



One
the better banana co.

Sustainability
Report **2021**



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July 2022



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CEO - AGROAMERICA
**FERNANDO
BOLAÑOS**

Our father founded AgroAmerica more than 60 years ago under a simple business model: “doing well by doing good”. Since then, we have been operating under this philosophy in order to maintain the sustainability of our operations with our customers, employees, nearby communities, and the environment.

The climate change crisis we are now facing, triggered my thoughts on business models that support sustainable development.

One of these business models is that of regenerative companies, which have recently emerged in response to environmental challenges; with this model, the companies vision is to help transform the supply chains of commodities and food to make them regenerative, placing nature and people at the center of trade practices.

Our business model is focused on Regenerating the Earth and its resources

To regenerate means to preserve, to restore, to renew and to replenish. In the production and processing of food and natural ingredients, it means soil regeneration, efficient use of natural resources, increased productivity, preservation of biological diversity, as well as the reduction and compensation of carbon dioxide emissions to the atmosphere. All these efforts have the objective of obtaining better economic and environmental results that contribute to our stakeholders’ prosperity. Regenerative agriculture involves comprehensive management that also helps improve the quality of the food we consume.

Our efforts to adopt this business model have been made in line with our corporate vision. One example is our future vision plan towards NetZero and our commitment to forest conservation, reforestation, and biodiversity protection through our strategic alliances and long-term programs. We maintain forest reserves as part of our operations and have launched a new conservation project in Guatemala, the only one in the region to be promoted by the food industry for the restoration of ecosystems for pollinators.

We continue to play a vital role in numerous initiatives with the Rainforest Alliance, Solidaridad Network, Wildlife Conservation Society, government institutions, and local communities. In addition, I would like to highlight the award we received from the World Economic Forum in the category of Excellence in Social Responsibility, where we were recognized as a company differentiated for its excellence in business governance, social responsibility, innovation and sustainability.

We seek to provide more information about the efforts, commitments, and progress we achieved in 2021 in this Sustainability Report. I invite you to read it and become "regenerative" agents through innovation, seeking harmony in our relationship with the world and the living creatures that inhabit it, and continuously improving our way of doing business.

I want to express my gratitude to all the employees, whose hard work has allowed us to achieve the success and position we currently hold. We have distinguished ourselves in the market by providing high-quality, sustainable, natural food and ingredients to the world while restoring the planet and its resources.

We will continue working to transcend, convinced that ONE small thing can make a difference.

Fernando Bolaños
CEO
AgroAmerica



Most of the food we eat depends on bees. Protecting bees is protecting the planet



About One Banana

In this section

- **One Banana in numbers**
working together for Sustainable Development
- **We are part of AgroAmerica:**
A world-class corporation
- **One Banana makes a difference**
- **We are part of AgroAmerica**
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- **Bananas to be enjoyed all over the world**
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Material Topics of priority
- **Our team**
ONE team committed to sustainability
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ONE way to ensure compliance
- **Commitment with our Stakeholders**
A key to ONE Sustainable Approach
- **ONE strategic Alliances**

One Banana in numbers

Our progress in 2021

Our Governance

- 1**
Board of Directos as the supreme body of AgroAmerica.
- 1**
Ethics committee
- 100%**
Received and resolved complaints through the Ethics Hotline
- 3,620**
Employees were trained on Code of Ethics
- 11**
International certifications that demonstrate an ethical, responsible, and sustainable production
- 58**
External audits carried out by governmental entities and customers to verify compliance with national and international standards

Our Operations

- Multiple packing plants in Guatemala, Ecuador, Peru and Mexico.
- 9**
Countries in which we operate and generate work opportunities.
- 3**
Operations for organic bananas in Peru, Ecuador, and Mexico, including independent producers.
- 1**
Natural banana ingredients processing plant
- 1**
Research and Development Laboratory (R&D)
- 20**
Countries on three continents to whom we export.
- 4,390**
Indirect employment to small and medium-sized companies that provide us with supplies and resources required for operations.
- 260**
Suppliers assessed according to the Due Diligence procedure.

Our Planet

- 50%**
Reduction in water use due to the irrigation technologies implemented compared to traditional technologies
- 20**
Reservoirs that allow to capture water during winter season, which is equivalent to 432 Olympic-size swimming pools.
- +85**
hectares of mangrove reforested in one year, more than what has been reforested in all of Guatemala over the past ten years
- 80%**
of the banana plant is reused as a source of organic matter in soil
- +271**
Million bananas have been processed into food ingredients.
- +900**
Hectares of protected forest and riparian areas
- 19,098**
hectares were conserved in the Mayan Biosphere
- 1**
Macro Bee sanctuary to conserve pollinators
- 50,000**
Forest seedlings donated by 2021 for river basins reforestation

Our People

- 7,593**
Personnel working on One Banana operations.
- +60%**
of employees are members of the savings and loan coop
- +7,000**
Employees were trained in technical, human and institutional topics
- +120**
Employees' children have graduated from elementary school at AgroAmerica's School
- 100%**
of the employees receive a living wage in accordance with the IDH Salary Matrix.
- 50%**
of the employees in the packing plant are women.
- 64%**
Of the employees at the natural ingredients processing plant are women.
- 21%**
of the Executive Committee's are women.
- +16,000**
COVID-19 prevention vaccines administered to employees

Our Communities

- 44**
Communities of influence in all our operations.
- 339**
Alliances with stakeholders at the local level to implement sustainable development programs.
- 172**
Community Management Projects
- 1**
Human Development Center
- +40,000**
Patients were treated at the AgroAmerica's Human Development Center by 2021
- +1.26**
Million bananas were donated to communities.
- Award**
given by the World Economic Forum for "Excellence in Social Responsibility 2021"
- Sponsors**
in the 100K contest promoted by the U.S. Department of State

We are One Banana

A commitment that goes beyond our operations

Our Vision

Be a better banana company.

Not because we have to, but because we want to.

Create change for the better, ONE banana, ONE person at a time

Our Mission

We are on the mission to grow great-tasting high quality and delicious bananas and produce natural banana ingredients in a socially and environmentally responsible manner

Our Values

Our values are a part of an organizational culture that defines and differentiates us in the marketplace.

It also allows us to align our sustainability strategy in a consistent and ethical manner, at all levels of our operation.

Diligence: We bring discipline, effort and dedication to our work. We are committed to guarantee that our products and services are always of the highest quality.

Team Work: Our team is committed to the company's objectives.

Honesty: We act with integrity, transparency and ethics.

Perseverance: The key is the willingness and persistence to achieve our goals.

Responsibility: We fulfill our obligations and implement a Corporate Sustainability strategy that promotes a responsible production for people, our communities and the environment.

Generosity: We promote a culture of socioeconomic development in the regions where we operate. We generate benefits for all of our stakeholders.

Our Concept

ONE, small thing can make a difference.



“Everything we have accomplished, over the course of these years, is how we present ourselves to the world.”
Gustavo Bolaños, COO of AgroAmerica.

OUR PRODUCTS



Premium Bananas

Our Premium bananas are Cavendish, the most prominent variety of banana grown worldwide.

The balanced taste of our premium bananas is thanks to the fertile tropical microclimates of Guatemala and Ecuador, where they are grown.

The international certifications we hold, prove to our customers our good practices, sustainability, responsible operations, quality and safety.

Enjoy ONE soon!



Organic Bananas

At One Banana, we are committed to providing you and your family with the highest quality products in the world. This is why we grow organic bananas meeting the strictest standards of the Department of Agriculture of the United States' program for organic foods.

100% Organic

Our bananas are carefully produced to meet these high standards. They are grown on 100% organic farms in Mexico, Peru, and Ecuador. We are committed to providing families with the highest-quality organic products available. Customers can recognize our organic bananas by their USDA-approved organic label.



Natural banana ingredients

We process our own premium bananas, sustainably grown in our certified banana plantations in Guatemala, to transform them into natural banana ingredients.

We produce ONE banana Ingredients under the strictest production, quality, safety, and sustainability standards.

Our focus on banana ingredients allows us to maximize the use of surplus banana production from our own farms, by producing the highest quality puree, flakes and powder.

One Banana Ingredients products:

- Natural banana puree
- Low acid banana puree
- High acid banana puree
- Banana Flakes
- Banana Powder



ONE BANANA MAKES A DIFFERENCE

We believe that no matter the kind of business, it all comes down to people. People are paramount to everything that we do, say and believe. Generation after generation, we can honestly say that we are different. How we grow our bananas. How we treat our team members. How we maintain, cultivate and protect the lands we own and harvest.

It's about people first.
Now, that's different.

We operate differently in how we manage our supply chain.

We always strive to ensure that our supply chain generates positive impacts at every stage of operations, from production and delivery to marketing. Therefore, we work responsibly, seeking to guarantee traceability, safety, sustainability, quality and compliance, in accordance with the highest industry standards. Having a vertically integrated operation, allows us to turn traceability into a competitive advantage by keeping complete control from the soil to the shelf where our customers buy our food and ingredients.

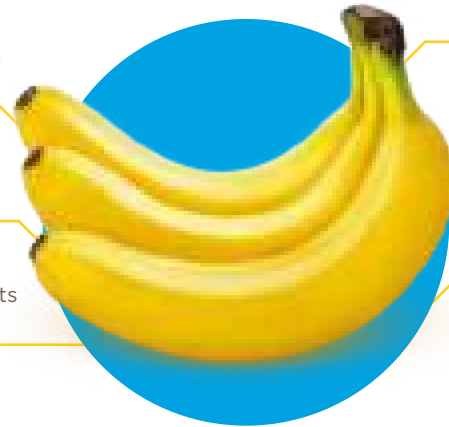


One Banana nutritional values

Source of vitamin A, B, and C, iron, protein, potassium, and folic acid.

Dietary Fiber

It is rich in nutrients and key elements to strenght the immune system



Reduces the risk of chronic diseases by 27%

Regulates blood pressure

Prevents anemia and ulcers

One Banana natural ingredients

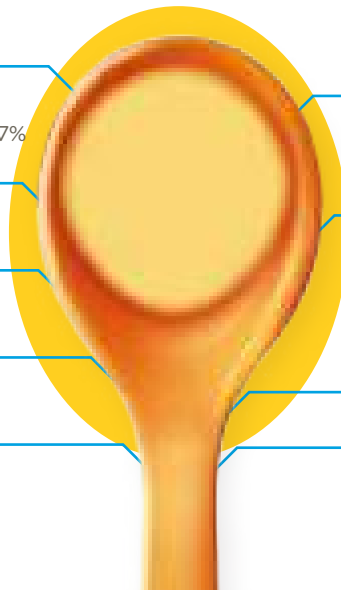
24 month life span

Reduces the risk of chronic diseases by 27%

No additives nor preservatives

Baby food grade

Vegan, vegetarian, and gluten-free



Good source of potassium, magnesium, vitamin C, biotin.

They can be used as natural sweeteners.

Food and Drug Administration (FDA) and United States Department of Agriculture (USDA) standards.

GMO- free

WE ARE PART OF AGROAMERICA A world-class corporation

“
One Banana is part of the AgroAmerica corporation
”

We are a third-generation family-owned corporation that is competitive, diversified, and vertically integrated in the production of agricultural products, agroindustrial processing, and the marketing and distribution of the highest-quality sustainable foods.

AgroAmerica seeks to transform the agroindustrial sector and maintain competitiveness through sustainable production, mainly from private farms.

We work every day to contribute to the socioeconomic development of the countries and regions where we produce the highest-quality food and ingredients for the world.



AgroAmerica

Corporate vision:

To be a world-class agro-industrial company in terms of quality, productivity, service, profitability and corporate sustainability.

Corporate Mission:

To be a world-class agro-industrial corporation dedicated to providing worldwide customers with quality food of highest international standards, contributing to the socio-economic development of the region.

At AgroAmerica, we grow, export, and distribute tropical fruits, especially organic and conventional bananas, as well as natural ingredients and tropical oils. Additionally, we offer a portfolio of investments in leading businesses in high-tech agriculture, renewable energy, restaurants, and entertainment.



Conventional and organic bananas



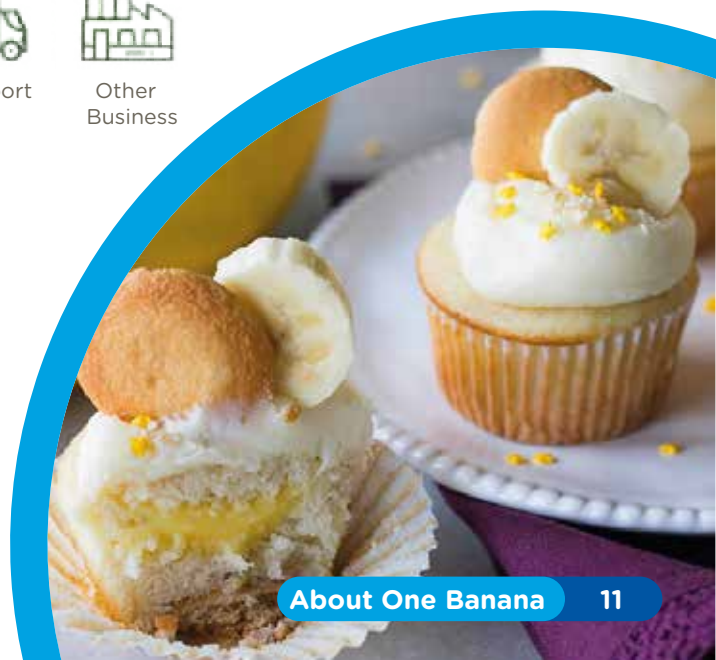
Tropical Oils



Transport



Other Business



1958

AgroAmérica was founded.



We started operations in Guatemala

1973

2003

Attained Rainforest Alliance certification.



Attained Global G.A.P. certification.

We began marketing directly to supermarket chains and sales offices in the United States and Europe.

2007

2008

We started operations in Panama.



Membership subscription to Center for Corporate Social Responsibility - CentraRSE-

2009

2011

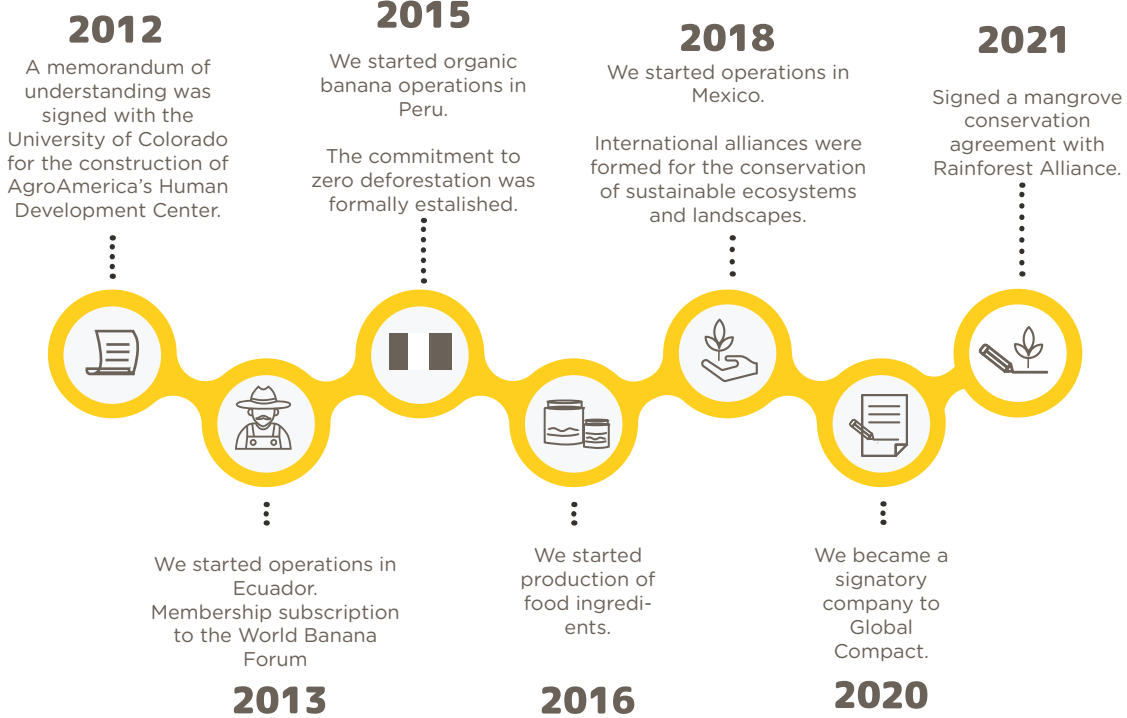
We started the living wage estimation in order to continue with the commitment to pay a living wage to employees.



OUR



AgroAmerica has operations in:



HERITAGE

9 countries
where we generate employment:

+12,000 direct jobs in 9 countries:
United States, Mexico, Guatemala, Panama, Ecuador, Peru, England, Holland and Germany

Bananas to be enjoyed all over the world

One Banana

Our commercial offices are in **United States, England, Holland, Germany and Guatemala.**

Our operations are established in **Guatemala, Ecuador, Peru and Mexico.**

Multiple banana packing plants

1 natural banana ingredients processing plant in Guatemala.

20 countries to which we export bananas and natural ingredients.

11 international certifications.

Our customers include wholesalers, distributors, and industrial companies that produce food.

We are one of the few banana producers who sell directly to retailers.



Countries where we exported bananas and natural ingredients in 2021

United States
Chile
Guatemala
Honduras
Germany
England
Netherlands

France
Italy
Spain
Belgium
Finland
Norway
Poland

Russia
Sweden
Turkey
Ukraine
Lithuania
Australia



OUR APPROACH TO SUSTAINABILITY

Material Topics of priority

In 2021, we kept working on the environmental, social, and governance issues which are relevant to the way our business operates. These were determined based on their importance level for both internal management and external stakeholders. This analysis included an open and participatory process where AgroAmerica and One Banana interest groups were consulted, through workshops, surveys, and interviews, to determine their key areas of interest.

As a result, we identified 19 areas as shown in the following Materiality Map:



Our Operations:

1. Productivity and Innovation
2. Quality and Traceability
3. Supply chain management



Our People:

13. Working conditions
14. Training and culture
15. Living wage
16. Gender and Inclusion
17. Occupational safety and health



Our Governance:

4. Corporate Governance
5. Ethics and Anti-corruption
6. Human Rights
7. Certifications



Our Communities:

18. Relationship with Stakeholders
19. Community development



Our Planet

8. Water use
9. Climate Change
10. Responsible use of agrochemicals and soil management
11. Waste management
12. Biodiversity, conservation and landscape sustainability

Materiality Assessment



Read on page 94 the definitions and the level of involvement of the topics that are illustrated in a table that shows the topic's scope in the company and its value range, determining if it has a direct, indirect or non-relevant impact.

We consolidated the 19 topics in our sustainability strategy, which is focused on working on five pillars that serve as a guide to reporting our performance.

The 5 pillars of sustainability and the 19 areas of interest are shown in the following graphic.

SUSTAINABILITY STRATEGY



AGENDA 2030: SUSTAINABLE DEVELOPMENT GOALS

We combined our sustainability priorities with the Sustainable Development Goals promoted by the United Nations, to serve as the roadmap to do our share in addressing the world's biggest challenges. From this analysis, we are proud to say that we have contributed to eleven (11) of the seventeen (17) of Sustainable Development (ODS) goals, as shown in the following graph.

The ODS 2, 5, and 14 were added in 2021 as a result of the efforts we took to achieve greater impacts.

Our top priorities are:



OUR TEAM

ONE team committed to sustainability

Under the supervision of the CEO and with the consent of the Board of Directors, AgroAmerica's Corporate Affairs monitors the sustainability management for both One Banana and AgroAmerica.

This team also provides service to the business divisions. To ensure that the strategy, programs, policies and procedures are rigorously enforced, it works in a decentralized manner with the areas of certifications, human resources, compliance and legal, social responsibility and communications.



To ensure efficiency within the different aspects of sustainability, each operation has a manager responsible for the different areas: environment and work, occupational safety and health, and social responsibility, who complement their functions with the different operational areas.



SUSTAINABILITY POLICIES

ONE way to ensure compliance

The main impacts and risks of One Banana's operations are identified and assessed annually in order to manage them, ensure legal compliance, meet the standards and certifications to which we voluntarily adhere, and to strengthen our management according to our commitment of continuous improvement. Along with including the main environmental, social, and economic effects of our management in the materiality assessment (described earlier), we have policies and management systems in place that address these effects while coordinating the management of our offices and farms to achieve desired results.

AgroAmerica made a significant action to consolidate the company corporate policies in 2021, successfully integrating 27 policies into 14. This facilitates their communication, comprehension, and implementation. The content, execution, and compliance of these policies are detailed throughout this report.

Policies related to sustainability:



Human Rights

1. Human Rights Policy
2. Labor Confidentiality Policy
3. Occupational Safety and Health Policy
4. Hiring and Working Conditions Policy
5. Land Rights Policy
6. Women's Rights, Non-discrimination and Non-harassment at Work Policy
7. Equality and Non-discrimination Policy



Environmental:

8. Food Safety Policy
9. No Deforestation, No Peat and No Exploitation Policy
10. Environmental Management Policy



Governance

11. Supplier Relationship Policy
12. Global Anti-corruption Policy
13. Conflict of Interest Policy
14. Ethics Hotline on Complaints and Claims policy



COMMITMENT WITH OUR STAKEHOLDERS

A key to ONE Sustainable Approach

Our founder, Fernando Bolaños Menéndez, built the company under the philosophy of connecting with people through close relationships with employees, communities, customers, and all those around the business. Our main stakeholders and the communication channels we use are described in the following diagram.

Stakeholders



Consumers



Customers



Certification Bodies/ Auditors



Employees and their families



Shareholders



Suppliers



Communities



Chambers of commerce and Trade Associations



Non-governmental organizations



Government



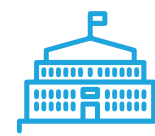
Media Outlets



Civil society



Private Entities



Government institutions

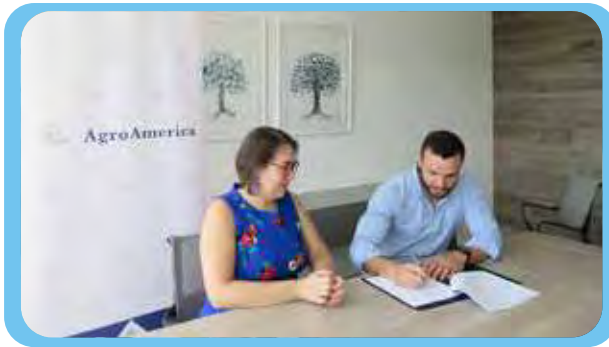
Communication channels with stakeholders

- Visits and communication with customers
- Community Visits
- Sustainability Reports
- Scheduled visits to the company's operations
- Training for employees
- Negotiations with labor groups linked under the principle of free association
- Ethics hotline
- Newsletters
- Digital media
- Community visits
- Meetings with stakeholders
- Participation in multidisciplinary committees
- Audits



U.S. Embassy visit to One Banana's operations in Guatemala

A KEY TO ONE SUSTAINABLE APPROACH



We believe that working in alliance with others strengthens our ability to have an impact on production, competition and the development of our communities. We collaborate with alliances in the countries where we work, as well as at the international level, to promote commercial, labor and common progress agendas.

Memorandum Of Understanding signed with Rainforest Alliance.

Alliances for economic development purposes in the industry and in the region in which we operate:

- World Banana Forum: <https://www.fao.org/world-banana-forum/es/>
- World Economic Forum: <https://www.weforum.org/>
- Guatemalan Exporters' Association: <https://export.com.gt/>
- American Chamber of Commerce in Guatemala (AMCHAM) <https://amchamguate.com/>
- Association of Independent Banana Producers of Guatemala <http://apib.org.gt/>
- Association of Banana Exporters of Ecuador: <https://www.aebe.com.ec>
- Chamber of Industry of Guatemala <https://cig.industriaguate.com/>
- Guatemalan Chamber of Agriculture <https://www.camaradelagro.org/>

Alliances for corporate social responsibility purposes:

- Food and Agriculture Organization of the United Nations (FAO): <https://www.fao.org/guatemala/es/>
- Global Compact: <https://www.unglobalcompact.org/>
- Wild Conservation Society <https://guatemala.wcs.org/>
- Rainforest Alliance: www.rainforest-alliance.org
- Solidaridad Network: <https://www.solidaridadnetwork.org/>
- University of Colorado Denver: <https://www.colorado.edu/>
- LandScale: <https://www.landscape.org/join-us/#pc>
- Seattle International Foundation: <https://seaif.org/es/>
- RedEAmérica <https://www.redeamerica.org/>
- Climate Change Institute <https://icc.org.gt/es/icc-2/>
- Center for Corporate Social Responsibility <https://centrase.org/>
- Guatemalan Food Bank: <https://bag.org.gt/>
- Agricultural Chemical Guild Association (Arequima, by its acronym in Spanish) <https://agrequima.com.gt/site/>
- Foundation for Private Education in Rural Areas: <http://funcafe.org/ES/>
- BeeHub Pollinator Conservation Company <https://www.beehubguate.com/>
- Institutions and governmental agencies in the countries where we operate focussed on issues such as education, nutrition security, health, employment, and social and economic forecasting, as well as agriculture and conservation of protected areas.



Our Governance

In this section

- **Corporate Governance**
Governance for a clear purpose
- **Ethics and Anticorruption**
It is all about integrity
- **Human Rights**
Doing business the right way
- **Certifications**
Feeding the world sustainably

“Our Governance” pillar has the strategic objective of promoting effective leadership over our team and communities, while directing the best decisions and activities, providing long-term value for the business.



CORPORATE GOVERNANCE

for a clear purpose



Why is it important?

Our corporate governance ensures that the decisionmaking process and actions to generate long-term sustainable value are implemented.



Our approach, actions, and accomplishments in 2021

One Banana operates under AgroAmerica's corporate governance. AgroAmerica's highest body is the General Shareholders Meeting. AgroAmerica's directory is responsible for ensuring proper corporate governance, with due diligence, always looking after the company and its shareholders. The Board of Directors determines the mission, vision, values and global strategies for commercial, agricultural and sustainability areas. The leadership team at AgroAmerica is challenged to develop the strategy and programs that allow us to grow and continuously improve.



AgroAmerica is a family-owned company that is currently led by the second generation of the family and is already initiating the incorporation of the third generation.

The Ethics Committee ensures the proper implementation of such code. This body consists of the Corporate Director, Compliance Officer, Corporate Controller and the Chief Financial Officer (CFO).

The responsibility of the leaders team, which is integrated by the corporate and business presidencies, is the management of the administrative, financial, social, and environmental divisions. This leadership team has the challenge of developing the strategy and programs that allow continuous improvement and growth.



1 Corporate and Sustainability Director



leads the management and direction of the sustainability strategy



under the direction of the Board of Directors and the CEO's supervision.



ETHICS AND ANTICORRUPTION

It is all about integrity



Why is it important?

We firmly believe that transparency, ethics and integrity guarantee our operations and differentiate us in the market. These qualities generate positive impacts in the agroindustry and in the communities where we operate.

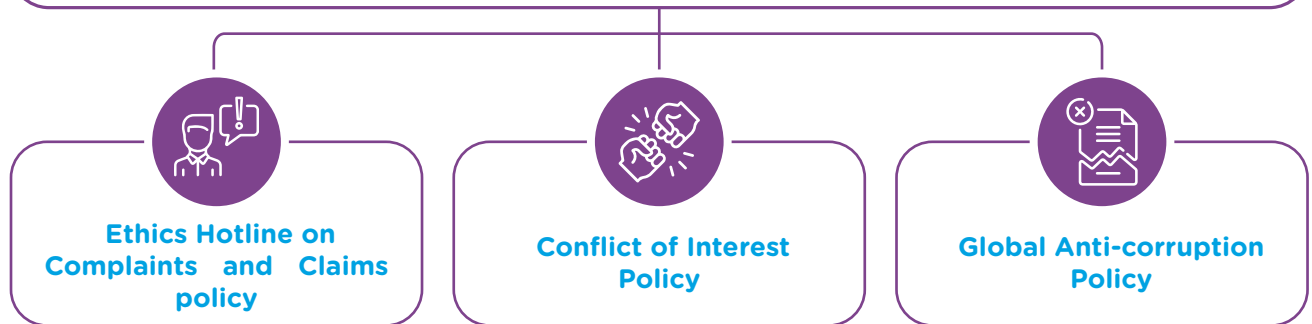


Our approach, actions, and accomplishments in 2021

We continue implementing the highest standards of ethics, transparency, and integrity as outlined in our code of ethics, which regulates the behavior of all those who work for the company and those who are associated with it.



The implementation of the Code of Ethics is aligned to three Sustainability Policies:



The Ethics Hotline, a system for control, communication and continual improvement

The Ethics Code provides the obligation to report any infringement in accordance to the procedures, on claims, and complaints, established in the Ethics Line Policy . The Ethics Hotline continues to be the main complaint channel, and it is available to employees, customers, suppliers, communities, and other interested parties. A complaint is resolved in a maximum of three months from the time it is filed until it is resolved.

68 calls received on the Ethics Hotline, of which:



8
Ethics Committee meetings in 2021

3,620
employees trained in the Ethics Code

3,821
employees trained in the use of the Ethics Hotline

Anti-corruption fight remains strong

Our Global Anticorruption Policy rejects improper actions and all forms of corruption. This policy applies to all directors, employees, consultants, agents, or representatives as well as any stakeholder in our company. Our actions have continued to successfully achieve maximum compliance with this policy.



ONE Success Story

Listening to our people is key to protecting them



A complaint related to Labor Rights was filed under label 20500 in the complaints database. One of our employees reported to the Ethics Hotline that his supervisor had denied his vacation request, adding that another of his coworkers had experienced the same situation. According to the complainant, both workers had untaken vacation days, but the authorization process was too long. The employee reported that the supervisor said that the Human Resources Department had not approved his vacation period.

However, the Human Resources Department had not issued any restrictions and was unaware of the request until the employee reached the department to express his annoyance. Consequently, the employee decided to call the Ethics Hotline to report the anomaly and requested the company take action.

After receiving the claim, the Compliance Officer started an investigation by asking Human Resources for information about the records of the employees that may have been affected by these alleged denied requests and getting in touch with the complainant, who asked that his personal information be treated confidentially. The complainant provided information on other coworkers who had also been affected and about supervisors refusing to give their staff vacation periods.

Human Resources verified that the employees had not taken any leave periods and still had days available. So, the vacation periods were scheduled immediately.

According to the internal disciplinary policy of the company, the involved supervisor was given a written warning for abuse of authority and a four (4) workday suspension without pay, with the reminder that he would be terminated from employment if the same violation were to reoccur.

The abuse of authority is a violation of AgroAmerica's disciplinary policy. It is defined as when a team member makes decisions and assigns responsibilities that are out of line with the duties of their position. In this case, the guideline stipulated that this violation required a warning in writing, suspension without pay, and termination in case of a further offense.

As part of a continuous improvement system, the offender was provided with support and training on discipline guidelines, human resource management procedures, and effective team management techniques to enhance his treatment of the staff at their disposal while respecting their employment rights.



HUMAN RIGHTS

Doing business the right way



Why is it important?

Our stakeholders are people with rights, which must be respected at all levels. We fully consider these rights, due to the nature of our organizational culture, which does not allow any action against them. We also believe that respect is the best way to minimize risks that could affect our operations, generate genuine loyalty from our stakeholders, optimize costs and be able to access and serve international in a transparent way.



Our approach, actions, and accomplishments in 2021

Our Human Rights Policy was updated in 2021 to ensure its clarity and reaffirm our commitment to respecting the rights of all of the employees who work for us, as well as those of our customers, nearby communities, and other groups with an interest in our business. This policy explains the procedures we follow to prevent, protect, and address any human rights violations within our operational territories.

In 2020

16 complaints on Human Rights issues were received and resolved.

In 2021

7 complaints on Human Rights issues were received and resolved.

100 % of the complaints were solved.

Ethical Commerce Audit

Annually, we are audited by one of our customers to verify the transparency and accountability in our supply chain. Our customers use SMETA (Sedex Members Ethical Trade Audit) to verify that we adhere to the standard's requirements.

8

audits conducted in accordance with SMETA standards

3,389

employees received SMETA methodology training

Human Rights Training

As part of our new approach, we have integrated trainings into our operations since we're responsible of ensuring that human rights are respected.

Every year, we make an effort to raise awareness about importance of respecting Human Rights.

These trainings include our employees and the security personnel responsible to protect our operations.

3,813

employees were trained in Human Rights

CERTIFICATIONS

Feeding the world sustainably



Why is it important?

We maintain international certifications that demonstrate our excellence in quality, integrity, sustainability, and customer security management. These certifications have created a culture of continuous improvement which compels us to take actions that are founded in strong corporate policies. With the certifications, we ensure the continuity of our operations while also building confidence among our interested parties.



Our approach, actions, and accomplishments in 2021

We continuously work to improve and maintain our processes and procedures meeting high standards and the international standards for quality, security, safety, and sustainability. This work is supported by a culture of training so that the management and successful completion of each certification contribute, in a cross-functional way, to the expansion of our operations.

Since 2003, we have had international certifications guaranteeing responsible and sustainable production in our operations.

11 international certifications have been maintained during 2021.



The key to our success is aiming higher, making constant improvement, and being one step ahead.

*Christian Mora,
Operations
Manager*









Banana production certifications

We hold 11 certifications related to good agricultural practices, sustainable agriculture, sustainable production, good environmental performance, food safety, quality, commercial security in the supply chain, and fair trade. In addition, we want to make an emphasis on the organic production certifications that our Peru operations received, as well as the independent producers certifications from Ecuador and Mexico.



ONE BANANA CERTIFICATIONS:

GLOBALG.A.P.		Good Agricultural Practices	6,191	trained employees
Rainforest Alliance		Sustainable Agriculture Standard	6,011	trained employees
SCS		Sustainability, environmental, food safety and quality performance	1,230	trained employees
			21%	certified farms
Business Alliance for Secure Commerce		Logistics and international trade chain	762	trained employees
			14%	certified farms
Fairtrade Orgánico		Business compliance with fair trade actions.	180	trained employees
USDA Organic		National Organic Program-United States Department of Agriculture	180	trained employees
European Community Regulation for Organic Production		European Community organic production standards	180	trained employees

*Certificates obtained at our customers' requests.

One Banana Ingredients Certifications : NATURAL INGREDIENTS PROCESSING PLANT

The Business Alliance for Secure Commerce (BASC) certification becomes the Natural Ingredients Plant's sixth certification in 2021. The entire plant staff received training on the BASC standards required in the plant that processes natural ingredients.

BRGS		Food quality and safety	Business Alliance for Secure Commerce		Global Supply Chain Security
ISO 9001		Food Safety Management System	Halal		Islamic Law Compliance
KOSHER		compliance with Judaism requirements	Rainforest Alliance	Every fruit that enters the factory, to be processed, is certified by the Rainforest Alliance.	

External audits are included into our process of continual improvement and development.

As part of our culture of continuous improvement and compliance, we report that in 2021 we received 50 audits from customers and governmental institutions. As detailed in subsequent sections of this report, the audited areas include a global assessment of our performance in the value chain.

16 Customers Audits

34 Government Audits



Our Operations

In this section:

- **Quality and Traceability**
Sustainable products and healthy food
- **Productivity and innovation**
ONE state-of-the-art technology
- **One Banana role in the supply chain**

“Our Operations” sustainability strategy guarantees each one of our commercializations and productions processes include innovation and productivity, quality and tradability, as well as an optimal supply chain management.

2 Zero Hunger



9 Industry, Innovation and Infrastructure



12 Responsible Consumption and Production



QUALITY AND TRACEABILITY

A Zero-Waste approach for upcycled food ingredients that are good for the people and for the planet



Why is it important?

We guarantee the quality of our products and increase customers' trust through complete control and traceability. We focus on traceability to manage risks associated with quality, safety, environment, social, and governance throughout the entire production chain until the products reach the final consumer. At the same time, we increased productivity and complied with food safety regulations.

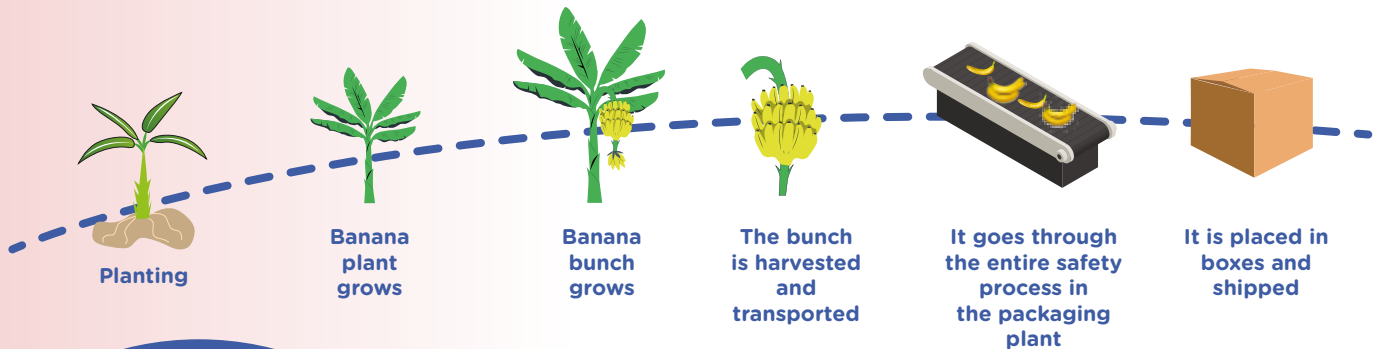


Our approach, actions, and accomplishments in 2021

Our company is committed to the quality and safety of food, as established in our Food Safety Policy. In line with this policy, our goal is to maintain the highest level of quality while ensuring that our products meet the high standards set by our customers. We accomplish this goal through our values and continual improvement processes established in our System of Quality Management.



How a banana grows? from planting to packaging, we maintain the highest standard of quality and safety.



“ We have the right people and the right procedures to ensure traceability. *Christina Wood, VP Sales One Banana Ingredients.* ”

We incorporate our rigorous quality assurance process to guarantee consumers our products meet the highest standards of quality, traceability, and sustainability, and affordability. We ensure the traceability of our products by having a vertically integrated supply chain, having a control of the highest international standards, from production to the final customer.



We have complete traceability of our Supply Chain.

We have worked hard over the past two years to establish the procedures and human resources required to ensure traceability. We have tools to ensure accurate information about the characteristics and origins of each batch we produce. That is what we demonstrate when we receive audits from our clients.

As part of these evaluations, we carryout a traceability exercise where a customer randomly chooses a batch of the product, and for that batch we give information related to the raw materials used, their origin, the date of production, the farm's name, size and location, associated environmental and social factors, and some traceability criteria.



16

customer audits made in 2021 to assess the quality, security, food safety, and traceability of our products.

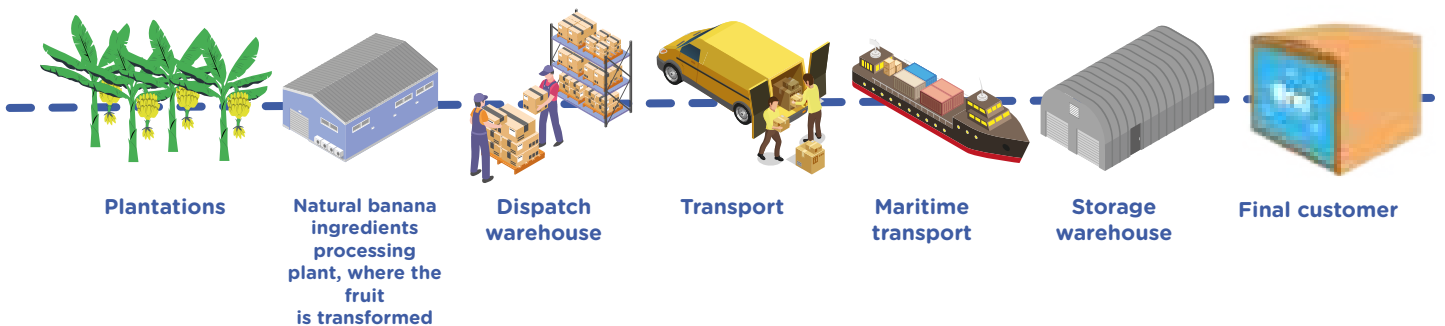
4,157

Employees were trained to implement the required standards, demonstrating the organization's culture of compliance and continuous improvement.

We have total traceability in the One Banana value chain.



We have complete traceability throughout the whole value chain in the One Banana Ingredients.



"The most recent generations are more aware of sustainability criteria. 77% of these groups make their buying decisions base on sustainability standards".

Christina Wood, VP Sales One Banana Ingredients, making reference to the findings of the most recent studies on consumer behavior in Europe.

PRODUCTIVITY AND INNOVATION

ONE state-of-the-art technology



Why is it important?

As part of our mission to become a world-class food company in terms of productivity, innovation takes on material importance as a fundamental means of achieving sustainability with maximum productivity. At the same time, we use resources efficiently, generate employment and contribute to the economic development of the countries in which we have a productive presence. This drives us to contribute to the sustainable development global goals.

Through innovation, we develop new products with high nutritional value, use resources responsibly and efficiently, achieve material circularity, reduce carbon emissions, generate employment, and support the economic development of the countries where we have productive footprint.



Our approach, actions, and accomplishments in 2021

Innovation serves as a means of achieving our goals in the different areas of higher production and sustainability. Regarding water, we innovate with efficient irrigation systems; in terms of soil, we innovate with organic management techniques and a specialized laboratory; in social matters, we continue to innovate with the Human Development Center. In terms of productivity, we prioritize innovation to achieve the highest results.

Without doubt, our Natural Ingredients Plant and our Research and Development Lab for new products, are the innovation center of our business.

1

Research and Development Laboratory



1

Natural ingredient plant with new production lines.



Natural Banana Ingredients Processing Plant: Healthy food that is good for people and for the Planet



All bananas produced in Guatemala are exported or transformed into healthy foods for our customers at our Natural Ingredients Plant. In 2021, we launched our broad banana puree production line, allowing greater banana utilization.



The capacity of the banana puree line was doubled, and the lines for banana powder and flakes are prepared for production in 2022. The Plant of Natural Ingredients allows us to provide our customers products with greater added value while also making the most of our banana production in accordance with the "Zero waste" principle.

"Zero waste" is a key principle that focuses on restructuring production and distribution systems to maximize the use of resources as efficiently as possible to reduce waste. It promotes resource optimization, management, and conservation.

Natural Ingredients Processing Plant

271
millions of
processed
bananas

21,650
tons of banana
puree produced

One Banana Ingredients processes the following products

- Natural banana puree
- Low-acid banana puree
- High-acid banana puree
- Banana Flakes
- Banana Powder

INGREDIENTS

Banana puree



Banana Flakes



Banana Powder



Functionality

Natural sweetener, vegan, vegetarian, gluten-free, binder, thickener, plant based, vegetable fibres and nutrient-dense.

Natural sweetener, vegan, vegetarian, gluten-free, binder, thickener, fat substitute, plant based, vegetable fibres and nutrient-dense.

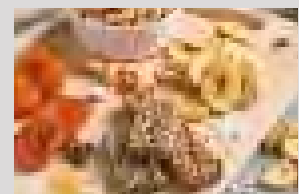
Natural sweetener, vegan, vegetarian, gluten-free, binder, thickener, fat substitute, plant based, vegetable fibres and nutrient-dense.

Applications

Children' food, sports drinks, ketchup, yogurt, cake filling, and gluten-free meals.

Baby food, cereals, granola bars, energy bars, yogurt, dressings, and pet food

Baby food, cereals, granola, baked goods, energy bars, dried fruit prepared, yogurt, and pet food



Research and Development Laboratory (R&D)

Our center for researching innovative products is our Research and Development Laboratory. Research activities range from developing new ingredients to identifying the products that may be made from them, such as banana powder, banana flakes, and puree bananas, as well as other innovations using banana peels.



ONE SUCCESS STORY

ONE Innovation: "zero waste" to Save the Planet



The Guatemalan-American Chamber of Commerce awarded One Banana Ingredients first place in the category of environmental protection for their "Zero Waste" project.

One Banana's Natural Ingredients Plant receives recognition from the Guatemalan-American Chamber of Commerce (AMCHAM) for its "Zero Waste" project.

Nominated under the "Zero Waste" project, our innovative Natural Ingredients Plant won the "Recognition to Sustainability" award from the AMCHAM Guatemala (Chamber of Commerce Guatemalteco-Americana) in the category of Environmental Protection.

This honor is granted to companies that go beyond expectations to support Guatemala's development and, in doing so, strive to improve the population living conditions. As a result, they are publicly recognized for having the best initiatives, good RSE practices in their operations, and proper adherence to legal requirements and environmental policies (relating to rights, residual water contamination, auditory and visual pollution, and energy use).

One Banana Natural Ingredients Plant was established in 2016 with the goal of fully utilizing our banana production while preventing the generation of waste.

This principle is known as "Zero Waste" which goes in-line with the circular economy approach.

By producing food with natural ingredients and providing it to the world, we also reduce food waste and enhance food safety.



25 Guatemalan businesses submitted 45 projects for consideration in the competition.

Waste would have the **third-largest carbon footprint** in the world if it were a country.

The principle of "**zero waste**" refers to how to get the most out of resources and reuse them. It fosters the preservation, optimization, and proper management of both goods and waste.

ONE BANANA ROLE IN THE SUPPLY CHAIN



Why is it important?

Our clients and other stakeholders have access to transparent and regular audits of the activities of both our supply chain and our productive operations. For this reason, and in accordance to our corporate culture and ethics, we proposed a management strategy that prioritizes sustainability and the highest possible quality across our entire supply chain in order to provide customers with products that go above and beyond their expectations.

By 2021, we had 4,390 corporate suppliers, including small and medium-sized companies that provide services and operational goods, of which 2,470 are in the division of natural ingredients and bananas.

Suppliers must comply with our Supplier Relationship Policy and share our conviction to conduct business ethically. In 2021, we gained more suppliers due to new investments and technological advancements throughout our operations in different countries.

We recognize that our responsibility to ensure a sustainable supply chain goes beyond our operations. Therefore, we guarantee this through the audits we conduct in various areas, including labor conditions, environmental topics, and human rights, to name a few. The providers who present the greatest risk or influence in these areas are the focus of these audits.



Our approach, actions, and accomplishments in 2021

We are a vertically integrated business. In Guatemala, 100% of the fruit we sell is produced on our own plantations. In Ecuador and Mexico, in addition to our plantations, there are independent producers that supply us with some of the fruit we sell. We have full capacity of banana production, shipping, and marketing.



Diligence System of Suppliers

Since 2017, there has been an internal assessment of suppliers' performance, and it was in 2021 that formal implementation of the diligence system began. This system uses software to authorize or deny suppliers who don't meet the assessment criteria.

Any provider must register in accordance with the guidelines stated in the "Provider User Guides," which include using the "Supplier Creation / Modification Request" and declaring any conflicts of interest they may have with employees using the "Declaration of Conflicting Interests Policy."

260
approved suppliers according
to the system.

28
denied suppliers according to
the system.





Our Planet

In this section:

Climate Change

Our race to Net Zero

Efficient use of water

ONE solution to water conservation

Regenerative practices

Food that is good for people and good for the planet

Biodiversity

Regenerating the earth and its resources, ONE step at a time

Waste management

Our journey to Zero Waste

“Our Planet” sustainability strategy includes a strong commitment to the environment. Our Environment Policy’s main objective is to reduce our footprint, maintain the quality of the environment, ensure the sustainability of biodiversity and natural resources.

To address the challenge, we must implement a regenerative agriculture approach that prioritizes the preservation, renewal, and improvement of soil health and fertility, as well as the protection of water resources and biodiversity. With this approach, we can maintain larger amounts of carbon dioxide in the soil and plants while increasing the food systems’ resilience.

12 Responsible Consumption and Production



13 Climate Action



14 Life Below Water



15 Life Land

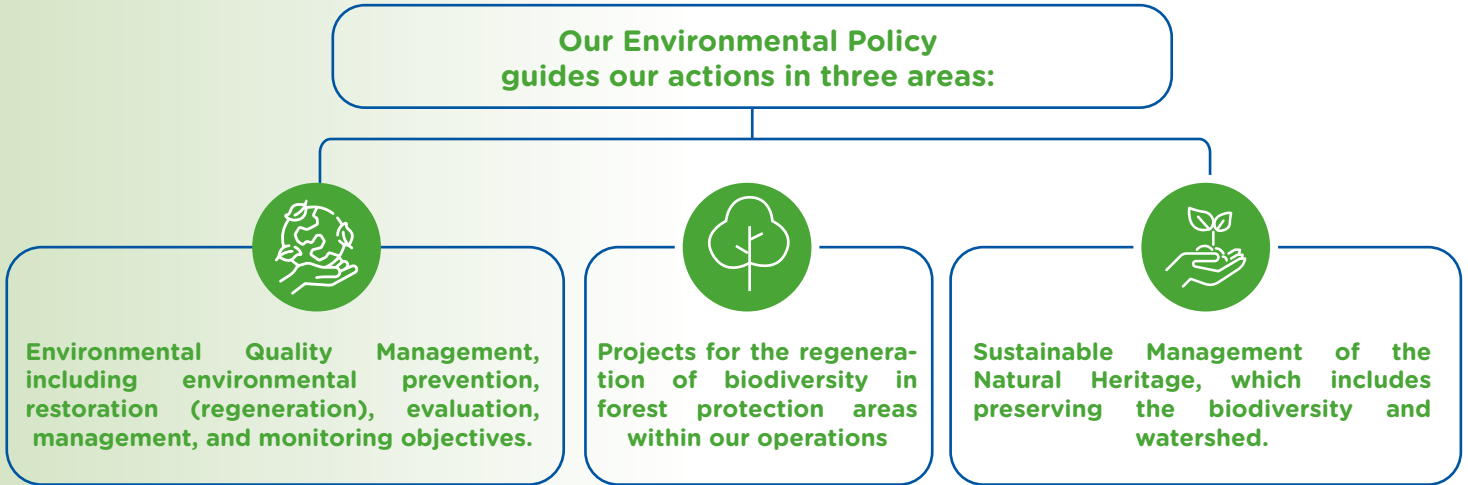


17 Partnership and Strong Institutions



OUR PLANET GENERAL APPROACH

Our Environmental Policy takes into consideration a precautionary approach, through which we seek to prevent or minimize negative impacts on the environment and we are committed, through a management system, to implement continuous improvement plans in compliance with national legislation and international standards.



We focus conservation efforts in our operations, training our personnel in environmental policy management, waste management, environmental management plan, convinced that knowledge makes all action more easily implementable.

Environmental monitoring

In accordance with our Environmental Policy, we conduct Environmental Monitoring and Assessment activities in the areas of pollution, residual water quality, noise, Prevention and Impact Mitigation plans, water management, and wildlife. These inspections were carried out by specialized external companies.

Environmental audits

We also demonstrate to the appropriate government agencies our Best manufacturing, hygiene, and agricultural Practices, as well as how to store our goods and raw materials in the best possible conditions. This way, we ensure that the legal requirements and our internal procedures are followed in a clear and consistent manner.

19
training sessions
on environmental
topics

6,831
employees trained in
environmental topics

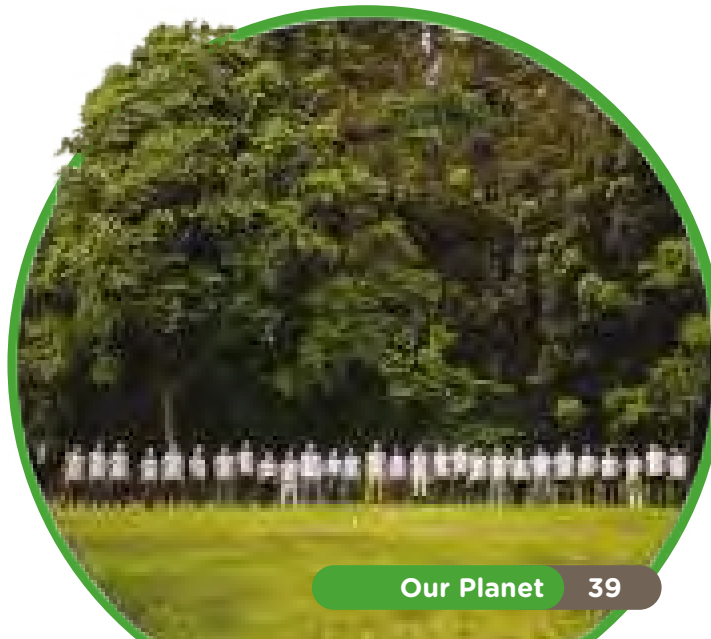
5 governmental audits on environmental topics:

4
audits in 24 farms.

1
audits in the natural ingredients
processing plant

12 environmental monitoring by specialized businesses to ensure internal compliance

0 sanctions imposed by environmental authorities in the countries where we operate



CLIMATE CHANGE

Our race to Net Zero



Why is it important?

Even though our crops absorb emissions as they grow, we recognize that food systems have an impact on the climate. At the same time, these are being harmed by the climate change. Alterations in climate have an impact on crops and jeopardize food security.

We joined the global effort to measure and reduce greenhouse gas (GHG) because climate change is a global challenge that requires prevention and mitigation strategies



Our approach, actions, and accomplishments in 2021

Our focus is on using sustainable agriculture, which includes conservation and reforestation efforts, to capture the greenhouse gas in the soils and plants; without ignoring the GHG emission reduction measures we may display in our industrial activities. In this way, we also improve our resistance to the effects of climate change.

We are convinced that things that can't be measured can't be managed, and things that can't be managed can't be controlled. Therefore, we continue to make efforts to estimate our GHG emissions, the amount of greenhouse gas we store in soil and plants, and the compensation we achieve through our conservation and reforestation efforts.

The analysis of our footprint continues to be estimated in accordance with the Methodological guide to reduce carbon footprints in banana plantations (from FAO).

According to current research studies, One Banana's GHG emissions are 50% lower than the national average and 72% lower than the average of emissions from North America and Europe.



Internal forest conservation area of our operations

Where are we heading? Initiatives to become carbon-neutral



As Global Compact signatories, we have joined the Climate Ambition Accelerator, a six-month training program that will allow us to broaden our knowledge and develop the skills we need to help reduce global emissions to a half by 2030 and reach Net-Zero by 2050.

In order to meet our determined emission reduction goals, we have planned to formalize our commitment to the Science Based Targets Initiative. As a result, we will be setting goals to reduce the Greenhouse gas emissions (GHG) and find the most effective strategy to achieve those goals as of 2022. Additionally, we are preparing plans to reduce our carbon footprint.

In 2021, we began collaborating with a "carbon neutral" assessor to assist with certification in the following areas:

- Oxygenation footprints in forests can be reduced by regenerating existing forests, rivers, and carbon storage systems.
- The consulting firm process is an integrated system based on global sustainability principles that is used in the environmental, social, and economic aspects.

To achieve the carbon neutral certification, we will continue working with a specialized advisor through 2022.



EFFICIENT USE OF WATER

ONE solution to water conservation



Why is it important?

Access to drinking water is a worldwide challenge worsened mainly due to climate change, pollution, population growth, and other factors. It is estimated that by the year 2050 more than half of the world population will suffer of water shortage for at least one month each year. Therefore, we have strong commitments to maintaining the efficient use of water, reducing its consumption in our operations, and keeping the balance of watershed areas nearby.



Our approach, actions, and accomplishments in 2021

We are focused on fully conserving water resources through the most efficient use we can make of it and maximum re-use of treated wastewater in agricultural irrigation with established parameters.

Efficient use of water

We have practices and technologies that allow us to monitor and use water efficiently throughout our production processes.

Reservoirs

In order to capture rainwater throughout the winter, we have 20 reservoirs, which are equivalent to 432 Olympic swimming pools. This allows us to use the water during the summer.

Probes

We have intelligent irrigation systems that account for climatic conditions (such as a wet or dry period) and soil moisture levels, which are measured using realtime probes.

Micro-spraying

We are able to estimate the quantities of irrigation water needed on the field by employing a micro-spraying device. Using this strategy, we were able to achieve an average water usage for evaporation of 119 m³ per ton of covered cultivation.

We implement efficient water use technologies that have allowed us to reduce water consumption by 50% compared to traditional irrigation systems.

In the productive area, all our packing plants have a system that allows water to be recovered completely and reused for fertigation; in many of them, we have also identified and utilized other water-consumption-reduction measures.



Micro-spraying System



The packing plants use a recycling water system for fertigation.





One Banana actively participates in meetings of Technical Basin Committees for efficient water use.

Integrated actions: Technical Basin Committees

We are actively participating in the technical basin meetings as part of the public-private initiative to manage the southern coast and southwest region of Guatemala's watersheds sustainably.

Wastewater Treatment System

We can therefore say that we have zero emissions of residual water to surface water bodies after exhausting all options for reuse and recycling. Remaining water is instead sent to plants for evaporation. Similar to this, we maintain a systematic (three times per year) check on the quality of our waste water, as well as the water bodies that are nearby our operations, both surface and underground. Regarding the measured water quality as of the date of this report, no negative observations have been made.

Since its implementation in 2016, this integrated focus has shown to be a successful water management approach, leading to significant improvements in the use and sustainability of basins. The following summary details 2021 goals:



We took part in 7 technical river basin meetings in Guatemala where interdisciplinary groups argued for sustainable water use.

Technical Basin Committees major objectives:



Protection and preservation of basins



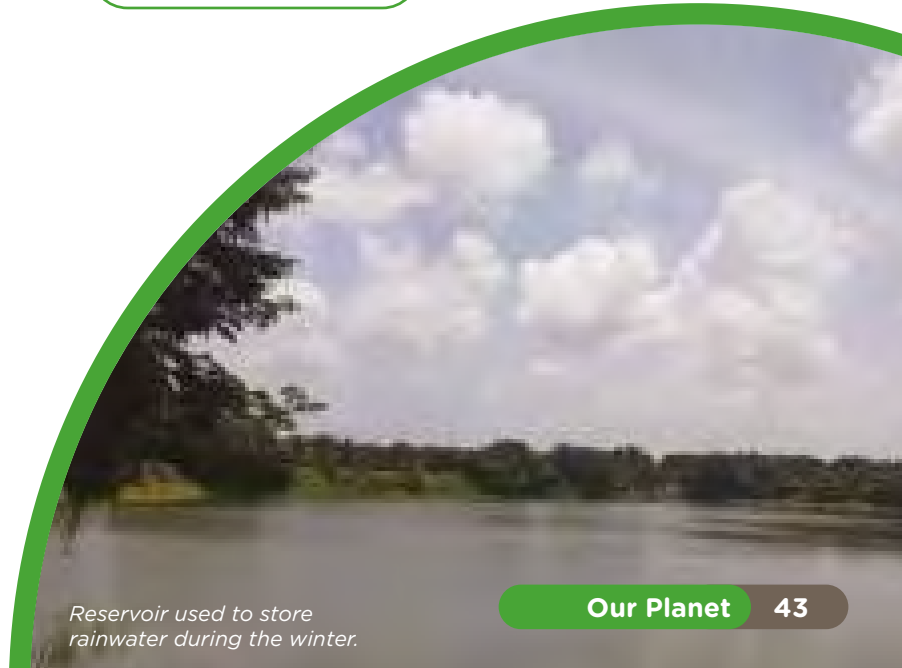
Sustainable use of water



Maintaining an ecological flow to protect natural habitats, fauna, and flora



Ensure that rivers reach their mouths.



Reservoir used to store rainwater during the winter.



REGENERATIVE PRACTICES

Food that is good for people and good for the planet



Why is it important?

We maintain the soil's health and fertility to sustain optimal levels of productivity while also focusing on the protection of the water resource and biodiversity. A healthy soil has a greater capacity to hold carbon, which lowers GHG emissions and makes it more resistant to the effects of climate change. In this way, we ensure in this way, we ensure a solid foundation for the sustainable production of our food products. We train our employees to ensure proper management and administration of agrochemicals.



Our approach, actions, and accomplishments in 2021

In the context of sustainable agriculture, we prioritize efforts to preserve soil health and fertility through the deployment of best practices that minimize the use of agrochemicals.

Actions we have in motion:

We reuse **80% of the banana plant** as an organic material contribution to the soil. This maintains soil fertility and decreases the need to apply agrochemicals, ensuring integrated cultivation management.

We employ fruit-protection bags made of a substance that enables the produce to be preserved without the use of agrochemicals. **We recycled the bags 2.5 times in the conventional banana production.**

We have **organic banana plantations in Peru** that are distinguished by improving soil fertility. No chemical pesticides or fertilizers are used or produced, which ensures high levels of nutrients and antioxidants.

We provide ongoing training to employees regarding responsible use of agricultural chemicals.

We have **nine meteorological stations** that allow us to gather information about precipitation, humidity, and other variables that affect the management of crop diseases. This has enabled us to reduce the use of pesticides.

We carry out **preventive actions to stop the spread of Fusarium R4T.**

Regarding the application of the products, **we adhere to local national laws in the countries in which we operate** and international standards through the certifications we hold. We look for the best agricultural chemical substitutes based on their environmental impact.

In collaboration with the World Banana Forum, we develop simulations of prevention, biosecurity protocols, and **funding to investigate alternative courses of action in the event that the Fusarium Raza 4 Tropical disease is discovered in the countries where we operate.**

1

entirely organic plantation in Peru



4,628

trained employees in the responsible use of agricultural chemicals

3,626

trained employees in the prevention and management of Fusarium R4T



Fusarium R4T cases have been detected in our operation.

BIODIVERSITY

Regenerating the Earth and its resources, ONE step at a time



Why is it important?

We operate in ecosystems with relevant biodiversity while taking into account the ecological balance that maintains necessary conditions for life. We materialize biodiversity in order to ensure its conservation and preservation, conscious that any harm will have both a local and a global impact.

0 operations conducted within or around protected areas.

Flora and fauna

We have identified the fauna and floral species that are present in the operational areas, including those that are listed as being of interest on the IUCN Red List of Threatened Species, the IUCN Yellow List of Threatened Species, and the International Trade List of Threatened Species of Wild Fauna and Flora in Cities.

This allows us to identify the conservation and management efforts done for the species that are present in the operational areas. We are working with allies to delve deeper into the actions that are most appropriate for their protection and preservation.

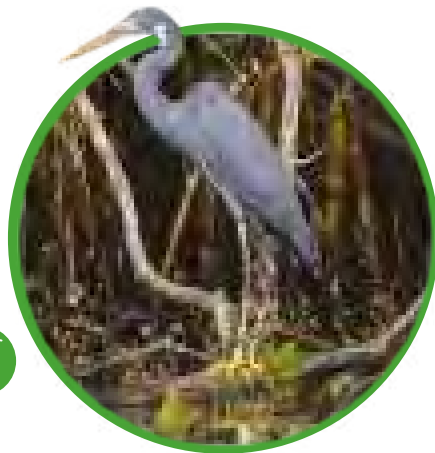
53

flora species identified



72

fauna species identified



Conservation

70.7 hectares of forests and riparian zones are preserved in the year 2021's banana harvesting operations. Together, they add up to roughly 967 hectares that we are preserving in corporate property areas.

In 2021, we are a part of important conservation initiatives:

"Pollinators" Project

Pioneering initiative in the Central American region that seeks to preserve the native bee population through macrosanctuaries. Read more details in the "ONE Successful Story": Saving bees is saving the planet

LandScale

By joining this initiative (www.landscape.org), led by the Rainforest Alliance and Solidarity Network, we support the effort for a standardized approach to measuring sustainability performance at the scale of a landscape. The following are some of the actions we have been taking in order to achieve this vision:

- Construction of a tree nursery with a 75,000 native seedling capacity.
- More than 50,000 natural forest seedlings have been donated to reforest the riverbanks.
- Preservation of a 34.5-hectare conservation area in the southeast.

Mayan Biosphere

We helped preserve more than 19,000 Hectares through this initiative, in partnership with WCS, Solidaridad Network, and the National Council for Protected Areas, in the area of El Per-Paso, Caballos-Peón de Buena Vista, San Andrés, Petén, Guatemala. **AgroAmerica has invested a total of US\$1.2 million in the project. With the project, we will preserve a total of 19,098 hectares, including 14,038 hectares of forest, 117 hectares of water bodies, 704 hectares of wetlands, and 4,239 hectares of non-forest.**

Mangrove conservation

We contribute to the preservation and restoration of mangrove ecosystems through a range of financial activities. Read additional information in the following case study.

Reforestation

In 2021, we have planted 25,216 trees throughout 29.4 hectares of forests and riparian areas.

Alliances for reforestation and conservation



ALLIANCE	OBJECTIVE
National Institute of Forests	Monitoring of reforested areas Seedling donations
Technical committees for watershed conservation in Guatemala	Promoting coordinated actions for reforestation and conservation
Climate Change Private Institute	Developing our reforestation plan. Seedling donation to forest nurseries.
Ministry of Agriculture, Livestock, and Food	Professional guidance in forest nurseries
Ministry of Environment and Natural Resources	Donation of seedlings from our forest nursery to aid in the regrowth of the riverbanks
Rainforest Alliance	Receive professional guidance Implementation of a 75,000 native seedling nursery
LandScale	Landscape preservation
WCS y Solidaridad Network	Conservation of more than 19,000 hectares in the Maya Biosphere
Community Development Councils	Reforestation of riverbanks in farmland Donation of seedlings to reforest their communities
Municipalities	Seedling donation



+19,000 acres of Mayan biosphere preservation

ONE

Success Story

Protecting bees is protecting the planet



About 90% of flowering plants depend on pollination to reproduce. Similar to this, approximately 75% of all agriculturally produced food depends on pollination and the ecological services provided by natural pollinators.

In addition to helping with agriculture, pollinators also play a role in food security and biodiversity preservation.

Bee Sanctuaries:

We recognize the value of bees for agriculture, which is why we launched a pilot project in 2021 to establish a bees sanctuary and other pollinators in a forest conservation area near a natural ingredient processing factory in Guatemala.

This year, the first phase of the diagnostic procedure was completed. This phase consisted of identifying native bee species, gathering data, and building the project-specific informational infrastructure.

The successful completion of this preliminary phase provided us with crucial information for the implementation of a physical system in an integrated, biodinamic environment using our own methodology and scientific foundation in order to protect and exponentially increase the population of native pollinators.

In 2022, we establish the sanctuary at the natural ingredient processing facility and we intend to launch a replica of this initiative in other parts of the country.

For the development of this project, we have hired the services of a business that specializes in the creation of bee sanctuaries and other pollinators, the implementation of biodinamic beekeeping projects, and environmental education.

BeeHub, our project partner, has the support of the Convention of the United Nations Convention to Combat Desertification (UNCCD), professors from the University of Kassel in Germany, Club Rotario Nueva Guatemala, and other conservation projects from Guatemala, Chile, Colombia, and Spain.



Bees are essential to agriculture, food security, and biodiversity preservation.

1 macro bees sanctuary established in the conservation within One Banana operations .



22 plant species and 10 pollinator species have been identified in One Banana forest conservation area.



ONE Story

Strategic alliance to promote a sustainable landscape Mangrove restoration



The mangrove is threatened by illegal logging, pollution, and the presence of the E. coli bacteria, which comes from the wastewater of the users of the river basin that flows into this ecosystem. Additionally, it suffered great losses of forest cover after a forest fire that affected 90 hectares of mangroves in 2019.

Mangrove Restoration Program:

In October 2021, a mangrove and landscape restoration program began:

The mangrove called “Manchón Guamuchal” is the last and largest wetland (mangrove ecosystem) on the Pacific Coast of Guatemala. It is located in the adjoining land to the company's farms and its existence is essential for the Mesoamerican Biological Corridor.

The Manchón Guamuchal has been declared a RAMSAR site, because it meets the criteria for the identification of wetlands of international importance.

Why are mangroves important?



They can retain up to 1,000 tons of CO2 per hectare each year.

They capture 5 times more CO2 than tropical forests.



They are characterized by a combination of different plant communities, including coastal dune flora, dry forest, mangrove forest, palm forest, aquatic macrophytes, willow forests, fresh and brackish water lagoons, swamp areas, freshwater wetlands, and areas with secondary vegetation.



AgroAmerica contributes to this project, in partnership with the Rainforest Alliance, LandScale, the National Forest Institute, the Climate Change Research Institute, and the National Council for Protected Areas.



Instituto Nacional de Bosques
Más Océano, más Vida



Instituto Privado de Investigación
sobre Cambio Climático



The recovery of this ecosystem took place within the framework of the LandScale initiative, which included a diagnosis of the affected site, the rescue of the mangrove swamp, the monitoring of the intervened area, and the evaluation and systematization of the process.



For this reason, we are proud to announce that we exceeded our forest restoration goal, and instead of restoring 43 hectares, we recovered 85 hectares of mangroves in 2021. As a consequence of this environmental intervention, various species of flora and fauna were restored, in the Manchón.

It is worth highlighting that during the previous decade, Guatemala recovered only 65 hectares of mangrove through inter-institutional efforts. When comparing the achievements made this year, we markedly surpassed what had been achieved in the last ten years in the whole country.



The main goal is to restore 250 hectares of mangroves, and we will continue working together with our allies to reestablish the Manchón ecosystem and other forest landscapes in the region.

We reforested 85 hectares of mangrove in 2021, together with our allies.

The goal is to reforest 250 hectares of mangrove. In 2021, we signed a memorandum of understanding (MoU) with the Rainforest Alliance for the conservation of this ecosystem.

It is important to put faith in the restoration of the mangrove ecosystem. As the region's leading company in agriculture and food, our sustainable business model involves regenerative agriculture and environmental restoration practices which contribute to the reforestation of more than 85 hectares within the mangrove reserve called Manchón Guamuchal.

Javier Aguirre, Corporate Director of AgroAmerica

CLIMATE CHANGE

Our race to Net Zero



Why is it important?

We prioritize the proper and responsible management of the waste that we generate in our production chain, including critical wastes such as agrochemical containers throughout their life cycle. We do so to avoid negative impacts on the soil, atmosphere, and bodies of water. Any improper waste management practices would affect the balance of our ecosystems, which we consider to be unacceptable.

We reuse bags 2.5 times for fruit protection. They are then recycled.



80% of the organic matter generated on the farms is reused in soil care and treatment which reduces the use of agrochemical products.



The agricultural plastic used to protect fruit as well as the disposed personal protective equipment (PPE) are destined for energy recovery in a cement kiln. For more details, see the following case study.



Our aims, actions and achievements in 2021

Our waste management procedures are mainly focused on the reuse, recycling, and recovery of organic and inorganic waste. Ultimately, we contemplate and apply the appropriate treatment and disposal, depending on the type of waste.

We have categorized the different waste generated in our production chain in order to have all the technical bases that lead us to the best decision of reuse, treatment, or final destination of the waste. As a best practice, waste is separated at the source.

Organic waste



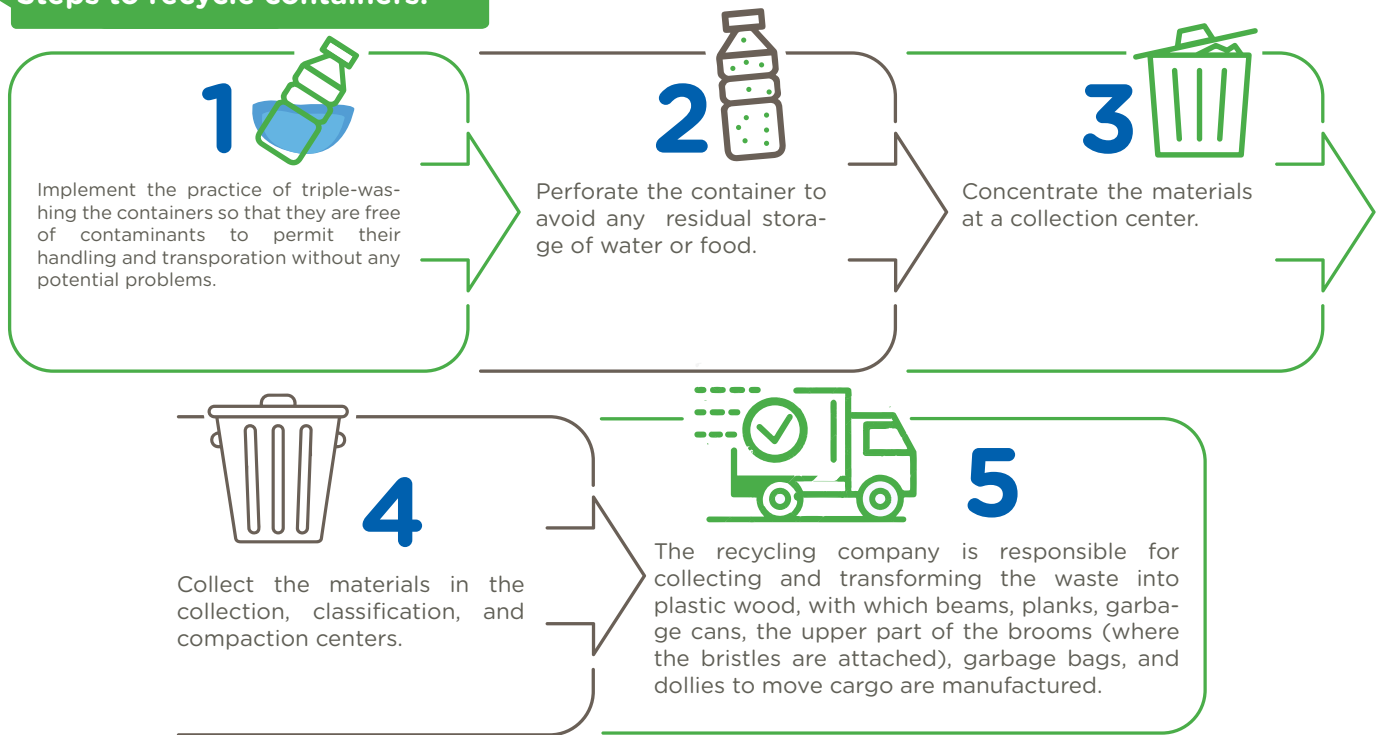
The banana that is not exported is entirely destined for processing in our Natural Ingredients Plant. We mainly make banana puree, as well as banana powder and banana flakes (see the Productivity and Innovation section). In 2021, we processed more than 271 million bananas to produce 21,650 tons of banana puree.

Inorganic waste



Agrochemical product containers continue to be recycled by the Clean Field Program of the Association of the Agricultural Chemical Union (AGREQUIMA) in Guatemala, and with other qualified suppliers in the countries where we operate.

Steps to recycle containers:



+95%
of chemical product
containers are recycled

4,628
employees are trained in the
responsible use of agrochemicals



ONE Story

From waste to energy for cement production Driving a circular economy



Compaction area for recycled materials for PROVERDE.

In this way, the waste is eliminated conveniently and efficiently, without generating new residues, ashes or emissions different from those of the original process, since all the material involved is converted into energy or incorporated into the clinker (intermediate material necessary for the manufacture of cement).

After its use and reuse, we send our agricultural plastic waste (fruit protection bag, agricultural input containers, among others) and disposed personal protective equipment (PPE) to be revalued as an energy input, in a cement kiln, under a process known as co-processing.

We work in alliance with the organization called PROVERDE, in the southwestern area of Guatemala, so that the previously conditioned waste enters the furnace and is calcined; at this same time, the thermal energy that is generated can be used for the production of cement.



Training on waste co-processing given by PROVERDE to continue responsible waste management.

142.2t

of agricultural plastic, after being internally reused 2.5 times, are delivered to PROVERDE for energy recovery.

14.8t

of waste personal protective equipment (PPE) are delivered to PROVERDE for disposal, through energy recovery.

One Banana has avoided the generation of 48.34 tons of CO₂ into the environment through the PROVERDE waste co-processing program since its implementation in 2021.

The main benefits of the program have been:





Our People

In this section:

Working conditions

ONE different company for our people

Training and culture

People make the difference

Living wage

ONE decent employment and living wage

Gender and Inclusion

ONE inclusive team

Occupational safety and health

ONE safe and healthy workplace for our people

The "Our People" pillar focuses on the company's internal social management. Our purpose is to provide working conditions for the personal and professional development of our employees. We foster a culture of training and growth; In addition, we ensure a living wage and labor inclusion focused on gender and diversity, guaranteeing the occupational health and safety of our people.



OUR PEOPLE

The One Banana division has more than 7,500 employees dedicated to banana operations. Our team demonstrates a high commitment and determination to perform work of excellence, focused on achieving maximum productivity and sustainability. We strive to make our business an attractive and welcoming place to work, where everyone feels comfortable living in tune with our corporate values, with an emphasis on attention to their health and wellbeing.

We stand out in our industry by offering permanent jobs that provide stable income to families during the entire year. This is unlike other sources of agricultural work that depend on cyclical productions. We respect our employees and value their potential regardless of their race, gender, origin, religion, sexual orientation, age or any other factor.

7,593

employees at One Banana
with permanent employment
and living wages



WORKING CONDITIONS

ONE different company for our people



Why is it important?

We are a company that generates thousands of jobs and strives so that each one of them is considered the best in its class in the region. We comply with laws and labor requirements, promoting a healthy, safe, and attractive work environment.

Labor audits

In 2021, we received 20 government audits on labor issues, all with satisfactory results. Internally, we conducted 7 internal audits that aimed to identify opportunities for improvement in the working conditions we offer.

Work benefits

The working conditions we offer seek to provide employees with the environment and tranquility they need to carry out their tasks. Therefore, in addition to the job itself, we offer our employees the following benefits:



Medical insurance in addition to social security, accident insurance and other benefits, such as food and transportation to the workplace.

School for the children of our employees: was installed by AgroAmerica in the southwestern area of Guatemala, 11 years ago. Its purpose is to provide access to quality education to the children of our employees, with an innovative pedagogical model focused on the student and their social and natural environment. In 2021, the school had 117 students enrolled, of whom 52% were girls. As of 2021, more than 120 students have graduated from the primary level.



+120

One Banana employees children have graduated from elementary school



Savings and Loan Coop: offers savings accounts with the highest profitability in the market; as well as providing posthumous care programs, a convenience store, and quick and easy access to financing.

In 2021, a total of 3,243 employees were part of the Savings Coop which constituted more than 60% of employees who are members. There were also 172 training sessions on the coop for staff. The vision is to be an efficient, solid and solvent savings and credit coop that satisfies the service and product requirements of its partners, with a sense of social and business responsibility.

The coop was founded 10 years ago, seeking the common good with responsibility, integrity, equity and solidarity through a model of social development that promotes democratic participation in the South Coast and Southwest of Guatemala.



General Assembly meeting with the employee members of the Coop.

3,243

employees participate in the Savings and Loan Coop, in Guatemala

Parental leave granted to our employees (men and women) for the arrival of their children.

216

women benefiting from maternity leave.

413

employees obtained their paternity leave.

Working Environment

We regularly measure our work environment through internal surveys and interviews with our employees. This allows us to implement continuous improvements.

In 2021, we carried out 21 internal work climate surveys and interviewed 597 employees on the subject. The results were encouraging because a high degree of satisfaction was shown, on the part of the employees with our business work environment. Certainly, there are areas to improve that are being identified and worked on.

21

work climate surveys carried out

Continuous Improvement Committees

A total of 98 employees make up the Continuous Improvement Committees, which met 84 times in 2021.

These committees exist at each of our locations and have the objective of identifying opportunities for improvement in the work environment, as well as in the services that are available within our operations. Some examples of the topics discussed in the Continuous Improvement Committees are: the improvement of the infrastructure of the packing plants, cleaning of facilities, vacation time, bus and dining services, COVID-19 prevention, and medical leave, among others.

98

of our employees form part of the continuous improvement committees

TRAINING AND CULTURE

People make the difference



Why is it important?

We believe that everyone can improve personally and professionally. Because of this, we promote continuous training opportunities for our employees and a culture of continuous learning. Added to this is the fact that we operate in areas with low levels of education, so by training staff, we ensure the levels of knowledge necessary for maximum performance in the company's functions.

+7,000

Employees trained in technical and institutional issues



Our actions and achievements in 2021

Our training and development actions focus on both professional and personal issues, seeking the comprehensive development of work teams. At a professional level, work is done on organizational skills, leadership, dialogue and effective communication, development of human talent, as well as the promotion of specific technical skills.

Training topics:

- Mission
 - Vision
 - Values
 - Benefits and labor obligations
 - Disciplinary guide
 - Food handling and safety for packing plant canteen staff
 - First aid
 - Labor and socio-environmental policies
 - International certifications
 - Human rights
 - Internal Work Regulations
 - Code of ethics
 - COVID-19 prevention measures
- Among others

On a personal level, we offer employees the opportunity to finish their school studies or start other specializations. We offer flexible schedules for those who need to attend their courses or training classes.

20

Employees have paid-leave to continue their studies on Saturdays in Guatemala



You grow as the company grows
*Waldemar Folgar,
Quality Manager.*



ONE Success Story

30 years:

A lifetime of achieving professional and personal goals



Waldemar Folgar: a man in his 50's, husband, father of three children, and diligent employee.

He has been a part of the company since its inception and has grown with it for 32 years. He started working as a foreman, and then was the packing manager and farm supervisor, until he became the Quality Manager of One Banana. He is in charge of quality control of the banana farms. His career trajectory is an example of an employee who grew alongside the company and stood out due to his continuous dedication and performance.

When the company was starting, Waldemar began his friendship with the founder, Mr. Fernando Bolaños. Mr. Fer trusted him a lot and assigned him many responsibilities during the expansion of the operation. He also instilled in Waldemar the importance of having a high quality standard in banana crops. Mr. Fer explained to Waldemar and those around him: "I want you to see what I see" when he spoke about the pursuit of quality excellence in the company's work and products. Waldemar emphasizes how close and humble Mr. Fer was with the employees, since he often spent time with and lived with them. It was very common to find him sitting and having lunch, sharing advice, and cracking jokes with the employees.

"You grow as the company grows". - Waldemar Folgar. He proudly highlights the support the company gave him financially, as well as the growth it provided him through knowledge and skills.

"What I have learned is that we are all the same, from the person who cleans the packing plant, to the person who leads the company. Everyone deserves respect, and we should value them all. This respect has led me earn leadership and growth positions in the company that I would never have imagined, and that committed me to helping others grow." - Waldemar Folgar, Quality Manager

“Waldemar Folgar has played a crucial role in building ONE Banana's reputation as an industry leader in quality.
- Fernando Bolaños Valle, CEO of AgroAmerica”



LIVING WAGE

ONE decent employment and living wage



Why is it important?

We calculate wages for agricultural activities based on what is necessary to support a family with dignity in rural areas. We are not only guided by the minimum wage stipulated by law, but we also go beyond what is required of us.



Our actions and achievements in 2021

We aim to pay a living wage to all our employees, using the *living wage* methodology to establish the income that a person needs to adequately support their family, in a specific place and time. We are committed to going beyond what is required by law, which establishes the payment of the minimum wage.

Since 2011, we have been carrying out financial models to identify the living wage through outsourced services, so that those who work in agricultural tasks receive a salary that not only complies with national laws, but is a salary that allows them to maintain their families and cover all basic expenses.



IDH Salary Matrix

We have adopted the IDH salary matrix, a tool that compares the total remuneration received by employees (including salaries, bonuses, and benefits in cash and in-kind) with the estimated values of living wages, relevant to the region. The tool facilitates efforts towards supply chain wage transparency and shared responsibility, to address living wage gaps.

According to the results we obtained from the exercise with said matrix, we do not have gaps with the living wage in any of the regions in which we operate; so, we can affirm that AgroAmerica does offer its employees a living wage.

Our employees receive a living wage to cover their families' basic expenses, according to the results of the IDH Salary Matrix





Social Progress Index

We carried out a study of the Social Progress Index (SPI) of our employees, which we finished in 2021 with the support of more than 750 employees in Guatemala.

The results indicate that our employees have an SPI 5% higher than the national average.

The SPI is an aggregate index of social and environmental indicators, capturing three dimensions of social progress: Basic Human Needs, Foundations of Well-being, and Opportunities. Each of these dimensions captures 4 components, as shown in the graph below.



These are the components in which **AgroAmerica** has a higher score than the national SPI:



By making the measurement, we joined the Social Progress Network of Latin America, made up of 21 initiatives, 10 countries, and 107 organizations.

World Banana Forum's working group on Distribution of Value

Committed to the initiative of decent living wages, we are part of this working group in which we seek to work for the achievement of a fair distribution of value, throughout the banana supply chain.

The World Banana Forum has engaged in these activities through the Living Wages initiative, which provides an opportunity for local economic sustainability by establishing living wage benchmarks in the banana industry using the Anker methodology, and ultimately, providing a concrete basis for closing the gap between the current wage and the living wage.



GENDER AND DIVERSITY

ONE inclusive team



Why is it important?

We operate in areas and countries where, usually, the male workforce leads in the agro-industrial sector. Additionally, there are diverse ethnic groups in the areas where we operate.

In this context, that we seek to promote an assessment of human talent that offers equal opportunities, and that does not discriminate against people based on gender, race, origin, religion, sexual orientation, or any other feature of their humanity.



Our actions and achievements in 2021

We are a company committed to cultivating diversity, equity, and inclusion in all jobs, as established in our Equality and Non-Discrimination Policy. We believe that our presence in multiple geographical areas, where different ethnic and age groups live, allows us to have a diverse team, enriched with different perspectives and varied knowledge to achieve our goals.



Staff percentages by age group at One Banana

80%
18-50 years old

20%
51-70 years old



In the Natural Ingredients plant:

65% of our operational employees are women

50% of our management team are women

In 2021, we focused our efforts on achieving gender balance in our operations, as established in our Policy on Women's Rights, Non-Discrimination and Non-Harassment at Work. We seek gender inclusion at all levels: from detailed work in operational positions to positions of responsibility in the Executive Committee.

Our team of women reflects excellence. Annually, at least one of our employees receives some recognition from the Ministry of Labor (see case study below). Although our results in terms of gender balance are encouraging, we are convinced that there is always an opportunity for continuous improvement.



50%
of employees in packing plants are women

64%
of employees in the Natural Ingredients Processing Plant are women

8%
of job promotions were for women

16%
of hires corresponded to female applicants

21%
of the Executive Committee is made up of women

Leadership of women in managerial positions

Within the corporation, we have

19 management positions held by women

who have been given opportunities for their empowerment and professional strengthening. Due to their high performance in the organization, these professionals were chosen to be promoted to the leadership positions listed below:

- Members of the Board of Directors
- Key Accounting Managers
- VP sales
- Human Resources Managers
- Quality Management Manager
- Certification Manager
- Social Responsibility Manager
- Treasury Manager
- Director of the Children's School for Workers
- Research and Development Manager
- Communication Manager



ONE Story

Recognition of women: ONE empowering statement



In total, 184 women were nominated at the national level for this recognition, of which 24 were selected by a qualifying commission made up of representatives of 10 national institutions.

"The need to improve myself financially led me to apply for a job at the company. Now I can offer something better to my children. That is why, every day, I try to ensure that the work we do with the group of women I am in charge of reflects order and quality."-
Aura González

This type of recognition encourages more women to continue working and growing in the company. Additionally, it affirms the importance of continuing to empower our female employees, and other minorities, in the workplace.

Within the framework of the commemoration of International Women's Day, the Ministry of Labor and Social Welfare of Guatemala granted the recognition "Order of Labor Excellence 2021" for **Aura Estela González Romero, a employee at One Banana.**

Aura was highlighted for her career, efficiency, punctuality, camaraderie, and solidarity. She started working as a sealer for One Banana, in 2018, until she became a line foreperson. She is considered a great leader, as she creates an environment of trust, respect, and teamwork among her colleagues. "We are sure that she will continue to grow professionally," says her direct boss. She has a wonderful ability to win over many people through her behavior and charisma. She adapts to changes and values the continuous learning that the company provides her.



Corporate Director, Javier Aguirre, and Aura González, The Awarded.

Since 2018, eight One Banana employees have been recognized by the Order of Labor Excellence in Guatemala at the National level by the Ministry of Labor.

OCCUPATIONAL SAFETY AND HEALTH

ONE safe and healthy workplace for our people



Why is it important?

We ensure the health and safety of our employees as it is fundamental in the construction of sustainable organizations. The wellbeing and health of employees generates better performance, while at the same time, guaranteeing an environment of safety and trust.



Our actions and achievements in 2021

The deployment of actions in the area of health and safety is part of our Industrial Health and Safety Policy, and stems from the Occupational Health and Safety Plan, updated in 2021. According to this document, our approach involves the following procedures:



Health of the employees



Risks and incidents



Emergency situations



Training on health and safety



Audits and controls



Workers' Health

We take care of the health of our employees by applying prevention and control procedures, as well as immediate and thorough reaction to situations that could not be anticipated. Our medical services have high-quality standards, which are managed with the support of specialized medical personnel, nurses, and 12 free-access medical clinics for our employees, with primary care and early detection of common diseases.



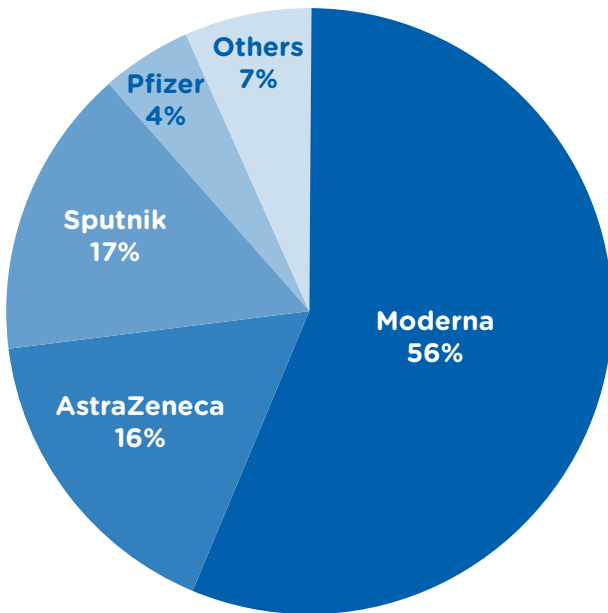
COVID-19 Prevention

Furthermore, the management of the pandemic was also a priority in this period. In addition to continuing to develop and strictly comply with our COVID-19 Prevention Plans and Control Strategies, we are concentrating on promoting vaccination among all our employees. Together with the Guatemalan Institute of Social Security and the Ministry of Public Health, we carry out immunization days in the workplace.

16,000

COVID-19 vaccines administered to employees (First and second dose, and booster)

Types of vaccines administered



1,297 completed COVID-19 tests



12 medical clinics that provide primary and incident care, as well as early detection of common illnesses.

2,744 cases attended by nursing staff in Guatemala, of which 81% were common illnesses.

812 employees participated in the medical conferences of the Human Development Center of AgroAmerica.

679 employees participated in vaccination campaigns against rubella, tetanus and measles.

64% of employees have been attended by the company's medical clinic or nursing service (source: IPS survey conducted in 2021, of more than 700 employees)



Vaccination days were held in the workplace.

ONE Story

Our study on the impact of COVID-19 on agricultural employees and their families

In the face of the SARS-CoV-2 (COVID-19) pandemic, we were committed to ensuring the health of employees, their families, and neighbors. This is why we chose to participate in the only study in Guatemala and in the region that examined COVID-19 in families of agricultural employees, together with other research and health entities.

The study called “Asymptomatic and symptomatic transmission of COVID-19 from agricultural employees, in the home and in the workplace” was implemented at the AgroAmerica HDC Research Center. The participating researchers were the AgroAmerica Foundation for the Integral Health of Guatemalans, private universities in Guatemala, the University of Colorado at Denver, and the Center for Disease Control and Prevention.



Among the objectives of the analysis was to determine the burden and transmission dynamics of COVID-19 in households, by variant, sex, age group, race/ethnicity, pre-existing condition, employment, socioeconomic status, and environmental risk factors. Also, the intra-family and home-to-workplace transmission dynamics of SARS-CoV-2 variants among asymptomatic, presymptomatic, and symptomatic adults and children were evaluated.

The sample analyzed was made up of 339 people from 70 households, located in the Southwest of Guatemala. Most of the participants were employees, relatives, or neighbors of the company.

To carry out the study, the consent of the participants was confirmed. They then had to complete a questionnaire and donate a blood sample. Then, the institutions made 2 weekly surveillance visits for a year. When any of the participants presented symptoms of COVID-19, or had contact with a positive case, they were visited to take a saliva sample that would allow the virus to be detected and, thus, complete a questionnaire. Those who tested positive for COVID-19 received intensive monitoring.



The benefits of the study were the following:

- Quickly provide families with COVID-19 test results (within 24 hours).
- Distribute information on COVID-19 prevention to participating groups.
- Generate data on the number of people infected with COVID-19
- Conduct the only study in Guatemala and in the region that examined the incidence of COVID-19 in families in the agricultural environment.
- 79 households of working families were studied, equivalent to 339 people.

As a responsible company, we will continue to ensure the wellbeing, development, and health of our employees by actively collaborating with health and research institutions to learn about the behavior and impact of this and other diseases which affect our people.

We participated in the only study carried out in Guatemala and in the region, which focused on examining the impact of COVID-19 on families of agricultural employees. The analysis identified preventive and reactive measures which allowed us to minimize the negative impacts of the pandemic on our employees and on communities.

Identification and management of risks and incidents

We continuously work on updating the risk matrices of all operations, in which risks and hazards are identified, and the probability of occurrence and severity are assessed. Based on this analysis, we work on the development and/or update of the Occupational Health and Safety Management System, including plans, protocols, programs, and actions that address and mitigate the various identified contingencies.

Our Occupational Health and Safety Committees (OHS) are in charge of investigating incidents and accidents, which allows us to quickly consider actions to minimize occupational risks. These committees include managers and employees, in an effort to integrate and consider queries, suggestions and opinions. Indeed, these instances have, as their main purpose, to ensure the deployment of all actions aimed at preventing and managing the potential operational risks.



142

employees belong to the OHS committee

71

completed OHS committee meetings

20

trainings undertaken by the OHS Committee

Emergency situations

In order to achieve the appropriate response and attention to emergency situations, we continue with the deployment of our Emergency Plan, which is constantly updated.

In 2021, we involved our people in taking action in the event of possible emergencies through the formation of 27 brigades made up of 259 employees in the three countries where we operate. During this same period, we continued to train our people in first aid care, risk assessment, roles as brigade members, use of fire extinguishers and first aid kits, among other topics.



First Aid Training and Drills

27

formed brigades

259

employees who are part of the brigades

20

brigade meetings

13

training provided to brigades

22

evacuation, first aid and earthquake drills

Health and safety training

We are convinced that training is the key to quality performance. It is for this reason that we continuously train our employees on issues related to OHS, such as: proper use of personal protective equipment (PPE), COVID-19 prevention, potential risks, order and cleanliness, disease prevention, among some other examples.

28
OHS training events

5,641
employees trained in OHS

5,120
employees trained in COVID-19 prevention

2,853
employees trained on HIV



Audits and controls

Our instruments of control and continuous improvement, par excellence, are the internal and external audits that we receive. For this reason, we carry out several systematic reviews on occupational health and safety that allow us to account for our performance, in this case, with regard to OHS.

Audits and Controls

9

Government audits on OHS issues that included aspects of compliance with COVID-19 regulations

Occupational Health and Safety Training with Municipal Firefighters.





Our Communities

In this section:

Relationship with Stakeholders
Working for sustainable development

Community development
Contributing to the common good

In the "Our Communities" pillar, we reviewed the external social management and the commitment of our business to promote positive relationships with our stakeholders, as well as our role as agents of sustainable development.

2 Zero Hunger



5 Gender Equality



4 Quality Education



17 Partnerships For The Goals



RELATIONSHIP WITH STAKEHOLDERS

Working for sustainable development



Why is it important?

We approach many interest groups by communicating, collaborating, and working together to review the social and environmental challenges facing our society. We have the aim of providing innovative ideas to contribute to the social development and success of our business.

We operate in the vicinity of 44 rural communities. We have an impact on millions of consumers who are looking for healthy and sustainable food. In addition, we have thousands of providers. It can also be noted that we are audited by government institutions, as well as international entities and interest groups.



Our aims, actions, and achievements in 2021

A coordinated and friendly interaction with our stakeholders allows us to enhance our social impact through our community projects, and other impactful actions and initiatives.

We work in alliances and with a communication network that involves more than **2,100 local contacts including community and religious leaders, members of the Community Development Committees, teachers, school directors, parents, governmental and non-governmental institutions, the media, as well as participants in the Human Development Center's community programs.**



Our Corporate Director with local leaders and members of Guatemala's communities.

2,100 registered contacts of our stakeholders to maintain constant dialogue and manage sustainable development projects.

Development committees

As a part of our relationship with interest groups, we actively participate in distinct committees or commissions that support integrated actions at the community level.

These are some examples of the committees on which we maintain a permanent seat in the South Coast and Southwest of Guatemala:

- Responsible Maternity and Paternity Network
- Technical Business Committee for River Basins
- Municipal Development Councils
- Municipal Prevention Commission
- Municipal Commission for the Prevention of AIDS
- Clean Beaches Committee
- Municipal Food and Nutritional Security Commissions
- Mangrove Technical Table
- Municipal Prevention Committee
- South Coast Restoration Network



We actively participate in community development committees in partnership with municipal authorities.

30

multidisciplinary committees in which AgroAmerica actively participates

118

in attendance at various committee meetings

ONE Story

Municipal Food and Nutritional Security Commissions (COMUSAN, by its acronym in Spanish)



We actively participate in community development committees in partnership with municipal authorities.

We thoroughly discuss pressing issues at the aforementioned committee and commission meetings. As an example, we highlight the results obtained by the Municipal Food and Nutritional Security Commissions, through which efforts were coordinated to achieve a 41% reduction in acute malnutrition in children on the South Coast of Guatemala in the year 2021.



Meeting of the Municipal Food and Nutritional Security Commission on the South Coast of Guatemala.

Municipal Food and Nutritional Security Commissions Results

# of COMUSAN in which we participate	6
# of people attended in the medical days	2,642
# of attended meetings	52
# of children with AM	733
# number of children who recovered from AM	302
% of recovered children	41%

*AM: Acute Malnutrition

Local partnerships aimed towards community development

In the last three years, we have significantly increased the number of alliances that allow us take part in meaningful projects and initiatives. While in 2019 we had 123 of them, in 2021 we reached 339 governmental, non-governmental, and private entities to jointly promote development of the surrounding areas where we operate in Guatemala.

We highlight the continuity of our alliances in the Southwest of Guatemala:

- We have contributed to the formation of the Local Coordinators of Natural Disaster Reduction since 2016. We currently work with over 50 of their local community leaders.
- We work with the Trifinio Suroccidente Association to actively contribute to community management projects for health, education, infrastructure, and the environment. This association is made up of 52 communities that have promoted the development of their local areas since 1994,



Formation of Alliances led by One Banana for Community development programs.

In 2019

123 alliances

In 2020

more than 257 alliances

In 2021

339 alliances for sustainable development

Training for stakeholders

The more we inform and train our stakeholders, the more trust we generate in them. Some of the trainings are executed by our personnel; on some occasions, we outsource the training process with specialists in the subject at hand.

Personal and professional training issues are addressed to facilitate the development of the communities in the area of influence. The topics, dates and format of the trainings are defined in conjunction with the local authorities, through participatory mechanisms.

571

interested stakeholders (communities, institutions and employees) were trained on various productive, institutional, environmental, preventive health, and food safety issues.



Training on our company's corporate policies and community development programs.

ONE Story

Supporting higher education programs on sustainability

Public-private collaboration between the US State Department, US Embassies, Partners of the Americas with companies, foundations, and regional academic networks.



Latin America has great environmental challenges, and therefore, we need to contribute to the training of a new generation of students who carry out research in order to generate innovative solutions in response to these problems.

AgroAmerica has positioned itself as one of the main sponsors of "The 100,000 Strong in the Americas (100K) Innovation Fund", contributing more than \$100,000.

As of March 2022, after 31 grant competitions since 2014, the Innovation Fund has awarded 278 grants (\$25,000-\$35,000 each) to 534 higher education institutions (which work in teams) in 25 countries and 49 U.S. states.

“It is with great enthusiasm that AgroAmerica joins the Department of State as a strategic partner in this regional initiative. We have a strong partnership due to our shared values which we use to build, step by step, a future full of prosperity and hope for our countries. At AgroAmerica we are convinced that the future of our continent depends on strategic investments such as these, which are multipliers of prosperity for the United States, Central America, and the Dominican Republic.
- **Fernando Bolaños Valle, CEO of AgroAmerica.**”

The fund allows more students to have access to innovative training and academic exchange programs to work in teams, conduct research, acquire technical and linguistic skills, and prepare for the demands of the workforce. To accomplish this, **12 grants have been awarded in the Central American region and the Dominican Republic. They are worth \$25,000 each and will be used for projects that will begin in early 2022.**

The 100K contest is sponsored by the United States Department of State and AgroAmerica, with the support of the United States Embassies, the Office of Western Hemisphere Affairs of the United States Department of State, the NGO Partners of the Americas, foundations, other private companies, and regional academic networks.



12 grants have been awarded in the Central American region and the Dominican Republic of USD \$25,000 each for projects that will start in early 2022.

“The 100k Innovation Fund advances a positive agenda for the hemisphere by harnessing the power of education to transform societies, providing opportunity, and stimulating economic growth.” -William Popp, Ambassador of the United States in Guatemala.

We congratulate the winning students and academics, who have partnered with universities in the United States and received funds to create innovative solutions to environmental problems in the region.

One of the research projects that won the grant fund was the one presented by the San Carlos University of Guatemala, the Technological University of Honduras and Texas Tech University in the United States to seek comprehensive solutions to problems generated by pollution in the Motagua river. This body of water is located in the northeastern region of Guatemala, bordering Honduras. This project continues to advance and shows potential to provide extremely useful information to solve this grave environmental problem.

100K is a public-private partnership between the US Department of State, US Department of State Bureau of Western Hemisphere Affairs, US embassies, and Partners of the Americas, with regional businesses, foundations, and academic networks.

AgroAmerica has donated more than \$100,000 to the U.S. Innovation Fund to provide grants to higher education institutions.

In 2021, the **100K** contest was sponsored by **the U.S. State Department and AgroAmerica.**

+2,300 higher education institutions have joined the Innovation Network, including 1,300 U.S. universities.

COMMUNITY DEVELOPMENT

Contributing to the common good



Why is it important?

We operate in the rural communities where our employees come from and where our operations have the most impact. In these populations, there are multiple needs, high levels of poverty, malnutrition, limited infrastructure, and little presence of legal authorities. For this reason, we collaborate with our communities and various interest groups, such as the State, civil society, and the private sector to contribute to sustainable development.



Our aims, actions, and achievements in 2021

We reaffirm our commitment to be agents of development in our communities, seeking to improve the conditions and quality of life of the families that comprise them. The impact of our actions is reinforced by the alliances we have, and is especially aimed at those who live in the surrounding areas of our operations.

In accordance with our social responsibility plans, we work in four areas to contribute to the development of our communities: infrastructure, health, environment and education.



During 2021

172 implemented community management projects mainly in Guatemala

44 communities in our vicinity in Guatemala, Ecuador and Peru

415 visits by our community relations team to our surrounding communities

The table below shows the projects carried out in this last period.

Infrastructure:

- Road maintenance
- Repair of embankments to prevent flooding
- Donation of construction materials for the improvement of infrastructure
- Drain cleaning
- Traffic signs
- Partnerships in the procedures for road repair with private and government institutions as well as civil society

Education

- Technical courses for entrepreneurship
- Training for food handling in conjunction with municipal hospitals and health centers
- Donation of school classroom furniture

Health:

- Donation of supplies for firefighters and health institutions in order to provide quality medical care for their communities
- Donation of supplies to prevent the spread of COVID-19
- Community medical days
- Monitoring families with acute malnutrition
- Active participation in Municipal Food and Nutritional Security Commissions
- Donation of bananas for the production of banana flour which serves as a nutritional supplement for children with acute malnutrition
- Medical days in our surrounding communities in which 605 people from the Southwest of the country partner with the Ministry of Health to provide: general medical consultations, pediatric care, vaccination, and COVID-19 tests
- Medical days, in alliance with the Municipal Food and Nutritional Security Commissions, in which 2,642 people from the South Coast of the country participated.

Environment:

- Donation of forest seedlings for the reforestation of riverbanks
- Stakeholder training for the preparation, prevention, and reduction of natural disasters



Donation of COVID-19 prevention supplies to local Health Centers.



Donation of bananas to various institutions with the aim of contributing to the development of local communities.



Formation of Local Coordinators for Disaster Reduction coordinated by One Banana.



Confectionery diploma coordinated by One Banana, to promote the entrepreneurship of women in our communities.



Road maintenance in alliance with institutions, communities, and private entities.

ONE Story

Listening to our communities through social impact assessment

In 2021, we carried out 3 Social Impact Assessments in our banana operations in Guatemala through a subcontracted external company. We did so in order to identify the positive and negative impacts as well as opportunities for improvement so that we could prepare our Annual Operating Plan for Corporate Social Responsibility.

We had the participation of 142 stakeholders (communities, employees, private entities, governmental and non-governmental organizations) in workshops and interviews to define the main issues and respond to the posed challenges.

The main results and tools of the Social Impact Assessments were:

- **Mapping of our stakeholders** including internal and external actors, public and private, in our communities.
- **Development of a positive and negative impacts matrix** in order to systematize, analyze, and classify all the information related to the perception of interested parties.

- **Development of workshops and interviews with interested parties** that are part of the study which is used to collect information.
- **Preparation of an Annual Operating Plan for corporate social responsibility**, based on the information compiled from the Social Impact Studies that prioritize and focus our efforts on mitigating negative impacts, enhancing our positive impacts, and improving our relationship with stakeholders.

3

Social Impact Assessments



Participatory workshops with local institutions and communities designed to assess social impact

142

stakeholders participated in the workshops



Community Donations

Donations of bananas

One Banana makes periodic donations of bananas to communities and government institutions in order to promote health and food safety in our communities:

1,264,100
donated bananas in 2021

Donation of supplies to prevent the spread of COVID-19 in 2021

425
Masks

109
Gallons of hand sanitizer

546
Gallons of bleach



Community banana donations.

Donation of plants for reforestation

28,040
forest seedlings
donated in 2021

38,995
forest seedlings
donated in 2020

Food Bank of Guatemala:

<https://bag.org.gt/quienes-somos/>



AgroAmerica is one of the founders of Food Bank of Guatemala.

In 2021, we made a contribution in alliance with the Association of Independent Banana Producers with the donation of **384,000 bananas**. Additionally, in 2022, our alliance plans to donate 1,152,000 bananas to provide food resources that help fight hunger and promote the development of Guatemalan communities affected by extreme poverty.



Donation of forest seedlings to communities for reforestation of river basins.

Banana donation to Food Bank of Guatemala.



AgroAmerca's Human Development Center

Without a doubt, our star social project in the area of health continues to be our Human Development Center (HDC).

The HDC was inaugurated in 2014, in the southwest of Guatemala, to serve more than 30,000 inhabitants of the Trifinio Suroccidente region (point where three departments meet) with medical services and preventive health programs.

The HDC was designed, built, and managed in partnership with the University of Colorado in the United States as part of our comprehensive vision: to provide access to health services and programs for our employees, their families, and their communities.



The Human Development Center in Numbers - 2021

10,600

patients treated at the Human Development's Center health clinic

790

children and women participated in community programs which contributed to reducing maternal and child mortality and chronic malnutrition

The main services offered by the Human Development Center are:

1: Medical Services for our employees and communities



- Medical consults
- Emergency attention
- Ambulance service
- Births
- Pharmacy
- Laboratory tests
- Dental care visits

From 2014 to 2021

45,900 patients benefitted from our medical services



2: Community programs: "Healthy mother and child"



There are programs to reduce maternal and infant mortality in our communities aimed at pregnant women and children ages 0-3 years.

During 2021, an alliance was made with Colgate to promote oral health as part of community programs. This program involved the donation of 5,000 kits containing toothpaste, toothbrush, and information on oral health. This was accompanied by health training with educational material provided by Colgate.

From 2014 to 2021

4,019 children and 2,185 mothers participated in the "Healthy mother and child" programs

3: Research center:



There is a research center, built by the University of Colorado USA, in the HDC facilities in order to measure the incidence of diseases in the area to develop action plans focused on their eradication. Among the outstanding investigations are the diseases of:

- Zika, Dengue, COVID-19, Malaria, and gastro-intestinal diseases.

There is an advisory committee made up of community leaders who contribute to this research and the programs that the HDC plans to implement. Their objective is to listen and take into account the opinions and needs of the community.

4: Programas for young people:



There are programs aimed at adolescents between the ages of 12 and 18. The main objective is to provide these teenagers with the opportunity to develop professionally and personally so that they can be agents of change in their families and their communities.

During 2021

902 young people have participated in our programs for teens

702 young people have been treated at the HDC with specialized care: medical services, psychology, laboratory tests, responsible reproductive health education, and nutrition services

As of 2021, 36 scholarships have been awarded to encourage young people to receive quality education and training.





ONE Story

AgroAmerica received the “New Champions Award 2021” award from the World Economic Forum in addition to other sustainability awards

The Human Development Center (HDC) is a place that allows us to generate positive impacts in the country and seek to improve living conditions for the population. Due to work, we were honored with three distinguished recognitions, in 2021.

World Economic Forum:

“New Champions Award 2021” from the World Economic Forum (WEF), in the category of Excellence in Social Responsibility: it recognizes AgroAmerica as a company that embodies the values of innovation, sustainable impact, and benefit for society; it delivers strong market signals, scales innovative solutions to revitalize our societies, accelerates the development of technology, and promotes responsible corporate governance.



Other Sustainability Awards

1. “V Latin American Transformers Award 2021” by RedEAméricas, in the category of Private Social Investment and Sustainable Communities: recognizes organizations that aim towards more equitable, inclusive, and sustainable development.

2. “Grand Prize” for Business Sustainability of the Guatemalan-American Chamber of Commerce (AmCham): recognizes companies that contribute to two or more areas in their community: social, education, environment, development for employees, and compliance. AmCham had the participation of 25 Guatemalan companies that applied for 45 projects.



AgroAmerica, represented by Javier Aguirre, Corporate Director, receives the grand prize for Business Sustainability from the Guatemalan-American Chamber of Commerce.

The efforts of the HDC have reduced maternal and child mortality to 0.56% in its surrounding communities (compared to 34% in Guatemala), and chronic child malnutrition to 4% (compared to 50% in Guatemala).

ONE Story

Bana-Nutrition: 'Eat well, live well' (Bana-Nutrición: "Come bien, vive bien") Contributing to food security

"Eat well, live well" program began in 2021 as a pioneering project aimed at reducing levels of acute malnutrition in children in Guatemalan communities, a country facing great challenges with a 50% rate of chronic child malnutrition.

Bana-Nutrition's main objective:

To reduce acute malnutrition rates in children from six months to five years old; contributing to their development and growth through the transformation of bananas into banana flour to be used in the production of nutritional supplements.



Bana-Nutrition's 2021 Results:

41% of children identified by the Ministry of Health have recovered from acute malnutrition through the Municipal Food and Nutritional Security Commissions in which we actively participate to implement the Bana-Nutrition program.



73,630 bananas were donated and transformed into banana flour



117 communities and 484 children were identified and monitored by the Ministry of Health who provided them with aid



4,786 pounds of banana flour donated to aid in the recovery of children affected by acute malnutrition



+59 alliances formed to implement the program



The average percentage of those affected by acute malnutrition in the municipalities where we operate and where the program is implemented is 3.29%, compared with 50% at the national level.

What makes Bana-Nutrition unique?

- **Periodic donations of bananas** for its transformation into flour and derived products.
- **Production of banana flour** through an artisanal process of drying, dehydration, milling, sieving and packaging.
- **Monitoring of children with acute malnutrition** to measure the impact of the program on their recovery.
- **Training parents of children affected by acute malnutrition** for the preparation of highly nutritious foods based on banana flour such as tortillas, pancakes, atoles, and bread.
- **Combined effort with local alliances**, among them: government institutions, private entities, municipalities, and civil society.



Training on the manufacturing of banana flour and derived foods.

Nutritional Value of Banana Flour

Banana flour contains high nutritional value, which is delivered to children identified by the Ministry of Health. This value was granted and analyzed by the Institute of Nutrition of Central America and Panama.



Delivery of banana flour to children with acute malnutrition.

Forming Alliances for Bana-Nutrition:

The program began in 2021 in 5 municipalities on the South Coast of Guatemala. Starting in 2022, it seeks to expand to more communities, as with the employees and families associated with One Banana. The program is implemented through Municipal Food and Nutritional Security Commissions, in which we actively participate.



We are a part of a nation-wide initiative:

The Bana-Nutrición program joins a national initiative called "Great Crusade for Nutrition", promoted by the Central Government of Guatemala. In this initiative, efforts are made to reduce acute malnutrition in children identified by the Ministry of Health which takes action and monitors their recovery.

Bana-Nutrición is part of the initiatives to eradicate acute malnutrition in children at the national level.

Departmental Governor in our Bana-Nutrition program launch





Report contents

In this section:

- **About this report**
- **GRI Standards Index**
- **Global Compact Index**
- **Management priority issues**

ABOUT THIS REPORT

One Banana: The better banana company, Sustainability Report 2021 gives our stakeholders an update on our performance in relation to material topics for the calendar year ending December 31, 2021. For more information, we invite you to visit our web page at: <https://onebananas.com/>

Standards Used

The sustainability report has been prepared in accordance with the GRI Standards, or the Global Reporting Initiative, in its Essential option. Additionally, this report meets the requirement that the United Nations Global Compact asks its signatories to submit a Communication on Progress (CoP) report annually.

Scope, methodology, and delimitations of the report

Said report addresses the operations of One Banana, a member of the AgroAmerica corporation, which brings together a group of subsidiary companies in Guatemala, Ecuador, Peru, and Mexico that are part of the production, transportation and marketing of fresh fruit and ingredients derived from bananas.

This report is published annually and covers the period from January 1 to December 31, 2021. The last report published corresponds to the year 2020. The current document does not include significant changes in the scope of operations, in relation to the 2020 report. Compared to the 2020 report, banana operations in the northeastern area of the country of Guatemala are eliminated from the report, since these operations were sold due to tropical storms. However, more production and technology investments have continued. The report discloses the data available for 2021 and, in some cases, comparative data from previous years. AgroAmerica's Corporate Management office led the process of preparing this report, with input from the Executive Committee and stakeholders. The report has the approval of the CEO of AgroAmerica and the President of One Banana. The report was not subjected to external verification, however, it was prepared with the advice and consultancy of the company Sustainable Strategies, which is made up of high-level professionals and certified with GRI for the preparation of reports.

The report details the structure, governance, strategy, and management of the company, focusing specifically on material issues. One of the ongoing challenges is to continue improving the processes to collect quantitative data from our various operations to share in this report and other means of communication that we use with our stakeholders.

Forward-looking statements

The document includes "forward-looking statements" that reflect AgroAmerica's and One Banana's expectations regarding future growth, supply and demand, results of operations, performance, and business opportunities. Such statements show current beliefs about future activities based on available information. Neither AgroAmerica nor One Banana can guarantee the performance illustrated in these forward-looking statements.

We invite you to share your comments, recommendations or contributions to our sustainability efforts. You can send them to the sustainability area:

sustainability@onebananas.com



GRI STANDARDS INDEX

One Banana: The better banana company, Sustainability Report 2021 gives our stakeholders an update on our performance in relation to material topics for the calendar year ending December 31, 2021. For more information, we invite you to visit our web page at: <https://onebananas.com/>

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Occupational health and safety
Occupational health and safety
Occupational health and safety
Occupational health and safety
Occupational health and safety
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Occupational health and safety
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	Principle 4	Companies must support the elimination of all forms of forced labor or work done under coercion.	Our People
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PRIORITY MANAGEMENT ISSUES

DI: Direct Involvement

II: Indirect Involvement

#	AXIS	MATERIAL TERMS	DEFINITION OF TERM	Scope in the value chain and level of involvement			
				Agricultural	Independent products	Marketing and sales	Transportation and logistics
1.	Our governance	Our Governance	Policies, practices, and processes that structure the leadership of the family corporation, incorporating best practices of international governance.	DI	II	DI	DI
2.		Ethics and anti-corruption	Maintain a high level of integrity in business, from employees in the corporate offices, to those who work on the farms. This includes having a Code of Ethics and activities such as ethics training for employees. We also have the implementation of effective complaint systems (including a telephone complaint line) and monitoring. Operate legally and ethically, even in environments where corruption and bribery are common practices. Policies, practices, and processes to ensure that the company promotes the principles of transparency, in its way of doing business with the state and in negotiations with other companies.	DI	DI	DI	DI
3.		Human rights	Policies, practices, and processes to support and respect internationally recognized human rights, as well as to guarantee the non-involvement in any type of abuse related to these. These powers go beyond promoting labor rights, customary law towards the promotion of diversity rights, among others.	DI	DI		
4.		Certifications	Commitment to continuous improvement, demonstrated with certifications that international clients require and that add to our continuous improvement process.	DI	DI		
5.	Our operation	Production innovation and	Ability to generate economic value for shareholders and, in addition, generate value for employees, communities, consumers, and customers. Faculty of innovating in new products to add value to fruits. Promote products and processes to produce food in a more sustainable way.	DI	DI		
6.		Quality and traceability	Set of policies and processes that guarantee the tracking of products- from the ground to the shelf where the customer picks it up.	DI	DI		DI
7.		Supply chain management	Establish policies, standards, and processes to ensure responsible management of social and environmental risks in the supply chain. This is done through activities such as audits, monitoring. and capacity building in work areas such as: health and safety, environment, traceability , quality, compliance with the Code of Ethics, among other aspects.	II	DI		

Scope in the value chain and level of involvement

#	AXIS	MATERIAL TERMS	DEFINITION OF TERM	Agriculture	Independent products	Marketing and sales	Transportation and logistics
8.	Our planet	Climate change	Measurement and control of energy use and CO2 emissions resulting from processes. Description of the policies, procedures, and measures that focus on reducing energy consumption, the CO2 footprint, and climate change mitigation and adaptation practices.	DI	DI		DI
9.		Efficient water use	<p>Policies, procedures, and practices that address the use and quality of water, including the means of capturing water, responsible and efficient management, and the treatment of wastewater (when these are not used for fertigation).</p> <p>Water consumption in own operations, including the evaluation of water supplies and sources, water consumption on the site, and water reuse and recycling. Quality and quantity of water that is returned to public systems or natural environments.</p>	DI	DI		II
10.		Responsible use of agrochemicals and soil management	Policies, procedures, and practices for the use of agrochemicals and soil protection. It includes the implementation of soil management and protection actions, as well as the responsible use of agrochemicals with a focus on the use of permitted products and favoring the use of biological techniques and/or organic products.	DI	DI		
11.		Waste management	Policies, procedures, and practices for the implementation of strategies to reduce the use of materials, reuse, recycling, and recovery of the different waste generated from the production processes. It also includes all the appropriate management and final disposal actions for those residues that cannot be recovered.	DI	DI		DI
12.		Biodiversity	Policies, procedures, and/or programs to manage the impact of the business on the biodiversity of the direct and indirect areas of influence. Management, conservation, and compensation actions with a landscape and/or basin approach. Measurement of positive impacts and creation of alliances for conservation.	DI	DI		

#	AXIS	MATERIAL TERMS	DEFINITION OF THE TERM	Scope in the value chain and level of involvement			
				Agricultural	Independent products	Marketing and sales	Transportation and logistics
13.	Our people	Working conditions	Policies, programs, and initiatives adopted to ensure compliance with the law and national and international legal requirements for employees including: child labor, forced labor, discrimination, freedom of association, among others.	DI	DI	II	II
14.		Training and culture	Policies, programs, and initiatives adopted to promote a learning environment through the acquisition of skills that allow them to do their jobs better and prepare for future opportunities. This makes it easier for employees to develop the skills that businesses require. Additionally, the well-being and satisfaction of employees is sought, from the physical, emotional and mental aspects in order to improve their quality of life and work performance.	DI	DI	DI	DI
15.		Living wage	Policies, programs, tools to calculate the living wage and ensure fair payment to all our employees.	DI	DI	II	II
16.		Gender and inclusion	Policies, plans and protocols to integrate women in the operation and at the corporate level of AgroAmerica. It seeks to form a team that does not discriminate against people based on their gender, race, nationality, or any other attribute other than the capabilities that a job implies. The inclusion of indigenous peoples and people with different capacities or abilities is addressed.	DI	DI	II	II
17.		Occupational health and safety	Policies, guidelines, processes, and programs that provide a general direction to all business units to guarantee the comprehensive well-being of employees, suppliers, contractors, customers and visitors. This is so that we are able to contribute to the profitability and sustainability of operations. Provide safe and healthy work environments, as well as promote the generation of knowledge and skills for all.	DI	DI	II	DI
18.	Our Communities	Relationships with our stakeholders	Policies, practices, and strategies for identifying the main public figures of interest and strategies to relate to them, including approach tactics such as communication, consultation, dialogue, among others.	DI	DI	DI	II
19.		Community development	Programs, activities, and investments made to create benefits and social capabilities, specifically in the communities in the area of influence where the business operates. This may include direct action, capacity building, promotion of citizen participation, alliances, and collaborative efforts with others (society, business, central and municipal government) for the sustainable development of communities.	DI	DI		

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