing the strategy, achieving the proposed objectives, and direct relationships with the stakeholders. The directorate consists of:

- President
- Chief Legal Officer
- Chief GreenLand Foundation- FGL Officer
- Chief Administrative and technology Officer
- Chief Commercial Officer
- Chief Sales Officer
- Chief Controller Officer
- Chief Financial and project Officer
- Chief Agricultural Production Officer
- Chief Avocado Agriculture Officer
- Chief Logistics Officer
- Chief Sigatoka Control Officer

(102-20) (103-3)
Corporate Committees

We have different bodies that consist of employees in charge of watching out for the interests of the organization and of the employees. These include:

- Strategic committee
- Sustainability committee
- Auditing and financial committee
- Peaceful coexistence committee
- COPASST
- Women's committee

Other control bodies

- Secretary-General
- ML/TF (SAGRILAF) compliance officer
- Data protection compliance officer



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ETHICS AND TRANSPARENCY POLICIES AND GOOD PRACTICES

(102-16) (102-17) (103-2)

We at Grupo Empresarial GreenLand have implemented different mechanisms, policies, and procedures for managing information and communications at all levels in areas such as culture, philosophy, and institutional principles and values in such a way that the company take into consideration the risks and the control activities in their actions.

- ✓ Code of business ethics and conduct
- ✓ Corporate declaration of respect for fundamental human rights
- ✓ Corporate responsibility policies
- ✓ Policy of legal compliance
- ✓ Anti-fraud and anticorruption policy
- ✓ Confidential information management policy
- ✓ Manual for managing the self-control and ML/TF risk (SAGRILAFT)
- ✓ Policy for admitting and creating third parties
- ✓ Security policy
- ✓ Conflicts of interest policy
- ✓ Policy for the use of information resources
- ✓ Donations policy



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We at GreenLand have created the code of governance and business ethics is an approach to set for the principles that guide our day-to-day behavior in the organization. They are consistent with the corporate strategy, good sustainability practices, and compliance with applicable laws. This is the basis to deploy internal policies and procedures to promote transparent, harmonious, and sustainable relationships between the company and its stakeholders.

As part of the program to implement the transparency and business ethics program, the Board of Directors created the compliance officer for the program, and an institutional commitment was signed to prevent cross-border bribery, and the code of good governance and business ethics as well as the antifraud and anti-corruption policy, to cover all companies in the Business Group.

In 2021 we implemented the plan to communicate the code of governance and business ethics. The objective was to dive off the group's commitment to ethics and to live by the principles and values through a framework to guide people's behaviors.



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In addition, we strengthen the implementation of the self-control and management of money laundering and terrorist financing risk system (SAGRILAFT - Sistema de Autocontrol y Gestión del Riesgo Integral de Lavado de Activos y Financiación del Terrorismo).

The following actions were carried out under this framework:

- Working sessions with business managers to determine the new risks to which the organization could be exposed.
- Hiring a substitute compliance officer.
- Implementing the Sherlock system is a technological tool to help with SAGRILAFT, Software risk management, and third-party segmentation.
- Project for updating third parties using an external consultant: Carvajal Tecnología y Servicios S.A.S.
- Annual training for employees about SAGRILAFT and PTEE.
- Updated the third-party creation policy, and training for the employees who take part in this process.
- Preparation of the single third-party creation form for all companies in the group, in two versions: one for individuals, and one for legal entities.
- Adjustments to the SAGRILAFT and presentation for approval by the Board of Directors.

In addition, as an objective tool for our actions, the organization has its transparency hotline, communication channel which provides advice and assistance with behaviors that involve the integrity of the business group.



Phone



Web Form



Email

In 2021 we implemented the communication plan to reactivate the transparency hotline. The plan is intended to remind stakeholders about the existence of this channel, the steps to be followed, and the events that can be reported there as part of living our principles and values.



Click here
to find out more about
our transparency hotline.



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ANTI-CORRUPTION

(205-2) (205-3)

Number of members of governing bodies, employees, and business partners that have received communications about the organization's anti-corruption policies and procedures.

(205-1) During 2021 we continue to strengthen ethics and transparency. That is why we defined our anti-fraud and anti-corruption policy and started implementing the transparency and business ethics program. To reinforce this action, we appointed a compliance officer who is currently building the corruption risk matrix which includes identifying, evaluating, and implementing control actions that are appropriate for preventing them in all the organization's operations.

Body	Number
Informed Members of governing bodies	6
Informed Members of governing bodies / Total governing body	100%
Informed Management employees	699
Total management employees	100%
Informed Operation's Employees	4,468
Informed Operation's Employees / Total Operations Employees	100%



Our challenges

- Create awareness for our sustainability by participating with the regional and national media, and with local and national inter-trade authorities and entities.
- Promotes a culture of sustainability by internalizing practices until they become habits.
- Create awareness and show our actions by sharing the corporate governance code without stakeholders.



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WE MOVE FORWARD IN SAFETY

Evaluation of corporate risks (103-3)

Risk management is an enabler to achieve the goals of the business and strengthen the company's endurance over time. Identifying and managing risks and opportunities makes it possible to create value for the stakeholders and gives each process in the company the necessary criteria for making informed decisions.

In the organization, we manage risks following these steps:



Context of the risk

This is the first stage where the situations that have been identified reflect the reality of Grupo Empresarial GreenLand. By putting the risks and opportunities in context, it is easy to develop the ensuing activities.



Risk identification

This is the stage that allows the organization to list, understand, and define the risks.



Risk analysis

After the risks have been identified, they need to be associated with information about their frequency, i.e., how often does the identified event occur, and the consequences it might have in economic, human, reputational, and environmental impact for the organization. The probability of occurrence must also be determined.



Risk treatment

This is part of the risk assessment and analysis and where the individuals responsible, actions and strategies are defined to prevent, mitigate, transfer, or accept the risks that have been identified.



Monitoring and evaluation

The risks and their ratings are recorded and updated, and the risk management actions implemented by each area in the company are reported on a regular basis.



Communication

The mechanisms are defined and the proper flow of this information inside the organization is insured, and the information is managed by the upper echelons (President and Board of Directors). The available information must be clear, timely, up-to-date, accurate, readily available, and verifiable.



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OPERATIONAL EXCELLENCE

Responsible value chain



(103-1) We at GreenLand have internalized a management approach that starts with planning, execution based on competitive quality standards, and process and resource control, with continuous reference to analysis and improvement aimed at operational maturity and excellence.

We manage each business independently and we are vertically integrated through all the internal efficiencies that we have implemented. In addition, we provide mutual support in cross corporate processes, attempting to align the group with the concentration and specialization of each line of business. Thus, we have committed and focused groups, with clear responsibilities, dedicated to the continuous search for results that enable us to keep the promises we make to our clients and stakeholders and always highlighting an identity that defines us and fills us with passion, and a firm but close leadership with “the best people in the best place to work”. All of this in strict compliance with the law, hand-in-hand with the institutions, and in line with a code of good corporate governance.

Our activities include developing and implementing technology programs and audit and control schemes that provide us with online information about the business indicators, and timely reactions to implement effective corrective measures, maintain productivity and quality, and control costs to build trust and value for our clients.



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In the agricultural production business, in the fields of banana, plantain and avocado, which we manage in different parts of the country, our approach is to the socio environmentally conscious, agriculturally sustainable production of healthy, high-quality foods, which is the result of working with love for the earth and using good agricultural practices.

To achieve these objectives, we have support areas such as Agriculture, Control of Pests and Diseases such as Sigatoka, Technical Services, Integrated Process Management, Environment, and Corporate Support. Together, they monitor, measure, and assess

on a weekly basis our agricultural work and programs, the pre-harvest, harvest, and post-harvest processes, and compliance with international standards, to provide the business with feedback, anticipation, timely reactions, ongoing training, and adjustments to the implementation to achieve our objectives. This enables us to meet our clients' expectations, within our philosophy of being good neighbors and with the purpose of contributing to the growth of our internal and external communities by acting as agents for change in those regions where we operate, to help transform the country.



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Our logistics business is an operator that specializes in refrigerated cargo, with certified port facilities in the region of Urabá, with over 50 years' experience, delivering a fast, efficient, and safe operation and always maintaining the cold chain and its traceability.

Using technology and the experience accumulated over years of service, we connect domestic exporters and importers to world markets using major shipping lines, with the necessary frequencies, also trying to maintain a value chain that is responsible towards their clients, their communities, and the natural resources that go with them.

In addition, in our industrial business for the manufacture of plastics and cardboard, plus de added value of the bananas, we use an approach of good manufacturing practices, quality, and continuous improvement. We aim for effective planning, connected to the agricultural business and the needs of the sector. Constant follow-up of quality and waste control, meeting international standards, as well as productivity, proper performance by and compensation of our employees, which has an impact on the region's economic development. We are operationally excellent and are constantly creating sustainable lines of business that reflect our Group's circular economy, to close our integrated chain and create value for all our stakeholders.



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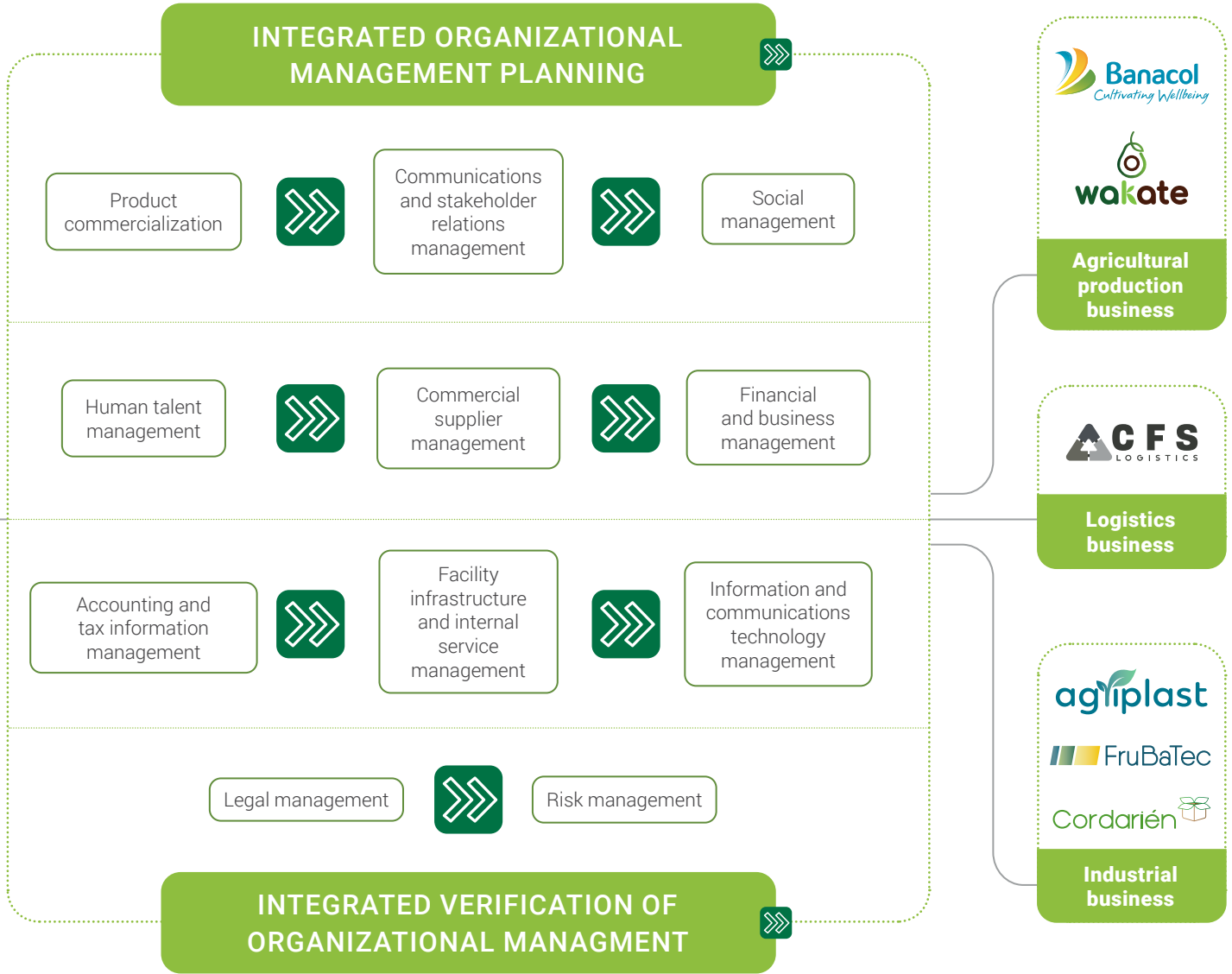
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GRUPO GREENLAND PROCESS MAP



General
process
structure



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OUTSIDE INITIATIVES

(102-12)

BANACOL



RAINFOREST ALLIANCE

Certifies our activities to protect the ecosystems and natural resources (flora, fauna, soil, and water), and our use of good environmental and social practices, the use of phytosanitary products, and proper waste disposal.



GLOBALG.A.P

Certifies our integrated pest and cultivar management within the agricultural production framework. Our commitment to our clients is to provide excellent products that meet their standards for consumption.



SA8000

A social standard that promotes improving work conditions, quality of life, and the well-being of our team and their families. Banacol's corporate policy is to not hire minors, and not to discriminate by reason of races, sex, age, origin, nationality, religion, sexual orientation, or political affiliation, among others.

CFS LOGISTICS



BASC

Our logistics operation is certified under BASC (Business Coalition for Safe International Trade), an international alliance that promotes safe international trade in cooperation with governments and international bodies.



ISPS

Our port facilities in Nueva Colonia and Zungo are certified under the international ISPS – International Ship and Port Facility standard, aimed at establishing and implementing appropriate safety conditions for our port terminal employees. In 2021, this certification was granted until September 2025.



NGS

Validates the operational safety of our ships and naval devices, as well as the operating processes and communication protocols we use to prevent contamination of the cargo we transport.



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PRODUCTION

	UNIT OF MEASUREMENT	2020	2021
Cases of bananas exported	#	15,108,742	14,863,616
Cases of plantain exported	#	941,151	823,053
Containers shipped	#	35,860	37,491
Plastic sold	Ton	4,004	4,188
Cardboard boxes manufactured	#	36,538,564	35,665,524
Hectares for banana production	Ha	6,021	6,015
Hectares for avocado production	Ha	852	1,069



 [Click here to find out more about our indicators.](#)



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BANACOL

We work hand-in-hand with our more than 4000 employees to meet the expectations of our clients, with a carefully grown and harvested, high quality products, that enables us to be competitive and maximize our results. This is achieved through our production process.

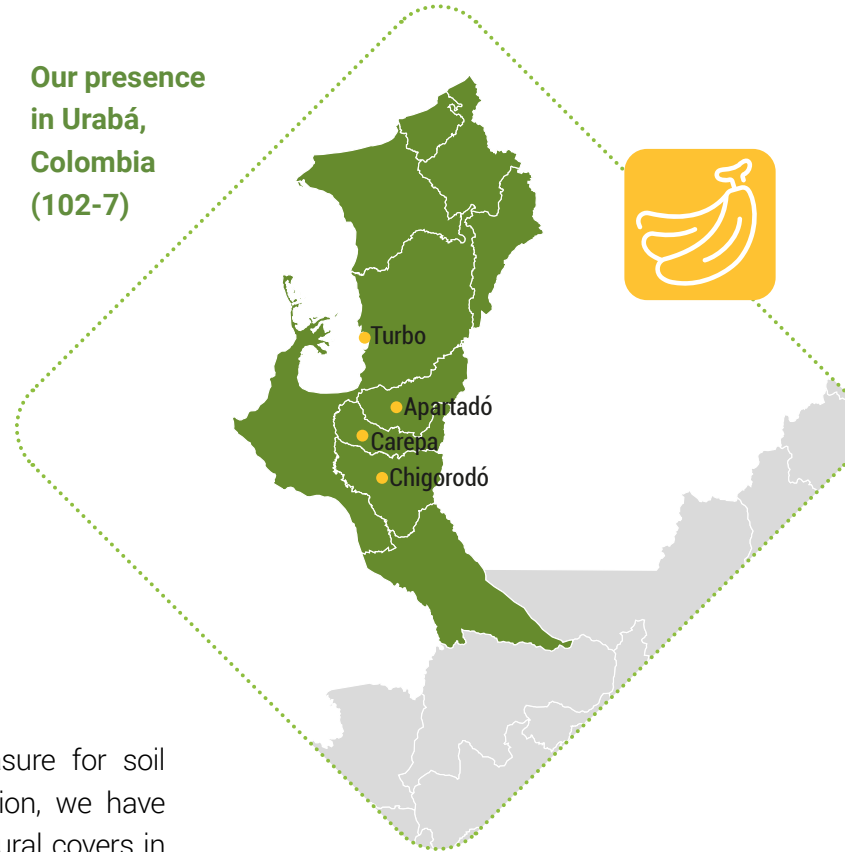
Managing growing and harvesting, implementing cultural activities, an agronomic nutrition plan, integrated pest and disease control, and monitoring, allow us to provide effective control of any deviations, control costs, and constantly look for operational excellence. Through responsibility, follow-up, and control, we always try to do things correctly and optimize our processes and results.

(CV-1) (CV-4) As a measure for soil protection and conservation, we have implemented planting natural covers in the cultivars wherever it is technically possible. This helps retain humidity in the soil, decreases the use of agrichemicals, prevents diseases that could affect plant development, increases the microbiological content, and mitigate the loss of soil through runoff.

We do our Sigatoka control based on phytosanitary formulas, together with good practices applied in all our cultivars.

Through quality, efficiency, operational safety, and precision technology we promote the stability and survival of the cultivar while being environmentally responsible. Our challenge is to decrease the chemical load by gradually migrating from systemic programs to organic and protective programs to protect natural resources and the well-being of our communities.

Our presence in Urabá, Colombia (102-7)



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(CV-5) Our products are constantly being evaluated, from the time they are planted until the bunch is harvested, to guarantee the promised volumes within the time frames established. This information, together with the verification of consistency in the tasks, the analysis of weather conditions, the aggressiveness of the pathogen being analyzed, and the constant monitoring by the support teams that audit these parameters, is used to implement control strategies.

Thus, in the post-harvest period we implement monitoring and control activities that enable us to

verify our quality and ensure that we keep our value promise to the client.

In 2021, we had positive results. We had production difficulties during the first quarter due to adverse weather and the presence of pests and diseases that affected our cultivars. However, we recovered in the following quarters and were able to meet the expected volumes and agreed quality standards, as well as caring for our employees and their families in this context of global pandemic.



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We transform our products
Circular economy

(CV-6) We continue to advance with the production of banana purée and flour – Bananut– to produce the lowest amount of waste in our operations. Thus, we reintroduced the non-exportable bananas into the production cycle. In 2021 we benefited 9028 people from the communities in our areas of influence by providing a highly nutritious food. For 2022 we plan to produce 14,507 tons of purée and 622 tons of banana flour. In addition, we will benefit 11,000 people with banana flour donations.

We are also working on strengthening our circular economy practices using materials from the production chain. During 2021, 98% of the plastic used for bagging the harvest, and 98% of the polypropylene rope used in the farms, was recycled. In addition, 20% of the raw materials used to produce the polypropylene rope was recycled in our Agriplast plant.



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We fulfilled our value proposition

We are permanently looking for ways to improve our value proposition to the clients by distributing our offer in a more stable manner throughout the year, and by providing differential and consistent quality, with an approach that is sustainable using a social, labor, and environmental approach.

In terms of the process to evaluate how we maintain and improve our current clients and products, we implemented processes to manage ongoing communications and interactions intended to ratify the client's satisfaction, the compliance with the agreed specifications, to receive feedback for improvements and adjustments, and to align common objectives.

In 2021 we did a survey to find out our stakeholders' perception about the actions of Grupo GreenLand and its companies. The clients interviewed perceive the companies as sound, strong, and innovative. They also have a high rating of corporate values such as respect, transparency, and commitment. They see the business group as a great place to work, and emphasize the company's contribution to the region, and its social actions towards the community through GreenLand Foundation- FGL. There is a positive perception about our responsibility towards the environment.

There is an opportunity to move towards more open and detailed communications that will enable our clients to know more about what all the business units offer, and also about leadership, social impact, and good environmental practices.



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Highlights of our value proposition

- ✓ Production based on our own farms, with strict quality standards, and control of processes and results.
- ✓ Flexibility to meet our clients' needs.
- ✓ Fast and efficient teams to anticipate and react on a timely basis.
- ✓ Employment, social, and environmental sustainability initiatives.
- ✓ New diversification projects that will enable us to offer a broader and more varied product portfolio.

Some indicators: (CV-1)



As part of our quality assurance strategy, we made our process more technical looking for greater efficiency in the **post-harvest camera operations.**



56 electronic scales to determine the net weight of fruits in trays were installed for all our farms, thus ensuring that we keep our promise to the clients.



Fertilizer consumption:

Organic fertilizers: **30,227,056 kg**

Organic liquid fertilizers: **657 L**

Synthetic fertilizers: **29,266,540 kg**

Liquid synthetic fertilizer: **38,638 L**



In 2021 we planted **1,248 ha** of noble cover.



In our **aerial spray operations** for Sigatoka control, we provided training to the crews which, together with optimized processes and precision technology, helped us save materials and increase the number of hectares per hour for the planes, and fuel per hectare, as part of our effort to mitigate carbon emissions and environmental impact.



The characteristics of our soil make it possible to use a large amount of cover, which helps reduce the use of herbicides

Total herbicide consumption: 75.1 m³



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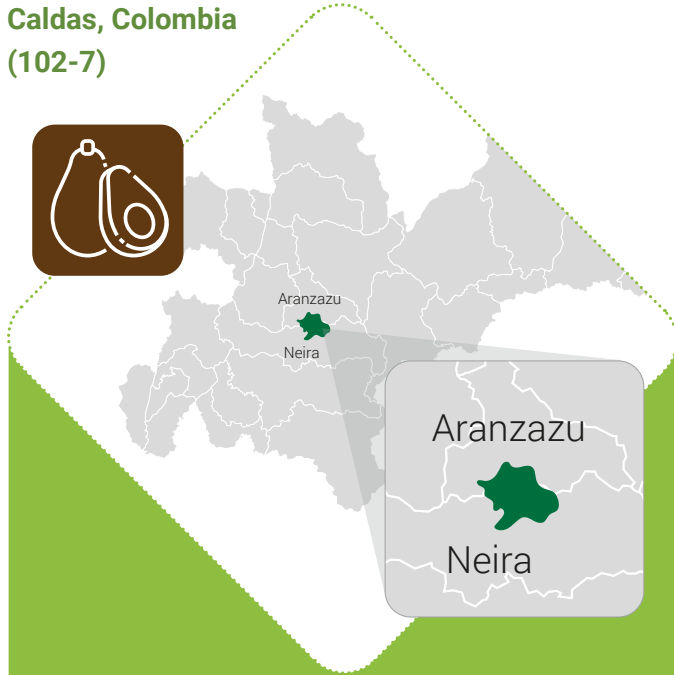
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WAKATE

Our presence in Caldas, Colombia (102-7)



Entre Arroyos

Entre Arroyos, located in the municipalities of Aranzazu and Neira in the Department of Caldas, Colombia, is the first Sustainable Hass Avocado project. The project came to the region to make a positive impact on the territory and started its activities together with local communities and institutions in a shared effort to promote sustainable development.

Wakate is our Sustainable Hass Avocado and its byproducts production and commercialization business, which was created with the aim of contributing, through responsible management, to the sustainable development of the Caldas region, based on our belief in the country's potential.

We are constantly working on our production process to achieve operational excellence using planning to manage the business and achieve the expected results. We use information technology that includes precision agriculture, compliance with the tasks and inputs, and efficient use of our resources.

We look for the balance between the responsible value chain, care and protection of the environment, and the construction of social fabric and footprint to nurture the well-being and sustainable development of

the regions where we operate. As a result, we have made a commitment to the conscientious and limited use of agrichemicals, the implementation of biological controls, manual and mechanical weed control, and mitigation of carbon emissions.

Based on our premise of operational excellence, we manage the quality of our products, starting by selecting the plants in the nursery, the implementing and maintaining of agricultural practices during the growth period, and monitoring and following up, to define action plans, and make any necessary adjustments in a timely manner.

In 2021 we advanced in planting of the cultivar, and in 2022 we are preparing for our first crop. We also bought new acreage to expand our production area from our farm in Entre Arroyos.



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We have three lines of business:

Plant production

Our Wakate Hass avocado nursery is located in Manizales, where we take care of our process by selecting the best raw materials and following every step during germination and growth. This enables us to give our clients trees that have the necessary conditions to yield excellent quality fruits. Our annual production capacity is 600,000 trees of Hass avocado, that is licensed by the Colombian Agricultural Institute (Instituto Colombiano Agropecuario ICA) for commercialization.

Fruit production

Production takes place in a farm that has production units for planting and producing hass avocado in a gross area of 2,050 ha, of which 1,070 are in production with 530,000 trees planted.

Fruit and byproduct processing and commercialization

We will pack fresh hass avocado in a plant where we expect to process 80,000 tons of fruit for commercialization. We are also focused on strengthening the circular economy to produce the least waste possible in our operations. For this, we are planning on processing avocado byproducts and other initiatives in the production chain.



Some indicators



We planted **160,000 Hass avocado trees.**



We bought an additional **340 ha for cultivation.**



We implemented a **fumiduct system for 850 ha.**



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CFS LOGISTICS



At CFS Logistics we have over 50 years' experience handling refrigerated and dry import and export cargo. Our vocation is for service and immediate attention to our clients. We are experts at managing perishable cargo, and container storage and preparation.

We also implemented and complied with all the bio security protocols and guaranteed uninterrupted service for shipping fruit exports through our facilities. We also worked with the shipping lines to keep enough containers available to export the fruit, we renewed our BASC and ISPS certifications and implemented traceability measures for fruit from third parties, which made the operation more efficient.

2021 was a favorable year because, in spite of the impact of the international sea transportation crisis and the lack of supplies resulting from the Covid 19 pandemic, we achieved our financial, management, and operational objectives. During this year, we shipped approximately 37,500 containers.

Our presence in Urabá, Colombia (102-7)



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WE LOOK FOR THE BEST ALLIES

Supply chain management (102-9)

We value and recognize the importance of building trust and long-term relationships with our allies. This will enable us to optimize purchases, manage and mitigate risks, and maximize opportunities in our supply chain. Closeness, joint work, and the creation of shared values have allowed us to build relationships with two-way benefits.



We work with our suppliers to achieve:

- Efficiency in the processes.
- Cost reductions.
- Reduced risk when selecting suppliers.

By promoting the development of our suppliers, we assure our success through the continuous improvement of administrative, commercial, technical, environmental, productive, and financial competencies.

Our supply chain consists basically of all fruit producers, national and international suppliers of goods and services, port operators, transporters, and labor contractors.

Main products:

Fruit, paper, resins, fertilizers, agrichemicals, and others.

Main services:

Advice and consulting services, works and maintenance, administrative and technological services, among others.



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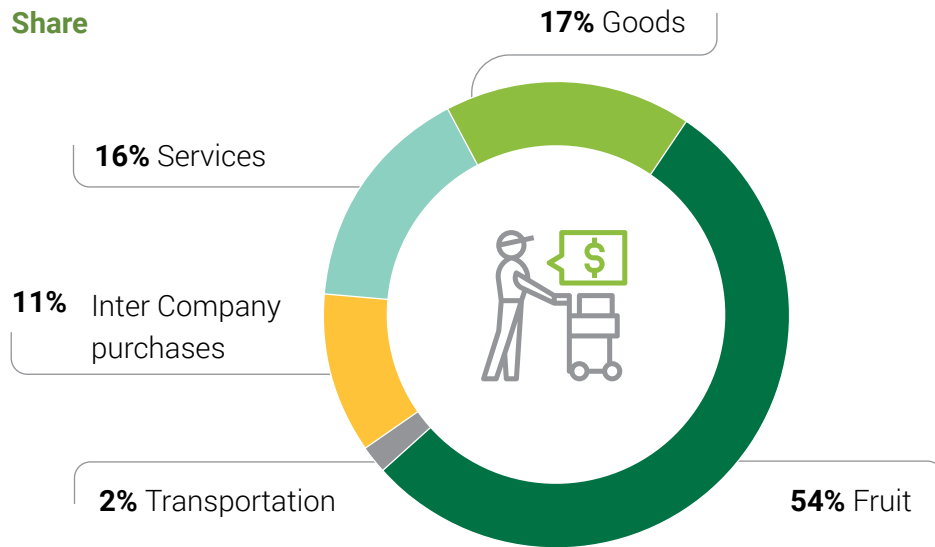
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Purchases from suppliers

Share



(204-1)

Local and national purchases	2021
% Local purchases	84%
Amount of local purchases	COP \$ 556,289,386,920
% National purchases	16%
Amount of national purchases	COP \$ 106,788,037,674
Total amount of purchases	COP \$ 663,077,424,594



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We have operations in the departments of Antioquia (4 municipalities in the banana growing belt in Urabá: Apartadó, Turbo, Carepa and Chigorodó), and in Caldas (Aranzazu and Neira), Colombia.



OUR CHALLENGES



Supply chain

GreenLand



Strengthen our socioenvironmental connection with our suppliers of national and international goods and services, sharing with them the principles of sustainability, and promoting their implementation and application.

Client management

Banacol, Wakate, CFS Logistics, Control B, Agriplast



Strengthen close ties with our clients, sharing the principles of sustainability and measuring their perception and satisfaction with our service.

Circular economy

Banacol



Use 26,000 tons of fruit that was not exported to create added value for our new business of production and commercialization of banana flour and purée, Frubatec.



Benefit 11,000 people in our communities by donating banana flour.

Agriplast



98% of the material we collect in our field work will be recycled in the plastics factory. In addition, 30% of the propylene for producing rope will be recycled.

CFS Logistics



Guarantee 100% reuse of our waste material (straps, cardboard, oil, and other materials).



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Operational excellence

GreenLand

- ✱ Propose, align, and follow-up on the service levels of corporate support provided to the companies in the Group.

Banacol

- ✱ Implement a system to densify irrigation for 200 ha of banana plants.
- ✱ Decrease the chemical load in our crops. For next year, increase by 5% the native noble cover, equivalent to 500 ha. Mechanical weed control will be used for this purpose.

Wakate

- ✱ Finish planting 150,000 avocado trees in the Entre Arroyos farm, in 172 hectares for new production.
- ✱ Implement the second production bloc by planting 250,000 trees in 450 hectares for production.
- ✱ Start operation of the fumiduct for the first 850 hectares and implement the system for 387 hectares of production.
- ✱ We will harvest 143,000 trees planted during 2020.

CFS Logistics

- ✱ We are constantly updating our information systems to improve the efficiency of our fruit handling processes.



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OUR PEOPLE

Our Team



(103-1) Our people are the core of the Organization. They work every day to give life to our purpose to create well-being by experiencing our values, making things happen, working with passion, transparency, and resilience. All with a leadership that is approachable and accountable to reach our goals and our sustainability premise.

We are aware of the responsibility and impact we have on their lives and on their families. That is why we work to provide, promote, and manage the conditions needed so our team can meet the challenges while we acknowledge and respect the person per se.

Our work is focused on the following:

-  Equal opportunities
-  Developing our people
-  Nurture well-being
-  Healthy and safe work setting
-  Fundamental human rights



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(102-7) (102-8) Information about our people

				Corporate support	 TOTAL
Total Employees	4,649	113	204	171	5,137
Male	86%	61%	86%	40%	84%
Female	14%	39%	14%	60%	16%
Administrative	11%	29%	100%	100%	18%
Operations	89%	71%	0%	0%	82%
Indefinite Contracts	60%	44%	100%	100%	63%
Fixed Contracts	7%	56%	0%	0%	8%
Special Work Shifts	33%	0%	0%	0%	29%
18 - 28 years old	18%	35%	21%	18%	18%
29 - 39 years old	27%	40%	47%	35%	28%
40 - 50 years old	29%	19%	16%	21%	28%
51 - 60 years old	23%	5%	12%	25%	22%
Older than 60 years	3%	0%	4%	2%	3%

 [Click here to find out more about our indicators.](#)

Employees per Seniority (HS-1)	 TOTAL
Less than one year	14%
1 - 5 years	33%
6 - 10 years	5%
11 - 20 years	21%
20 years and longer	28%



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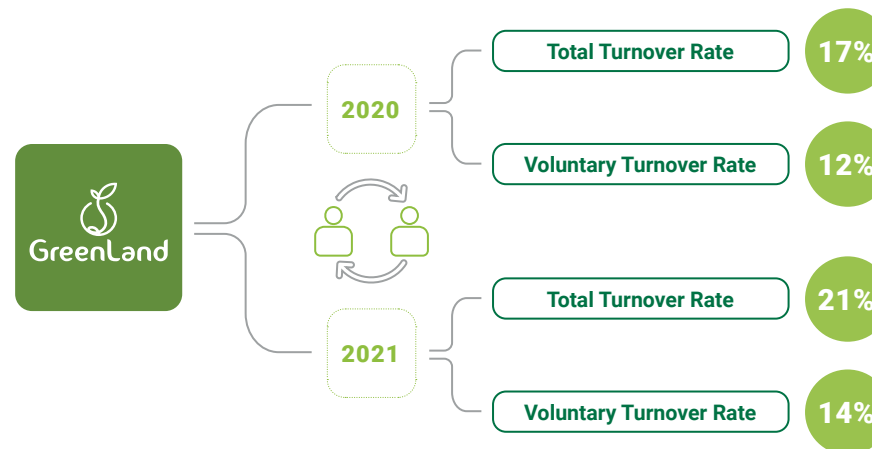


(103-2) Very early on in our attraction, recruitment, and selection process, we have policies and strategies that ensure equal opportunities and allow hiring suitable talents not solely for their technical skills but because they share our principles and corporate values – and above all, they are excellent human beings. Indeed, we are proud to have the human talent which has led the Company to think and act differently, with top performance standards, a huge commitment, and resourcefulness – focused on creating value for our stakeholders.



(401-1) Hiring and Turnover Process

Reasons for Termination	Banacol Cultivating Wellbeing	wakate The green taste	ACFS LOGISTICS	Corporate support	GreenLand TOTAL
Voluntary	506	201	20	11	738
Pension	90	-	2	2	94
With just cause	36	30	5	2	73
Without just cause	21	-	10	1	32
Mutual agreement	13	-	-	-	13
Contract expiration	100	1	-	-	101
Death of employee	6	1	4	-	11
Total Dismissals	772	233	41	16	1,062



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New Hires	Banacol <i>Cultivating Wellbeing</i>	wakate <i>The green inside</i>	ACFS LOGISTICS	Corporate Support	GreenLand TOTAL
Persons 18 - 28 years old	348	33	16	4	401
Persons 29 - 39 years old	210	22	25	7	264
Persons 40 - 50 years old	37	12	1	1	51
Persons 51 - 60 years old	2	4	0	1	7
Persons older than 60	0	0	0	0	0
Male	442	45	36	2	525
Female	155	26	6	11	198
Urabá	597	0	42	3	642
Caldas	0	71	0	0	71
Greater Area	0	0	0	10	10
Total	597	71	42	13	723



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Our priority still focuses on the safety and health of our employees. In 2021, we were not complacent to biosafety protocols, and we promoted vaccination as a strategy for collective protection. Our campaign “Those Vaccinated Gain Life” promoted at our operations in Uraba the application of the vaccine for our employees and their families. To meet the purpose, agreements were entered with healthcare facilities to apply vaccinations at the job site and different contests between the areas.

Working at home, office work at home, alternation, work attendance, are still in force in 2021, showing that we have a team that is competent and resilient, facing challenges every day yet still connected to our business and people in every work scheme.

To avoid the spread of COVID19, we continue making tests paid by the Company as part of our business protocol. We also established settings for the isolation of employees, and follow-up and management with HMOs to serve the cases.

During the year, we reaffirmed why We Add Together (“JuntoSumamos”). Through an emotional campaign and different activities, we had the chance to reaffirm that working together leads to reaching our personal and organizational goals and building regions and the country.



Due to our Biosafety protocols, still, during the pandemic, no Labor Wellbeing activities were promoted physically which could represent a hazard. Nonetheless, we did not stop from being present on special dates to show our admiration, respect, and feelings for our employees. The Week of Health was promoted with online activities and the firm purpose of building awareness of self-care and good habits targeting physical and mental health.



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Several of our benefits are listed below:



Conventional aids: maternity, seniority premium, Christmas bonus, death of relatives, elementary and high school scholarships, among others.



Template of benefits in time: special working hours in Christmas and Holy Week, day off on December 24th and/or 31st, an afternoon off during the birthday month, free days for seniority.



Agreements with drugstores for discounts.



Agreements with educational facilities for discounts for employees and relatives.



Agreements with health facilities for copayments.



Collective car policy.



Employer life insurance policy.



Voluntary life policy.



Agreements for pre-paid medical plan.



Extralegal benefits: vacations premium, aid for disabilities, bonus for compliance of corporate goals.

(406-1)

No case related to work or sexual discrimination and/or harassment was displayed in 2021.



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more about
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Amounts of Benefits	GreenLand
Conventional benefits	5,872,771,530
Premium of vacations Urabá	1,356,099,804
Compliance with corporate goals	179,698,132
Aid for disabilities	121,809,977
Loan for calamities, interest-free	93,331,100
Total	7,623,710,543

The legal minimum wage in force in Colombia is **COP \$908,526**.

The average wage of operational employees at our banana farms is **1.72 times the minimum wage of Colombia**.



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(401-3) Parental Leave

100% of our employees are entitled to parental leave.

Keeping up with our breastfeeding program Drops of Life (“Gotitas de Vida”) and seeking proper conditions to aid pregnant and breastfeeding women in their process – which contributes to the wellbeing of mothers and to the nutrition of the children of our employees – we opened 8 breastfeeding halls in the region of Urabá.

 [Click here to find out more about our indicators.](#)

Parental Leave 2021	 Banacol <i>Cultivating Wellbeing</i>	 wakate <i>The green taste</i>	 ACFS LOGISTICS	Corporate Support	 GreenLand TOTAL
Men that enjoyed parental leave	127	-	8	1	136
Women that enjoyed parental leave	39	2	1	-	42
Men that returned to work after completing their parental leave	124	-	7	1	132
Women that returned to work after completing their parental leave	31	1	-	-	32
Men that returned to work after their parental leave – and are still employees 12 months after returning to work	92	-	7	-	99
Women that returned to work after their parental leave – and are still employees 12 months after returning to work	15	-	-	4	19
Return to work rate	93%	50%	78%	100%	92%
Retention rate	64%	0%	78%	100%	66%



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The teams in Envigado that have worked from home these past two years enjoyed regular on-line wellbeing activities on different topics aimed to keep a close setting and promote physical and mental health. The workshop Being Happy (“Ser feliz”) was held to raise awareness among employees over aspects of life that provide wellbeing and how to enjoy them. Likewise, a course on personal finance was given.

In addition, training on “Skills to Work Remotely” was provided to reflect upon the skills required to work harmoniously with others from a distance and in turn, to create a setting of socializing while learning.

Equal Opportunities

Our focus on equal opportunities includes our work at the banana operation called “400 Women” which seeks to train and/or hire with or without experience in the packing processes. Early on in November 2019, we have hired a total of 400 women with a 65% retention rate. The entire teams of two of our packaging plants (Durazno and Negritos) are female.



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On the other hand, our program on bananas promoted labor inclusion, hiring 271 young adults 18 to 28 years old on growing, packaging, and harvesting tasks.

Moreover, along with GreenLand Foundation- FGL, we began an online and interactive 20-hour training course on gender equality attended by 36 employees of which 15 are part of our Committee of Women. The purpose of this course is to learn about gender in different contexts and agents and to create tools that will enable the Organization in the future to continue enhancing this matter in its processes. Said course has included concepts related to gender equality, gender and diversity, gender-based violence, domestic life and working to care for others, work and gender, social indicators based on gender, gender-related to community work, and the Sustainable Development Goals, among others.



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(406-1) No case related to work or sexual discrimination and/or harassment was displayed in 2021.

(404-2) Alongside our GreenLand Foundation-FGL a course was given called We All Can (“Todas Podemos”) aimed to develop skills for life with an outlook and inclusion in the job setting. The course was attended by 206 young women, mostly single moms, who were preparing to find a formal job with the Company. The women were training on positive labor attitudes, values, healthy and conscious sexual health, sports, and healthy nutrition, among others. This course provided tools to better adapt to their setting and team.



(404-2) With regards to education, we graduated 105 employees from our banana farms along with SENA (National Learning Service) on skills to grow and harvest bananas. At Agriplast, along with ASTIN SENA of Cali, we provided a technical course on manufacturing processes for 17 young employees. The purpose is to develop skills to support, manage and improve highly-competitive manufacturing processes to improve production levels – which lead to determining and managing the critical variables of the process and making a positive impact on productivity.



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(404-1) (HS-2)

A total of **9,235** hours of training were invested in 2021. The average number of hours of training per employee is **1.79**.

(404-2) CFS Logistics continued its course on operating lifting equipment, on heavy load ground transportation (fifth Wheel), and on load transportation by river and sea (trailers) – to guarantee skills in different processes, and to maintain the quality and good pace of the operation; to decrease equipment failures and breakdowns due to lack of skills to operate the equipment. Moreover, we continued our Reefer Academy (“Academia Reefer”) so employees can have the same technical level to diagnose and repair containers and Reefer units in accordance with the procedures of sea carriers, and hence, guarantee the availability of our exports of said items.

(404-2) We reinforced among our operations and administrative employees the purpose of our Transparency Line as well as our Corporate Governance and Business Ethics Code – to promote their use to report situations that go against our principles and values.

Harmonious collective bargaining with the unions of our banana farms was carried out, with terms in effect for two years.



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(404-2) Wakate continues the challenge of attracting the best people. We work to enhance our occupational health system as a fundamental pillar to develop our activities. We trained the steering team in transformational leadership and our mid-level employees in enhancing managerial and directive skills – all with the purpose of maintaining a leadership that is firm but close, and a team that creates synergies.



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PROTECTING EVERYBODY'S INTEGRITY

Occupational Health and Safety is fundamental for the business' sustainability – and this is why we constantly work to enhance a culture focused on turning safety into a lifestyle. Hence, every employee focuses, in turn, on self-care. We are convinced that investing in safety and health creates development, opportunities, and competitiveness thanks to the actions that contribute to change and improve the quality of life of our employees.

(403-3) To create proper conditions in the work setting for the prevention of risks, the promotion of mental and physical care of employees, and the generation of perceptions and real conditions of security at work are all part of our mission. This is

achieved by identifying and intervening risks, training processes, assistance, communications, and meeting the regulations – promoting a culture of self-care.

In 2021, we reactivated our Emergency Brigade in Urabá and continued creating proper conditions in terms of occupational health and safety within the framework of our system.

(403-5) Likewise, we trained 36 leaders on work accidents to continue enhancing the culture of self-care.

We conducted our annual assessment of Occupational Health and Safety with a 97% result on average, which shows our commitment to procure safe settings.



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Along with the Workers Compensation System (or ARL) we held the program Farms of Well-being (“Fincas de bienestar”) at the nine (9) banana farms with the highest accident rates. This program focused on finding social-cultural trends that impact the frequency and relapse of work-related accidents, using a cultural interpretation system to exhibit patterns that have an impact on new risk trends. It also identifies local culture drivers to impact the behavior of our people, to boost the work setting, to optimize the empowerment of leaders within the organization, to provide new social-educational workshops to decrease work-related accidents, and develop settings that recognize persons that encourage the worker’s retention.

(403-4) 100% of the employees are represented in the Occupational Health and Safety Committees.

(403-9) We regret to report the death of one person from our Wakate team in a traffic accident and implement the safety measures needed to avoid its re-occurrence. No fatalities were reported at our Banacol, CFS Logistics and Corporate Support operations.



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(403-9) (403-10)

Injuries, work-related diseases, days lost, absenteeism, and death toll

To identify hazards in our operations, in 2021 we conducted 938 Occupational Health and Safety inspections, which correspond to 92% of those planned for the year. Said inspections underscored the main risks and helped establish action plans to manage these risks.

EMPLOYEES	 Banacol <i>Cultivating Skills</i>	 wakote <i>The green trade</i>	 CFS LOGISTICS	Corporate Support
Total number of workers	4,649	113	204	171
Accident toll	1,411	37	7	3
Days of absence due to accidents	21,820	99	276	4
Accident rate	2.53	2.73	0.28	0.15
Number of work-related diseases diagnosed in the year (new)	-	-	-	-
Days of absence due to work-related diseases	1,648	-	-	-
Total non-disabling accidents	32	8	2	-
Death toll per accident	-	1	-	-
Death toll due to work-related diseases	-	-	-	-
Number of absences due to common diseases	74,839	123	1,290	100
Hours worked	10,638,651	197,038	615,061	259,123
Days worked	1,143,654	35,256	63,648	42,066
Days lost (excluding vacations or union-related permissions)	107,176	1,973	2,126	1,181
Accident frequency index/K	32	45	3	3
Lost days severity index/K	492	121	108	4
Disabling work-related accidents frequency index	31	35	2	3
Absence due to health causes	16,950	123	230	100
Absenteeism frequency index	382	150	90	93
Absenteeism severity index	2,418	2,403	830	1,094



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OUR CHALLENGES




Protecting Everybody's Integrity

A healthy and safe work setting


GreenLand

 **(403-5)** To enhance self-care in Occupational Health and Safety targeting preservation through education, and to prevent and control health and risk conditions. To encourage activities that boost physical and mental health.

Banacol

 To continue, alongside the worker's compensation system (or ARL) with the program Farms of Wellbeing ("Fincas de bienestar") at those banana farms with the highest accident toll.


Banacol, Wakate, CFS Logistics, Control B and Agriplast

 To decrease work-related accidents by 7%.


We Have a Place for You

Equal opportunities


Banacol

 To increase female participation in the banana productive sector, reaching 20% through our "400 Women" program.

Banacol

 To focus on successions by hiring and training 100 young adults that have no experience in banana growing processes.


Banacol

 To enhance its Committee of Women by increasing the number of participants to 50 and carrying out annual work plans.


Growing With You

Developing our people

GreenLand

 To enhance the culture of sustainability by sensitizing and training our own team.

GreenLand

 To boost the culture of firm but approachable leadership with 100 leaders of the Company in 2022.



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OUR PEOPLE

Communities



Cultivating a better social future

(103-1) Stemming from our philosophy and focus on sustainability, our purpose is to nurture the social future and wellbeing of our employees, families, and communities close to our areas of influence, and other strategic communities. We implement social development strategies in said communities through our GreenLand Foundation- FGL.

Our social investment model centers on acknowledging families as the core of social changes, the neighborhood as a community booster, and the community as the center of social processes, while we consolidate our social responsibility strategy in the regions.

We hold strong to 4 strategic pillars that address early childhood, boys and girls, teenagers and young adults, women, adults, and senior citizens:



Training for life



Health for families' wellbeing



Social and competitive sports, and culture



Housing beyond the walls and community infrastructure (203-1)



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INVESTMENT

Social investment of **COP \$12,557*** for Caldas and Antioquia.

Wakate is not deemed as a Strategic Pillar **COP \$131**



COP \$11,911



Training for life (HS-5)
COP \$1,199



COP \$131



Health for families' wellbeing
COP \$964



COP \$442



Social and competitive sports
COP \$3,020

Corporate Support

COP \$73



Housing beyond the walls and community infrastructure
COP \$7,242



COP \$12,557

* Figures in millions of Colombian Pesos.

- A total of **38,477** social outreach services provided to people in our working areas under Social Management.
- We worked with **126** organizations through public-private alliances in **70** projects of Grupo GreenLand's companies in the departments of Antioquia and Caldas, Colombia..



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In 2021, we kept on consolidating our intervention model using 6 types of mechanisms: proceedings, home visits, advisory services, remissions, meetings and training courses. The purpose was to enhance the communities with whom we interact, seeking social development in each of the population groups alongside FGL's focus.

We continue building trust with the three communities we work with: internal community, neighboring community, and strategic community – directly contributing to the strategic focus of the Business Group.

Moreover, the trust of families and communities in our GreenLand Foundation- FGL. led to enhancing our social work methodology, turning into reality our strategy of being a good neighbor focused mainly on environmental and community dimensions; on the improvement of housing, promotion of nutrition, and devoting free time to sports. The strategic project of Green Guardians ("Guardianes Ecológicos") was launched benefitting 322 children ages 5 to 15. The purpose thereof is to promote the care and conservation of the environment as well as make good use of time off.

In addition, our SIISCOR information system has enabled us to have a cleared baseline not only of the population's data but also to monitor and control projects. This has allowed us to have better information for our criteria of the Foundation's benefits.

We were awarded

by the Aurelio Llano Posada Foundation - in the Development Research category - for Bananut, a nutritional banana that contributes to the nutritional recovery of children, breastfeeding mothers, and senior citizens.



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(203-2) We participated for the first time in an international study with the OECD (Organization for Economic Cooperation and Development on Philanthropy and Gender-equality in Colombia promoted by the AFE (Association of Corporate Foundations).

Said international study allowed us to compare our social investments during the 5 years it took with 54 other foundations of Colombia. Our GreenLand Foundation-FGL provided open data and to conclude, and as part of our contribution to SDG 17 and our philosophy, we are part of Colombian foundations that make good use of their strong network based on trust – being part of the AFE and to transparency by publishing our data beyond legal reporting requirements.

We conducted an analysis of indirect positive and negative economic impacts on the 4 pillars of the GreenLand Foundation- FGL.



All of our projects kept on adapting to the pandemic caused by Covid-19 and to the biosecurity program Fusarium R4T, in alliance with our strategic partners, benefitting every population group with online and physical assistance.

(413-1) Our operation takes into account 100% of the local community. Our work involves community meetings, co-creation workshops, education, and analysis of needs. Besides, we have partners that allow us to create results with higher impacts.



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We hold ongoing dialogues with our stakeholders about the FGL Foundation’s social investment in 2021 as well as our participation with communities applying social impact assessments, including those of gender in terms of participative processes. Public contents also shared environmental and social impact assessments with the OECD study, and we participated as advisors of Corpourabá (the Environmental Autonomous Corporation).

Our work includes development programs based on the needs of local communities, such as the Social Plan of Wakate, Montecarlo, Nueva Colonia, Plans of neighboring communities, and Collective AFE, among others; this also includes plans to participate with determined stakeholders and we conducted the survey of perception of our complementary School Term; we made assessments of satisfaction with “Jóvenes Sacúdete”, the “Todas Podemos” project, CIFI Vigía del Fuerte and “Nutrición con afecto”, among others. We also held meetings and workshops with the community, accountability halls, acts of project inaugurations, and completions – physically and online.

We held committees and consultations with local communities alongside trade associations such as AFE, Augura and public officials of the municipalities. We met the Hiring Policy of the Business Group with our vendors in which we held the comprehensive



hiring committee. In addition, our partners have their own assessment policy to guarantee comprehensive management.

We have technical, strategic, and assessment committees covering the execution of investments made; work advice, occupational health, and safety committees, and other bodies that represent the workers.

In 2021, we developed formal grievances processes in local communities by implementing the PQRSF Policy. We also have the Transparency Line of Grupo GreenLand to address situations that go against our principles and values – with a chapter of communities.

We made a baseline in 2020 using SIISCOR involving internal and external communities, which led us to follow up and assess the implementation and continuity of our initiatives.



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SEVERAL OF OUR RESULTS

(103-2) (103-3)



Training for Life (HS-5)

Training cuts across the processes we manage through our GreenLand Foundation- FGL for the comprehensive development of persons, families, neighborhoods/villages, and communities. We focus on different subjects for family circles and for the rest of the stakeholders – tied to each project that we execute and seeking the development of training for life and social management.

Beneficiaries as of December 2021



2,778



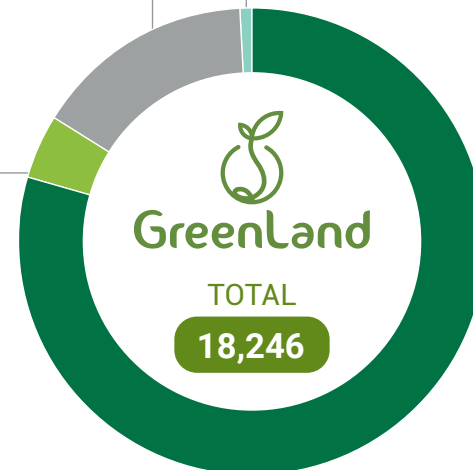
805

Envigado
Corporate
Support

120



14,543



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We continued providing training courses to encourage families and promoted educational tools with disruptive methodologies to reach our communities through video calls, advice by phone, group conferences, visits, workshops, among others. The milestones that stand out in this pillar are listed below:



- ✔ We benefitted 18,246 people by training them on environmental subject matters, 142 Green Guardians, a Comprehensive Social Plan at Papagayo residences, with the CIC we benefitted 1,458 people and their families from the municipality of Carepa, with CIC de Serranía we benefitted 6,393 people in the three community spaces, 824 people in the Social Plan of Montecarlo in Chigorodó – seeking to develop community ties for the new construction of affordable housing units that will be built in the next two years.
- ✔ A total of 1,315 people from 32 neighboring communities from the farms of Banacol attended the socialization process of Fusarium R4T, community environmental management, and processes in their rural communities as well as the good neighbor strategy.
- ✔ In alliance with the collective AFE Antioquia and 17 corporate foundations, social processes were enhanced for the sixth year in a row to support 1,090 people from the municipalities of San Juan de Urabá and San Luis.
- ✔ 2,600 children from the municipality of Carepa benefitted from the ERA Alliance (Alianza ERA) which sets out to improve the quality of rural education; our FGL Foundation is a partner of this agreement.
- ✔ We co-created and launched the course We All Can (**Todas Podemos**) with 205 women to develop their being, and to have a healthy and responsible sex life.
- ✔ We handed out 52 scholarships for high school and 2 for universities through our partners.



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We carry on with the processes to get to know territories, and hence, identify the main challenges and opportunities to create social investment and to implement the intervention plan – all focused on rural community development.

The plan was launched using community participation processes and helped build self-trust, self-management, and to develop family and community values. We seek to enhance families as the core of society, guided to train on values, the consolidation of associative groups, social innovation, and encouraging self-management to build the culture of citizenship and sustainability.

- ✔ We built awareness among boys, girls, and young adults on the importance of keeping areas clean and preserving natural resources – all through courses, games; taking care of the environment with neighboring communities through the group of Green Guardians. In 2021, a total of 180 boys and girls, and 7 Rural Education Centers benefitted, being one of the major projects with the most outreach in the region.

As far as community development, we assisted 625 beneficiaries with the following social outreach actions:

- ✔ We developed a community practicum at Entre Arroyos farm, to learn how to take care of the environment in the business. This was done with leaders of the rural area of influence of Neira and Aranzazu, Caldas; 25 people from 8 Community Action Boards attended.
- ✔ We held community forestry courses in key points close to water sources or deforested zones of Neira and Aranzazu; 600 trees were planted by 250 participants.

- ✔ We contributed to promoting art and culture in La Isabela neighborhood of Neira, supporting a group of 25 children who are motivated to use their free time properly.
- ✔ 10 Christmas gatherings were held in the prioritized villages in the area of influence, providing spaces for the cohesion and social interaction of rural families. A total of 350 boys and girls benefitted, and we contributed to Christmas initiatives with municipal actors to hand out gifts, benefiting 350 people.



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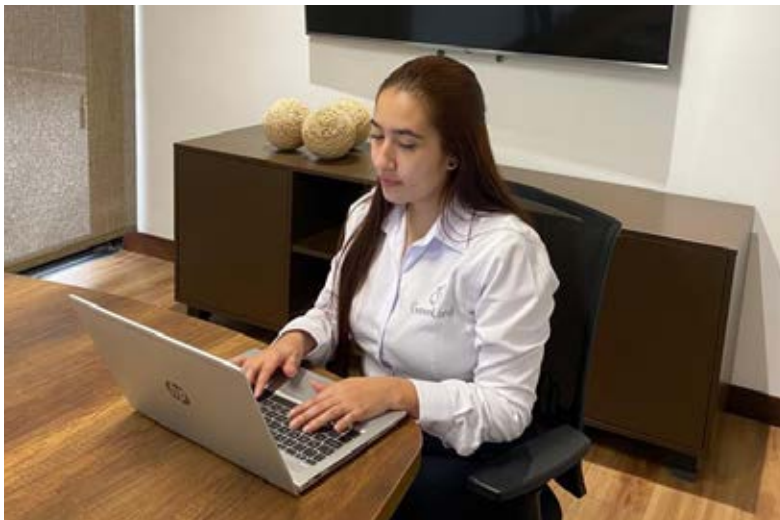
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- ✔ We managed to design and develop a methodology for the Green Industry of “Sacúdete” along with the ICBF. This benefitted 180 teenagers and young adults as well as 2,598 people from communities nearby in 10 revitalization events. Environmental matters were addressed as well as teenage pregnancy risk, entrepreneurship, employment, and education - reaching 2,778 people.
- ✔ Likewise, we created the Social Plan of CFS Logistics and its communities nearby from 3 neighborhoods. This enhances the “Sacúdete” Center of San Joaquín neighborhood in Nueva Colonia, Turbo.



Envigado Corporate Support

We held 3 training sessions to promote better habits, called Healthy Moments, which benefitted 120 people:

- ✔ Myths and realities of fats.
- ✔ New cereals in diets.
- ✔ The colors of health – fruits and vegetables in diets.



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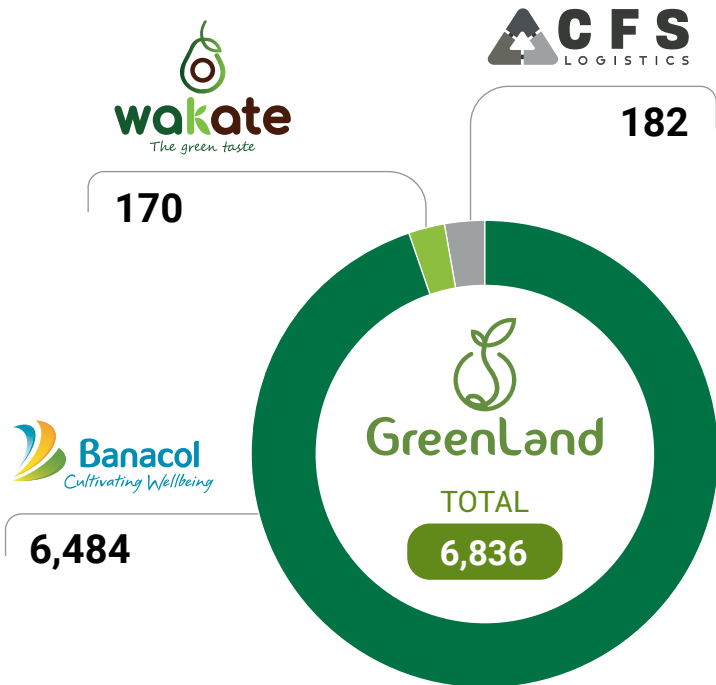
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Health for families' wellbeing

With this Pillar, our purpose is to create good habits framed in building family ties, health and nutrition, family economics, self-care, child rearing guidelines, and emotional management.

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- ✔ We carried on enhancing good hygiene, health, and wellbeing habits mainly of children, breastfeeding mothers and teenagers. We provide nutritional and psycho-social support to 400 children from Vigía del Fuerte, consolidating the School of Parents and the role of the family at home.
- ✔ We aided in institutional routes a total of 24 children and adults with cognitive and physical capabilities.
- ✔ 341 children and pregnant women were part of the nutritional recovery project of Nutrition with Affection (“Nutrición con Afecto”).
- ✔ With the CIC, 118 children and adults learned better nutritional habits through CUNA- Culinaria Nativa.
- ✔ 517 attendees of the health promotion processes and 103 families kept on improving their healthy habits.
- ✔ 1,267 children from daycare centers improved their nutritional conditions with the hand out of Bananut Plus, and its educational process was made with COMFAMA (Family Compensation Bureau).
- ✔ We backed 1,186 families from the complementary school courses providing psycho-social assistance through Mundo Familia – a program that allows them to tune their family developments with 2 sessions a year to support the psycho-social team.
- ✔ 951 children devoted to sports received psycho-social assistance and guidelines to enhance their technical and competitive skills.



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- ✔ We developed with the internal community the training processes of 30 families on Healthy Housing. The purpose is to develop healthy habits through different training phases.
- ✔ In alliance with public and private institutions, we held 4 health brigades for 140 people. We began this process in Caldas, providing social aid to the communities that benefitted and enhanced new public and private partners.
- ✔ We assisted the healthcare services provided by the Hospital of Aranzazu, by promoting healthy life habits through health brigades in the rural and urban areas, benefiting 77 people.
- ✔ We provide healthcare services to meet the need of rural areas of influence, by providing improvements to the quality of life rural families. This involved the first Health Day that benefitted 63 people.



- ✔ We promoted self-care encouraging healthy and nutritional habits among 13 families.
- ✔ 9 families participated in the Nutrition with Affection project and the community dining hall benefitted 165 people.
- ✔ We participated in alliances such as Pro-Urabá, AFE, ERA, Alianza por el Agua and Alianza Unidos por el planeta with the Governor's Office of Antioquia.



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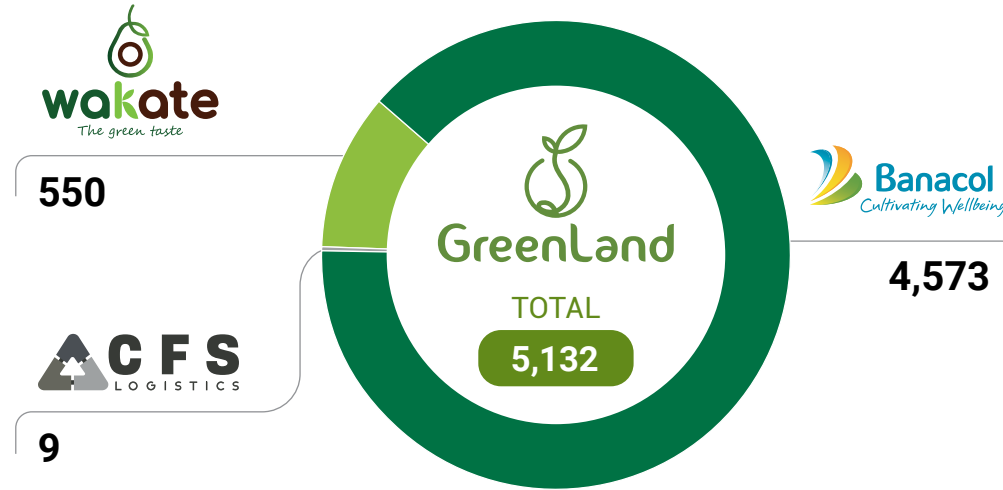


Social and Competitive Sports, and Culture

A truly comprehensive development needs to have access to complementary aspects of human beings, such as those enhanced by sports and culture. Both lead to consolidating life projects, developing skills, and encouraging values within communities.

Training sessions involve modules, technical assessments, monitoring and follow-up strategies, and programs to assist techniques.

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- ✓ We took up the free time of 196 children from project CIFD or Centers of Sports Initiation and Formation for Urabá – a special project for the workers’ children to promote sports.
- ✓ 898 children from rural schools of 2 regions improved their mobility with the project of Sports in Classrooms.
- ✓ 89 children began their sports initiation process in order to participate in Baby Volleyball, Baby Athletics, and Baby Soccer.
- ✓ 200 people benefitted from the interest of trade associations in holding a soccer tournament to improve relations with base communities and to enhance them as leaders in their territories.

✓ 182 children were part of the soccer group from our school in alliance with Club Atlético Nacional. The purpose is to improve and project their technical conditions.

✓ 2,186 children participated in the project Inspiration with Comfama. Our Foundation FGL played a pivotal role in the region, seeking to develop sports and the culture of these children through their physical education process.



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- ✔ We launched the project CER, Sports Training for 185 children in nearby villages, in 10 schools of the area of influence of Neira and Aranzazu.
- ✔ We provided sports gear to the schools in the areas of influence of the municipalities of Neira and Aranzazu.
- ✔ We handed out 286 uniforms and awarded the teams that participated in the first FGL Semifinals with 4 teams of 12 people each.
- ✔ We held the first soccer semifinals with 48 participants.
- ✔ We supported rural and urban tournaments providing uniforms to the teams. We provided Torneo la esperanza of Neira 120 uniforms; Campeonato Nacional de Fútbol

Club Futuros Neira 38 uniforms. We supported the Tournament for Coexistence of the Hospital of Aranzazu providing 50 medals and 3 trophies; and the Second Volleyball Tournament of Neira with 30 medals and 4 trophies.

- ✔ We held 4 recreational-sport events and 8 Christmas gatherings benefitting 500 children from rural areas.
- ✔ We supported different sports organizations from the municipalities.
- ✔ We provided economic aid for the logistics of Tapatón Salsera 2021- Fundación Melao, which had 50 attendees.
- ✔ We handed out 24 bibs and 2 balls to the community of Aguacatal.



- ✔ We provided uniforms to the Band of Neira to participate in the national music contest, for 30 beneficiaries.
- ✔ We provided economic aid to the dance group Mariale, with 15 beneficiaries.
- ✔ We provided transportation to the dance group The Team Meax, with 10 beneficiaries.



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✓ We enhanced values through skills for life and sports with the CIFD for 4 children, and we promoted major gains in the FGL Sports Club with 5 children, 4 from the soccer school, and 1 high-yield athlete.



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(203-1)
**Housing beyond the walls
and community infrastructure -
Investments in infrastructure
and supportive services**

	Banacol <i>Cultivating Wellbeing</i>	wakote <i>The green note</i>	CFS LOGISTICS	Corporate Support	GreenLand TOTAL
Investments in infrastructure	5,980	110	626	0	6,716
Public support service	1,518	0	20	9	1,547
Total	7,498	110	646	9	8,263

We manage the possibility for communities to have an infrastructure where they can develop optimal, nearby, and accessible conditions. One of the main positive impacts is job creation through these constructions, the benefits for children with access to sanitary units in their schools, the possibility of having a decent space for high-quality learning in infrastructure such as the ICC, improve the convenience when carrying out recreational, cultural, sports, or study activities, and the consolidation of public-private alliances to generate public spaces.

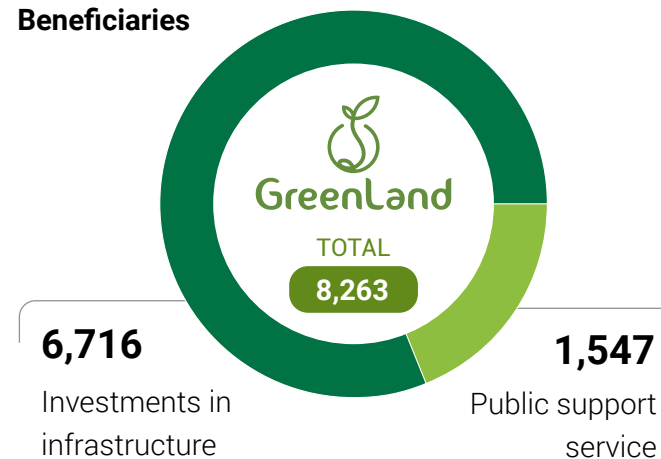
implement this type of investment, the length of time it takes to go through the processes to obtain public support services, and the families' financial difficulties for buying their houses.

The Housing line brings positive impact for the people, such as access to a better place to live, basic sanitation, savings related to leases or temporary housing, integrated financing, and assistance for the families through the processes of education for life, among others.

The negative impacts can be described as the lack of budget and priorities from the public sector to

100% of the resources we invest are for social investment. This means that the monies are invested directly in the communities where we operate, but this does not constitute commercial arrangements, contributions in kind, or pro bono.

Beneficiaries



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We work on community improvement of spaces for the community. All these community works serve to consolidate us and project a continuous social action with our prioritized communities.

- ✔ We deliver the second stage of the Papagayo Park (Carepa) which benefited 194 people.
- ✔ We improved the sports courts, benefiting 154 people in the region.
- ✔ We improved the bathrooms in seven schools in Carepa which benefited 2,406 children.
- ✔ We carried out viability studies for the Montecarlo and Santa María La Antigua residential communities to benefit 1,117 people.
- ✔ We benefited 40 people with electrical grids in the El Silencio school.
- ✔ We did the designs and the viability study for the ICC in Carepa for 3,191 people.



- ✔ Designs and liability for the ICC – Integrated Community Center in Carepa for 3,191 people.
- ✔ 450 families who had access to a service in the Housing pillar, 153 of which obtained a housing solution. 53 received housing improvement solutions, 43 property deeds, and 48 credits from the five matching funds for housing through an agreement with Comfama.
- ✔ 280 families in the group applied for housing subsidies, 63 of which received them for improvements.
- ✔ In the Papagayo housing development we work to establish the administration board for the development and the neighborhood as a condominium, with the basic peaceful coexistence rules.



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- ✔ 110 will benefit from community infrastructure work with the diagnostic and start of the work.
- ✔ During the implementation of the social Plan, we made an agreement with the communities to carry out community improvements, prioritizing some investments for 2021 and others for 2022.



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- ✔ We carried out the viability studies for the ICC in Nueva Colonia. The project is going through legal analysis and is projected to benefit 626 families.
- ✔ We improve the field in the location of Nueva Colonia.
- ✔ We got 16 families to receive access to housing improvements, and four received help with their property titles.



Envigado Corporate Support

- ✔ As part of the Envigado Housing Fund we awarded 9 credits for housing purchases and improvements in the amount of COP 67 million.



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OUR CHALLENGES



Training for life

- **Banacol and CFS Logistics**
Implementing the pilot for education in personal finance for 50 families in the banana-growing belt, internal community, using a methodology that is more pedagogical and applicable as a pilot for evaluation.
- **Banacol, CFS Logistics, Wakate, Control B and Agriplast**
Consolidate Guardianes Ecológicos (Green Guards), should promote environmental education in the communities with 250 boys, girls, and youths between 5 and 15 years of age, and planting 350 trees in neighboring communities.
- **Banacol, CFS Logistics, Wakate, Control B and Agriplast**
Design and implement 1 route of the generational connection project for youths and women, promoting skills for life and methodologies using a disruptive approach for 18-year-old women and youths.



Health for a family well-being

- **Banacol, CFS Logistics, Control B and Agriplast**
Continue promoting the beneficiaries of the Nutrición con Afecto program: 400 children, and gestating and lactating mothers of the internal community in the banana-growing belt.
- **Banacol, CFS Logistics, Control B and Agriplast**
Continue with integrated nutritional assistance for 40 gestating and lactating women in the banana-growing belt, and Envigado Corporate Support, of the internal community.
- **GreenLand**
Reactivate the health drives or brigades with the projected 350 family members in total.



Social and competitive sports, and culture

- **Banacol, CFS Logistics, Control B and Agriplast**
Increase the number of beneficiaries in our CIFD Integral: 400 boys, girls, and youths in the banana-growing belt, of the internal community.
- **GreenLand**
Integrated support for 20 high-performance athletes from the internal community.
- **GreenLand**
Reactivate the GreenLand Foundation- FGL soccer tournament.



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Housing beyond the walls and community infrastructure

- Banacol, CFS Logistics, Control B and Agriplast**

Support the improvement of 30 housing units located in the banana-growing belt, of the internal community.



Local and regional development

- GreenLand**

The alliance for the collective development of 17 foundations from the AFE Antioquia for the six years of sustainability for the communities, which will benefit 391 families from the municipalities of San Juan and San Luis in that department.



- GreenLand**

Develop the two alliances with the autonomous corporations and entities involved with environmental development and education to provide technical assistance and environmental education in the communities of Urabá and Caldas.

- GreenLand**

Implement and validate the neighboring community strategy in all our territories, by means of Social Plans.



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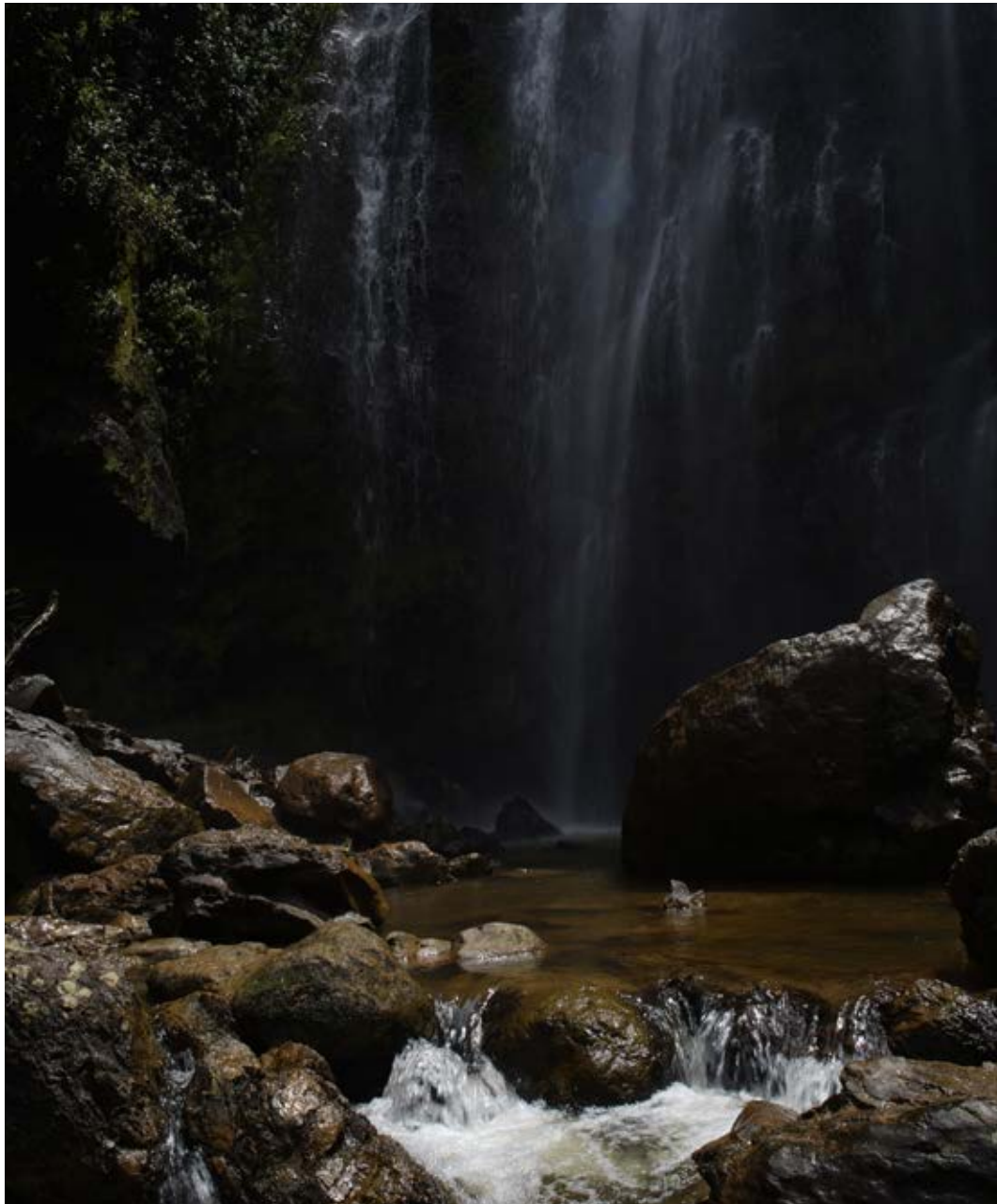


GreenLand

Sustainability Report 2021

WE PRESERVE, REFOREST, AND MITIGATE

Our environmental footprint



(103-1) We understand that our planet must be inhabited in a responsible manner. We promote coexistence between our production activities and care for the environment. This is a commitment that prioritizes ecosystems by thinking about a sustainable activity and the awareness of the fact that each element in nature is a source of life, and that it is our duty to care for and protect it to leave a positive footprint on the world. We use our environmental responsibility approach to guide our actions and create awareness about the care for the environment in each activity along our productive chain.

As citizens of this earth, we act in a responsible manner, and acknowledge that we depend on the environment for our survival as human beings and agricultural producers. This is why, using the premise of respect, we use good practices, and we implement prevention and mitigation actions.

As an agri-industrial company, the main source of our products and services are natural resources. Taking care of our ecosystems is an integral part of our production chain. We protect, preserve, and make efficient use of those resources to guarantee, not only the sustainability of our businesses, but also the sustainability of the territories and communities where we operate.



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(103-2) Because we are aware of the impact that our activities can have, we identify and measure them, and set up prevention, action, and mitigation plans. To lower the impact, we implement actions, such as measuring our carbon footprint, which leads to short- and medium-term plans and strategies, caring for sources of water, protecting preservation areas, using renewable energy, and proper waste management.

We have several certifications that reflect our good practices. Furthermore, our corporate philosophy promotes a culture of sustainability where getting the certification is just a consequence of internalizing our purpose and living our environmental culture.

We rely on creating awareness to drive changes in our planet. This is why we make people aware of the efficient use of water, protecting the fauna, proper waste separation, and disposal. In 2021 we carried out the campaign “Utiliza tu eco-lógica” (Use your eco-logic) which was intended to create awareness about caring for the environment by using simple informational messages, and practical tips for our employees to implement in their daily lives and with their families. Through this campaign, we dealt with topics such as biodiversity, efficient energy management, efficient use of water, and proper waste management. For example, we used the program “Mi Finca Mi Casa”, (My Farm My House) in the banana business, to reinforce our environmental culture and promote living our lives by applying our good practices.

The main areas of our work are:



Biodiversity



Water management



Energy management



Emissions management and climate change



Waste management



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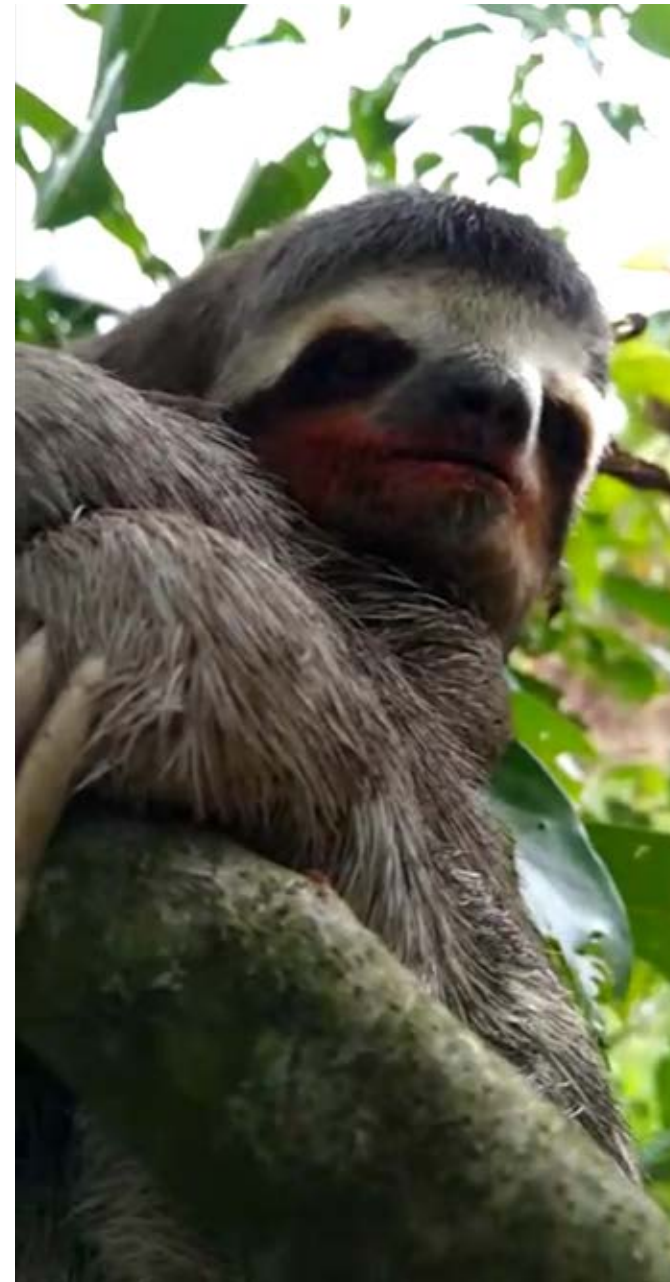


WE CARE FOR THE ECOSYSTEMS

Biodiversity (304-3)

We at GreenLand are committed to promoting the preservation, recovery, and enrichment of natural habitats. We dedicated 1,568 hectares to preservation, which represents 18% of our total production acreage.

In our farms, we saw animals such as red-tailed squirrels (*Sciurus grana-tensis*), Common vireo (*Pitangus sul-phuratus*), iguana (*Iguana*), howling monkey (*Alouatta palliata*), and black cormorant (*phalacrocorax brasilianus*).



588.33 hectares
for preservation, equal to **8%**
of the total farm area

13,064 trees
planted in 2021



980 hectares
dedicated to conservation,
equivalent to **48%**
of the total farm area

6,809 trees
planted in 2021



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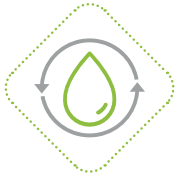
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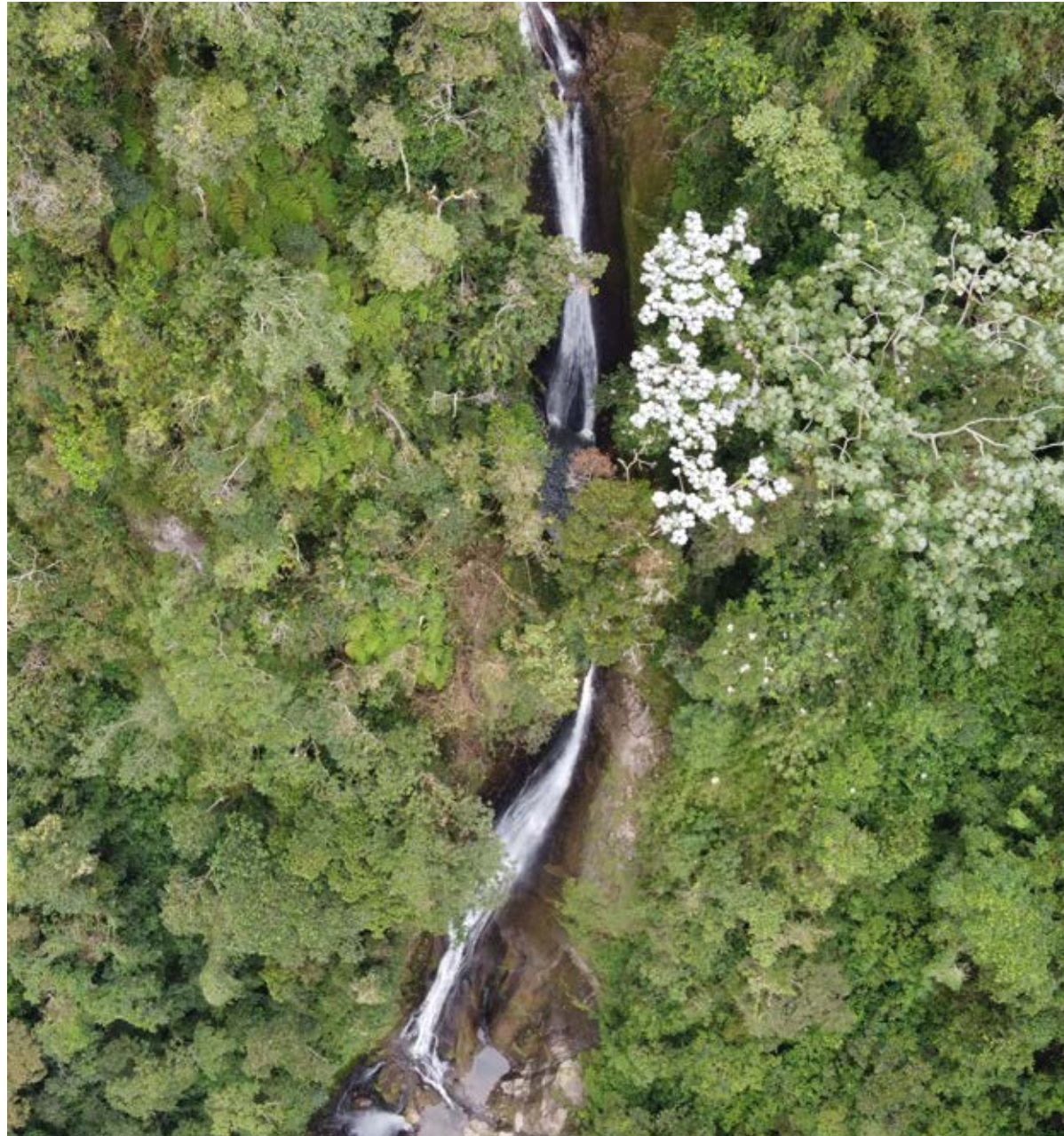
WE PRESERVE WATER SOURCES

Water management (303-1) (303-3)

We use our water management strategy to contribute to the preservation of the quantity, quality, and availability of this valuable resource for the ecosystem and for the neighboring communities.

At Banacol we renewed our permits for discharges and concessions, programs for the use and efficient water saving. Through the programs for water reduction and efficient use of water in the packing plants, we achieved a 17% reduction over to the concession granted by the environmental authorities.

At Wakate, together with government entities, we were able to build and donate 2 clarification plants, which reduce the turbidity problems inherent to these 2 supply micro basins.



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Water withdrawal



48 deep wells

Total water extraction:

2,789,842 m³

Total groundwater extraction:

2,459,431 m³

Total water extracted from third parties:

9,877.52 m³

Total extraction of water produced:

320,534.51 m³

In 2020 we reported 6,682,543 m³ of water taken in by the sources. The significant variation compared to 2021 was due to favorable weather conditions. During this year, the amount of rainfall increased, and it was not necessary to take in water for irrigation.



3 permits granted for surface water intake.

0 deep wells.

1.57 l/sec

is the volume of the concession.

We are currently in the process of **measuring the water taken in from surface waters.**



3 deep wells.

Total groundwater extraction:

42,649 m³

Total extraction from third parties (aqueduct):

8,139 m³

Total extraction of water from third parties (supplied by tanker trucks):

243.2 m³

Corporate support (GreenLand Envigado Office)

Total water extraction from third parties: **612 m³**

This figure is included in Banacol's total water extracted from third parties.



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Reutilización

We carry out water recirculation processes for efficient use of this resource for our production. Our production and administration processes apply the best practices for the proper use of discharge waters.

199,007 m³ of water recycled in banana plantations.

120,570 m³ of rainwater stored in the reservoirs.

Total annual impact related to water use and degradation

Category of total annual impact	Value of the impact (Total for the year)	Indicator per box (Total for the year)
Scarcity	413,793,828.54 m ³ e	107.08 m ³ e/box
Toxicity for humans (TH)	0 CTUh	0 CTUh/box
Ecotoxicity	573,860.04 CTUh	0.146 CTUh/box
Eutrophication	79,482.195901 Kg Pe	0.020 Kg Pe/box
Water consumption	15,497.896.2 m ³ e	4.01 m ³ /box
Volume of degrading water	377,612.58 m ³ e	0.09 m ³ /box

Water footprint

The methodology used to calculate the water footprint is as specified in ISO 14046. We determine the water footprint based on the direct use of this resource, and we determine the impact of its eco-toxicity, eutrophication, scarcity, toxicity for humans, and availability.

At Wakate we have been working with the Caldas Territorial Health entity (Territorial de Salud) to implement semi-annual water analysis drives to detect possible traces of agri-chemicals in the water. The latest analysis showed a positive result, indicating that there were no traces of agri-chemicals in the water analyzed. This shows the extent of our commitment to protect all environmental resources, in line with the rational use of agri-chemicals in the field.



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WE USE NONCONVENTIONAL ENERGY

Emissions management and climate change (302-1) (302-3)

We are working on eco-efficiency projects, searching for the lowest energy intensity at the best price. We manage strategies to reduce risks and take advantage of the opportunities presented by the availability of energy sources and their appropriate use, and we promote the use of renewable energy.

Together with EPM, we have access to clean energy service. We are part of a select group of companies working with the Green Energy, i.e., generated through 100% renewable sources, as shown by International Renewable Energy Certificates (I-REC). We have EPM's Green Energy seal as part of our environmental commitment by promoting power generation using renewable sources.



We announced the start of three (3) energy transition projects by installing solar panels in our administrative offices in Envigado and Urabá, and in our aerial spray operations, Control B. It is estimated that in the Envigado offices we will be generating 81,259 Kw/h, equivalent to 27% of the power supplied by the system, and in the Apartadó facilities 91,000 Kw/h will be generated, equivalent to 22% of the power provided by the system. For Control B, it is estimated that the first year will generate 96,385 Kw/h, representing 39% of the power needed for the operation.



6,252,445 kw/h
power use

10,037.55 kw/Ton
energy intensity



43,248 kw/h
power use



6,046,039 kw/h
power use



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WE MANAGE OUR CARBON FOOTPRINT

Emissions management and climate change
(302-1) (305-1) (305-2) (305-4)

Because we are aware of the greenhouse gas emissions from our activities, we are constantly taking measurements and implementing mitigation actions. Our firm intention is to get certified as carbon neutral in 2022.


Carbon footprint methodology

We estimate our carbon footprint based on the GHG Protocol. The Tier 1 and Tier 2 emissions include measuring the following sources:


- Fuel consumption (diesel, gasoline, propane gas, marine diesel, gasoline for airplanes): 320,279.75 gallons.
- Refrigeration gas consumption (R404A, R134A, R410A, R141B, R123).
- Decomposition of organic material in septic tanks.
- Use of conventional electrical energy.
- Use of lubrication oils.
- Consumption of welding gases.
- Use of fire extinguishers.
- Use of organic and synthetic fertilizers.
- Other gases (CH4, N2O)




Click here to find out more about our indicators

	2020	2021
Total Tons CO2 eq	20,005.90	19,838.31
Tier 1	19,519.01	19,012.99
Tier 2	486.89	825.32

* The data for Corporate support - Envigado are included in the results for Banacol.

	2020	2021
Total Tons CO2 eq	433.33	522.29
Tier 1	431.65	517.41
Tier 2	1.68	4.88

	2020	2021
Total Tons CO2 eq	8,517.31	4,003.35
Tier 1	6,908.84	3,228.65
Tier 2	1,608.47	774.70

* The carbon footprint information for each business was calculated by Gaia and verified by Icontec.



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WE DISPOSE OF OUR WASTE IN AN APPROPRIATE MANNER

Waste management (306-2)

Collection, disposal, recycling, and reuse processes are ongoing practices used to collect, dispose, recycle, and reuse materials in our activities. In 2021 we continued to implement good waste collection and disposal practices.

Hazardous and nonhazardous waste is turned over to properly incorporated companies which have the necessary environmental permits to ensure proper final disposal and/or transformation processes.



Click here to find out more about our indicators



NONHAZARDOUS WASTE

Total: **143,944.03 Tons**

Recycled waste:
143,801.823 Tons

Waste sent to landfills:
142.20 Tons



NONHAZARDOUS WASTE

Total: **6,790.16 Kg**

Recycled waste:
5,555 Kg

Waste sent to landfills:
1,235.16 m³



HAZARDOUS WASTE

Total: **148.89 Ton**

Disposal methods:

Stored in security cells:
0.01 Ton

Recycled and/or transformed waste: **148,628 Ton**

Incinerated waste:
0.252 Ton



HAZARDOUS WASTE

Total: **7,946 Kg**

Disposal methods:

Stored in security cells:
1 Kg

Recycled and/or transformed waste: **3,215 Kg**

Incinerated waste:
4,730 Kg



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OUR CHALLENGES



Biodiversity

- **Banacol**
Continue our reforestation program by planting 10,000 additional trees in the Urabá region.
- **Wakate**
Implement reforestation programs in water re-charge, easements, and forest edges to offset the carbon footprint and climate change. Thus, in 2022 we will plant 20,000 of the 40,000 trees scheduled for the Caldas region.



Emissions management and climate change

- **Banacol**
As part of our activities for the control of sigatoka, we will migrate the control to protective products, and use a strategy to reduce the chemical load of the crops using bio stimulant products.

- **Wakate**
Continue to increase mechanical weed control to reduce the use of agrichemicals.
- **CFS Logistics**
Implement the program to recover the refrigerant gas used for repairs in our port terminal containers and thus minimize the impact of our carbon footprint.
- **GreenLand**
Promote and implement sustainable mobility actions using telework, and financing schemes to promote the purchase of electric vehicles as well as implementing a charging station in the Envigado facilities for our employees.
- **Greenland**
Continue measuring our carbon footprint and defining and monitoring the plan to mitigate the environmental impact of our operations. We will try to be carbon neutral in 2022.



Energy management

- **GreenLand**
Install solar panels in our administrative facilities in Envigado and Urabá (Banacol and Control B). This will enable us to generate approximately 268,644Kw/h. This will represent, for our Envigado facilities, 27% of the power supplied by the system, 22% of the power supplied by the system for the Apartadó facilities, and 39% of the power needed for the operations at Control B.



Gestión del agua

- **Banacol**
A project to use rainwater from the roofs of the packing plants in our farms will be designed and built.



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Sustainability Report 2021

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AS-2851-22
April 4, 2022

**To the Management of
Grupo Empresarial Greenland**

The 2021 Sustainability Report of Grupo Empresarial Greenland, as of December 31, 2021 have been prepared in accordance the Global Reporting Initiative (GRI) standards and Grupo Empresarial Greenland own criteria.

Ernst & Young Audit S.A.S., acted as independent auditor of the identified sustainability information, contained in the Sustainability Report, and its limited assurance report was released on March 24, 2022. Our engagement was conducted in accordance with International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000').

According to your request, we have reviewed the English language translation of the Sustainability Report and our respective limited assurance report as independent auditor.

Cordially,

Patricia Mendoza
Assurance Executive Director
Ernst & Young Audit S.A.S.
Medellín, Colombia
April 4, 2022

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AS-2299-22
March 24, 2022

Independent accountant's assurance report

To the Management of Grupo Empresarial Greenland

Scope

We have been engaged by **Grupo Empresarial Greenland** (here after referred to as "GreenLand" or "the Group") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements (here after referred to as "the Engagement"), to report on the identified sustainability information (the "Subject Matter") that is detailed in **Appendix 1** and contained in the Sustainability Report of Grupo Empresarial Greenland (the "2021SR") for the period between January 1 to December 31, 2021.

Criteria applied by Greenland

In preparing the identified sustainability information detailed in **Appendix 1**, Greenland applied the Global Reporting Initiative (GRI) standards in accordance with the self-declared option as detailed in the disclosure GRI 102-54 and its own criteria (the "Criteria") included in **Appendix 2** of this Report.

Greenland's responsibilities

Greenland's management is responsible for selecting the **Criteria**, and for presenting the identified sustainability information in accordance with that **Criteria**, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

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Messrs, Grupo Empresarial Greenland

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We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with Greenland on December 3, 2021. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

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A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the identified sustainability information detailed in **Appendix 1** and applying analytical and other appropriate procedures.

Our limited assurance procedures included, but were not limited to:

- Conducted interviews with Greenland's personnel to understand the business and reporting process
- Conducted interviews with key personnel to understand the process for collecting, collating, and reporting the Subject Matter.
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- Undertook analytical review procedures to support the reasonableness of the data
- Identified and testing assumptions supporting calculations
- Tested, on a sample basis, underlying source information to check the accuracy of the data
- Read the management approaches (GRI 103-1, GRI 103-2 and GRI 103-3) of the material topics associated with the Subject Matter to verify that they have been applied in accordance with the Criteria.
- Compare the disclosures presented in the 2021SR with what is established according with the self-declared option as detailed in the disclosure GRI 102-54 of the GRI standards.

We also performed such other procedures as we considered necessary in the circumstances.

Inherent Limitations of our assurance engagement

Our assurance engagement was limited to the Subject Matter contained in the 2021SR for the period between January 1 and December 31, 2021, and consequently it does not cover information from prior years included in the 2021SR or related to forecasts or future targets.

Nor was it intended to determine whether the technological tools used to prepare the 2021SR are the most appropriate and/or efficient.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the identified sustainability information (the "Subject Matter") that is detailed in **Appendix 1** and contained in the 2021SR for the period between January 1 to December 31, 2021, for it to be in accordance with the Criteria.



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Messrs, Grupo Empresarial Greenland

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Restricted use

This Report is intended solely for the information and use of **Grupo Empresarial Greenland** and is not intended to be and should not be used by anyone other than those specified parties.

Our responsibility with this assurance engagement, is solely with the Group Management, therefore, we do not accept or assume any responsibility for any other purpose or against any other person or organization.

Patricia Mendoza
Assurance Executive Director
Ernst & Young Audit S.A.S.



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APPENDIX 1

Subject Matter:

The identified sustainability information (the "Subject Matter") in the scope of this Statement and included in the 2021SR issued by GreenLand on its website¹ is presented in the following table²:

Material topic	Indicator / disclosure	Criteria	Description	Corporate	Greenland	Banacol	CFS Logistics	Wakate
Our people Communities	203-1	GRI	Infrastructure investments and services supported		✓	✓	✓	✓
	203-2	GRI	Significant indirect economic impacts		✓	✓	✓	✓
	413-1	GRI	Operations with local community engagement, impact assessments, and development programs		✓	✓	✓	✓
	HS5	Own	Investment and beneficiaries of Training for Life programs		✓	✓	✓	✓
We are ethical and transparent The way we act	205-1	GRI	Operations assessed for risks related to corruption	✓				
	205-3	GRI	Confirmed incidents of corruption and actions taken	✓				
Energy management	302-1	GRI	Energy consumption within the organization			✓		
Water withdrawal	303-3	GRI	Water withdrawal		✓	✓	✓	✓

¹ The maintenance and integrity of the Group's website (<https://greenland.co/>), repository of the Report, is the responsibility of the GreenLand Management. The work carried out by EY does not include these activities and, therefore, EY does not accept any responsibility for any difference between the information presented on said website and the Subject Matter contained in the Report on which the Engagement was carried out and the conclusion was issued.

² Besides from what is described in the table, which establishes the scope of our work, we do not apply assurance procedures on the other information included in the Report and, accordingly, we do not express a conclusion on said information.



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Material topic	Indicator / disclosure	Criteria	Description	Corporate	Greenland	Banacol	CFS Logistics	Wakate
Emissions management and climate change	306-2	GRI	Waste by type and disposal method			✓	✓	
	305-2	GRI	Energy indirect (Scope 2) GHG emissions		✓	✓	✓	
Our people Our team	401-1	GRI	New employee hires and employee turnover			✓	✓	
	403-9	GRI	Work-related injuries		✓	✓	✓	✓
	403-10	GRI	Work-related ill health		✓	✓	✓	✓
	404-1	GRI	Average hours of training per year per employee		✓	✓	✓	✓
	404-2	GRI	Programs for upgrading employee skills and transition assistance programs		✓			✓
Healthy and safe environment	403-5	GRI	Worker training on occupational health and safety		✓	✓		
	406-1	GRI	Incidents of discrimination and corrective actions taken			✓	✓	
Operational Excellence - Responsible value chain	204-1	GRI	Proportion of spending on local suppliers	✓				
	CV1	Own	Agrochemicals management and control			✓		

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APPENDIX 2

GRI Disclosures Criteria:

The assurance criteria that are applicable to the Subject Matter and to the presentation in accordance with self-declared conformity option, are defined based on what is established in the GRI 101 standard: Fundamentals (2016) and its thematic disclosures available on the page <https://www.globalreporting.org/standards/gri-standards-translations/gri-standards-spanish-translations-download-center/>

Own Indicator Criteria:

Below are the assurance criteria that are applicable to the Group own indicators, which are subject to limited assurance and are listed in the GRI content index of 2021SR and this Report to make them available to stakeholders.

These assurance criteria are an integral part of our limited and independent accountant's assurance report.

Material topic	Indicator / disclosure	Description	Criteria
Our people Communities	HS5	Investment and beneficiaries of Training for Life programs	<p>Definition of beneficiary population: Corresponds to the number of beneficiary individuals in the time period of the reported quarter. There are populations that are constant in all quarters and others that accumulate; therefore, this should be indicated in the report.</p> <p>There are two types of project beneficiaries</p> <p>Direct: Who participates and receives the benefit first hand. (On this type of beneficiaries there is greater control from different supports, so they are the ones reported in the Sustainability Report).</p> <p>Indirect: Household of the direct beneficiary, who are in one way or another benefited by the direct participation of any of its members (Not reported in the Sustainability Report).</p>
			<p>The company reports:</p> <ul style="list-style-type: none"> - Total organic and inorganic fertilizers consumed. - The total consumption of herbicides used in the crop. - The total areas of coverage (native or introduced)
Operational Excellence - Responsible value chain	CV1	Agrochemicals management and control	

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PRESENTATION OF CONTENTS FOR 413-1 - GRI REPORT

FGL 2021

The following items refer to different actions with respect to the pillars of the foundation's local operation and target communities:

ITEM		DESCRIPTION
i	Social impact evaluations, including gender evaluations as they relate to the participation processes.	<p>We at FGL have a SIISCOR information system through which we have an initial baseline that includes variables for population impact, and which we implemented with our output line for 2023 – 2024.</p> <p>We participate with the OECD – in which we participate with the AFE in domestic philanthropy for development and gender equality in Colombia.</p>
ii	Evaluation of environmental impact and on-going monitoring.	We do not have this information. It is included as a mission in the GRI table.
iii	Published content about the results of environmental and social impact.	<p>As of 2019 we are part of CORPOURABÁ Management Council (http://corpouraba.gov.co/) as representative for the NGOs before the environmental authority for various related activities and studies (Juan Felipe Laverde, Manager of the Foundation).</p> <p>The publication in 2021 of the OECD report mentioned above also applies, especially the process of systematization and evaluation of the experience with the Program for the Development of Sustainable Communities – AFE Collective (Programa para el Desarrollo de Comunidades Sostenibles - Colectivo AFE – Antioquia).</p>
iv	Local development programs based on the needs of local communities.	<p>We have a development model through our social outreach program which takes into account the needs of the local community in Antioquia - Urabá and Caldas (municipalities of Neira and Aranzazu), and we have starting, closing, and monitoring activities to compare their needs to the actions taken.</p> <p>However, in 2021 we implemented several programs that have these characteristics under the general term 'Social Plans.</p>



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v	Stakeholder participation plans according to the stakeholder maps.	<p>Together with our Trade Associations stakeholders we are member of AFE, AUGURA, where we are in constant interaction to implement policies for the sector. Additionally, we are members and presidents of the Antiquia volleyball league.</p> <p>We have different interactions in 2021 with all our stakeholders: employees, clients, suppliers, institutions, civil society, and government.</p>
vi	Committees and consultation processes with local communities that include vulnerable groups.	<p>We always have committees with our vulnerable groups, such as committees for technical work , accountability , consultation , and socialization of our social work.</p> <p>In 2021 we held a special survey with a representative sample of vulnerable youths between 14 and 28 in the locality of Nueva Colonia in the municipality of Turbo, as part of the Plan for Nueva Colonia – Sacúdete con el ICBF. This exercise is called ACTIVATE (get active) for consultations with the target community.</p> <p>In addition,the establishment of the homeowners association of Urbanización Papagayo Stage VI (Carepa, Antioquia) was significant for community and property management activities based on the foundation's housing and infrastructure pillar.</p>
vii	Work councils, occupational health and safety committees, and other employee representation bodies to deal with impacts.	<p>Three FGL employees are part of the Company's coexistence committee, 1 is a member of the occupational health and safety committee (COPAS), 1 employee is part of the emergency committee.</p> <p>In 2021 the OHS committee was implemented for the foundation and all its working locations, and 2 employees are members of the Board of Directors of the Employee Fund - Fegreen.</p>
viii	Formal complaint and claims processes in local communities.	<p>We refer to the policies and procedures for handling Petitions, complains, claims, suggestions, and congratulations (Peticones, Quejas, Reclamos, Sugerencias y Felicitaciones - PQRSF). Additionally, there is the Transparency Policy using Grupo Empresa Greenland's toll free number 018000111100.</p>



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GRI standard	GRI reference	Location	Omission/clarification
BASIC GENERAL CONTENTS			
Organizational profile			
102-1	Name of the organization	P. 11	About GreenLand
102-2	Activities, brands, products and services	P. 11	About GreenLand
102-3	Location of headquarters	N/A	Calle 26 Sur, Av. Las Vegas #No. 48-12, Envigado
102-4	Names of the countries where the organization operates or where the organization has significant operations	P. 11	About GreenLand
102-5	Ownership and legal form	P. 11	About GreenLand
102-6	Markets itemized by geography, sector, type of client, and destinations)	P. 11	About GreenLand
102-7	Size of the organization employees, operations, sales, capital structure, products and services offered	P. 48	Operations in the Departments of Antioquia (4 municipalities of the Uraba banana belt: Apartadó, Turbo, Carepa and Chigorodó) and Caldas (Aranzazu and Neira)
102-8	Information about employees	P. 62	Our people - Our team
102-9	Organization's supply chain	P. 56	Responsible value chain
102-10	Significant changes that have taken place during the period under analysis in terms of the organization's size, structure, shareholder structure, or supply chain.	N/A	There were no changes from the previous report. This report does not include information about Cordarién or Frubatc because Grupo GreenLand has shares in these companies, but they are not independent and are not consolidated for this purpose.



GRI standard	GRI reference	Location		Omission/clarification
102-11	Precautionary principle or approach	N/A	<p>The principle of precaution is intended to guarantee the protection of a healthy environment and environmental sustainability for future generations, and to guide everyone's behavior to prevent or avoid damaging the environment. In order to produce a rational use of natural resources as part of the integrated concept of sustainable development strengthening, we apply this precaution principle or approach using legal compliance and compliance with the corporate policies as a reference for environmental management because we are aware of how important it is to implement and maintain processes that take into consideration environmental aspects and the rational and efficient use of natural resources in each of our activities.</p> <p>The company is constantly trying to develop innovative solutions in order to prevent, mitigate, correct or offset the environmental impacts or risks inherent to our processes, avoiding contamination and attempting to have a favorable impact on our environment, guaranteeing actions that are transparent and responsible with the environment and our communities.</p>	
102-12	Outside initiatives	P. 46	Responsible value chain	
102-13	Associations	P. 15	About GreenLand	
Strategy				
102-14	Declaration of the main individual responsible for the organization's decisions about the importance of sustainability for the organization	P. 6	Message from the President	
102-15	Major impacts, risks, and opportunities	P. 6	Message from the President Our actions	
Ethics and integrity				
102-16	Organizational values, principles, standards, and norms of behavior	P. 17	Strategy and Sustainability Our actions	
102-17	Internal and external sources of advice on ethics	P. 17	Our actions	
Governance				



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GRI standard	GRI reference	Location		Omission/clarification
102-18	Organization's governance structure, including committees of the top governance body.	P. 35	Our actions	
102-19	Describe the process through which the highest governance body delegates their authority on top management and on certain employees for economic, environmental, and social issues.	P. 35	Our actions	
102-20	Executive positions or that are responsible for economic, environmental, and social issues.	P. 35	Our actions	
102-21	Describe the processes for consultation between stakeholders and the highest governance body about economic, environmental, and social issues.	P. 20	Strategy and Sustainability	
102-22	Composition of the highest governance body and its committees.	Pp. 33-34	Our actions	
102-23	Indicate whether the individual who presides the highest governance body also holds an executive position.	P. 33	Our actions	
102-24	Describe the process for appointment and selection of the highest governance body and its committees.	P. 33	Our actions	
102-25	Processes used by the highest governance body to prevent and manage possible conflicts of interest.	P. 33	Our actions	
102-26	Functions of the highest governance body and management in defining, approving and updating the purpose, values or mission statements, strategies, policies and objectives with respect to the economic, environmental and social impacts of the organization.	P. 33	Our actions	
102-29	Impact identification and management by the Board of Directors	P. 33	Our actions	



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GRI standard	GRI reference	Location		Omission/clarification
102-30	Function of the highest governance body in analyzing the efficacy of the organization's risk management processes with respect to economic, environmental and social issues	P. 33	Our actions	
102-32	Indicate which is the most important committee or position that reviews and approves the organization's sustainability report and ensures that all material issues are covered.	P. 5	About the report	
102-34	Important issues that were sent to the Board of Directors related to sustainability. Also, describe the mechanisms used to discuss them and evaluate them.	P. 33	Our actions	
Stakeholder relations				
102-40	List of the organization's stakeholders	P. 20	Strategy and Sustainability	
102-41	Employees covered by collective agreements	P. 66	Our people - Our team- Equal Opportunity Annex	
102-42	Stakeholder identification and selection	P. 20	Strategy and Sustainability	
102-43	Organization's approach to stakeholder participation	P. 20	Strategy and Sustainability	
102-44	Key issues and problems that have arisen from relations with stakeholders	P. 20	Strategy and Sustainability	
Reporting practices				
102-45	Entities included in the organization's consolidated financial statements or equivalent documents, and which are not included within the scope of the current report	N/A	GreenLand SAS	
102-46	Process used to determine the contents of the report and coverage of each issue	P. 18	Strategy and Sustainability	
102-47	Material issues for the organization	P. 19	Strategy and Sustainability	



GRI standard	GRI reference	Location		Omission/clarification
102-48	Re expressions of the information from previous reports, and their causes	P. 5	About the report	
102-49	Significant changes to the scope and coverage of each aspect compared to previous reports	P. 5	About the report	
102-50	Reporting period	P. 5	About the report	
102-51	Date of the last report	P. 5	About the report	
102-52	Report submission cycle	P. 5	About the report	
102-53	Point of contact to resolve questions that might arise about the contents of this report	P. 5	About the report	
102-54	Option of agreement with the GRI standard	P. 5	About the report	
102-55	GRI Content Index	P. 114		
102-56	Outside verification	P. 5	About the report	
SPECIFIC CONTENT - MATERIAL ISSUES				
Our actions				
103-1	Explanation of the material issue and its limits	P. 32	Our actions	
103-2	Management approach and its components	P. 36	Our actions	
103-3	Evaluation of the management approach	P. 35	Our actions	



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GRI standard	GRI reference	Location		Omission/clarification
205-1	Operations assessed for risks related to corruption	N/A	In 2021 we continue to strengthen ethics and transparency. This is why and we started implementing the Corporate Ethics and Transparency Program. To this end, we appointed a compliance officer who is currently building the corruption risk matrix, which includes identifying, evaluating, and implementing and appropriate control actions to prevent corruption in all operations of the organization.	The two items indicated in this item are not reported, to wit: a. The total number and percentage of operations assessed vis-a-vis the related risks. b. Significant risks related to corruption that were identified in the risk assessment. The total number of percentage of operations assessed vis-a-vis corruption-related risks, or the significant risks, because the risk matrix is under construction.
205-2	Communications and training on anti-corruption policies and procedures	P. 39	Our actions	
205-3	Confirmed incidents of corruption and actions taken	P. 39	<p>a. Total number of confirm corruption cases: 1</p> <p>b. Total number of confirmed cases in which an employee has been fired for corruption or disciplinary measures have been taken: 1 (termination)</p> <p>c. Total number of confirmed cases in which contrast with business partners have been rescinded or not renewed for corruption related violations: 0</p> <p>d. Public legal cases involving corruption filed against the organization or its employees during the period covered by this report, and the results of those cases: 0</p> <p>Case: external report file directed with the president by a supplier an employee requested gifts for the hiring process.</p> <p>Measures taken</p> <p>1. Awareness meetings were held with the in the affected business, to reinforce transparent relationships.</p> <p>2. The Code of Governance and Business Ethics was published in the webpages of the various businesses, and again to clients and suppliers, together with information about the transparency hot-line to report acts of corruption.</p> <p>3. Training for employees was reinforced about the Code of Good Governance and Business Ethics, as well as the policies involving antifraud and anticorruption, and the use of the Transparency Hot-line to report any actions that violate the values and principles of the organization and its stakeholders.</p> <p>4. The supplier's Code of Conduct was implemented as part of the PTEE program.</p>	



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GRI standard	GRI reference	Location		Omission/clarification
Responsible value chain				
103-1	Explanation of the material issue and its limits	P.42	Responsible value chain	
103-2	The management approach and its components	P.48	Responsible value chain	
103-3	Assessment of the management approach	P.58	Responsible value chain	
204-1	Proportion of spending on local suppliers	P.57	Location of the company's significant operations: Departments of Antioquia (4 Municipalities in the Urabá banana growing belt: Apartadó, Turbo, Carepa and Chigorodó) and Caldas (Aranzazu and Neira)	
CV-1	Agrochemicals management and control	P.52	Responsible value chain	Total organic and inorganic fertilizers used are reported. Total use of herbicides used for the crops are reported. Native or introduced Coverage areas will be reported.
	% Agrochemical reduction			
	Soil preparation			
	# hectares renewed			
CV-4	Compliance of the agri-chemicals programs	P.52	Responsible value chain	
	Implementation and progress of the Fusarium control program			
	Sigatoka control process			
CV-5	Monitoring and control of agricultural work	P.52	Responsible value chain	
CV-6	Tons of Bananut banana flour produced	P.50	Responsible value chain	
	Tons of rejected bananas put to use			
Our environmental footprint				
103-1	Explanation of the material issue and its limitations	P.101	Our environmental footprint	
103-2	The management approach and its components	P.102	Our environmental footprint	
103-3	Evaluation of the management approach	P.110	Our environmental footprint	



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GRI standard	GRI reference	Location		Omission/clarification
302-1	Energy consumption within the organization	P.107	Our environmental footprint	Energy consumption is reported in kw/h. Next year it will be shown in joules. Not applicable: In joules, watt-hours or multiples, the total of: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold
302-3	Energy intensity	P.107	Our environmental footprint	Only reported for Banacol
303-1	Water withdrawal by source	P.104	Our environmental footprint	
303-3	Water withdrawal	P.104	Our environmental footprint	
304-3	Protected or restored habitats	P.103	Our environmental footprint	
305-1	Tier 1 emissions	P.108	Our environmental footprint	Methodology: GHG Protocol Base year: 2021 Emissions consolidation: control
305-2	Energy indirect (Scope 2) GHG emissions	P.108	Our environmental footprint	The emission factor for the use of energy from the Colombian power grid is taken from the latest official publication by the UPME. https://www1.upme.gov.co/siame/Paginas/calculo-factor-de-emision-de-Co2-del-SIN.aspx Methodology: GHG Protocol Base year: 2021 Emissions consolidation: control
305-4	Intensity of GHE emissions	P.108	Our environmental footprint	
306-2	Waste by type and disposal method	P.109	Our environmental footprint	
Our people - Our team				
103-1	Explanation of the material issue and its limits	P.61	Our people - Our team	
103-2	Management approach and its components	P.63	Our people - Our team	



GRI standard	GRI reference	Location		Omission/clarification
103-3	Assessment of the management approach	P.76	Our people - Our team	
401-1	New employee contracts and personnel turnover	P.63	Our people - Our team	
401-2	Employee benefits	P.66	Our people - Our team	
401-3	Paternity / Maternity leave	P.67	Our people - Our team	
403-1	Occupational health and safety management system	P.73	Our people - Our team	
404-2	Programs for upgrading employee skills and transition assistance programs	P.70	Our people - Our team	
403-3	Occupational health and safety services	P.73	Our people - Our team	
403-5	Worker training on occupational health and safety	P.73	Our people - Our team	
405-1	Diversity in governance bodies and employees	P.66	Our people - Our team- Annex	
406-1	Incidents of discrimination and corrective actions taken	PP. 66-70	There were no cases of discrimination in the company in 2021.	
HS-1	Number of employees by seniority	P.66	Our people - Our team- Annex	
404-1 HS-2	Average hours of training per year per employee	P.71	Our people - Our team	
HS-4	Union relations approach	P.25	Our people - Our team	
403-9	Work-related injuries	PP. 74-75	Our people - Our team	<p>1. Indices are based on a constant of 60,000 hours.</p> <p>2. Information for contractors is not reported.</p> <p>3. Occupational hazards that present a risk of that present a risk of injury due to accident with major consequences are not reported.</p>



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GRI standard	GRI reference	Location		Omission/clarification
403-10	Work-related ill health	P.75	Our people - Our team	1: Information for contractors is not reported. 2. Major identified risks: a. Contact with chemicals b. Handling sharp tools c. Handling dangerous equipment d. Conditions of uneven grounds e. Mechanical risk factors
Our people - Communities				
103-1	Explanation of the material issue and its limits	P.78	Our people - Communities	
103-2	Management approach and its components	P. 83	Our people - Communities	
103-3	Assessment of the management approach	P. 83	Our people - Communities	
203-1	Infrastructure investments and services supported	P.78	Our people - Communities	For the Foundation, the report about investments submitted includes only those that were actually paid and accounted for as of December 31, 2021. In 2021 invested in 8 infrastructure projects. 4 of them were not 100% completed and are expected to close them during 2022. For support service, because of the nature of the investments and internal procedures, the projects are implemented in stages. The stage for 2021 was 100% completed, and stage 2 will be completed in 2022. The amount invested is reported for Grupo GreenLand and not for the individual companies.
203-2	Significant indirect economic impacts	P. 81	Our people - Communities Annex Positive and negative impacts 	



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GRI standard	GRI reference	Location		Omission/clarification
413-1	Operations with local community engagement, impact assessments, and development programs	PP.81-112	Our people - Communities We define local Communities those located in the departments of Antioquia (Antioquia (4 municipalities of the Uraba-a banana growing bel: Apartadó, Turbo, Carepa and Chigorodó) and Caldas (Aranzazu and Neira)	No environmental impact assessments are carried out.
HS-5	Investments and beneficiaries of the Training for Life (Formación para la Vida) program		Our people - Communities	<p>Definition of beneficiary population:</p> <p>Corresponds to the number of beneficiary individuals in the time period of the reported quarter. There are populations that are constant in all quarters and others that accumulate; therefore, this should be indicated in the report.</p> <p>There are two types of project beneficiaries</p> <p>Direct: Who participates and receives the benefit first hand. (On this type of beneficiaries there is greater control from different supports, so they are the ones reported in the Sustainability Report).</p> <p>Indirect: Household of the direct beneficiary, who are in one way or another benefited by the direct participation of any of its members (Not reported in the Sustainability Report).</p>
HS-6	Investment and beneficiaries of the Health Promotion and Prevention program		Our people - Communities	
HS-7	Investment and beneficiaries of Sports and Culture programs		Our people - Communities	

