

03

Strategy and Sustainability

We cultivate the present to ensure a sustainable future

Due to our essence as farmers, our mission is to cultivate the land, harvest the fruits and take care of the country as one of the main sources of food security in the world, with a clear purpose: generating well-being conditions for the people from the regions and communities where we operate.

- ⊕ [People are the core](#)
- ⊕ [An environment in balance](#)
- ⊕ [We are inspired by a purpose](#)
- ⊕ [Values](#)
- ⊕ [Our sustainability approach](#)
- ⊕ [To act uprightly is to cultivate well-being](#)
- ⊕ [Contribution to the SDGs for 2030](#)

People are the core



We promote **equal opportunities** through **dignified employment** for everyone.



We **preserve** and take care of the environment.



People are at the **core** of all our actions.



We are **drivers** of change and generator of **well-being**.



We acknowledge our **employees** and the **communities** as the engine of our Organization.

An environment in balance



We are a Carbon-Neutral company. This means that we need to have a plan for mitigating the emissions of our operation and managing the natural resources according to such standard.



We implement actions to mitigate and reduce the impacts of

climate change.



Water is the

life of the ecosystems.



That is why we manage it in a responsible way.



We are committed to the

protection of biodiversity.



We manage waste

responsibly.



We are inspired by a purpose

We cultivate well-being to ensure people's positive transformation, create value in the regions where we operate and preserve the environment.



AgroGreenLand strives to add

We strive to make the rural countryside a better place to live, with opportunities for everyone and with the possibility of harvesting healthy produce that nourish the world.



Values

What makes us different



We are **accountable**

We are **transparent, resilient and accessible**



We **make things happen**

We work with **passion**



Strategic pillars

The support of our operations



Understanding the needs of both the market and the clients while focusing on providing an easily accessible service



Sustainability as an integrated part of business responsibility



Doing things right



Cost-awareness culture



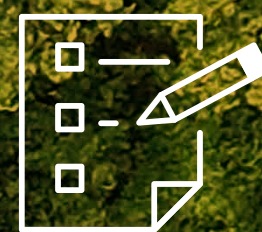
Risk management



Productivity and efficiency



Optimization



Compliance with internal and external regulations, and respect for the institutions



The **best** people in the best place to work



Our approach on sustainability

(2-22)

Sustainability is embedded in our corporate strategy. We translate this approach into sustainable economic, social, environmental and corporate governance actions. We are convinced that team management must be focused on contributing to the Sustainable Development Goals for 2030 based on each one of the material topics we have identified jointly with the stakeholders involved in our operations.



Thinking about the future

We have determined the most relevant material topics for our Organization since 2020, but we check and confirm them on a yearly basis according to the general setting, the sector dynamics and the expectations of our stakeholders based on the standards of the Global Reporting Initiative (GRI) and the AA1000 Accountability standard. This is how we constantly produce significant positive impacts and add value in the medium and long term.

Materiality

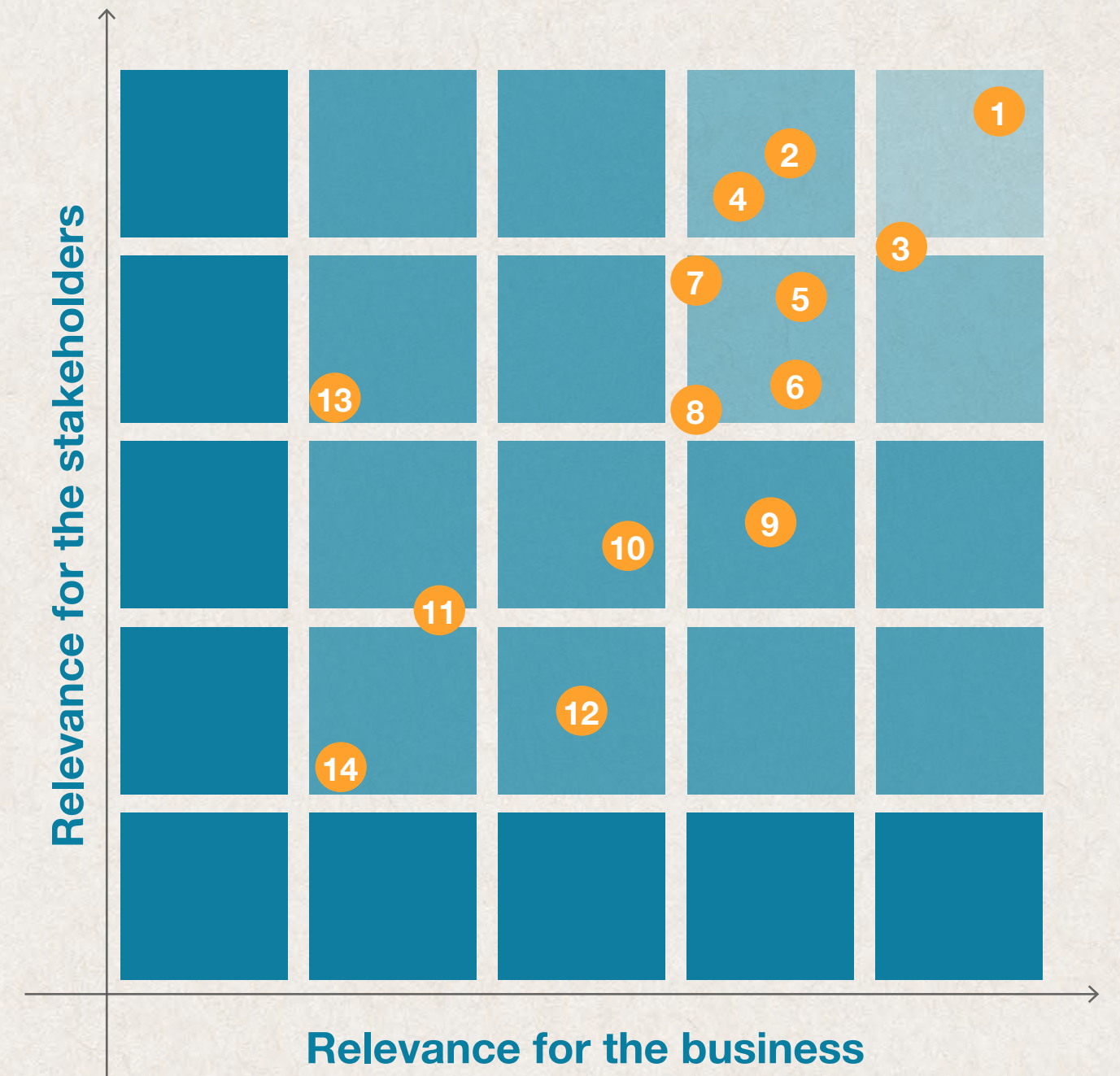
(3-1) (3-2)

Material topics

- 1 Our people: Work team
- 2 Healthy and safe environment
- 3 Our people: Communities
- 4 Emissions management and climate change
- 5 Operational excellence
- 6 Water management
- 7 Energy management

Management and monitoring topics

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





Close and trustworthy relationships

(2-29) Our relationships are respectful, transparent and close. We believe that is the way to create long-lasting bonds that enable the fulfillment of objectives, making decisions, working as a team efficiently and having constructive conversations that add to our purpose and enrich it beyond the business, all of this based on our responsibility as corporate citizens and agents of change within our society.

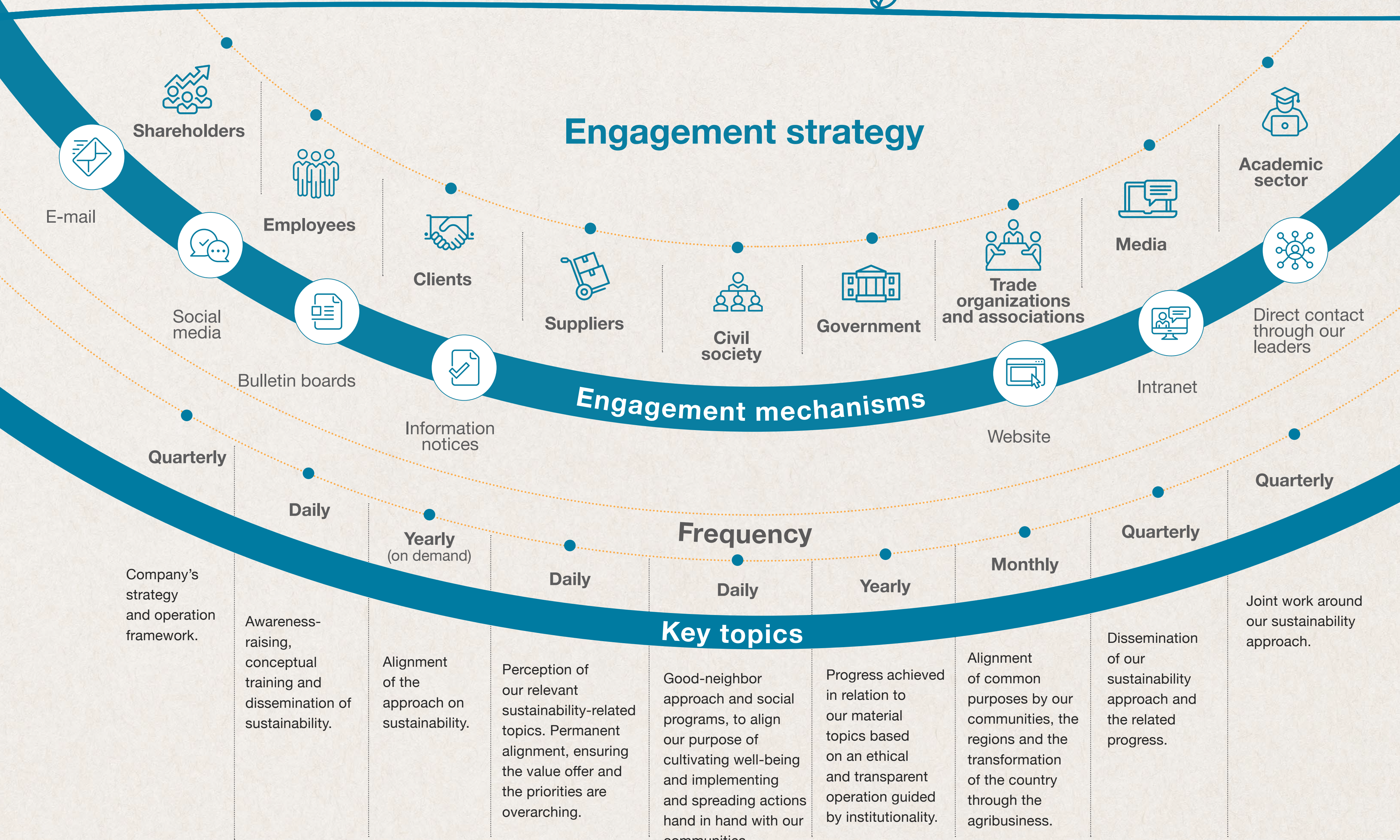
Therefore, we strive to be receptive and we interact organically and constantly with all our stakeholders, with the aim of being aware of their needs, viewpoints and objectives, in order to participate as interdisciplinary teams, design relevant strategies and strengthen communication channels that enable the exchange of information, knowledge and initiatives.



Strategic bonds

Our steering committee defines the priorities, the objectives and the feasibility of the challenges and the goals set with the purpose of ensuring they are framed within our higher purpose and the corporate values that identify us as an organization.

The leaders of each one of our businesses are the ones in charge of managing the engagement with the stakeholders based on such strategic provisions.



A way of being and doing business

GreenLand's sustainability policy is our method for managing the business and promoting a culture where all employees share the business group purpose through their day-to-day actions.

[Read our Sustainability Policy](#)



To act uprightly is to cultivate well-being

We are upright and transparent

(3-3) We know that trustworthiness is the basis of sustainability and that to gain and maintain it, our actions must be transparent at all levels, in every sense and in each one of the companies of the business group. Therefore, our leaders contribute to ensuring that the decision-making process is conscious and reflects our integrity, and to making sure the information we deliver to our stakeholders is both timely and accurate.

We focus on teamwork

GreenLand is constantly evolving to do things better every day, always prioritizing the continued improvement to generate well-being for the people and to preserve the environment.

Our executive teams are in charge of getting the Organization aligned and steer it towards the leading management practices and the fulfillment of the goals we set each year.

The two governance and decision-making bodies of our business group are responsible for defining, leading and monitoring the achievement of such strategic goals in the short, medium and long term.

1. GreenLand's General shareholders Assembly

(2-9) (2-10) (2-11) (2-12) (2-13) (2-14)

The General Shareholders Assembly is our main governance body. Its function is to steer the business group and decide on its most relevant matters.

2. GreenLand's Executive Management

The Executive Management implements the strategy, manages the fulfillment of the objectives and looks after the direct engagement with our stakeholders.

Moreover, the overarching corporate support leaders steer and execute the processes that support the management of both the business and the enterprise group as a whole, always striving for operational excellence and high service standards.

Other Corporate Support Management Bodies

Ledis García, Human Resources; Carlos Lopera, IT Management; Efraín Rodas, Business Control Management; Óscar Rivas, Project Management.

 <p>Douglas Abaunza</p> <p>Agricultural Production Management</p> 	 <p>Santiago Echeverri</p> <p>Avocado Agricultural and Environmental Management</p> 	 <p>Alberto Fernández</p> <p>CFS Logistics Management</p> 	 <p>Pedro Pablo Correa</p> <p>Control B Operation Management</p> 	 <p>Juan Felipe Laverde</p> <p>GreenLand Foundation (FGL) Management</p> 	 <p>Juan Diego Trujillo</p> <p>Legal Department</p> 	 <p>Carolina Correa</p> <p>General counsel</p> 	 <p>Janeth Quiroz</p> <p>Administrative and Technology Management</p> 	 <p>Carlos Mesa</p> <p>Business Management</p> 	 <p>Javier Ochoa</p> <p>Planning and Project Management</p> 
--	---	--	--	--	---	--	---	--	---

GreenLand's Corporate Committees

(2-23) The Corporate Committees are formed by employees of the business group who watch over the organization's interests and workers with support from the senior management.



Strategic Committee



Cohabitation Committee



COPASST



Women's Committee



Sustainability Committee

The Sustainability Committee establishes the guidelines for our social and environmental operation, and for the management of a responsible value chain. With the support from a sustainability implementation committee and a communications team, it guides the Organization in the context of the multiple local and international standards related to corporate sustainability.



Audit and Finance Committee

This Committee supports the Board of Directors in reviewing the integrity of the Company's financial statements, the compliance with the legal and regulatory requirements applicable to the Business Group, the qualification and independence of the external auditors, the application of the internal audit and risk management procedures, and the effectiveness of the internal control system, thus fostering a

continued improvement and the adequate implementation of the policies.

Ethics and transparency: to act uprightly is to cultivate well-being

We always do things thinking about the well-being and the positive impact we can produce around us, with honesty, consistency and honoring the truth. Our actions are based on high standards of human and professional excellence.

In 2022, we deployed the communication campaign entitled "Actuar bien es cultivar bienestar" (To act uprightly is to cultivate well-being), which is intended not only to raise awareness and tie our higher purpose to the way we operate, but also to explain in a very accessible manner the elements that make up our Transparency and ethics management model.

Transparency and ethics management model

We promote an exemplary conduct to build transparent relationships with all stakeholders.

See about our Transparency and ethics management model

See about our Transparency Hotline

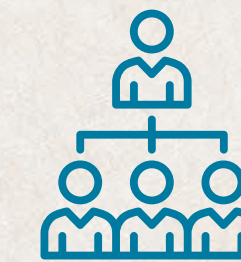
Anti-Corruption Policy

(205-2) (205-3)

We communicate our anti-corruption policies and procedures to the entire administrative and operational staff, and to the members of the Corporate Governance Body.

In this regard, there were no confirmed corruption cases.

Informed employees



6 members of the **Corporate Governance Body.**



671 administrative employees.



4,892 operational employees.

We keep working to fulfill the SDGs by 2030

We decidedly contribute to achieving the Sustainable Development Goals (SDGs).

Overarching

- Participation in partnerships with public, private, social and international-cooperation institutions in the context of multiple topics with the aim of consolidating the sustainability strategy in the regions where we operate.



- **Nutritional recovery aimed at children** under 7 years old and pregnant women.
- **Prevention of chronic malnutrition** among children and pregnant women by delivering Bananut (nutritional banana flour).
- Healthcare promotion and **prevention of occupational risks and home-related risks** through healthcare festivals and pedagogical actions focused on guidance and assistance.
- **Training centered on skills, equity, trades and technical competencies** for the employees and their families.
- Promotion of **education inclusion** with clear policies and procedures focused on **fighting the discrimination against women and vulnerable groups**.
- Adherence to **regional partnerships that improve the quality of the education** for the youth.
- Centered on **equal opportunity as one of our sustainability premises**, we work in favor of women's participation in the agro-industrial processes by providing formal jobs based on equity, a dignified treatment and the assurance of no discrimination.
- Promotion of the **participation channels focused on community and gender-based leadership**.



- **Carbon Neutral Certification.**
- **Maturity strategies** along the entire value chain with regard to water and energy management, as well as the use of waste in circular economy projects.

- **Implementation of leading production practices** to ensure an efficient management of the natural resources and an **adequate disposal of pollutant waste at the sites designated for such purpose.**

Find out more about circular economy

- **Improvement and control in the availability of the drinking water supply** at the Company's facilities and at home through the Healthy Housing project.
- **Measurement of the water footprint**, compliance with concessions and development of rainwater collection projects.
- **Installation of septic tanks in the sanitary units of the education campuses** to guarantee and efficient water management, an adequate sanitation and the practice of healthy habits.

- **Access to energy sources that are renewable, affordable, reliable, sustainable and modern** from the technological viewpoint for our production and industrial processes.

Find out more about our environmental footprint

Find out more about our energy management actions



- Promotion of **training, participation and community leadership activities** to encourage harmonious cohabitation and ensure the respect for the fundamental rights of human beings.

- Access to new housing and to the improvement of current housing based on the pillar entitled **Housing beyond the walls** of our Foundation Greenland (FGL).

Find out more about our communities

- Creation of direct and indirect jobs.
- **Local development in the regions** where we make presence.

Find out more about our employees