

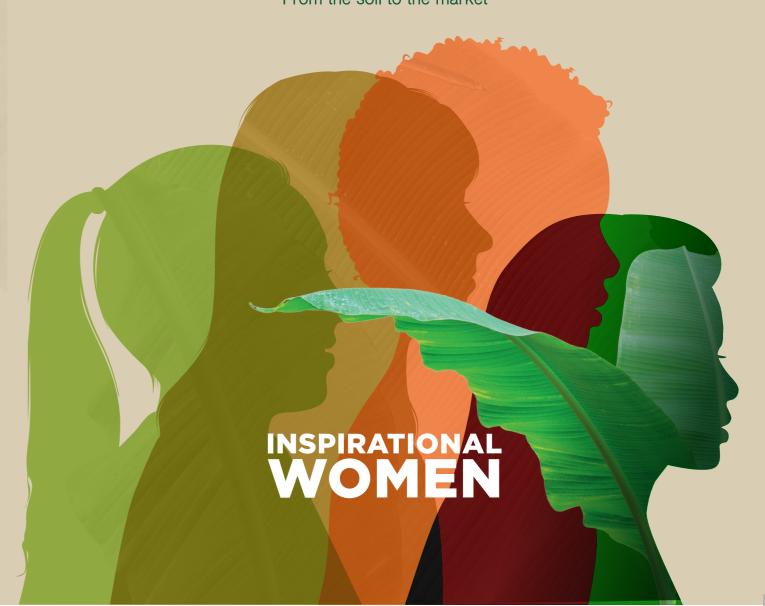




www.daabonusa.com



@daabon.usa



Women at DAABON

At DAABON we prioritize supporting female employees and the communities in which they live. We embrace their capabilities of leadership in various roles including technical, administrative, field work and management roles. Whatever her profile or capability is, we help DAABON women find an opportunity to have a fulfilling career.

The Corporate Gender Policy adopted in 2021 establishes the following objectives:

- To facilitate and guarantee the training and access to education for women, so that they can join and grow within the company's workforce.
- Ensure equal opportunity access to work groups.
- Promote and facilitate the inclusion of women in our network of suppliers through programs aimed at promoting female entrepreneurship.

Our core company values of inclusion, respect and equality guide our efforts to empower our female employees and encourage their success on the job.

This is seen from the top of the organization down, with Mrs. Carmen Abondano de Dávila, co-founder of the DAABON Group, at the head of the company, and, as of December 2021, 23 women in management positions.





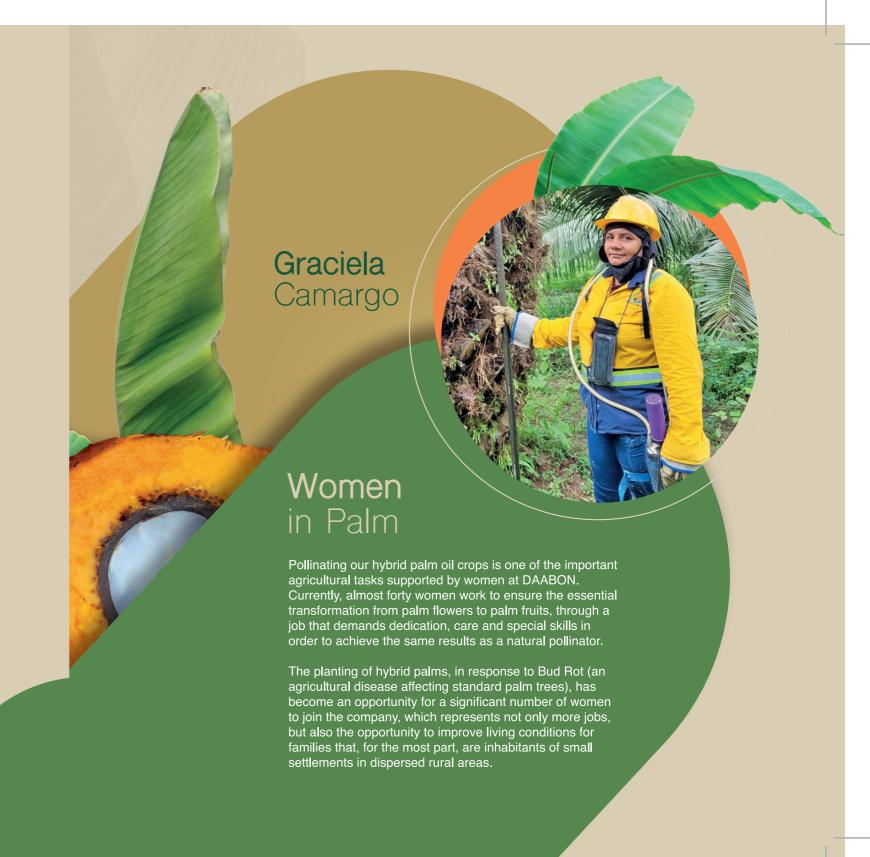


Patricia Apreza

Empowering women in our communities

Patricia spent much of her youth among vulnerable communities in the Sierra Nevada of Santa Marta. Since 2003 she has brought that life experience to the DAABON Group, supporting and developing several meaningful and empowering community projects through the years. Patricia began her career in the business sector. She later started working directly with producers, and then worked her way up to her current position as Head of Corporate Social Responsibility.

"I am proud of our success in forming productive alliances with palm oil smallholders, the creation of inclusive businesses with women who are part of the workers' families, and support groups for working women that represent female inclusion, beyond work. When a company really sees women, it is easier for them to take on the challenges that arise in their work."





Lorena Díaz Ensuncho

Strength and temperance in the banana farm

Lorena Diaz Ensuncho is a Food Processing
Technician who has worked in the banana sector
since 2005. She joined the DAABON Group in
2009, and in 2020, after holding positions as a
quality supervisor for exports to Japan and General
Quality Supervisor, she was promoted to
Administrator of the Don Alberto farm; part of our
banana company, La Samaria, with a production
area of 203 hectares and a team of over 200
people.

"Some people must be approached differently: firmly, but also with respect and consideration. One thing that encouraged me to accept this position was my team's attitude.

They told me: "Go ahead, Lorena. We support you..." and they did. We have built a team capable of doing things well. That is the success of this business."







Ana Milena was the first woman to take the position of production engineer in a DAABON Group processing plant and today she is the Director. She is a specialist in Industrial Plant Management and has a Masters in Administrative Engineering.

She refers to DAABON as a "great school." Her first big promotion was to move from production to Quality Assurance, which represented a very important change of perspective for her. "In production the work was more task-oriented, developing a production plan, but in the quality area, I get to analyze other issues and better understand the needs of our clients."

Ana is now DAABON's refinery Director and manages our main oil refinery complex, responsible for all aspects of production including planning, quality assurance, maintenance, and personnel.

Doña Carmen Abondano de Dávila

A love story that became a business

Her husband, Alberto Dávila Diaz Granados, was a man from the countryside with an agricultural and farming background. Together they raised five children who remain very close, both as a family and as business owners. They grew up learning about crops, harvests, machinery, imports and exports, as well as the importance of family, friends, loyalty, honesty and responsibility.

Carmen and Alberto taught their children to love the land, to respect the people who farmed it, and to work hard to earn what they wanted.

"To that, we add a pinch of innovative thinking, and entrepreneurs capable of sustaining, consolidating and resizing a family life project, such as ours," says Carmen. Today her five children are the leaders of the DAABON Group. And while Alberto has sadly passed away, Carmen proudly remains the head of this family business.

