

Actions that nourish, leaders that transcend



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Letter from the CEO of Vitapro

GRI 2-22

In an increasingly demanding environment, at Vitapro we demonstrate that we know how to uphold our promise of quality, proximity, and commitment while at the same time daring to change, innovate, and lead with resolve.

In 2024, we strengthened our relationships with various industry players, adopted new ways of competing, and resolutely expanded our portfolio and organizational structure. All of this allowed us to adapt quickly and respond comprehensively to the challenges of the global market.

Today, we are the largest Latin American company in the industry and in the top ten globally. This leadership is not just an acknowledgment: it is a responsibility. We start from the premise that any decision we make will have an impact on the sustainability of our company, our environment, or our people, which is why we promote a culture in which each person understands how their actions contribute to the company's strategy and the Sustainable Development Goals.





Our commitment is measured in actions. In 2024 we ensured that 100% of our hydrobiological ingredients in Peru, Ecuador, and Honduras were certified by MarinTrust or came from a Fishery Improvement Program (FIP), ensuring risk-free traceability for our customers. We also took a decisive leap forward by obtaining ASC Feed certification in Chile, and we are close to achieving certification in Peru, Honduras, and Ecuador. These milestones confirm that sustainability is not an add-on: it is an essential part of our value proposition and our greatest competitive advantage.

At the same time, we are moving towards a more agile organization by creating the Corporate Feed Technology Department, which integrates lessons learned from shrimp and fish farming, accelerates innovation, and allows us to scale solutions across the board. With clear goals, committed teams, and measurable results, this report reflects a mature, tangible, and constantly evolving approach to sustainability management.

What we have achieved so far fills us with pride, but it also reminds us of the responsibility we have to a resilient industry that continues to grow and transform. That is why we will continue to move forward with the same conviction that brought us here: leading with sustainability, innovation, and without fear of change. We are transforming aquaculture to nourish tomorrow.

Fabricio Vargas

Letter from the ESG & Corporate Affairs Manager of Vitapro

GRI 2-22

As I write these lines, I am not only thinking about what we have done at Vitapro: I'm thinking about what we have shown the world - that sustainability in Latin American aquaculture is a real and ongoing process. And not because we say so, but because we live it in our actions, results, and decisions that transcend.

This pride comes from our people - professionals from Ecuador, Peru, Chile, and Honduras who are driven by the conviction that transforming aquaculture to nourish tomorrow is a shared responsibility.

At Vitapro, sustainability is not just one area: it's in our DNA and permeates throughout the entire organization. Our Roadmap is based on three pillars: promoting healthy nutrition and well-being, with milestones such as ASC Feed Certification for our operations in Chile and the launch of Salmofood's BAC Defence; transforming the value chain, with solutions such as Inicio N from Nicovita that increases shrimp productivity and efficiency; and caring for the environment, achieving a 9.6% reduction in our carbon footprint in emissions 1 and 2, surpassing the annual goal that we set for ourselves.





Our roadmap is not just a series of statements: we support it with eight multidisciplinary working groups that promote projects in sustainable packaging, diversity and inclusion, footprint management, responsible raw materials, community relations, transparency and reporting, and a sustainable portfolio. All of this is governed by a robust three-tiered system—management committees, sustainable development committees, and sustainability managers—which ensures that sustainability is not an isolated issue, but an intrinsic part of our business strategy.

Beyond our internal achievements, the real impact happens when we transcend borders. As regional leaders, we have a duty to raise the bar across the entire chain: managing risks with suppliers; offering our customers sustainable and cost-effective nutrition—with lower conversion factors, traceability, and innovative solutions that boost their profitability—; and contributing to community development.

Thus, each relationship—with suppliers, customers, and communities—becomes a strategic alliance to transform aquaculture from Latin America to the world. I hope that as you read this report, you will recognize what has been achieved and find inspiration for what is to come - because our legacy is written with actions that nourish and leaders who transcend.

Maria Alejandra Rivera

Our 2024 Sustainability Management

GENERATION OF ECONOMIC VALUE



#1
in the Latin American shrimp market.

45%

increase in production capacity thanks to opening a second plant in Ecuador

SATISFACTION LEVEL OF OUR CUSTOMERS

90.5%

SALMOFOOD

74%

NICOVITA

MITIGATION OF OUR IMPACT



SUSTAINABLE SUPPLY CHAIN

100%

of our supply of marine ingredients (in Peru, Ecuador and Honduras) is certified by MarínTrust or the Fishery Improvement Project (FIP).

WE EXPANDED OUR COMMITMENT TO CERTIFICATION



ASC FEED CERTIFICATION IN CHILE

(As of the date of publication of this report, 100% of our operations have passed the audit satisfactorily)

REDUCING EMISSIONS, ENERGY CONSUMPTION, AND WASTE

-9.6%

tons of CO₂e/reduced since 2022 (in scope 1 and 2).

Compared to 2023, we reduced ...

-17.3%

in non-hazardous waste.

-19.5%

in hazardous waste.

-35.1%

in electricity consumption.

GENERATION OF SOCIAL VALUE



40%

of our employees come from local communities.

601

Millions of USD in purchases.

PRODUCTION EFFICIENCY



NICOVITA

0.32 **FIFO** Shrimp

1.41 - 1.42 **FCA** Shrimp



SALMOFOOD

0.22 **FIFO** Fish

1.17 **FCA** Fish

How to read this report

GRI 2-2, GRI 2-3, GRI 2-4 , GRI 2-5, GRI 2-14

We present our 2024 Sustainability Report, whereby we reaffirm our commitment to the development of the countries where we operate. In this report, we describe our environmental, social and governance (ESG) performance, key factors for the sustainability of our business and of interest to our stakeholders.

The preparation of this report was led by ESG & Corporate Affairs Management. and approved by the company's board of directors. It was drafted in accordance with Global Reporting Initiative Universal Standards (GRI 1, 2 and 3,

version 2021), as well as GRI Sectoral Standards for Agriculture, Aquaculture and Fisheries (version 2022).

Additionally, we have incorporated the Sustainability Accounting Standards Board (SASB) guidelines for Agricultural Products. Through this Report, we account for our actions and results in sustainability, aligned with the Sustainable Development Goals (SDGs), based on the development of material topics related to the three pillars of our Sustainability Roadmap.

To facilitate reading this report, we have included the following guidelines:

- References to the GRI and SASB Standards addressed at the beginning of each section.
- Annexes with the GRI and SASB content indexes used are included at the end of the report.
- This Sustainability Report has not been externally verified by a third party.

1 About Vitapro

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About us

We are guided by our purpose of transforming aquaculture to nurture tomorrow. Thus, our business is focused on *providing the best end-to-end, cost-efficient and sustainable solutions for the needs of Latin American fish and shrimp farmers.*

Our brands –Nicovita and Salmofood—provide quality nutrition to shrimp and fish with an optimal and profitable feed conversion for our customers.

We are part of Alicorp and Grupo Romero, a company with a solid track record in 8+ countries and a portfolio of more than 150 brands owned, some of which are recognized as leaders in their categories. Through its purpose of feeding a better tomorrow, Alicorp leads the B2B mass consumption and aquaculture categories.

Throughout 2024, we have made our commitment to sustainability tangible through initiatives whose impacts strengthen our leadership in the sector and deepen the trust of our stakeholders in us.



ABOUT US

Vision,
mission,
purpose
and values

GRI 2-23

Purpose

Transform aquaculture to nourish tomorrow.

Mission

Create value for our customers by providing sustainable nutritional solutions, supported by market knowledge, innovation, technical support and high quality standards.

Vision

Be a global benchmark in nutritional solutions for aquaculture.

Values

They are **the fundamental basis of our organizational culture.** and they guide our actions to achieve our objectives.



WE LEAD
WITH PASSION

We are passionate leaders in everything we do. We are entrepreneurial people with a winning spirit and courage. This motivates us to innovate and transform markets.



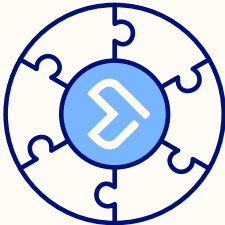
WE ACT WITH SPEED
AND FLEXIBILITY

We are an agile and flexible team. We know how to take risks, learn from our mistakes, and celebrate our successes with humility.



WE RESPECT
OTHERS

We have integrity and are honest. We respect our people, customers, consumers, the environment and the community where we live. We welcome different points of view and communicate clearly.



WE ARE
CONNECTED

We make the organization's objectives our own and meet them with high standards of excellence and accountability. We work as a team and challenge ourselves to the maximum, knowing that through our work we generate value and contribute to the well-being of others.



WE TRUST
OUR PEOPLE

We live in an environment where people feel safe to speak their minds. We trust our people and their talent, and empower them to make the best decisions.

ABOUT US

Corporate strategic pillars

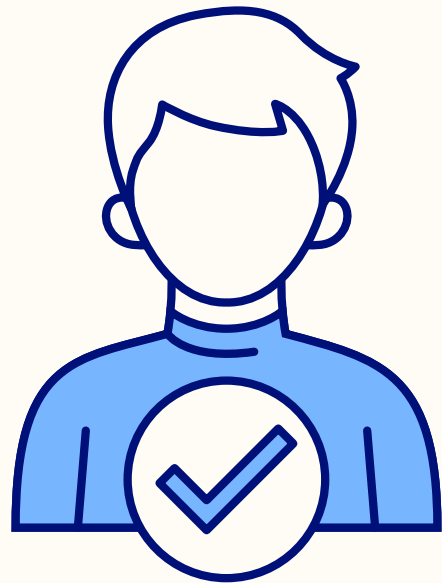
GRI 2-23

Aligned with Alicorp, our business strategy is based on value propositions that are relevant to each of our customers, transforming markets and leveraging our competitive advantages.

1

Local user knowledge

Allows us to generate next-level value propositions for our consumers, a cornerstone for our flagship brands.



2

Robust and efficient supply chain

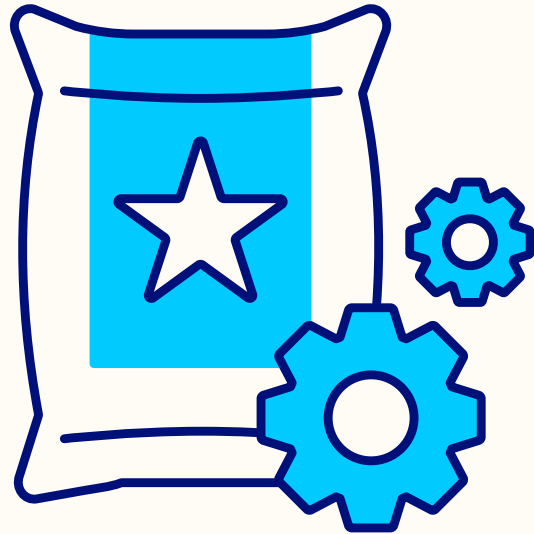
Allows us to make our products available to our consumers.



3

Continuous portfolio optimization and discipline

In resource allocation with a focus on opportunities where we have a strategic fit.



To achieve these objectives, we leverage our capabilities:



Innovation



Talent of our people



Digital



Sustainability

ABOUT US

Our operations in the region

GRI 2-1, 2-6, FB-AG-000.B

We have *the largest aquaculture innovation network in Latin America.*

Our Nicovita and Salmofood plants have production infrastructure in Peru, Ecuador, Honduras and Chile. We research and develop sustainable nutritional and technological solutions in the field through our Experimental Aquaculture Centers (CEA).

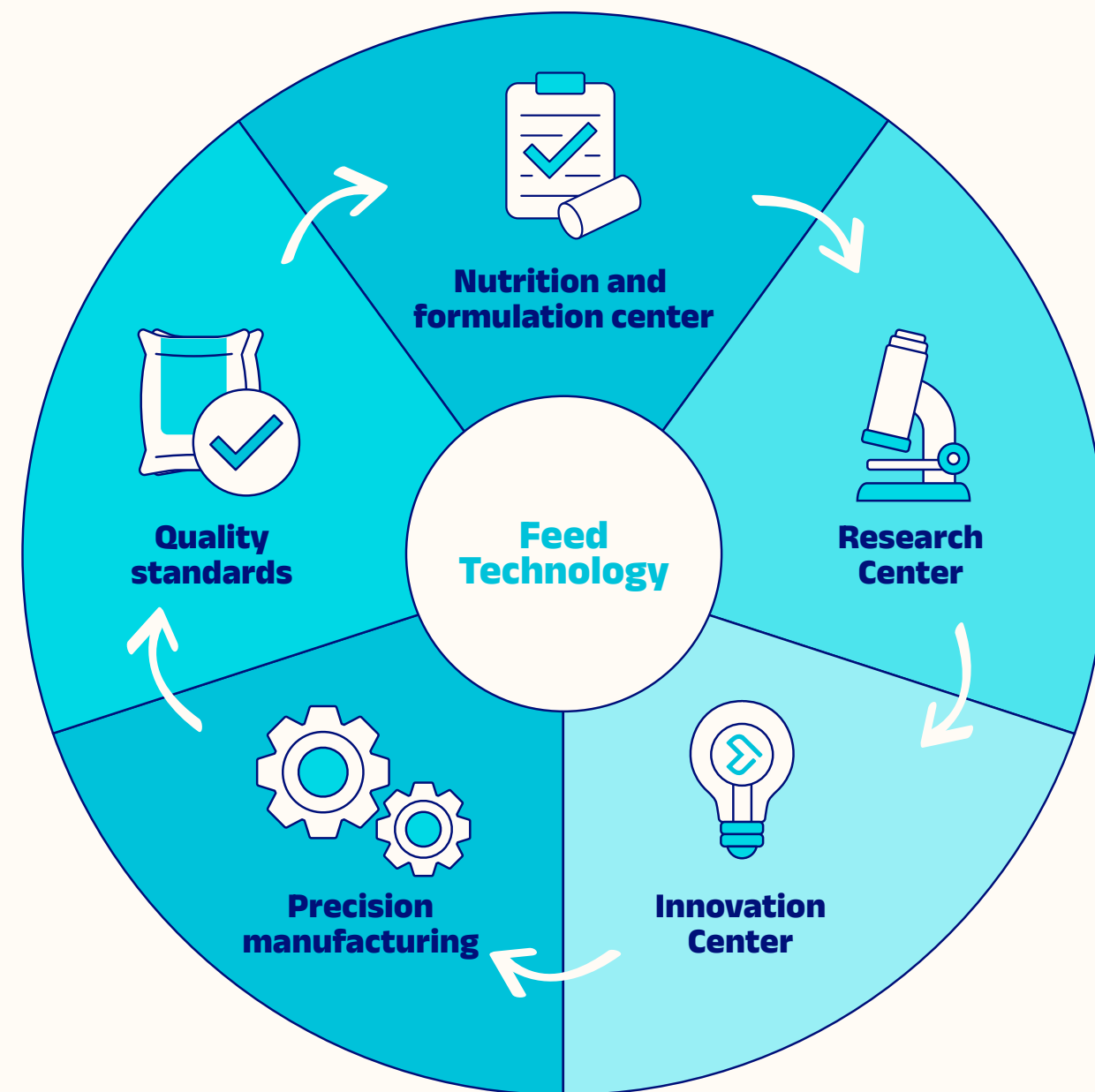
Our production supplies several markets. Nicovita mainly covers South and Central America. Salmofood supplies countries such as China and Chile.



ABOUT US

Experimental Aquaculture Centers

GRI 2-1, GRI 2-6



Our Innovation Network is an effort to respond directly to the needs of our customers in Latin America, designing sustainable solutions to local challenges, such as pathogens, climatic conditions and market dynamics, under the Feed Technology cycle. Each CEA applies its expertise in critical areas, such as health, nutrition, technology and sustainability, integrating artificial intelligence, validated replications and testing in real environments to scale specific innovations.

With scientific alliances such as CIAD (Centro de Investigacion en Alimentacion y Desarrollo para la Acuicultura de Mexico) and other global centers, we ensure technical rigor and regional adaptation, transforming complex matters into functional feed for fish and shrimp. Thus, we not only deliver products: we build ecosystems where applied science and operational responsiveness are aligned with measurable purposes, ensuring that each solution combines sustainability, efficiency and local relevance.



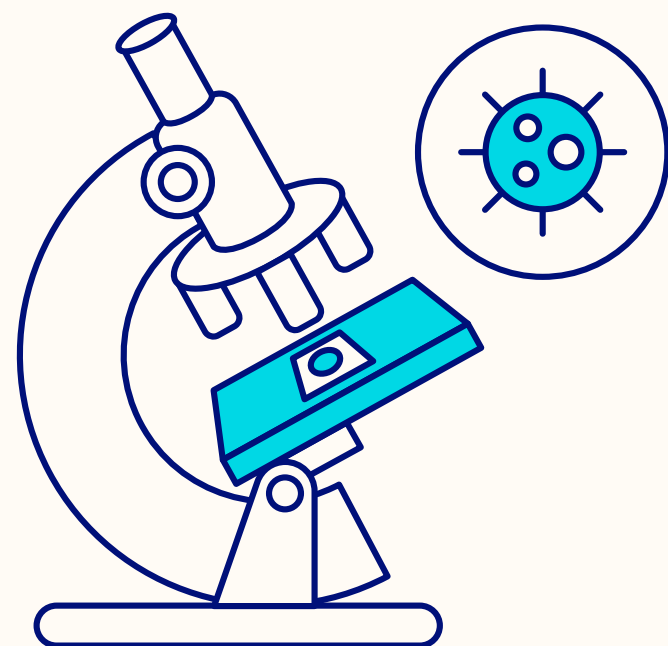
“We lead the world’s largest research and development network for the shrimp sector through our Experimental Aquaculture Centers (CEA), where we develop diets tailored to our customers’ needs”

Carlos Espinoza
RESEARCH MANAGER



“At Feed Technology, we transform local challenges into sustainable innovation opportunities, where nutrition, technology and sustainability converge to accurately respond to market needs, ensuring that we provide efficient solutions for our customers”

Sergio Castillo
MANAGER OF SHRIMP FEED TECHNOLOGY

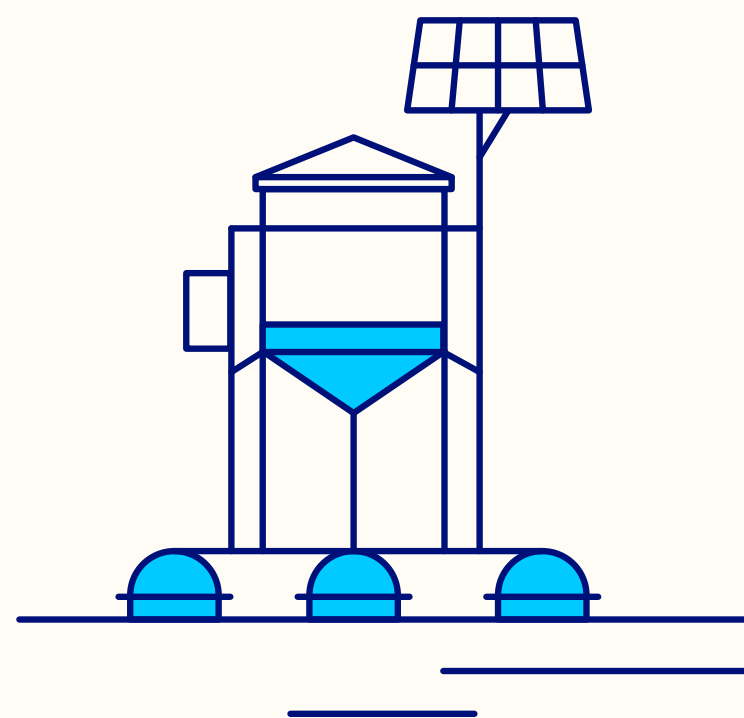


CEA Mazatlan - Sinaloa



MAIN EXPERTISE: SHRIMP HEALTH AND SANITARY MANAGEMENT.

- Focuses on regional pathogen testing (bacteria, viruses) and development of solutions to improve survival.
- Strategic collaboration with CIAD (+25 years in bacteriology and environmental management).
- Validation of technologies under real-life conditions with Latin American strains.
- **Key innovation:**
Sanitary protocols adapted to outbreaks and environmental stress.



CEA Technological - Naranjal

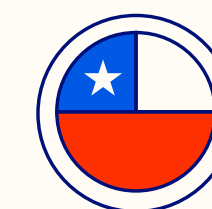


MAIN EXPERTISE: AQUACULTURE TECHNOLOGY AND REAL FIELD VALIDATION.

- Most recently inaugurated CEA.
- Development of tools to improve productivity (e.g., automated monitoring, sensors).
- Tests in open systems that replicate conditions of Latin American aquaculture ponds.
- **Synergy with Inbalnor plant:**
AI integration for real-time data analysis.



CEA Quillaipe

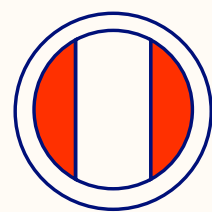


MAIN EXPERTISE: ADVANCED DIET NUTRITION AND D EVELOPMENT FOR SALMON FARMING.

- Assessment of in vivo digestibility and nutritional efficiency.
- Development of functional additives and palatability tests.
- Optimization of the entire production cycle.
- **State-of-the-art technology:**
The infrastructure has a sustainable water recirculation system, as well as environmental controls for photoperiod studies and the effects on salmon metabolism.

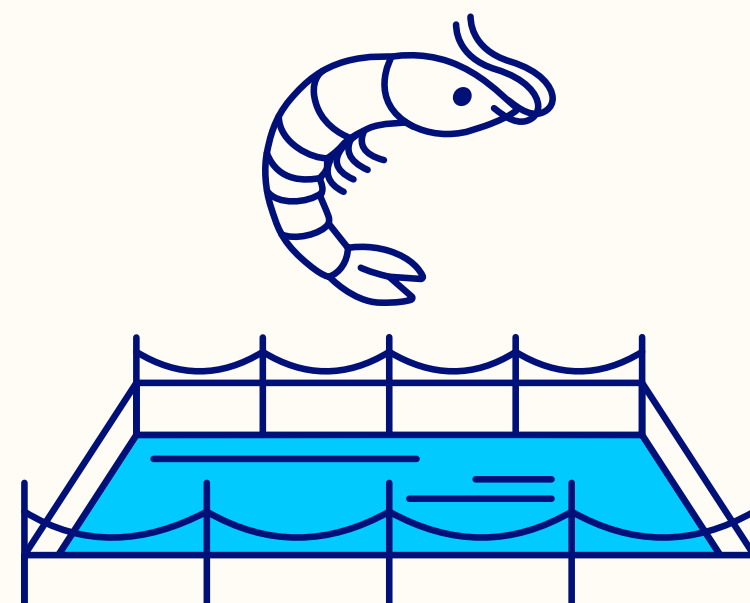


CEA Lima / Trujillo

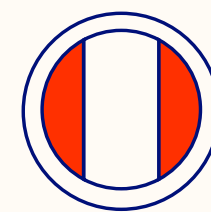


MAIN EXPERTISE: NUTRITION AND ADVANCED FORMULATION.

- Development of specialized diets and digestibility studies.
- Feed optimization to maximize growth and efficiency.
- Small-scale production for testing new ingredients and prototypes.



CEA – Tumbes

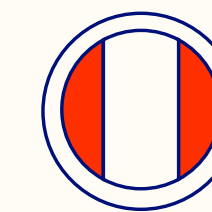


MAIN EXPERTISE: CULTURE MODELS AND ENVIRONMENTAL SUSTAINABILITY.

- Research in open and closed production systems.
- Reduction of ecological impacts (effluent management, resource use).



Fish Health Laboratory - Puno



MAIN EXPERTISE: ADVANCED CLINICAL ANALYSIS.

- Aquaculture research: nutrition and management of rainbow trout.
- Disease diagnosis using molecular biology techniques.
- Post-sales technical support and advisory services with preventive and corrective strategies for farming centers.

ABOUT US

Our history

A successful track record demonstrating our commitment to *promoting and transforming the aquaculture industry.*

In 2024, we took a decisive step in our expansion strategy with the inauguration of Nicovita's new plant in Yaguachi, Guayaquil. With an investment of more than US\$ 80 million, this industrial complex is positioned at the forefront of shrimp feed manufacturing in the region. The plant incorporates artificial intelligence for the development of high-precision, flexible and customized nutritional diets according to specific farming conditions.



Our brands

Nicovita and Salmofood are our commercial brands of comprehensive solutions that meet the needs of shrimp, salmonid and fish producers in Latin America. Their products, manufactured with select ingredients and high quality and safety standards, guarantee optimum performance in growth, quality and animal health.

NICOVITA

SALMOFOOD 



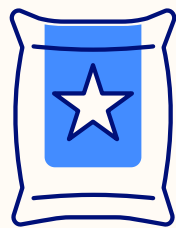
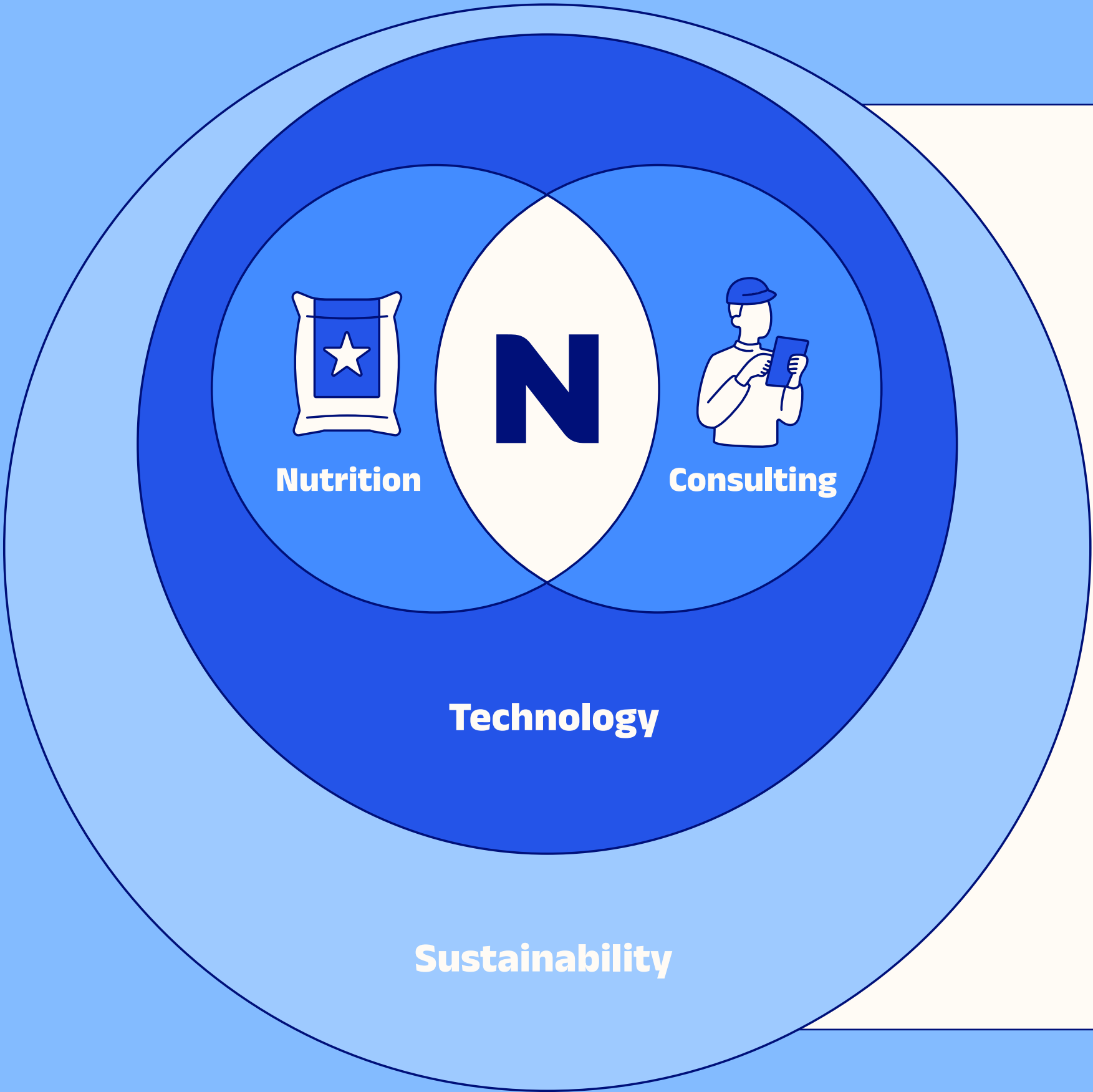
OUR BRANDS

NICOVITA

Nicovita leads the shrimp industry in Latin America with a strong presence in countries such as Ecuador, Costa Rica, Nicaragua and Panama. It provides solutions that combine nutrition, technology and sustainability to maximize the profitability and efficiency of shrimp production. Our value proposition is customer-focused and is based on four fundamental pillars: feed, consulting, technology and sustainability.

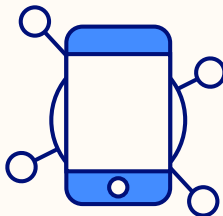
Our value proposition

At Nicovita, our customers are at the center of everything we do, and we complement our value proposition with 4 key aspects:



NUTRITIONAL EXCELLENCE

We develop high quality feed for efficient and healthy shrimp production.



ADVANCED TECHNOLOGY

We implement innovative tools and platforms to maximize feed and improve processes.



CONSULTING SERVICES

We provide a personalized service to optimize each phase of the production cycle of our clients.



SUSTAINABILITY

We promote responsible practices that optimize the use of resources, reduce the environmental footprint and generate social value in our communities.

OUR BRANDS

NICOVITA

Our portfolio is designed to maximize results and reduce the feed conversion ratio (FCR), optimizing nutrition through consultation enhanced by technology and innovation. Thus, we ensure cultivation sustainability and generate a positive impact on the entire aquaculture chain.



PHASES

Initial Cultivation

Product	Protein
Origin	45%

Pre-fattening

Product	Protein
Katal Pre-breeding	40%
Katal Post Transfer	38%
Classic Pre-breeding	35%
Classic Post Transfer	35%

Fattening Phase

Product	Protein
Katal	35%
Katal Proterra	28 o 35%
Classic	35%
Finalis	35%
Qualis	28 o 35%
Qualis E+	35%

Health line

Product	Protein
Terap	35%
Terap E+	35%

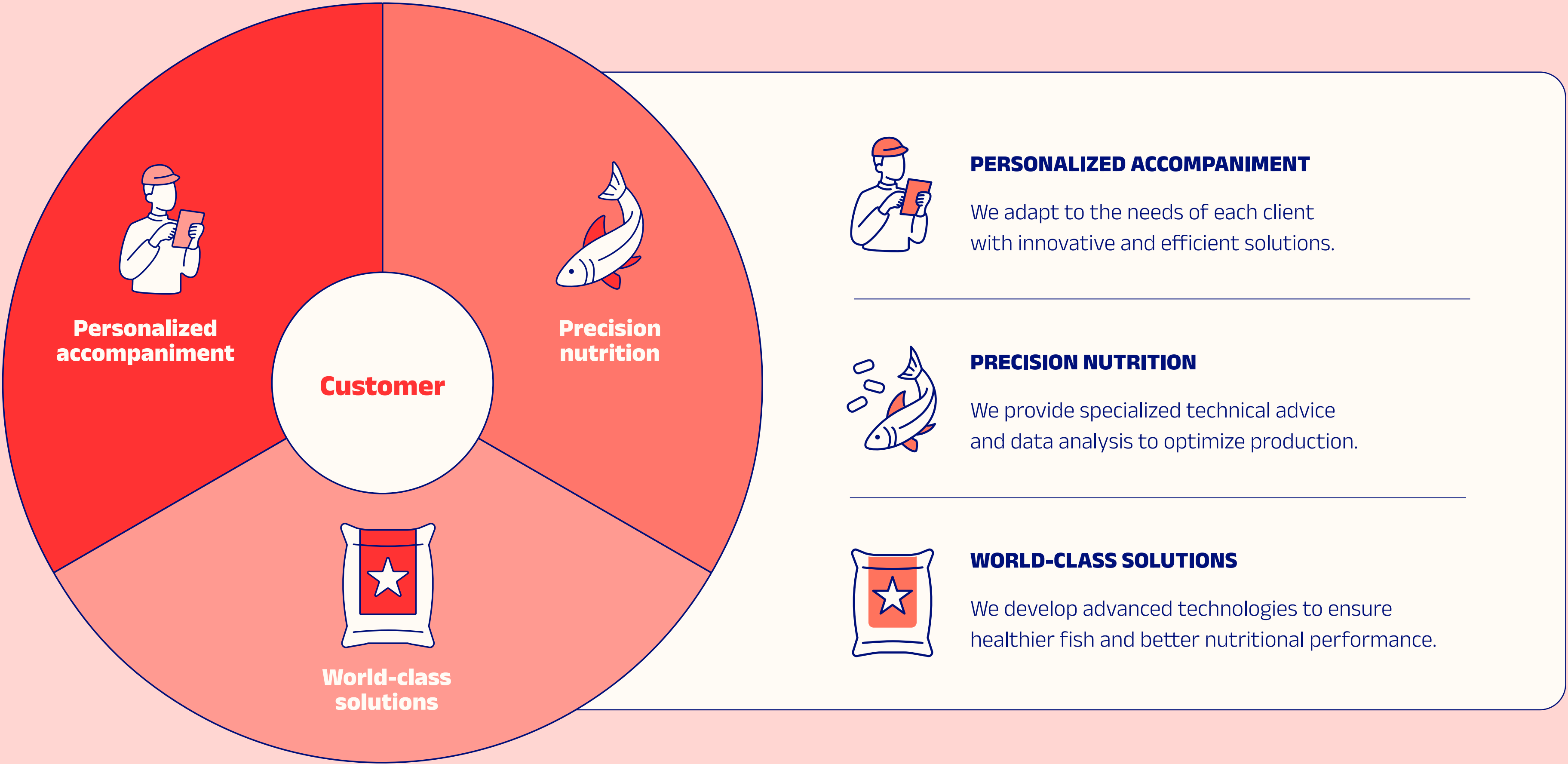
OUR BRANDS

SALMOFOOD

In the market for more than three decades, Salmofood offers high quality nutritional solutions for the salmon industry, combining in-depth market knowledge with innovation and technical support. Present in international markets such as China, as well as regional markets such as Peru and Chile, we offer a broad portfolio of saltwater multi-species diets (trout, Atlantic salmon, Pacific salmon), specifically and functionally formulated for each species.

Our value proposition

We place the customer at the center of everything we do, based on three strategic pillars that guarantee efficiency, adaptation and high nutritional performance.

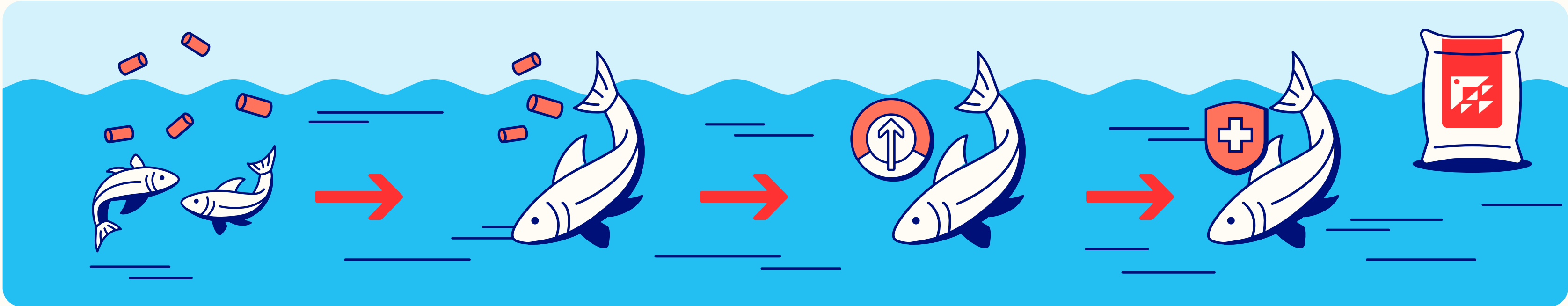


OUR BRANDS

SALMOFOOD



At Salmofood we offer our customers the following feeding strategies:



STRATEGIES

Fattening

Line	Sub-category
Salar	Salar Transfer
	Scout AE
	Explorer XG
Coho	Transfer Coho
	Chelin ME
	Chelin AE
Trout	Transfer Trout
	Lemuy ME
	Lemuy AE

Functional

Line	Sub-category
Multispecies	Restore (DF)
Coho	Ictus (DF)

Careblocks

Line	Sub-category
Defence	Viral
	Skin-G
	Recover
	BAC Defence
	BAC Defence (new)
Relief	Antiox+
	Liver
	Oxycare
Improve	Top Grade

Therapeutic

Line
SFM
SFM AE
SFM XG

OUR BRANDS

Market leadership



Our proximity to our customers and our ability to adapt along with them to a challenging environment allowed us to sustain operations in 2024 and *continue to consolidate our leadership in the aquaculture industry.*

2024 has been marked by pressure on aquaculture producers due to historically low shrimp prices and regulatory changes in key markets, such as Ecuador. At Vitapro, we responded by strengthening our already close relationships with our customers and adapting quickly to their challenges. We worked together with them to ensure the continuity of their operations, which allowed us to uphold our value proposition even in an adverse context.

Thanks to this collaboration, we achieved sales of USD 808.8 million. Although this figure represented a contraction compared to 2023, we managed to mitigate the impact on our profitability.

Our leadership in the industry remained unchanged thanks to our close relationship with key customers, the adaptation of our commercial strategies to market dynamics, and the consolidation of a more flexible and efficient production capacity. These actions were decisive in sustaining our operations in 2024 and continuing to build relationships of trust throughout the aquaculture industry.

BUSINESS MANAGEMENT

Our value chain

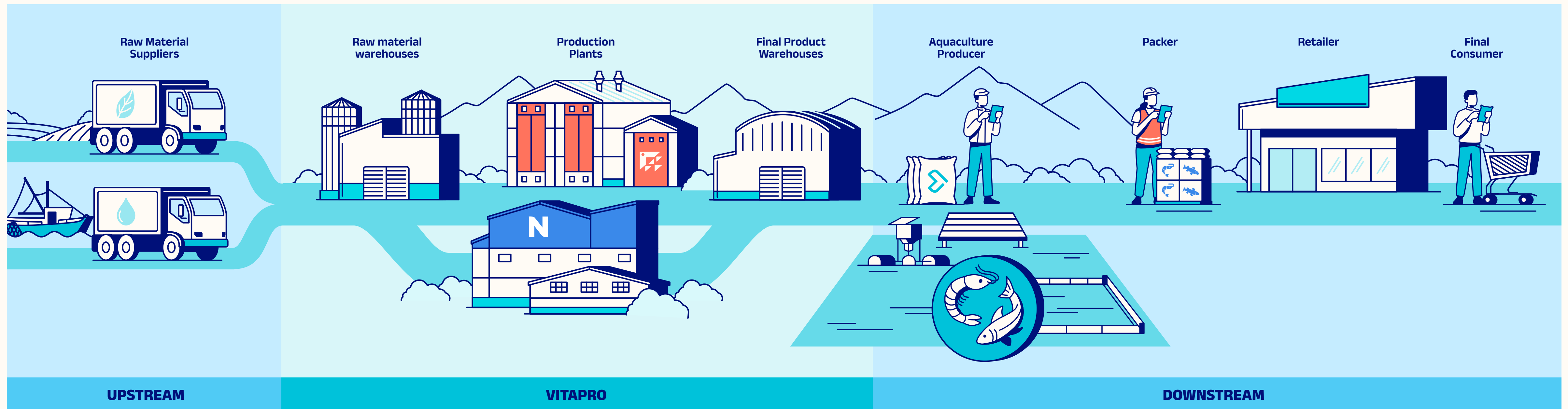
GRI 2-6, FB-AG-250A.2, FB-AG-430A.1

We play the key role of providing balanced feed for the fish and shrimp farming industry, thus contributing to an essential source of protein for human consumption.

- **UPSTREAM:** Our work connects us directly with productive sectors such as agriculture and fishing, which supply us with agricultural ingredients and hydrobiological goods for our nutritional solutions.

- **DOWNSTREAM:** We work closely with our main customers (aquaculture producers), and food distributors (retailers and wholesalers) for human consumption.

At Vitapro, we are fully aware of this chain, and we comply with the highest safety, quality, responsibility, traceability and ESG standards to ensure the economic, social and environmental sustainability of all stakeholders involved in animal and human nutrition.





“Our value proposition stems from our commitment to sustainable development that drives our clients, strengthens our environment and fosters a culture of excellence. With a qualified team, we generate integral solutions that positively impact the industry, the environment and people”.

Allan Cooper

CORPORATE DIRECTOR OF STRATEGY,
MARKETING & VALUE CREATION

BUSINESS MANAGEMENT

Our value proposition

Our commitment to sustainable development in the sector, to customer growth and to environmental care where we operate is based on the four pillars that make up our value proposition:



Customer at the center

We provide excellent customer service, offering personalized and comprehensive solutions to meet their needs. Through our training program, we strengthen their processes and operations, promoting the transfer of knowledge and their integral growth.

Value for the environment

We boost local economies through responsible relationships, supplier development and hiring local talent. Likewise, through innovation and new technologies, we strengthen the industry and reduce our environmental impact.

Local talent

We have a highly trained and specialized team in the industry that provides technical, technological, commercial and health solutions to our customers. We encourage the growth of our employees, promoting responsibility, collaboration and commitment to their objectives.

Culture of excellence

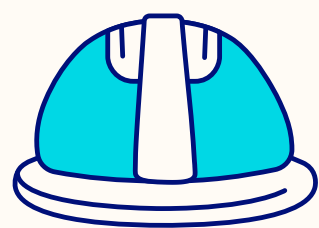
We stand out for our high quality standards. We have an excellent team that is fully committed to transforming aquaculture and nurturing tomorrow.

BUSINESS MANAGEMENT

Risk management in operations

GRI 3-3.

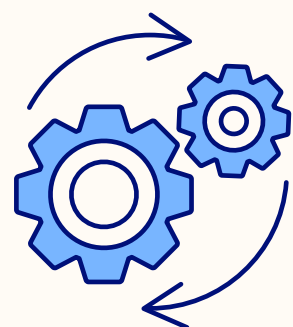
At Vitapro, risk management is fundamental to ensuring operational stability and the safety of our employees. In a dynamic environment, we seek to anticipate threats, such as natural disasters, energy crises, cyberattacks, and political and/or social crises, while maintaining our ability to supply nutritional solutions to customers without impacting their profitability.



We equip our plants and train our personnel to face any risk.



We design strategies to properly prepare for and respond to contingencies and emergencies.



We identify and mitigate risks that could impact our operations.



We identify climate risks that could affect our plant operations.



“Acting quickly and proactively in the face of risks allows us to sustain our operations and accompany the growth of our customers. Through strategic management and continuous preparation, we foster strong relationships and long-term business sustainability in a challenging environment”.

Carlos Quispe

COUNTRY MANAGER DE VITAPRO REGIÓN ANDINA



“Managing risk is about preparing ourselves to act quickly in the face of any challenge. Thus, we anticipate risks to protect the continuity of our operations and the well-being of our team. With strategic preparation and proactive management, we ensure our ability to nurture the future, even in highly demanding scenarios”.

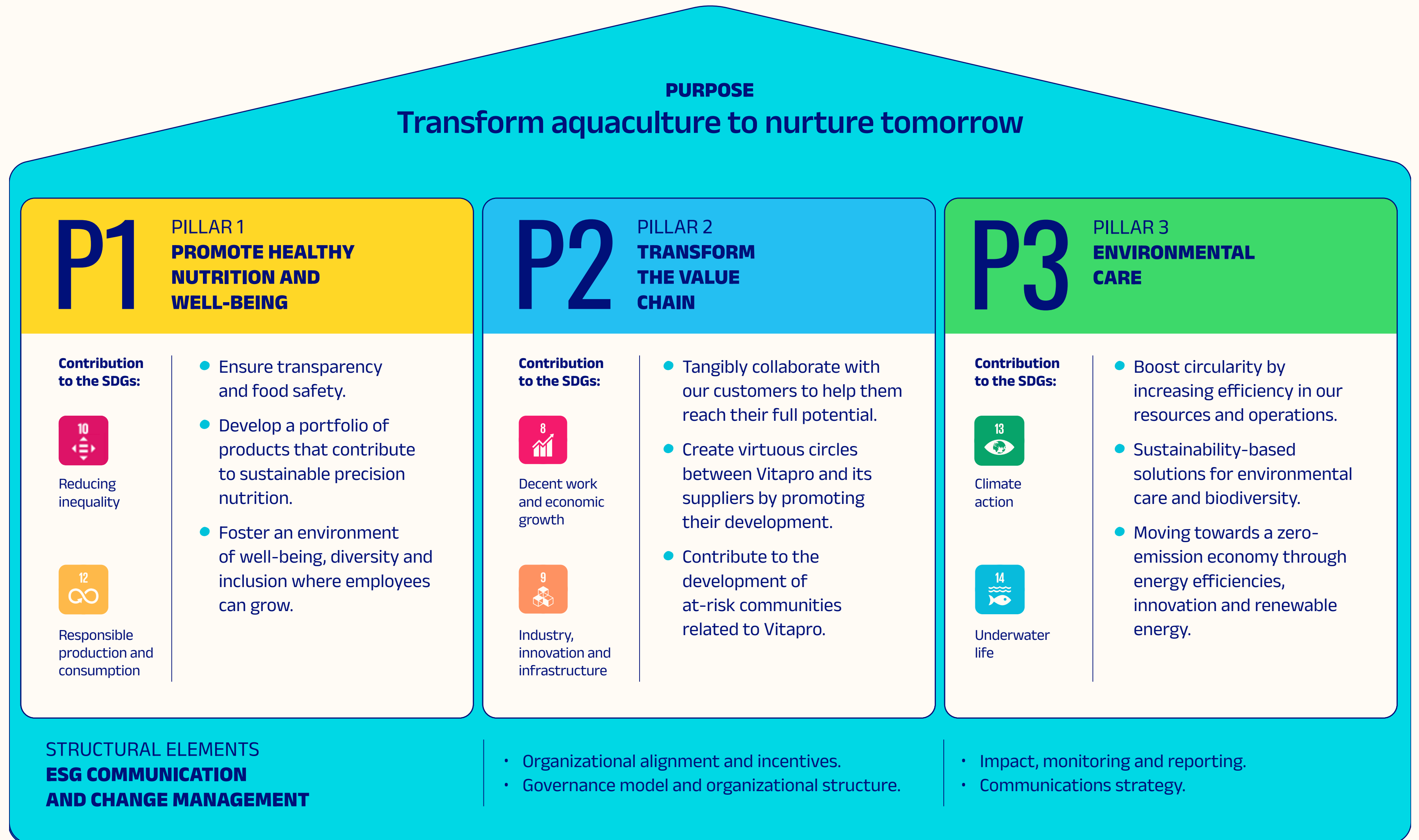
Ivan Chang

COUNTRY MANAGER, VITAPRO CENTRAL AMERICA

ROAD TO SUSTAINABILITY

Sustainability strategy

At Vitapro we are firmly committed to sustainable development, embodied in our Sustainability Roadmap, which is aligned with the United Nations 2030 Agenda and structured into three pillars that represent our environmental, social and governance (ESG) priorities, and guide our actions to foster more sustainable aquaculture.





Within each pillar, we have launched initiatives and taken actions that help us to fulfill our sustainability strategy. In this regard, the main milestones achieved in 2024 are:

P1 PILLAR 1 **PROMOTE HEALTHY NUTRITION AND WELLNESS**

- We renewed our RTRS1 and Global GAP certifications. We obtained the ASC Feed certification for Chile for the first time.
- We launched BAC Defence, an innovative solution designed to improve fish gut health.
- 2,458 hours of HSE training.

P2 PILLAR 2 **TRANSFORM THE VALUE CHAIN**

- We developed Inicio N, a comprehensive cultivation yield and optimization system.
- We maintained 100% certified hydrobiological ingredients in our shrimp feed.
- We accelerated our action roadmap with our local communities.
- We developed our first automatic mobile shrimp feeder.

P3 PILLAR 3 **ENVIRONMENTAL CARE**

- We reduced our Scope 1 and 2 carbon footprint by 9.6%, surpassing our annual goal by 3.1%.
- We succeeded in developing our Roadmap to reduce plastic levels in our packaging.
- We recovered 92.8% of our waste, surpassing the 88% achieved in 2023.
- 100% of our plants have a water footprint measurement.

¹ Round Table on Responsible Soy.

ROAD TO SUSTAINABILITY

Sustainability Governance

GRI 2-13

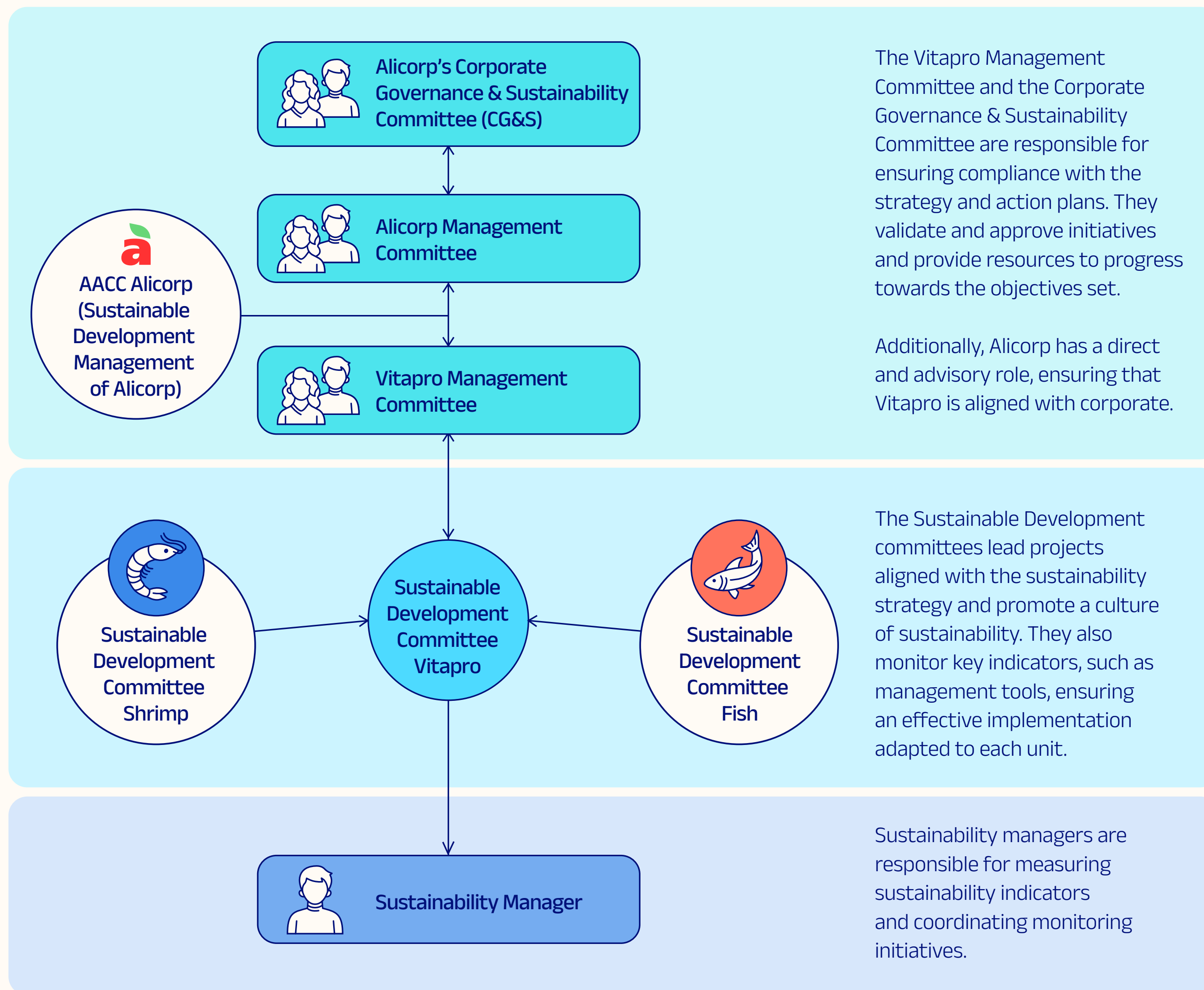
We have a robust governance structure that oversees the sustainability strategy articulated to the business itself, both at the corporate level and by segment (shrimp and fish).

This structure consists of 3 levels:

1. **Vitapro Management Committee and Corporate Governance & Sustainability Committee.**
2. **Sustainable Development Committees.**
3. **Sustainability Managers.**

It is important to mention that, within this structure, we work together with Alicorp's Vice-President of Corporate Affairs to ensure a unified approach.

Additionally, we have 8 working groups, which are collaborative teams consisting of a sponsor, a leader and team members. *These groups help us articulate specific actions to advance the objectives of Vitapro's Sustainability Roadmap.*



Our areas of collaboration for sustainable management

As part of our sustainability governance, we have established multidisciplinary collaboration hubs designed to articulate specific actions that accelerate the fulfillment of the objectives outlined in our Roadmap. These committees, led by our managers, operate as specialized task forces that integrate technical knowledge, strategic vision multidisciplinary collaboration between areas, ensuring that measurable progress is made in each initiative. These are detailed as follows:



- Sustainable raw materials and corporate footprint
- ASC

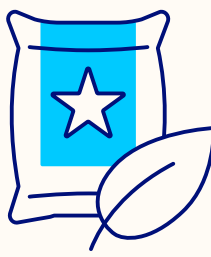
SUSTAINABLE RAW MATERIALS

We ensure the supply of responsible and traceable raw materials, bolstering our commercial position. We achieved ASC Feed certification in Chile and continue to work in Peru, Ecuador and Honduras. Additionally, we have implemented tools, such as Sustell, on a corporate level to assess the environmental impact of our supplies.



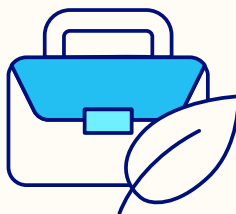
MANAGEMENT OF OPERATIONAL FOOTPRINT

We seek to manage and reduce our environmental footprint throughout the production chain. Through continuous improvement tools, we reinforced our climate leadership by measuring our Scope 1 and 2 carbon footprint in real time.



SUSTAINABLE PACKAGING

We propose innovative solutions that minimize the environmental impact of packaging, aligning design and functionality with sustainable criteria. With our Packaging Roadmap, we continued to make progress on three fronts: traceability, best practices and plastic recovery, reducing plastics by 1.03%, while implementing key management and reduction initiatives.



SUSTAINABILITY IN THE PORTFOLIO

Our goal is to provide our customers with the best alternatives aligned with the principles of sustainability, integrating performance, quality and environmental responsibility.



COMMUNITY RELATIONS

We identify the main social challenges in our areas of influence in order to work collaboratively with the communities, ensuring operability and generating shared value. We made progress in mapping and characterizing communities, identifying impacts and improving dialogue and management channels.



DIVERSITY, EQUITY AND INCLUSION

We promote an organizational culture that respects human rights and fair labor relations. Our initiatives seek to ensure equitable opportunities and respectful and open working environments.



TRANSPARENCY & REPORTING

We ensure transparency in sustainability performance through data analysis and reporting, consolidating strategic information for decision-making and accountability to our stakeholders.



COMMUNICATIONS AND SUSTAINABILITY CULTURE

We promote a sustainable culture through internal and external communication, working to raise awareness and mobilize all employees towards an active commitment to sustainability.

ROAD TO SUSTAINABILITY

Materiality

GRI 3-1

We had a double materiality analysis prepared in 2024 in accordance with current trends in sustainability reporting, such as the Global Reporting Initiative (GRI) standard - 2021 version, the guidelines of the Sustainability Accounting Standards Board (SASB) and the International Financial Reporting Standard (IFRS), as well as other sustainability frameworks and standards. This analysis allows us to identify and prioritize the most relevant aspects from the point of view of the impact on the environment and stakeholders, as well as on the business.

As a result, we were able to identify risks and opportunities associated with external factors, such as climate change, resource scarcity, regulatory changes and stakeholder expectations. We also integrated environmental, social and governance (ESG) issues into our business strategy to ensure that sustainability is a fundamental pillar of our decision-making.

The **double materiality analysis** included the following stages:

1

CONSOLIDATION OF POTENTIAL ISSUES

Based on an analysis of internal information, sectoral information (domestic and international), and international sustainability standards and trends, we developed a list of 27 potential material impacts.

2

CHARACTERIZATION OF IMPACTS, RISKS AND OPPORTUNITIES

Once the potential material impacts were identified, we carried out a characterization process for potential, actual, direct and indirect impacts, as well as risks and opportunities associated with each of the issues.

3

INTERNAL ASSESSMENT (RISKS AND OPPORTUNITIES)

We identified 37 risks aligned to 27 potential impacts, evaluated according to cash flow, EBITDA, financing and probability of occurrence, all in compliance with IFRS S1 and IFRS requirements.

NIIF S1: International Financial Reporting Standard for Sustainability 1.
IFRS: International Financial Reporting Standards.

4

INTERNAL ASSESSMENT (IMPACTS)

We held working sessions with different teams to assess real and potential impacts, considering criteria of scope, probability, scale and remediation.

5

STAKEHOLDER CONSULTATION

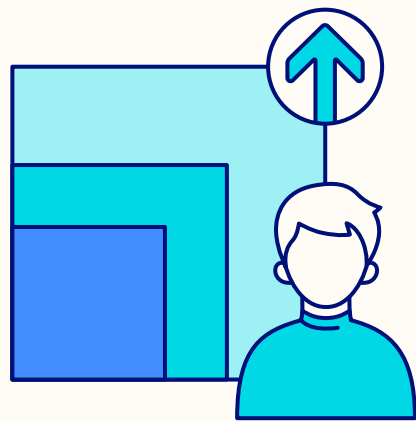
Based on the principle of stakeholder engagement, the impacts identified must be evaluated by employees, customers, suppliers and communities. This activity is ongoing.

ROAD TO SUSTAINABILITY

Materiality

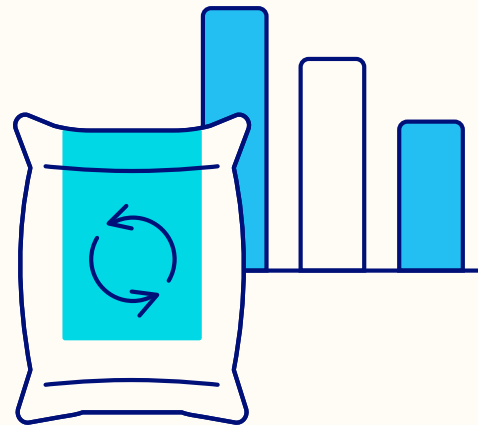
GRI 3-1

The material topics resulting from the analysis performed are:



DOUBLE MATERIALITY

- 15Traceability and responsibility of ingredients
- 18Value creation for customers



FINANCIAL MATERIALITY

- 11Regulatory monitoring and compliance



SOCIAL AND ENVIRONMENTAL
IMPACT MATERIALITY

- 1Nutrition and food safety
- 2Food quality and safety
- 4Human talent attraction and retention
- 10Ethics, corporate culture and governance
- 14Efficiency and operational excellence
- 16Responsible sourcing
- 17Data governance and information security
- 19Technology transformation, innovation and development (R&D)
- Emissions
- 27Biodiversity protection and impact on aquatic ecosystem



ONGOING MANAGEMENT

- 12Competitiveness and economic performance
- 20Climate adaptation and resilience
- 24Packaging materials and circular economy
- 3Diversity, equal opportunities, and non-discrimination.

ROAD TO SUSTAINABILITY

Relationship with stakeholders

GRI 2-29

We address the needs and expectations of our stakeholders and work together for the development of the aquaculture industry. To ensure that these relationships are mutually beneficial, we develop strategies and implement feedback mechanisms for each established level.

Shareholders

Shareholders are the representatives of Alicorp Group, the corporation that supports us. Their role transcends ownership to drive our governance, align the corporate vision with the creation of sustainable value and ensure compliance with the highest performance standards.



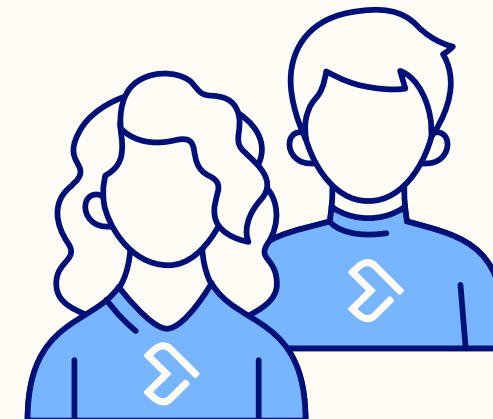
Customers

We have direct service channels, as well as personalized customer care through our commercial teams and technical advisors.



Employees

We maintain close relationships with our employees through our internal communication channels and human resources business partners in all of our operations.



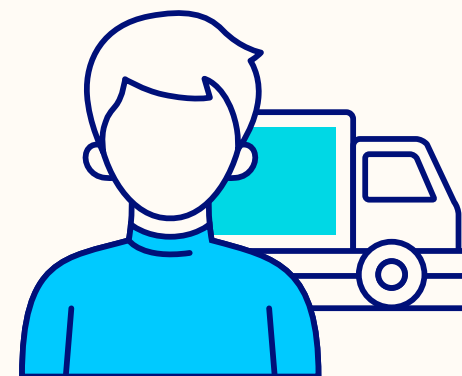
Community

We build lasting relationships of trust with stakeholders in the communities where we operate. We engage through plant leaders and our sustainable development and community relations teams.



Suppliers

We maintain business ties through our procurement area and the user areas of the various goods and services we acquire.



Unions and authorities

We proactively comply with the regulatory requirements of authorities and unions in the sector, and work closely with aquaculture associations on research, innovation and industry development.



ROAD TO SUSTAINABILITY

Partnerships for sustainable development

GRI 2-28

We are fully aware that sustainability is a collective effort. We strengthen ties and actively participate in the sector's unions and competent institutions, driving the continuous development of the industry.



“Sustainable Shrimp Partnership (SSP) recognizes a strategic ally in Vitapro that provides technical knowledge, innovation and a steadfast commitment to sustainability. Their work contributes to building a more transparent and efficient aquaculture industry, aligned with the highest international standards”.

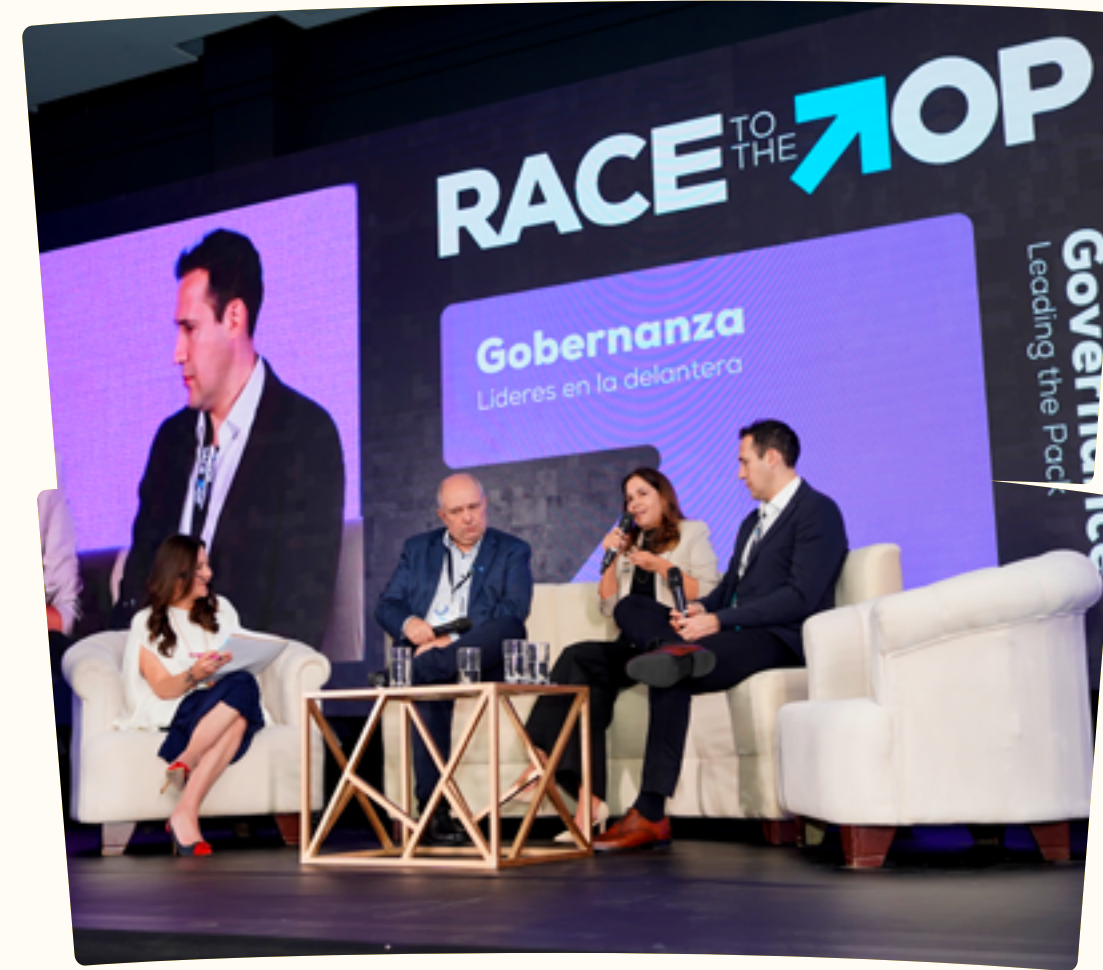
Pamela Nath

DIRECTOR AT SUSTAINABLE SHRIMP PARTNERSHIP

In 2024, we participated in various national and international sustainability forums, *positioning Vitapro as an industry leader.*

These included:

- Global Shrimp Forum 2024.
- EKOS Sustainability Summit
- Meeting of leaders for the decarbonization of the shrimp industry in Ecuador.
- Salmonexpert Seminars.
- Building sustainability: Key challenges for the industry in the face of climate change, organized by Ventisqueros.
- Huella Chile Recognition Ceremony.
- NetZero Salmon Summit 2024.
- International Symposium on Fish Nutrition and Feeding (ISFNF) Puerto Vallarta, Mexico.
- Drafting of the first trade association report of the shrimp industry in Ecuador.





2 Corporate Transparency

IN THIS CHAPTER:

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2.4	Ethics & Transparency	42

In 2024, we strengthened Vitapro’s governance through ongoing alignment with Alicorp’s corporate standards and guidelines. This process consolidated an organizational culture based on integrity, transparency and accountability as fundamental pillars.

At the same time, we continued to promote an organizational culture guided by ethical principles where integrity and honesty are part of our daily business. This commitment is reinforced by mechanisms such as our ethics channel, which allows us to detect and address any violations in a timely manner.

As an Alicorp company, we embrace sustainability as a multidisciplinary pillar of our governance. Thus, five members of the Board of Directors actively participate in Alicorp’s Sustainability & Good Governance Committee, which promotes

the implementation of principles that strengthen the company’s ethical management, as well as the adoption of best sustainable practices. This participation ensures that there is a strategic and integrated vision in the company’s key decisions, reinforcing our conviction that sustainability is not only an objective, but the way we choose to operate.

We closed out the year without any fines, penalties or non-compliance with regulations, contributing to our well-earned reputation as a responsible company while consolidating strong and sustainable relationships with all of our stakeholders.



CORPORATE GOVERNANCE

Board structure

GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-18

Our governance is represented by Alicorp and consists of its board of directors, committees and senior management. This allows us to ensure strategic, integrated management that is aligned to our vision.

The nine-member board of directors has management and legal representation authority to oversee and control the businesses within its corporate purpose. The board’s experience in the Latin American and global business sector provides a solid and diverse perspective for strategic decision making.

As part of our commitment to integrity, the Board also actively monitors situations that may represent conflicts of interest, such as

participation in other boards, cross-shareholdings with suppliers or other relationships that could compromise the impartiality of management.²

The Shareholders’ Meeting is responsible for appointing the members of the Board of Directors. In this process, each share grants a number of votes equivalent to the number of directors to be elected, *ensuring equitable representation in strategic decision-making.*



Dionisio Romero Paoletti ★
BOARD MEMBER

José Antonio Onrubia Holder
BOARD MEMBER

Marco Aurelio Peschiera Fernández
BOARD MEMBER

Luis Enrique Romero Belismelis
BOARD MEMBER

Calixto Romero Guzman
BOARD MEMBER

Arístides de Macedo Murgel
BOARD MEMBER

Luis Julián Martín Carranza Ugarte
INDEPENDENT BOARD MEMBER

Jorge Humberto Zogbi Nogales
INDEPENDENT BOARD MEMBER

Lieneke Maria Schol Calle
INDEPENDENT BOARD MEMBER

90%
AVERAGE ATTENDANCE IN 2024

In 2024, the Board met 14 times with an average attendance of approximately 90%, a rate that has been maintained since 2023. The board also carries out an annual self-evaluation to analyze its performance in decision making, as well as the contribution and individual compliance of its members.

² For more information, please refer to our Corporate Conflict of Interest Policy.

CORPORATE GOVERNANCE

Board committees

GRI 2-9, GRI 2-13, GRI 2-17

The committees act as key support mechanisms for Alicorp’s Board of Directors. In this sense, corporate has 6 committees, which also supervise and advise Vitapro’s management on strategic decision making, promoting practices aligned to the standards of the Alicorp Group. The independent members of the board of directors are also part of the committees.

³ For more information on the Board Committees, please click [here](#).



AUDIT COMMITTEE

Maintain transparency of financial information for the market and assist the board by evaluating accounting procedures and reviewing internal control systems.

CORPORATE GOVERNANCE & SUSTAINABILITY COMMITTEE

Evaluate and provide oversight on the principles of good corporate governance, promote the adoption of necessary measures to ensure that they are implemented, and encourage better sustainability practices.

INVESTMENT COMMITTEE

Advise the board of directors and general management on investments and strategic initiatives to be implemented. Additionally, evaluate the investments made by the shareholding company.

RISK COMMITTEE

Manage the risks that the company is exposed to. Some of the primary risks are associated with raw materials and financial, tax and legal matters.

TALENT, COMPENSATION & PAYROLL COMMITTEE

Conduct periodic reviews of talent management and compensation strategies, policies and programs at the executive levels of the company.

MARKETING COMMITTEE

Periodically review the marketing strategy, as well as the appropriateness of new launches, brand withdrawal, and expansion into new categories or markets.

Executive Management

Our senior management team consists of 10 members who are responsible for implementing the company's strategic objectives and ensuring that they are met. This structure includes a general manager, three country managers and six corporate directors, ensuring that management is aligned with our organizational vision.

In 2024, we added a new member to our Corporate Supply Chain Management who is key to further strengthening our corporate governance model and ensuring high-level strategic management.

Fabrizio Vargas*
CEO



Carlos Quispe
COUNTRY MANAGER,
VITAPRO ANDEAN REGION

Ramiro Larios
COUNTRY MANAGER,
VITAPRO CHILE

Ivan Chang
COUNTRY MANAGER,
VITAPRO CENTRAL AMERICA

Allan Cooper*
CORPORATE DIRECTOR
OF STRATEGY, MARKETING
AND VALUE CREATION

Gabriel Seracchioli*
CORPORATE DIRECTOR
OF HUMAN RESOURCES
& CORPORATE AFFAIRS

Karla Coronel*
CORPORATE DIRECTOR
OF SUPPLY CHAIN

Javier San Miguel
CORPORATE DIRECTOR
OF FINANCE

Pablo Leyton*
CORPORATE DIRECTOR
OF FEED TECHNOLOGY

Martin Williams*
CORPORATE DIRECTOR
OF MANUFACTURING

“When principles guide our actions, ethics cease to be an ideal and become part of how we lead, cultivating environments of trust and shared responsibility at all levels of the organization.”

Karla Coronel
CORPORATE DIRECTOR OF SUPPLY CHAIN

* Members of Vitapro's Sustainable Development Committee

Regulatory Compliance

GRI 2-23, GRI 2-27, GRI 3-3, GRI- 2-16, GRI 2-24, GRI 2-25, GRI 2-26

Our performance remained strong in terms of regulatory compliance with 0 records of violations related to applicable legislation or regulations on quality, safety and environment in the countries where we operate. Likewise, we did not report any proceedings, penalties or fines related to free competition or acts of corruption.

We ensure compliance with all laws, regulations and standards in the jurisdictions where we operate, including labor, environmental, tax and competition matters. We also ensure that the corporate policies that govern our ethical conduct are properly implemented, and reinforce responsible management at all levels of the organization.

Some of our main guidelines include:

- Corporate Ethics & Compliance Policy.
- Corporate Gifts & Hospitality Policy.
- Corporate Donations Policy.
- Corporate Insider Trading Policy.
- Corporate Information Security Policy.
- Corporate Policy on Free Competition.





Ethics and Transparency

Ethical conduct allows us to build trusting and harmonious relationships with our stakeholders. We are committed to transparency and integrity, maintaining the highest standards in every aspect of our business.

We reject any form of corruption, bribery or unfair practice, and ensure that our business interactions are conducted and our value chain is managed under principles of accountability and transparency.

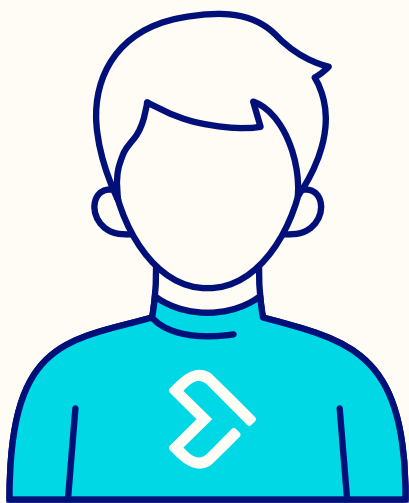
ETHICS AND TRANSPARENCY



Ethical commitments

GRI 2-23, GRI 3-3, GRI 2-10, GRI 2-15,

We have **Ethical Commitment Guidelines**, which guide the actions and culture of our employees. These guideline also foster a business environment based on integrity and honesty at every level of the organization.



TO OUR PEOPLE

We guarantee a working environment where respect and trust are the foundations of the relationships among all of our employees, who are the main engine of the company's growth. Additionally, we seek to offer them a safe and healthy work environment.



TO THE COMPANY AND ITS SHAREHOLDERS

We are committed to always acting responsibly, preserving the value of the Company at all times.



TO THE GOVERNMENT, SOCIETY AND THE ENVIRONMENT

We interact with public entities and officials under the highest ethical standards, avoiding any act of corruption. We also respect the environment in which we operate, ensuring strict compliance with the laws in each country where we operate.



TO CUSTOMERS, CONSUMERS, SUPPLIERS AND COMPETITORS

We seek to ensure that our relationships with customers, consumers, suppliers and competitors are based on respect, transparency and long-term development.



TO THE MEDIA AND ASSOCIATIONS

We guarantee transparent and truthful communication regarding the company and its operations through official channels and authorized representatives, ensuring that accurate and timely information is always provided.

ETHICS AND TRANSPARENCY

Reporting channels

GRI 2-11

To ensure ethics in Vitapro, we have dedicated channels in place to ensure that Code of Ethics violations are effectively handled and prevented. This allows users to report any violations anonymously without fear of retaliation through our Ethics Line.

Available channels include:

- Telephone switchboard by country:
Peru: 0800-78510
Ecuador: 1800-001-163
Chile: 800-914-243
Honduras: 504-2235-9286
- Web: www.lineaeticaalicorp.com



If a report involves the manager, it is referred directly to the Corporate Ethics Committee. *Other cases are handled by the Local Ethics Committee, with follow-up by Corporate headquarters.*



P1

PILLAR 1

Promote healthy nutrition and wellness

IN THIS CHAPTER:

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2024 Milestones



At Vitapro, we put our commitments into action with a clear purpose: to provide highly reliable solutions to our customers in aquaculture nutrition. Thus, we are proud to have achieved ASC Feed certification in Chile, a milestone that highlights our commitment to offering safe, traceable and responsible aquafeed.

Additionally, we took an important step in innovation with the launch of BAC Defence, a solution designed to improve the intestinal health of fish and reduce the use of antibiotics in critical scenarios, reducing mortality by up to 33%.

Likewise, we understood that taking our solutions to the next level also requires strengthening our internal talent. Therefore, in 2024 we integrated 187 new talented individuals and promoted the development of our employees' capabilities with 28 internal training seminars and more than 1,510 hours of training given, all in a year of internal transformation that challenged us to adapt and strengthen ourselves as an organization.

We ended the year without fatalities in any of our operations, reaffirming that the well-being and safety of our teams will always be our priority.

ASC Feed Certification IN CHILE FOR THE 1ST TIME

See page: 48

BAC Defence LAUNCH

See page: 51

Innovative feed that optimizes the intestinal system of salmon and reduces mortality by up to 33%..

+1510

INTERNAL TRAINING HOURS GIVEN

See page: 59



0

FATALITIES IN OUR FOUR GEOGRAPHIC REGIONS

See page: 63

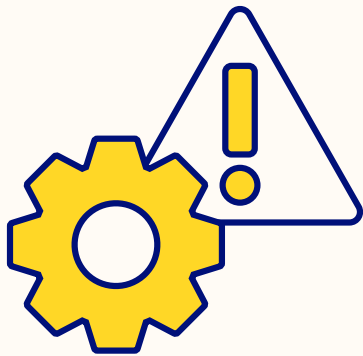


TRANSPARENCY & FOOD SAFETY

Food safety

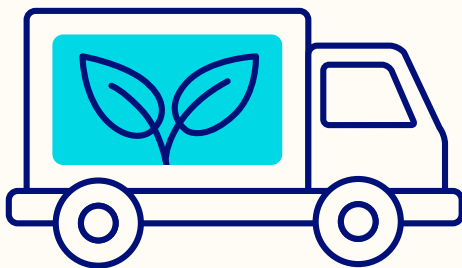
GRI 3-3

At Vitapro, we focus on guaranteeing the quality of our products through our Quality Management Model, which ensures compliance with standards throughout the value chain, from the sourcing of raw materials to the distribution of products to our customers. Thanks to this model and the five aspects that form part of it, we establish effective control points that allow for regular evaluation and continuous improvement.



Risk management

We use the PDCA (Plan, Do, Check and Act) model to manage risks and develop action plans based on their importance.



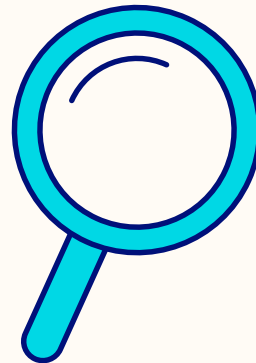
Sustainable sourcing

We work with responsible suppliers who meet local standards and follow internal guidelines, and we evaluate them according to quality, safety, traceability and sustainability criteria.



Process management

We control the quality of our processes through frequent analysis and sampling points, allowing us to respond to process anomalies in a timely manner.



Traceability

We carry out efficient and effective monitoring of each product throughout the supply chain, ensuring safety and rapid response to any eventuality.



Quality culture

We contribute to the professional development of our employees and foster their participation in Management System processes, such that their performance and the results of the organization continuously improve.



ASC Feed Certification in Chile

GRI 416-1

We have been working to respond to a growing demand from markets with high standards and consumers who increasingly value responsible products. Therefore, we continue to incorporate practices centered around environment care and contribute to the welfare of the communities and natural resources around us.

In line with this commitment, we obtained the **ASC Feed certification in Chile** for our fish business for the first time, positioning Salmofood as a benchmark in the responsible production of balanced feed for aquaculture. This certification, granted by the Aquaculture Stewardship Council (ASC), validates our high management, efficiency and traceability standards.

We also made significant progress on implementation in other countries: Peru (71%), Ecuador (69%) and Honduras (73%), increasing the use of responsible ingredients, reducing environmental impacts and improving traceability throughout our chain.

In the certification process, our primary challenge was the development of a rigorous risk analysis and detailed legal, social and environmental assessments of our suppliers. As a result, we were able to improve every stage of the process, from the selection of raw materials to final delivery.

The certification process also included a demanding audit, which evaluated aspects such as:

- Efficient use of energy and water.
- Emissions management and proper waste management.
- Ensuring respect for human and labor rights.
- Sourcing of ingredients free of deforestation and overexploitation.
- Control, monitoring and continuous improvement procedures.



“By obtaining the ASC Feed certification, we’ve proven that it is indeed possible to align operational efficiency, traceability, and respect for human rights within a world-class aquaculture production model.”

Ramiro Larios

COUNTRY MANAGER, VITAPRO CHILE

Certification renewal

GRI 416-1

Additionally, in 2024 we continued to renew certifications in each of our geographic regions that endorse the quality of our processes, manufacturing practices and the responsibility of our value chain:

CERTIFICATIONS						
	ISO Standards Evaluates compliance with ISO standards (9001, 14001 and 45001) on quality management, environmental management, and occupational health and safety.	Supplier Ethical Data Exchange Evaluates companies' management of social and environmental risks in their supply chain.	Global Good Agricultural Practices Certifies sustainable agricultural production in the supply chain (food safety, environmental protection, animal welfare, and occupational health and safety).	Best Aquaculture Practices Ensures compliance with environmental responsibility, food safety, social welfare and value chain traceability standards.	Global Standards System Establishes standards to evaluate risk management and traceability of products in the supply chain.	ASC Feed Certification that ensures responsible practices in aquaculture food production, with a focus on sustainability, traceability and supply chain integrity.
Ecuador	✓	✓	✓	✓	✓	In process
Peru	✓	✓	✓	✓	✓	In process
Honduras	✓	✓	✓	✓		In process
Chile		✓	✓	✓		✓

SUSTAINABLE PRECISION NUTRITION

Innovation & Development

GRI 3-3

Following a continuous improvement approach, we constantly update our portfolio and processes to respond to the expectations of our customers in Latin America and other regions around the world.

We collaborate closely with them on technical validations, both in our network of Experimental Aquaculture Centers and in real production conditions, ensuring that our solutions are aligned to their production challenges.



“Innovation is a process that we undergo together with our customers. Through field trials and technical validation, we develop functional solutions that adapt to the productive challenges of aquaculture at every stage”.

Pablo Leyton

CORPORATE DIRECTOR OF FEED TECHNOLOGY



“Through our Experimental Centers, we develop solutions –such as BAC Defence— which effectively address the challenges facing the aquaculture industry by optimizing feed conversion and decreasing mortality under real production conditions”.

Paulo Alarcón

FISH FEED TECHNOLOGY MANAGER

Launch of BAC Defence

In 2024, we introduced BAC Defence, an innovative solution designed to boost fish gut health, reduce antibiotic use and ensure more sustainable and profitable aquaculture production.

With a formula based on essential oils and organic acids, BAC Defence acts as a natural antibacterial that regulates the intestinal environment and reduces the presence of pathogens, generating key benefits:



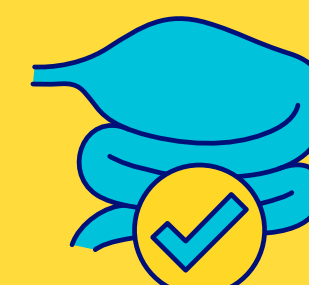
IMPROVED GROWTH

Stimulates consumption and improves feed conversion.



LOWER MORTALITY

Strengthens the immune system and improves the efficacy of treatments, reducing mortality by up to 33%.



INCREASED DIGESTIBILITY

Optimizes nutrient absorption and intestinal health.

Developed and validated in our CEAS, BAC Defence has been tested in real conditions, confirming its effectiveness and contribution to more resilient and productive farming.

With BAC Defence, we transform prevention into a competitive advantage.

SUSTAINABLE PRECISION NUTRITION

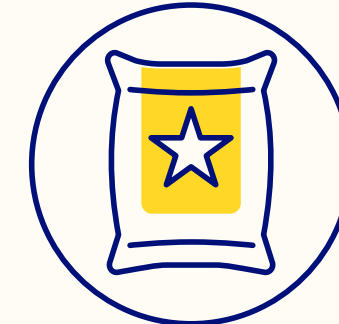
Animal health and welfare

GRI 3-3



At Vitapro, we recognize that the health and welfare of fish and shrimp in aquaculture systems depends on multiple factors, with production management and nutrition being key. Therefore, we develop nutritional solutions that improve the health of the animals, reducing their vulnerability to diseases and stress that are typical of intensive farming systems.

Our approach to feed technology is two-pronged:



BASIC NUTRITION

Diets formulated to meet essential growth and survival requirements.



SPECIALIZED NUTRITION

Incorporation of functional additives and specific nutrients that strengthen the immune system, improve disease response, and promote skin and tissue integrity.

Faced with the risks associated with high densities and stress, we incorporate essential nutrients (including proteins, lipids, minerals, vitamins and amino acids) and functional additives (such as probiotics, prebiotics, essential oils and organic acids, which support animal health without resorting to the systematic use of antibiotics) into our formulations.

Working closely with our customers, we continue to make progress in fulfilling our commitment to reduce our carbon footprint from the production of our feed. We continue to incorporate footprint criteria in the formulation of diets and scenario modeling to minimize their environmental impacts, *thus contributing to more efficient and sustainable production.*

Indicators of nutritional efficiency and resource use

Our formulation and production model is aligned with leading industry indicators:

FCR

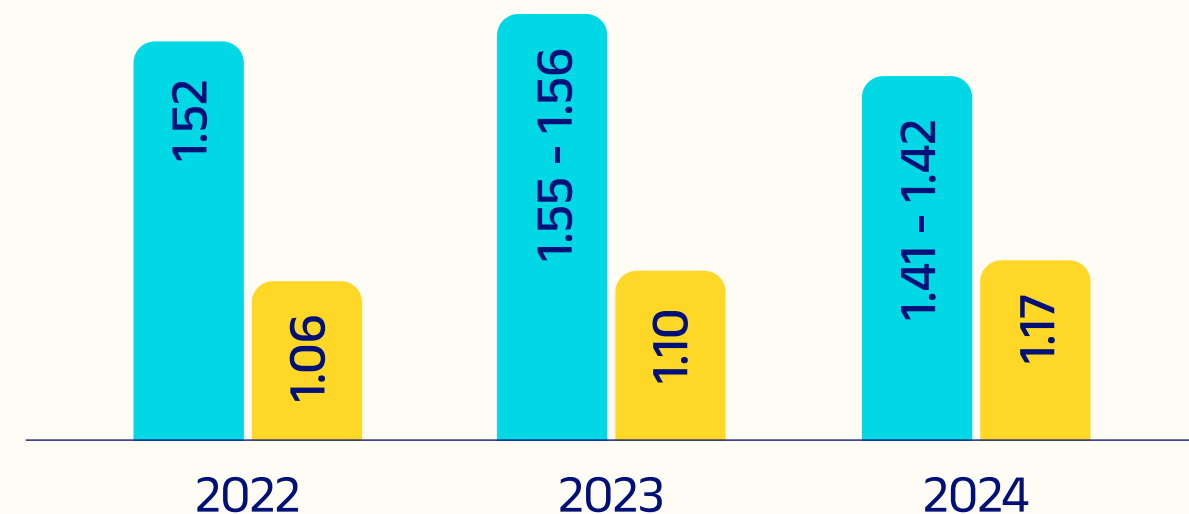
We use the Feed Conversion Ratio as a key indicator to measure the efficiency of feed used in animal growth. It is applied in multiphase cultivation –aquaculture systems that divide the growth cycle into stages such as pre-fattening and fattening—allowing us to optimize feed and performance in each phase. In 2024, we achieved improvements in the shrimp indicator compared to previous periods, i.e. we reduced the amount of feed needed per kilo gained, which is evidence of our continuous efforts to improve the cost-benefit ratio of our diets under adequate farming conditions.

FIFO

This indicator (Fish In Fish Out) measures the ratio between the amount of raw material of marine origin (such as fishmeal and fish oil) used per feed produced. In the last 3 periods, we have managed to keep the index below 1 in both businesses, which reflects the efficiency of our formulations and our commitment to responsible use of marine ingredients. It is worth mentioning that we promote innovation in our formulations to reduce the use of fishmeal, incorporating sustainable alternative sources of protein without compromising quality or nutritional value.

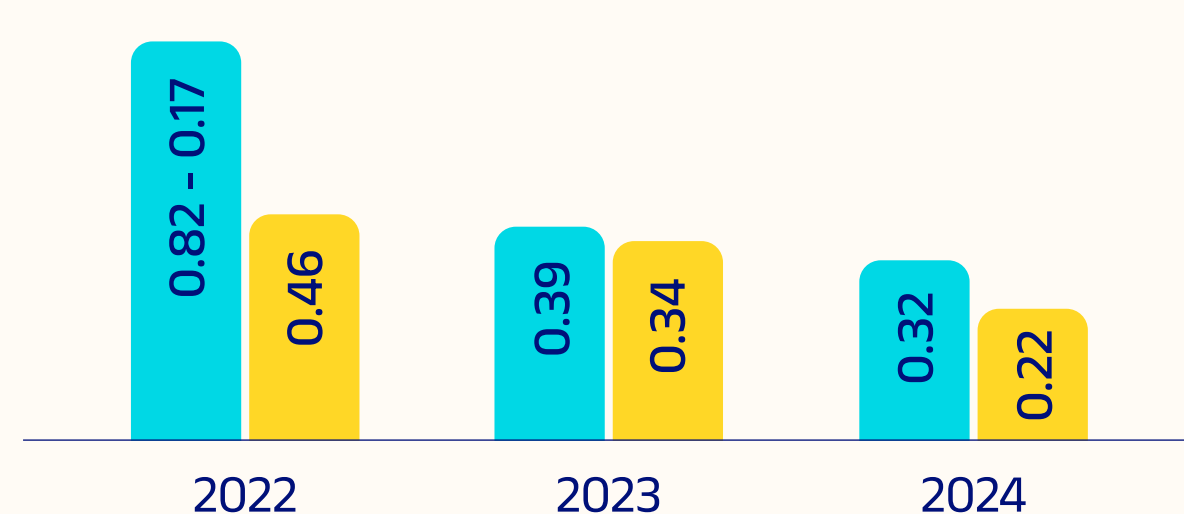
BUSINESS

■ Nicovita (Shrimp) ■ Salmofood (fish)



BUSINESS

■ Nicovita (Shrimp) ■ Salmofood (fish)



“Our commitment is to develop diets tailored to the challenges of intensive systems, incorporating nutrients and functional additives that protect animal health and reduce sanitary risks. All of this is backed by innovation in our formulations to ensure efficient, sustainable results closely aligned to the expectations of a global market.”

Francisco Valdes Rosas

BUSINESS MANAGER OF VITAPRO CHILE



At Salmofood, we use the **TGC (Thermal Growth Coefficient)**, indicator, which allows us to compare the growth of fish under different thermal conditions, standardizing their development over time at different temperatures.

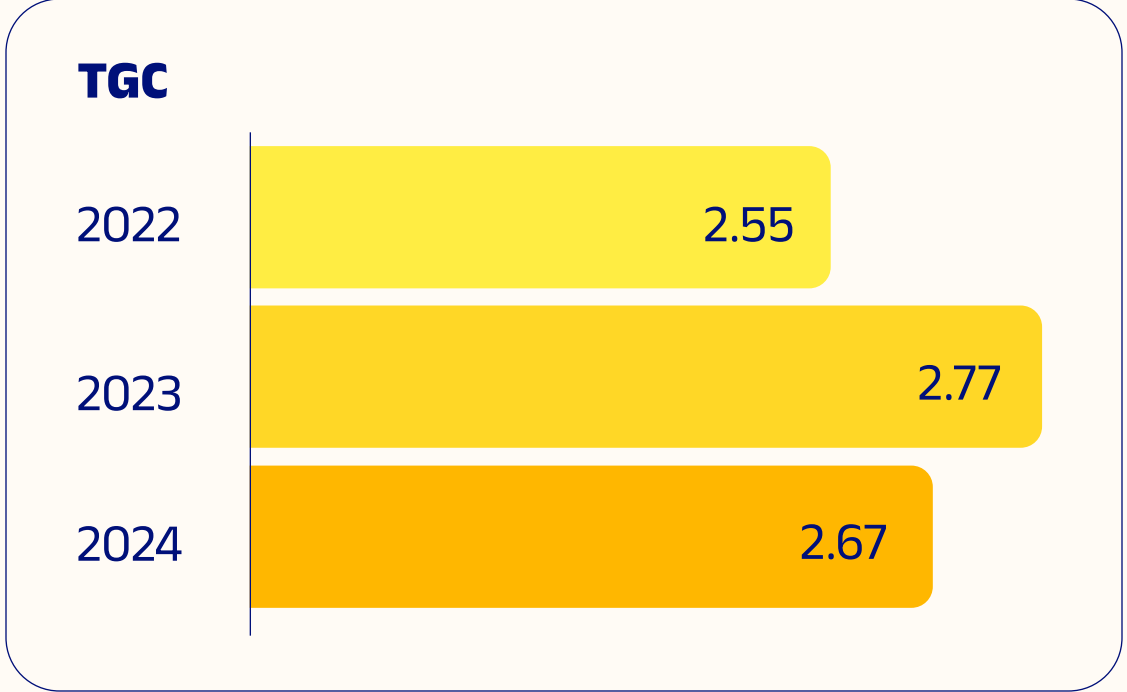
This indicator is particularly useful for:

- Evaluating diets, cultivation systems or treatments applied in environments with varying temperatures.
- Predicting growth performance under different environmental scenarios.
- Expressing the potential of a stock to gain weight in a specific period of time and at a specific temperature.

Over the last three years, the index has shown a stable and positive trend, with the following results:

2.67

in 2024, reflecting efficient and sustained performance.



The value of 2.67 recorded in 2024 reflects an efficient and sustained performance, even under changing environmental conditions. This demonstrates our ability to maintain a robust productive performance, optimizing fish growth with high quality nutritional solutions adapted to different thermal contexts.

PEOPLE VALUE

Human talent management

GRI 3-3, GRI 2-7, GRI 401-1

At Vitapro, we actively work to attract and empower the best talent, promoting the development of skills and ensuring safe, inclusive and equitable working environments. Our selection process is transparent and oriented toward hiring professionals aligned with our values.

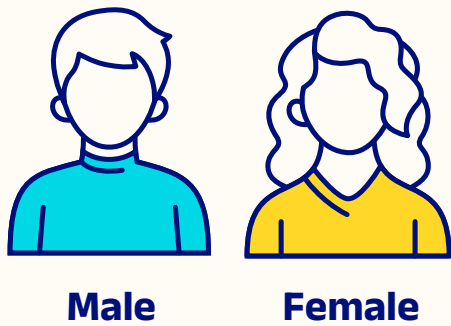
We have a talent management model that answers three key questions:

- What talent do we need?
- What talent do we have?
- How do we close gaps (fit to role)?

This model allows us to manage talent strategically, aligned with the critical capabilities required by the business.

At the end of 2024, our workforce totaled 1,071 employees, with the proportion of men and women remaining the same since 2023.

TOTAL NUMBER OF EMPLOYEES BY GENDER



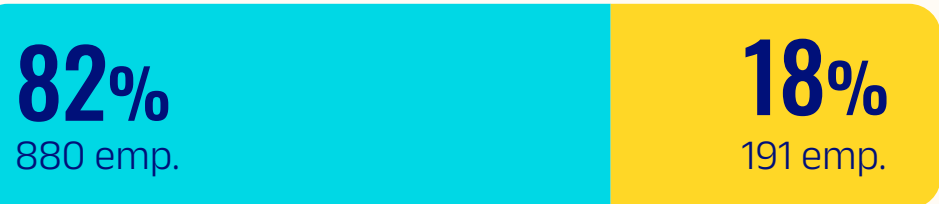
2022Total: 1008



2023Total: 1117



2024Total: 1071



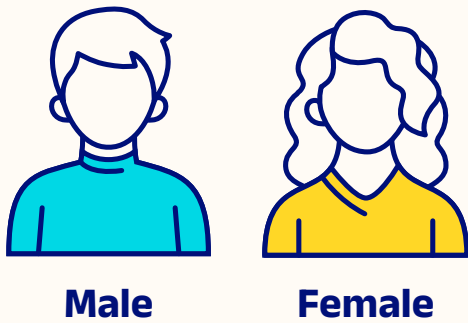
New employees hired

In 2024, we added 187 new employees in our four geographic regions, representing a growth of more than 24% over the previous year. At the same time, 152 people left voluntarily, in a context marked by significant internal transformations.¹

One of the main challenges of the year was the organizational restructuring that implied significant changes in the leadership team. This challenged us to respond quickly through our internal talent. We were able to fill all vacancies from within the organization, which demonstrates the strength of our internal capabilities and our commitment to the development of our team.

Based on this experience, we will reinforce our talent pool through accelerated development programs, by identifying high potential candidates, and by strategically incorporating external profiles that complement our capabilities without compromising our culture.

TOTAL NEW HIRES BY GENDER AND COUNTRY



	Male	Female	Total
Peru	33	9	42
Ecuador	101	21	122
Chile	7	3	10
Honduras	12	1	13

¹ For more details on the number of voluntary departures, see the social indicators section in the annexes chapter.

Openness and organizational culture

GRI 401-2

As part of our cultural transformation process, we identified a key challenge: to create environments where all of our employees are heard. This is because 60% of the staff indicated that it is important to express opinions that help to share ideas, discuss innovation and make informed decisions, leading to greater operational efficiency. Therefore, we continue to promote a culture based on openness and dialogue.

Employee benefits and perks

GRI 402

At Vitapro, we recognize the importance of social benefits for our employees, such as work-life balance through flexible schedules and remote work, as well as extended paternity and adoption leave (the latter with 84 days, equaling maternity leave without differentiating between genders). In addition to extending these benefits in all our geographic regions and recognizing common-law relationships (including same-sex unions), we implemented good labor practices promoted by the regulation of one geographical area as a standard for the others, allowing us to go one step beyond what is required in each country where we operate.

In 2024, we continued to offer our employees the benefits of life insurance, health insurance, profit sharing, dental plans, loans for medical emergencies, corporate loans in supermarkets and pharmacies, as well as agreements with suppliers that grant exclusive discounts to employees on education, automobiles, health, food and tourism.



"At Vitapro, we recognize that our greatest value is our people. Therefore, we promote spaces where every voice is heard, fostering an environment of trust that improves our decision-making, drives our growth and broadens our impact".

Gabriel Seracchioli

CORPORATE DIRECTOR OF HUMAN RESOURCES & CORPORATE AFFAIRS

VALUE OF PEOPLE

Skills development

GRI 3-3, GRI 404-1, GRI 404-2



At Vitapro, we recognize that talent is key to leading the transformation of the sector. Therefore, we identify the critical skills for our businesses, define areas that need to be strengthened, and design a comprehensive talent management plan focused on anticipating future needs. This strategy combines the internal development of our employees with developing new capabilities through customized plans based on skills by organizational level using the 70-20-10 methodology.

EXPERIENCE - 70%



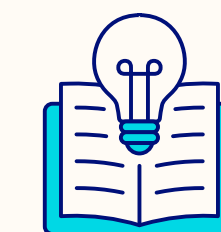
We create experiences, assign special projects, expose our employees to challenging situations, and provide them with the opportunity to access international positions, among others.

ACCOMPANIMENT - 20%

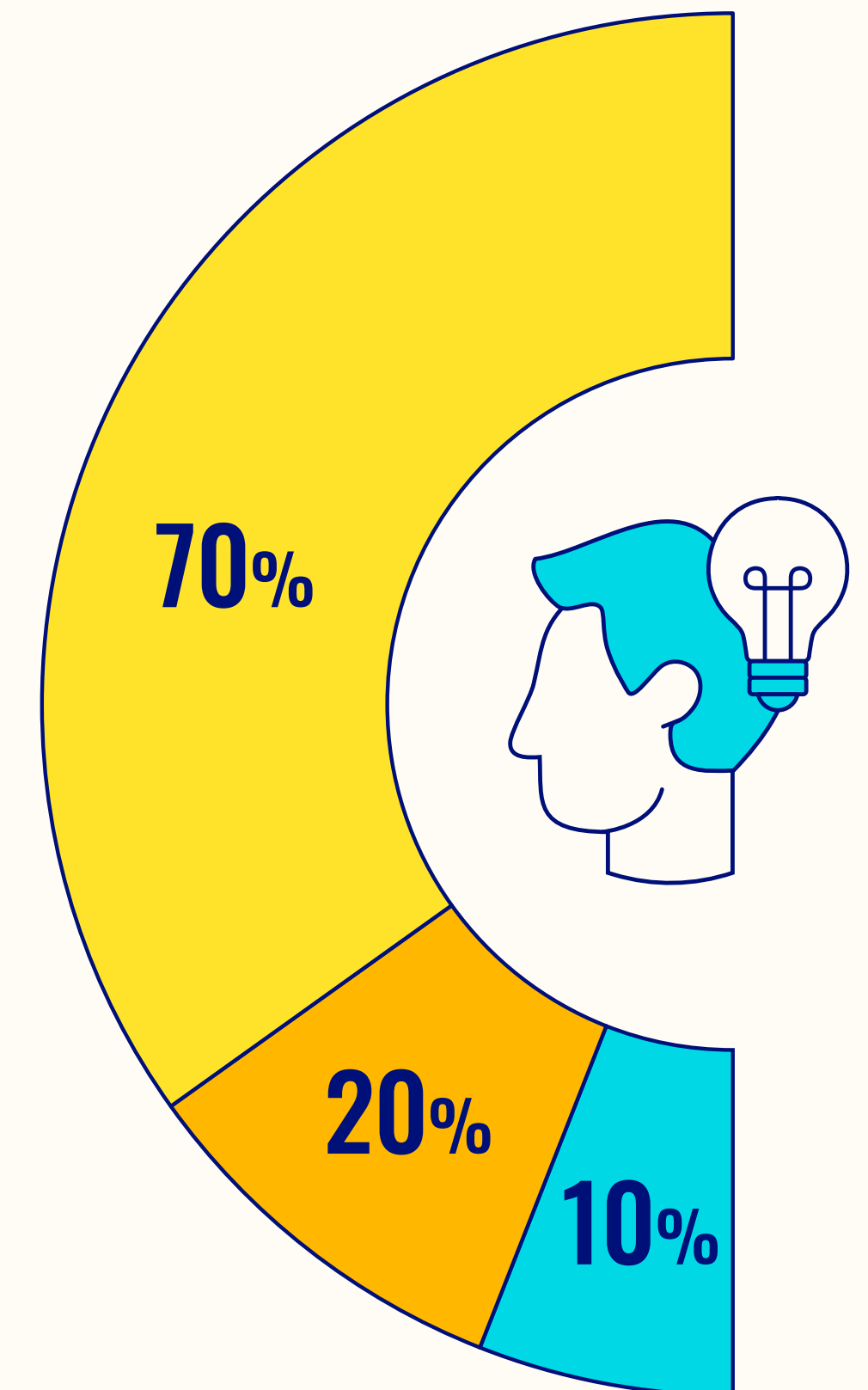


We provide constant feedback to our employees on the development of their skills and capabilities.

VOCATIONAL TRAINING - 10%



We share courses, workshops and reading tasks that complement the development of their skills and capabilities.

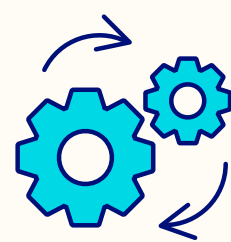


Continuous Training Program (PFC)

As part of our comprehensive development plan, in Vitapro we have the PFC, which allows us to continue enhancing the skills of our teams to offer a high service levels, positively impacting the efficiency and profitability of our customers.

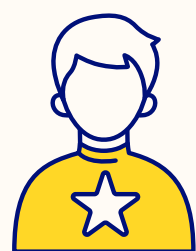


This program has 4 pillars:



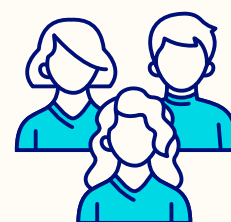
METHODOLOGY

Learning based on problems, projects and challenges using real customer cases.



LEADERSHIPO

Tools for leaders that drive and evaluate the development of skills.



DIVERSITY

Diverse, global teams that bridge training and language gaps.



RESEARCH

Standardized protocols that align recommendations and improve outcomes.



“What I value the most about the program is having understood that good communication is key to effective advice. I learned how to strategically use data and tools, which allows me to better convey the value of our solutions. Additionally, the PFC keeps me up-to-date in an industry as dynamic as the shrimp industry, allowing me to provide accurate and timely recommendations when clients need them the most”.

Carol Polit

COMMERCIAL PFC PARTICIPANT



“The Technical PFC helped me improve on three key areas: technical-productive analysis, accuracy in advice given to clients, and presentation of results. I learned to interpret data more rigorously, cross-reference client information with technical evidence, and prepare more visual and clearer reports. This improved our teamwork and increased client confidence in our recommendations”.

Jorge Luis Castro Feijoo
TECHNICAL PFC PARTICIPANT

The programs implemented under the PFC initiative have been carried out strategically, aimed at addressing the knowledge gaps in different areas. In 2024, we implemented a total of 28 internal training programs within the PFC framework, with 1,519 hours of training given.

TRAINING PROGRAMS

Align and enhance the knowledge of new employees in the company.

6

Training Programs

Includes training oriented toward generating technical foundations and business knowledge for young profiles or trainees.

N° OF PARTICIPANTS:	25
N° OF HOURS:	1454
SATISFACTION LEVEL:	99%

UPSKILLING

Update employees’ technical knowledge based on market demands.

14

Upskilling

Includes training focused on technical tools, methodologies and more advanced or specialized practices.

N° OF PARTICIPANTS:	106
N° OF HOURS:	37
SATISFACTION LEVEL:	90%

RESKILLING

Develop detailed profiles so that employees can easily adapt to new roles.

8

Reskillings

Includes training aimed at developing management skills and adapting to new roles.

N° OF PARTICIPANTS:	38
N° OF HOURS:	28
SATISFACTION LEVEL:	97%

On the external training side, the PFC facilitated the content and accompanied the preparation of the storytelling and the co-creation of the presentations for 6 exhibitions in different aquaculture fairs. It also provided the content for 22 talks given to clients on different farms. As a result, we provided 28 external support services, investing a total of 100 hours.



Self-Management Program

GRI 3-3, GRI 404-1

In Vitapro, we promote conscious and prepared leadership through the Self-Management Program (PAG), designed to improve self-knowledge, the adaptability of leadership styles, and the formation of high performance teams.

In 2024, 14 leaders participated in this three-phase process, which combines personal exploration, feedback and specific development plans. This effort is complemented by specific initiatives for operational leaders and development conversations that align individual aspirations with the continuity of key roles within the organization.

E-Learning

Our corporate e-learning platform, UBITS, allows us to provide customized training based on the role held by each employee. In 2024, our employees received a total of 2,953 hours of virtual training, 52% more than the previous year.

TOTAL HOURS OF TRAINING TAKEN ON UBITS

Period	2022	2023	2024
 PERU	1,135	57	193
 CHILE	45	104	293
 HONDURAS	1	253	83
 ECUADOR	14	1,527	2,383
TOTAL	1,195	1,941	2,953

VALUE OF PEOPLE

Diversity & inclusion

GRI 3-3, GRI 405-1

At Vitapro, we are convinced that diversity, equity and inclusion (DEI) are essential pillars to build solid, cohesive and success-oriented teams. Therefore, we promote an organizational culture that values and celebrates diversity in all of its forms, guaranteeing a safe and respectful work environment free of discrimination, harassment and violence.

Our inclusive approach is reflected in every stage of the talent cycle, from recruitment processes (without considering names, genders, ages or photographs), to professional development policies that guarantee equitable growth opportunities for all people.

At Vitapro, we have a *Corporate Sexual Harassment Prevention Policy*, which reinforces our commitment to an integral and healthy work environment, as well as a *Corporate Compensation & Salary Administration Policy*, which helps define the value of each position based on fair and equitable principles.

PERCENTAGE OF PEOPLE ACCORDING TO AGE RANGE BY COUNT

Age Range	YEAR	 PERU	 CHILE	 HONDURAS	 ECUADOR
Under 30 years old	2023	25%	20%	18%	18%
	2024	24%	20%	15%	24%
Between 30 and 50 years old	2023	66%	77%	64%	81%
	2024	71%	78%	63%	75%
Over 50 years old	2023	9%	3%	18%	1%
	2024	5%	2%	22%	1%

VALUE OF PEOPLE

Occupational health & safety

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-9, GRI 403-10, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8

At Vitapro, the health and safety of our employees is a priority. We have implemented an Occupational Health and Safety System aligned to legal regulations and international standards, such as ISO 45001, in all of our operations.

This system is periodically reviewed through external audits and internal controls, ensuring that it is effective and aligned to our strategic objectives.



Our preventive management strategy encompasses direct employees, as well as contractors and suppliers, and is focused on managing key risks that our personnel are mainly exposed to. As a company, we are progressing on standardizing processes, capitalizing on our best practices to drive a joint and integrated effort. Our focus is on proactively managing hazards with the potential for serious consequences, minimizing them through prevention.

- Integrated Health Care (Mental Health, Physical Health, Nutrition/Wellness)
- Entrapment or contact with machinery
- Fire and emergencies
- Exposure to physical agents
- Ergonomics



“Safety at Vitapro is not only an operational requirement, but a way to take care of what we value most: our people. We work under high international standards because we believe that a safe environment boosts commitment, productivity and collective well-being”.

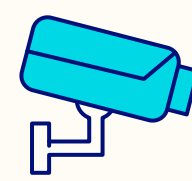
María Fernanda Campoverde

CORPORATE MANAGER OF OCCUPATIONAL HEALTH & INDUSTRIAL SAFETY

Main activities and initiatives for 2024

- 

INVESTMENT IN FIRE SAFETY
\$1.1 million invested in protection systems at plants in Ecuador, Peru, Honduras and Chile.
- 

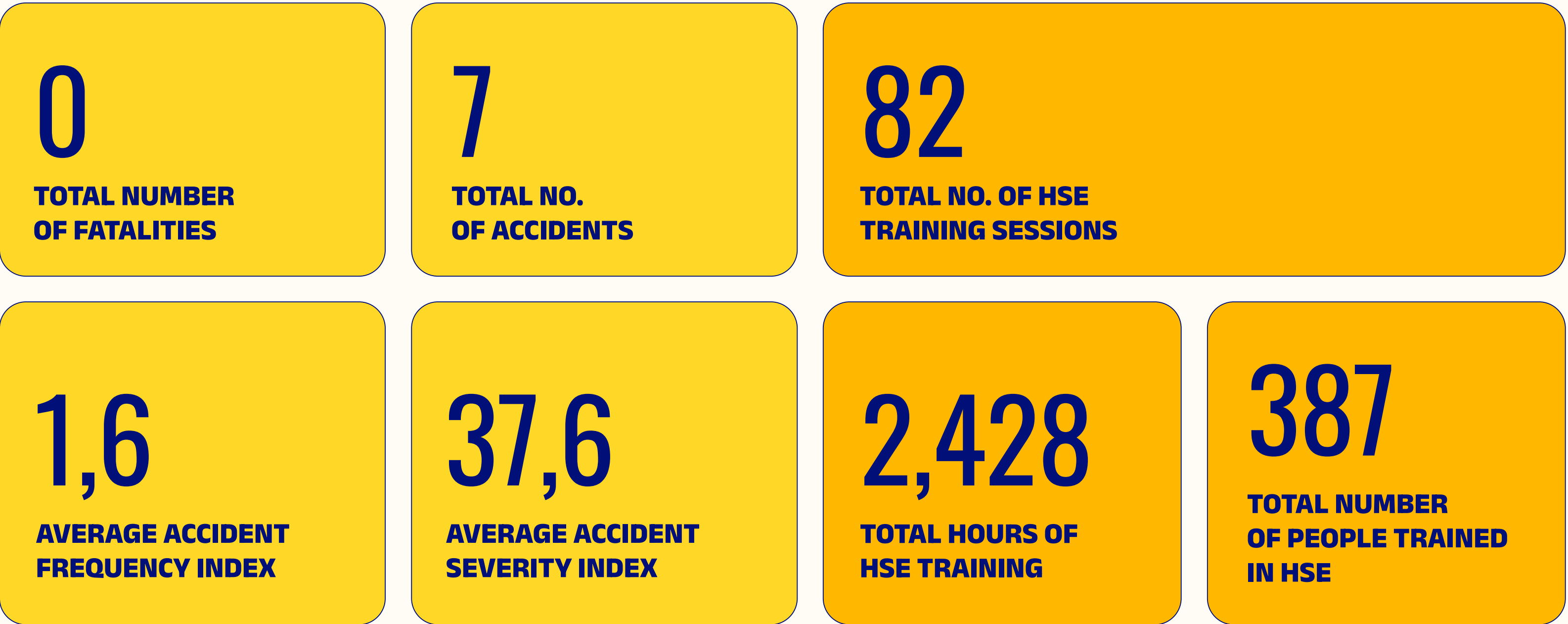
HEALTH & SAFETY WEEK
Workshops in all operations to identify risks and strengthen the culture of prevention.
- 

MONITORING INDUSTRIAL ROBOTS
Installation of cameras to prevent entry to high risk areas and reinforce control in automated areas.
- 

PHYSICAL WELLNESS IN CHILE
Inauguration of a physical activity room designed by an ergonomist kinesiologist.
- 

INJURY AND STRESS PREVENTION
Active breaks and physical rehabilitation programs for operational and administrative personnel.

Occupational health and safety performance indicators (consolidated for the 4 countries)²



² For more detailed information on occupational health and safety performance indicators, see the social indicators section in the annexes chapter.

P2

PILLAR 2

Transform the value chain

IN THIS CHAPTER:

P2.1. Tangible Collaboration with our Customers	66
P2.2. Creation of Virtuous Circles with Suppliers	71
P2.3. Contribution to Community Development	75

2024 milestones



Our value chain is a living network of relationships developed with those who trust us. This trust is reflected in our Net Promoter Score (NPS), which reached 90.5% in Salmofood and 74% in Nicovita, evidencing the value that our customers recognize in our technical support, the customization of solutions and our focus on tangible results.

Under this same customer-centric approach, in 2024 we launched Inicio N, a comprehensive solution for two-phase shrimp farming systems that articulates traceable genetics, specialized nutrition and functional consulting. This allows us to respond more accurately to the challenges faced by our customers, improving the efficiency and performance of their farms.

We also developed the first mobile automatic feeder for shrimp in Ecuador, a technological innovation that optimizes feed dosing, reduces organic waste and reinforces the sustainability of the production process.

Finally, we broadened our social management strategy based on territorial diagnostics, developing a roadmap focused on decent employment, community welfare, technical training and equity. Thus, we turned each link in our chain into a real opportunity to generate shared value and move forward, together with our allies, towards a more efficient, inclusive and sustainable aquaculture industry.



NPS

90,5%

SALMOFOOD

See page: 66

74%

NICOVITA



**Launch of
Nicovita Home N**

**ACHIEVING AN INTEGRATED
SYSTEM WITH THE CUSTOMER**

See page: 67

-92%

**USE OF PLASTICS WITH THE
DEVELOPMENT OF THE MOBILE
AUTOMATIC FEEDER**

See page: 69

TANGIBLE COLLABORATION WITH OUR CUSTOMERS

Customer relations

GRI 3-3

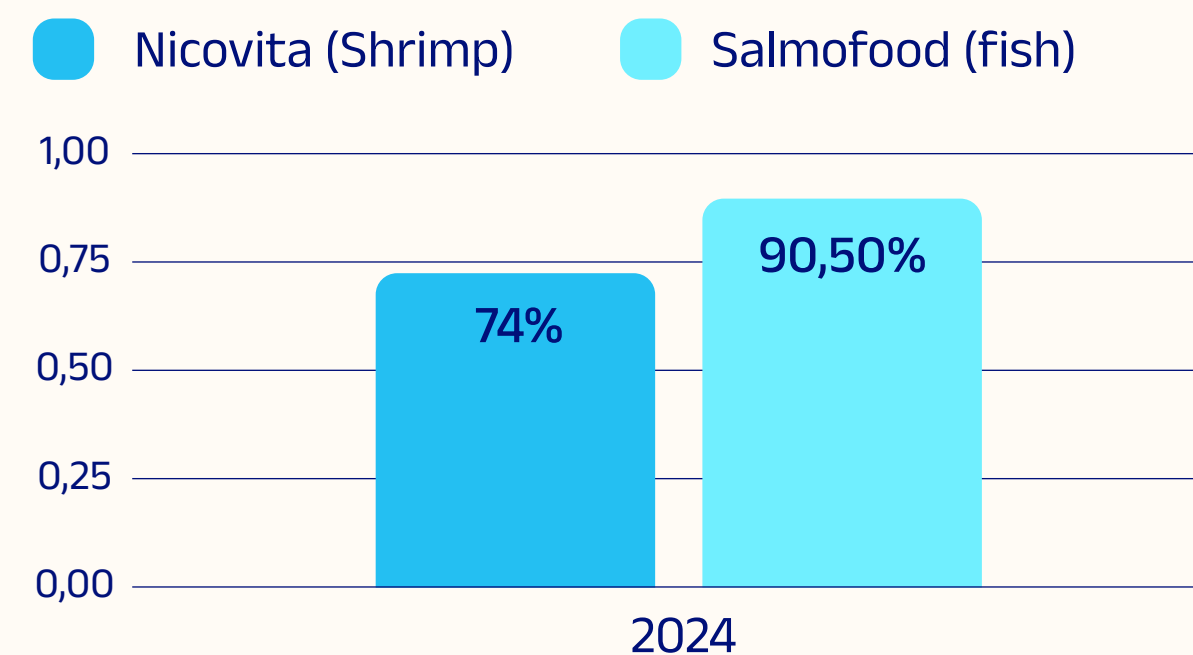
At Vitapro, customer satisfaction is a key pillar in building long-term relationships and promoting more sustainable aquaculture. In 2024, we achieved a Net Promoter Score (NPS) of 90.5% for Salmofood and 74% for Nicovita, which is evidence that our brands are highly recommended and trusted.

In order to capture a broader range of perceptions, we significantly expanded the scope of our satisfaction surveys: at Nicovita, the number of customers surveyed grew by 37% with respect to the previous year, while at Salmofood it grew by 30%.

Through the NPS, we evaluate not only the quality of our solutions, but also the impact of our technical support and our ability to generate sustainable value in each cultivation. This measurement reinforces our commitment to continuous improvement and to building strong relationships with our customers.

This result is based on a management model that goes beyond supplying feed. We accompany our customers in their productive, environmental and sanitary challenges from beginning to end, offering specialized technical support, co-creating customized solutions and applying innovation as a strategic tool to enhance their results.

CUSTOMER SATISFACTION (NPS)



“Growing alongside our clients means more than offering products: it means providing comprehensive support throughout the entire production cycle. Through diagnostics, specialized technical advice, and continuous innovation, we turn every challenge into an opportunity to achieve sustainable, high-performance results.”

Wagner Vargas

DIRECTOR OF TECHNICAL ASSISTANCE, NICOVITA

NICOVITA



Nicovita's "Inicio N" Integral System: Better start. Better results.

Because every aquaculture cycle deserves to start with solid foundations, in 2024 we launched Nicovita Inicio N: a comprehensive solution that transforms the starting point into a competitive advantage. In diverse and demanding environments, it has achieved shrimp that weigh up to 15% more over the same time as traditional methods, improving conversion rates, production efficiency and harvest results.

Specifically designed to optimize the pre-farming and post-transfer stages, Inicio N ensures superior development from day one, articulating four strategic pillars: growth, performance, survival and traceability.

These pillars are evident in:

- High-quality larvae, with guaranteed genetic and nutritional traceability, which have a higher probability of survival, optimal growth and safety in all stages of cultivation.
- Specialized technical advice provided by experts who integrate knowledge in advanced nutrition, animal health, production management, reproduction and pathology monitoring. This allows for an in-depth understanding of shrimp development and promotes healthy, sustainable and efficient farming.
- Specialized diets formulated for the initial stages of shrimp farming. As a starter feed, it is designed to optimize protein use, avoid excesses, reduce waste and minimize environmental impact.



With Nicovita Inicio N, starting the cultivation becomes a key factor for success; because it's not just about starting, it's about starting right: *using science, leveraging technical support and focusing on measurable results.*

SALMOFOOD

Knowledge transfer and technical support

In 2024, at Salmofood we doubled down on our commitment to closely and personally accompany our customers, making 303 visits to farms, holding 260 technical meetings and providing 103 knowledge transfer workshops. Each of these reflected our purpose: to be present in our customers' day-to-day operations, working together with them to boost their productive success.

Our accompaniment model is not limited to delivering nutritional solutions. Through specialized consulting and working together

with our customers in the field, we support the planning and evaluation of each cultivation based on four key indicators: productive performance, animal welfare, environmental impact and sustainability.

This methodology allows us to ensure the optimal use of our solutions, improve the efficiency of production processes and boost the profitability of our customers, always through a vision of more responsible and sustainable aquaculture.



TANGIBLE COLLABORATION WITH OUR CUSTOMERS

Technology and digitalization

GRI 3-3

At Vitapro, we understand that technology is not just a tool, but an essential motor to transforming our business and maximizing the value we deliver to our customers. Therefore, we continuously improve our nutritional solutions with robust and specialized technical support.

Additionally, we lead development through research, data analysis projects and programs geared toward information management and animal welfare, resulting in strategic knowledge that enhances cultivation efficiency and sustainability.

NICOVITA

Nicovita's Automatic Feeder: Innovation for cultivation efficiency

Three years ago, we took on the challenge of innovating aquaculture feed. Thus, in 2024, we achieved the final prototype of an automatic feeder for Nicovita, soon to be industrialized. This device allows us to reduce the use of fixed equipment in 5-hectare pools by up to 90%, and reduce the use of plastics by 92% in manufacturing.

This feeder has the capacity to dose up to 500 kilograms of feed per day and cover up to 40% of the surface of a pool of the same size, thus optimizing shrimp feeding.

With better feed distribution, we minimize excesses and accumulations of organic residues and excreta, promoting oxygenation and better environmental conditions.

This feeder is also designed to record productive information, such as water quality, biomass location or shrimp conditions, so that in the future we can make decisions based on real production information and become increasingly efficient. With this initiative, we reaffirm our commitment to innovation, providing solutions aligned with the real needs of our customers and contributing to the development of a more sustainable aquaculture industry.





PatagonIA

Predictive technology

that drives transformation

In 2024, through our PatagonIA technology platform, we managed to adopt 13 user clients and implement technology for 132 farming centers, consolidating our leadership in high-impact digital solutions for the salmon farming industry.

Through this digital ecosystem capable of predicting salmon growth cycles with greater accuracy, we were able to optimize feeding in salmon farming with advanced analytics and machine learning. The platform integrates environmental and production data to recommend real-time strategies that improve both fish size and feed consumption efficiency.

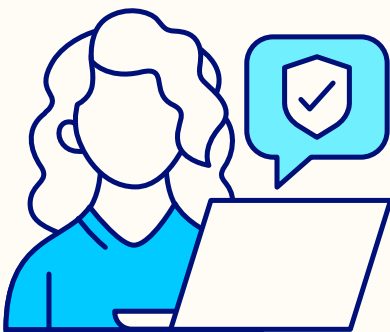
Additionally, it allows us to dynamically visualize the information and detect optimization opportunities in the cultivation centers, boosting productivity, increasing sustainability and improving strategic decision making.

Information

Security and

Cybersecurity

At Vitapro, we align ourselves with the corporate standards defined for information security and cybersecurity management. On a corporate level, we have Information Security Management, responsible for key functions such as security and cybersecurity governance, incident defense and response, as well as the definition of secure architecture for information protection.



TRAINING PROGRAMS

We developed an information security and cybersecurity awareness and training program for all company employees, including both administrative and plant personnel.



TECHNICAL TESTING

We perform controlled intrusion tests, automated scanning and remediation for our IT (Information Technology) and OT (Operation Technology) technological environments.



THREAT MONITORING

We perform monitoring to proactively detect cyber threats according to our security protocols.

CREATION OF VIRTUOUS CIRCLES WITH SUPPLIERS

Contractor and supplier management

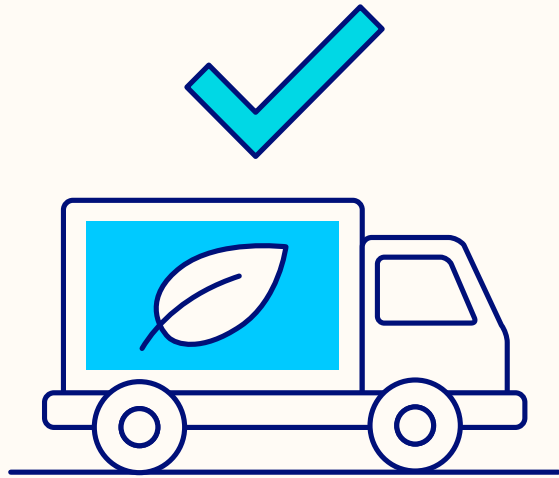
GRI 3-3

At Vitapro, our management system is oriented toward proactively ensuring the sustainability of the ingredients that are part of our value chain. All of our suppliers –especially those who provide us with critical or strategic goods—operate under strict quality, safety, environmental management, responsible sourcing and legal criteria. This is achieved through a rigorous process that includes inspections upon receipt, constant feedback and audits, in order to drive continuous improvement.

By taking these actions, we not only ensure compliance with our demanding standards, but also make our processes more efficient and promote strong and lasting relationships with our strategic allies.

Our strategy is based on the following pillars:

1



Sustainable sourcing guidelines focused on constantly updating market requirements, regulatory authorities, certifications and customers.

2



Controls to guarantee the quality of the ingredients used in the processes.

3



Verification focused on applying our standards through the supplier audit program.

4



Continuous improvement focused on the deployment of initiatives and projects to promote supplier development towards compliance with our standards.



“We respond to the challenging context with a strategic and collaborative approach. Proactively managing our suppliers, coupled with progress in ASC Feed certification, evidences our commitment to guaranteeing the use of responsible ingredients and processes aligned with ethical and sustainable aquaculture”.

Manuel Puyó

CORPORATE PROCUREMENT MANAGER

In 2024, we faced a challenging context in the industry, marked by excess inventories and low shrimp prices. Faced with this scenario, we continued to actively collaborate with our suppliers, managing rescheduling and contractual adjustments closely.

We analyzed our supply chain in depth, focusing on identifying, selecting, monitoring and collaborating with suppliers to anticipate and manage environmental and social risks, ensuring that our products are high quality and ethically responsible at every stage.

In line with this approach, we have made progress on international certifications that guarantee demanding environmental and social standards, such as the ASC Feed certification for our Chile plant. We are also working to implement this same standard in the rest of our operations, reaffirming our commitment to a safe, traceable and sustainable supply chain.



Over the past year, we began to collect data on emission factors from our suppliers, laying the groundwork for measuring the carbon footprint of our supply chain *and strengthening our environmental mitigation strategies.*

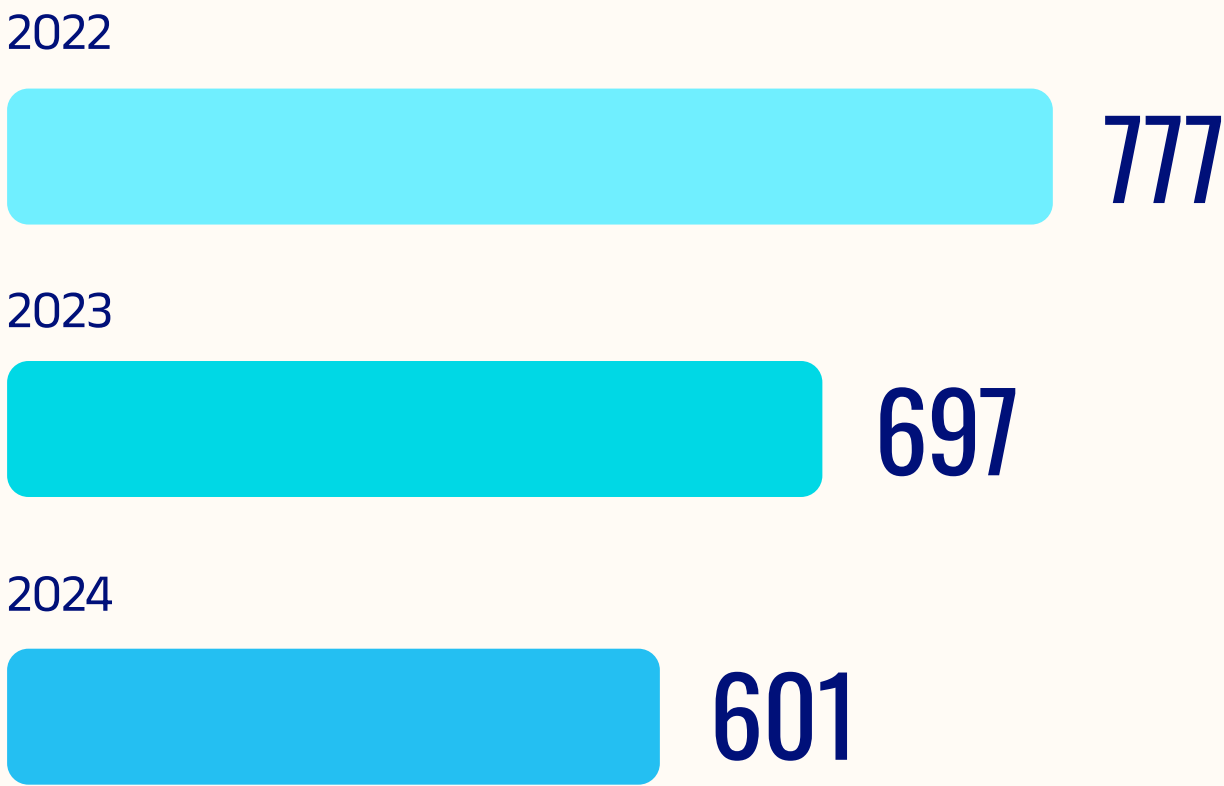


GRI 3-3, GRI 204-1

We make purchases from both local and international suppliers, establishing strategic partnerships with them. Procurement management is divided into direct materials (goods, raw materials, packaging) and indirect materials (spare parts, projects and services).

In 2024, we allocated US\$ 601 million to our suppliers, representing a 14% decrease, due to supply cost efficiencies.

TOTAL SUPPLIER EXPENSE
(IN MILLIONS OF DOLLARS)



“At Vitapro, we understand that our supply chain is key to creating value. The 14% reduction in our costs in 2024 reflects not only efficiency in procurement management but also the strength of the relationships we build with local and international suppliers. This effort enables us to ensure quality inputs, optimize resources, and strengthen a responsible and sustainable supply network across all of our operations.”

Diego Viera
PLANNING & DISTRIBUTION MANAGER

NUMBER OF LOCAL SUPPLIERS BY GEOGRAPHIC REGION



Local suppliers

With respect to our local purchasing strategy, we give preference to procuring goods and contracting services from companies that operate in the same regions where we are present. This not only boosts local economies, but also fosters close and collaborative relationships with our regional suppliers.

NUMBER OF STRATEGIC SUPPLIERS BY GEOGRAPHIC REGION



Strategic suppliers

We focus on optimizing our responsible sourcing practices through a meritocratic ranking of suppliers. We consider those who provide us with micro and macro ingredients as essential, ensuring that high quality standards are met, reaffirming our commitment to excellence and sustainability.



CONTRIBUTION TO COMMUNITY DEVELOPMENT

Local communities

GRI 3-3

At Vitapro, we consider social management as a natural extension of our core business and an important expression of our commitment to sustainable development. These are not isolated actions, but rather a strategic decision aimed at generating shared value with all of the communities linked to our operations.

This decision is based on a clear understanding of the main social challenges identified through our territorial assessments. These four pillars are the foundation of our social management strategy and direct our actions.

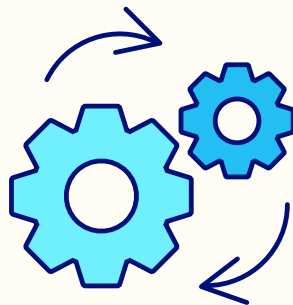
Our social roadmap integrates consolidated initiatives and more recent tools, such as our Corporate Social Management Manual, launched in 2024, which has allowed us to organize and increase our social efforts in a more streamlined manner. Our technical training programs aimed at communities, customers and internal teams are also important to highlight, generating productive capacities and promoting professional development in the territories where we operate.

Thus, our social management not only responds to local needs, but has also become a robust catalyst for building strong relationships, fostering inclusive development and reaffirming our commitment to long-term sustainability.

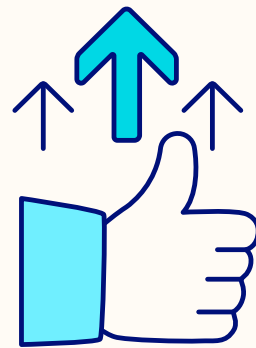
SOCIAL MANAGEMENT STRATEGY



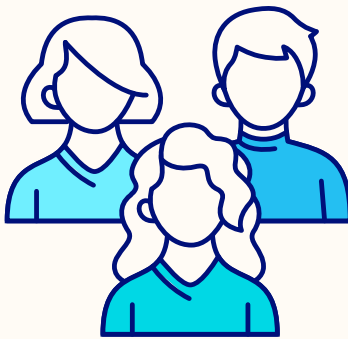
Contribute to the access to decent employment



Boost technical capacities



Promote people's well-being



Promote equity and inclusion in management and access to opportunities.

375

EMPLOYEES REGISTERED IN 2024, FROM OUR LOCAL AREAS OF INFLUENCE.

We seek to have a positive impact on our communities

GRI 413-1

To achieve this, we have identified the primary social challenges in our areas of influence, which form the basis for strategically structuring our social management initiatives. These challenges, identified through assessments and constant dialogue with our stakeholders, guide our actions toward inclusive and sustainable development.



DEEPEN TRUST AND ENHANCE DIALOGUE WITH THE COMMUNITY

We recognize the importance of building relationships based on active listening, closeness and transparency.



DEVELOP A LONG-TERM SOCIAL ENGAGEMENT STRATEGY

We seek to establish an active and positive presence in the territory, creating spaces for collaboration and participation.



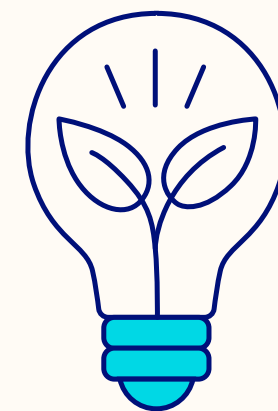
CREATE SHARED VALUE THROUGH PROJECTS THAT HAVE A POSITIVE IMPACT

Developing initiatives that result in tangible benefits for people and the environment.



FOSTER A SENSE OF COMMUNITY AND LOCAL IDENTITY

We want to contribute to strengthening neighborly ties, supporting social organization, local culture, and pride in the territory, as the basis for a more cohesive community.



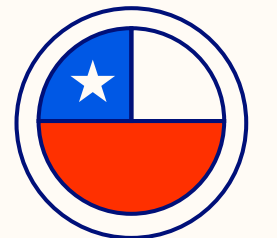
PROACTIVELY ADDRESS ENVIRONMENTAL AND SOCIAL ISSUES

Our challenge is to anticipate and develop joint initiatives that promote environmental care and community well-being.

We understand that a sustainable operation is based on developing relationships of trust, respect and collaboration with neighboring communities. This principle guides our community relations strategy in each of our geographic regions.



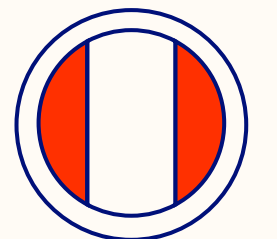
QUILLAIPE



We have a positive impact on employment:

70% of our team comes from the local community.

TRUJILLO



We promote development with a purpose through:

- Technical and health programs that transform lives.
- Direct support for local entrepreneurs.
- Constant and transparent dialogue with our neighbors.

YAGUACHI



We promote a sense of community by:

- Renovating public spaces for all.
- Promoting employment.
- Promoting active public participation.



P3

PILLAR 3

Environmental care

IN THIS CHAPTER:

P3.1. Environmental Management Model	80
P3.2. Circularity and Efficiency of Resources and Operations	82
P3.3. Environmental Care and Biodiversity	87
P3.4. Towards a Zero Emissions Economy	88

2024 Milestones

We transform commitments into environmental management actions because we are part of an industry that depends on the health of ecosystems to continue nurturing tomorrow. Therefore, in 2024 we achieved one of the key objectives of our carbon footprint roadmap: reducing our scope 1 and 2 carbon footprint by 9.6%, surpassing the target set for the year. This was possible thanks to the implementation of technological improvements and energy efficiency measures.

We made progress in measuring the water footprint in 100% of our sites and CEAs, which allowed us to better identify the impact of our operations and prepare tangible plans to optimize the use of water, which is indispensable to the industry.

Our gradual progress in the circular economy is also part of these actions. In 2024, we recovered 92.8% of our waste and designed a packaging roadmap to reduce the use of plastics in its production. We continue to reinforce the use of certified goods to achieve our goal of 100% of our hydro-biological ingredients coming from sustainable sources in our shrimp feed.

This progress reaffirms our commitment, and will continue in 2025 through the objectives set in our sustainability roadmap.

92.8%

**OF WASTE RECOVERED
(4.8% MORE THAN IN 2023)**

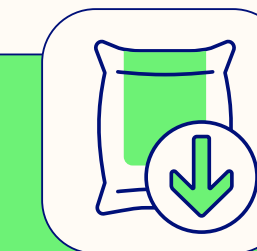
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01

**ROADMAP FOR
REDUCING PLASTIC
IN OUR PACKAGING**

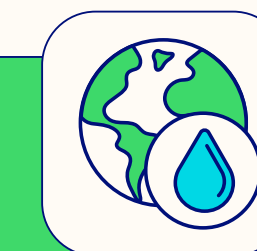
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04

**GEOGRAPHIC REGIONS
INCLUDED IN WATER
FOOTPRINT MEASUREMENTS**

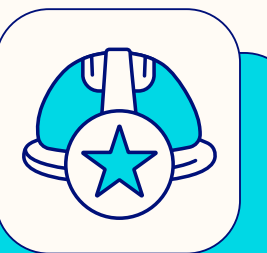
See page: 85



100%

**OF SUPPLIERS
OF CERTIFIED
HYDROBIOLOGICAL
INGREDIENTS**

See page: 88



9.6%

**REDUCTION OF OUR
CARBON FOOTPRINT
(2022 - 2024)**

See page: 90



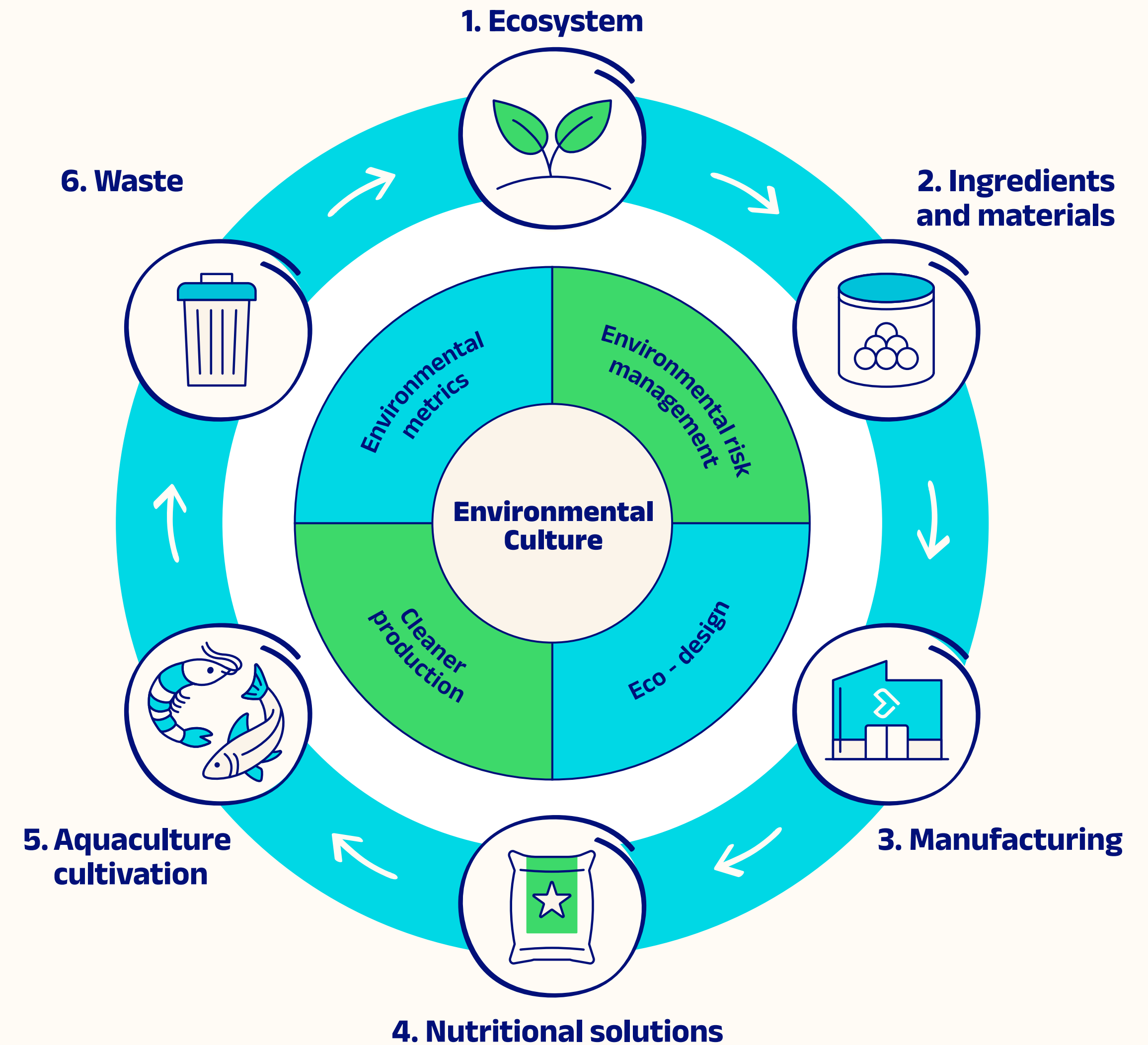
Environmental management model

GRI 3-3

We have a robust Environmental Management Model that integrates all operational levels, reflecting the central aspects of environmental impact. It is based on six key lines of action: Ecosystem, Ingredients and Materials, Manufacturing, Nutritional Solutions, Aquaculture Cultivation, and Waste.

We prioritize an environmental culture that promotes the implementation of this model in our operations. We create this culture by:

- Implementing environmental metrics that monitor the environmental performance of our products throughout their life cycle.
- Integrating both environmental risks and risks present within our value chain into integrated risk management.
- Reducing and mitigating our impacts by implementing new technologies and/or processes that ensure more efficient and cleaner production.
- Generating value through eco-design assisted by tools that generate information.



We monitor the evolution of our environmental indicators and carry out periodic measurements of our emissions, environmental noise, and air and water quality, among others.

The implementation of these processes is supported through:

- Integrated Management Systems Policy
- Environmental Management Plan
- Environmental and legal compliance audits by control and certification agencies

Additionally, we ensure high internal compliance standards are followed, which are reflected in our Environmental Management System aligned to ISO 14001.



“At Vitapro, we transform commitments into environmental management actions, as they are integrated into our processes, decisions and the way we contribute to the development of aquaculture”.

Kathya Tennison

CORPORATE QUALITY & IMS MANAGER

CIRCULARITY AND EFFICIENCY OF RESOURCES AND OPERATIONS

Responsible industrial waste management

GRI 3-3, GRI 306-3, GRI 306-1, GRI 306-2, GRI 306-4, GRI 306-5

We have decisively strengthened our actions in the circular economy and waste management: we reduced non-hazardous waste by 17.3% (5,189.45 tons in 2024, including paper, cardboard, wood, plastic and scrap); and hazardous waste by 19.5% (40.61 tons of non-significant waste for Vitapro).

These results were due to actions such as:

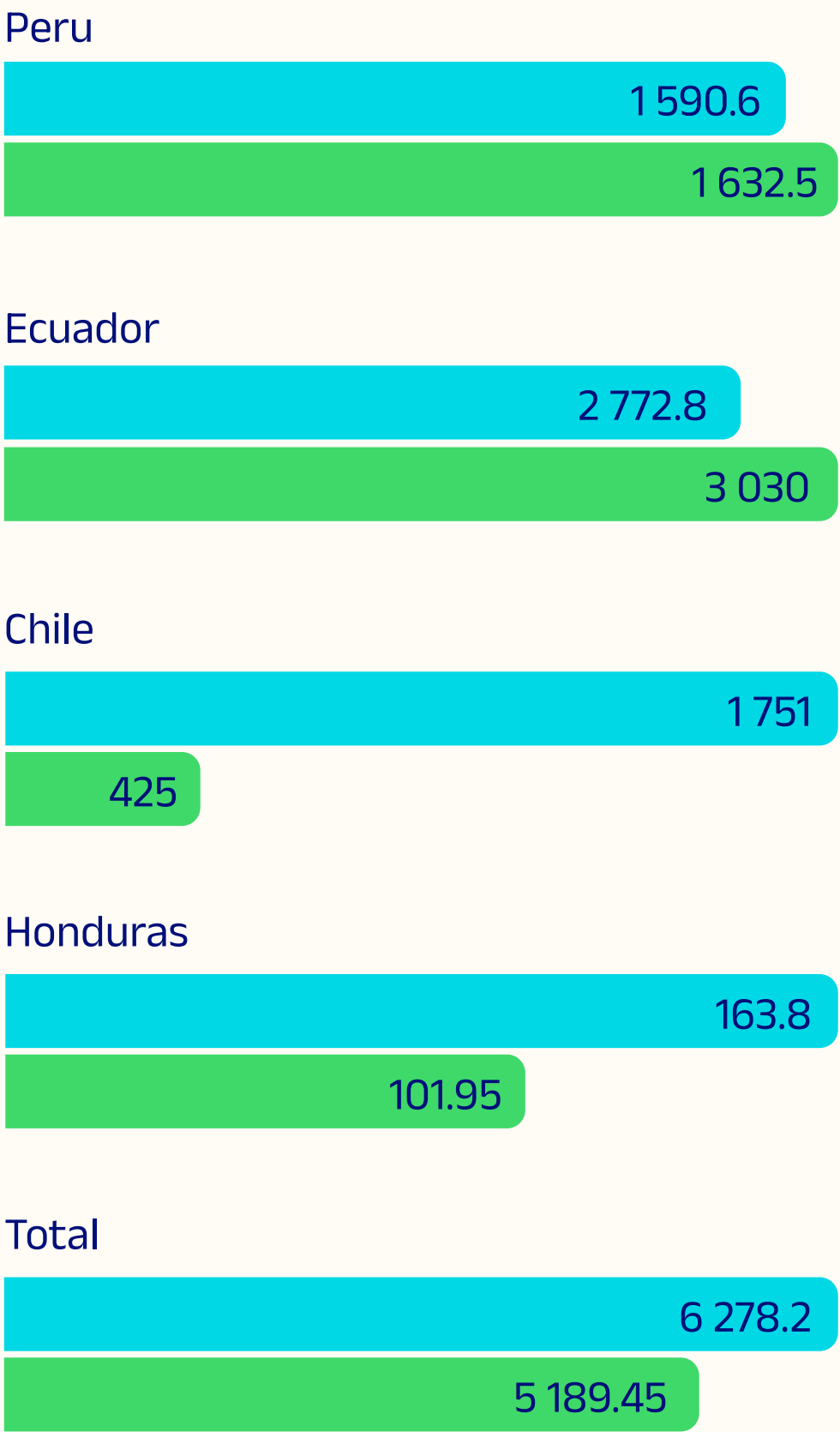
- Ensuring that non-hazardous waste is reincorporated in the industry itself through recycling, treatment and conversion into compost and biogas. Hazardous waste is treated by specialized environmental waste management companies.
- Launching a pilot project in Trujillo, Peru, for the reuse of packaging within the sector.

We rely on waste management procedures established in the Environmental Management Plans (EMP) of each production plant.

In 2024, we recovered 92.8% of our waste, surpassing the 88% achieved in 2023 thanks to circular economy initiatives. This reflects Vitapro's commitment to reducing waste generation and reducing environmental impacts by incorporating these materials into the value chain.

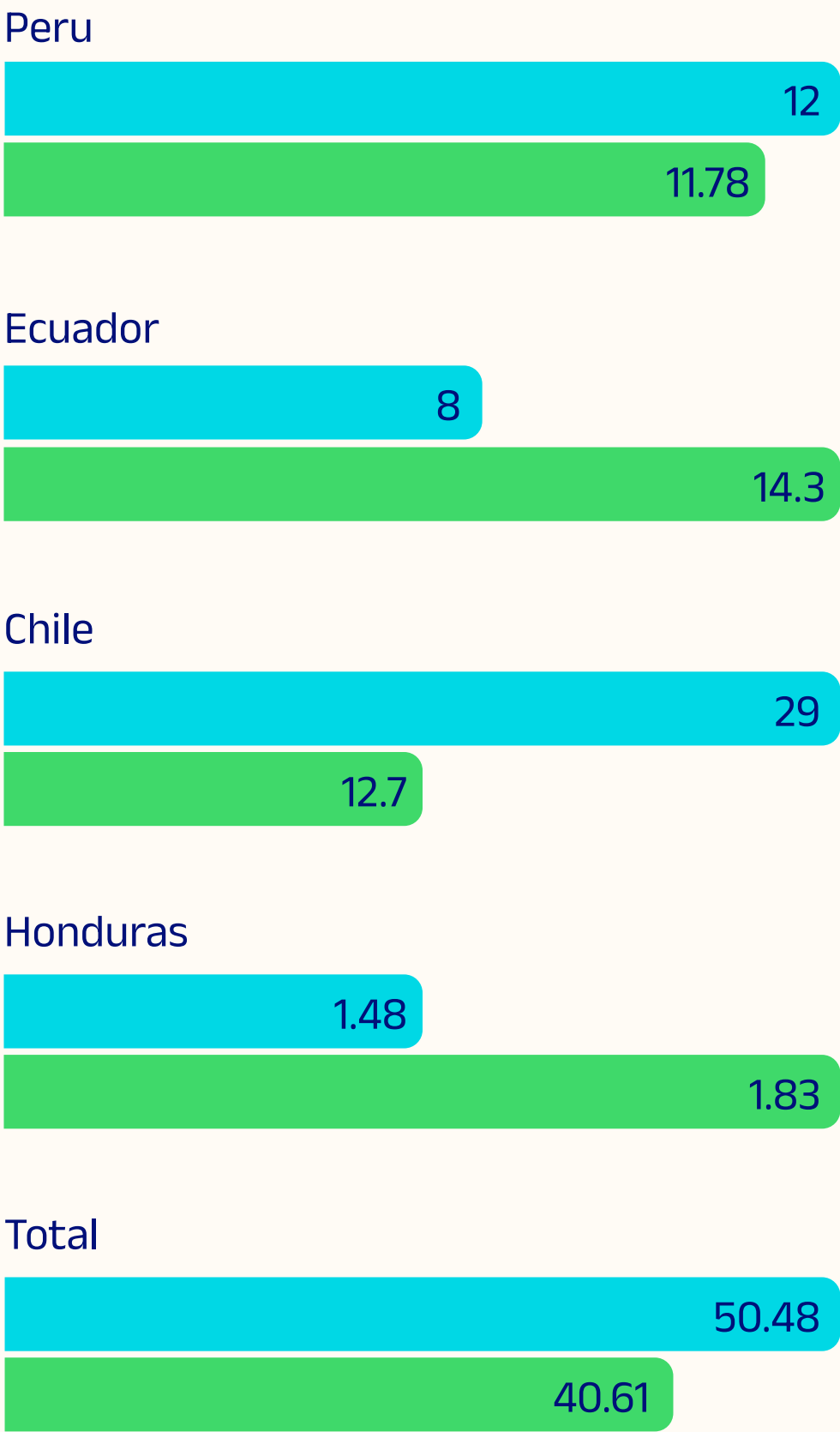
NON-HAZARDOUS WASTE (TON)

2023 2024



HAZARDOUS WASTE (TON)

2023 2024



CIRCULARITY AND EFFICIENCY OF RESOURCES AND OPERATIONS

Materials

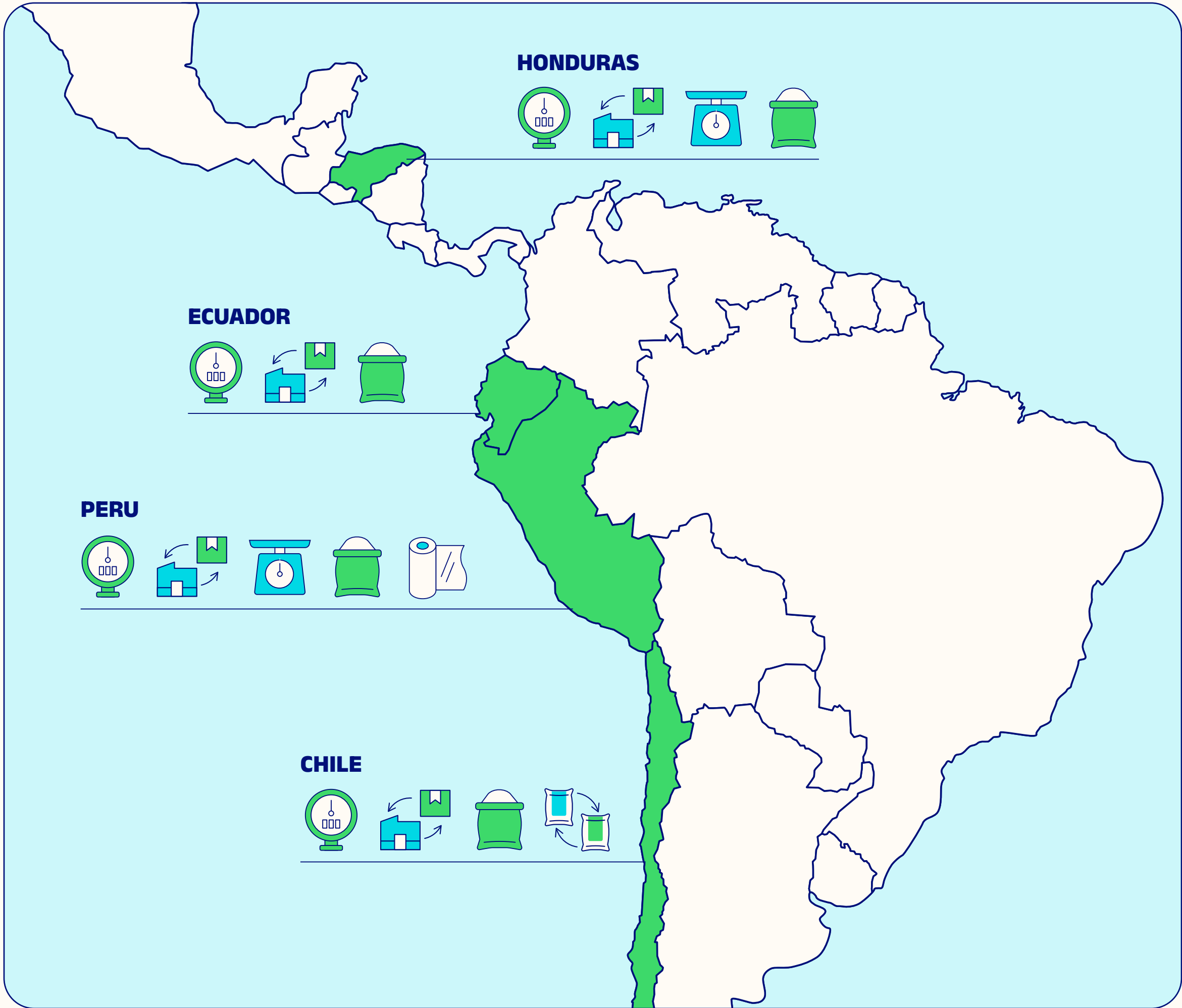
GRI 3-3, GRI 301-1

In line with our environmental commitment, we continue to implement our strategy for reducing the use of plastic in our four geographic regions, where 777.14 tons were registered in 2024.

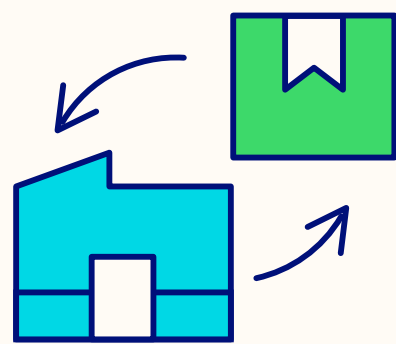
This initiative is based on an initial assessment and is structured through a packaging roadmap with specific objectives and measures for more sustainable packaging management.



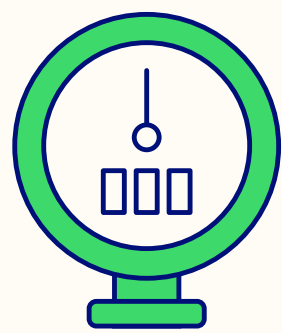
ACTIONS ROADMAP BY COUNTRY



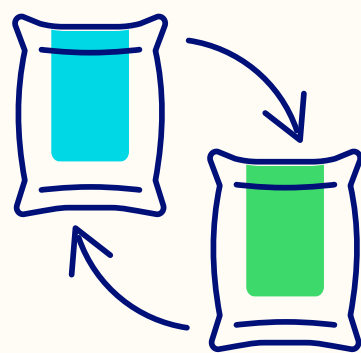
The actions established in this packaging roadmap that will come into effect in 2025 are:



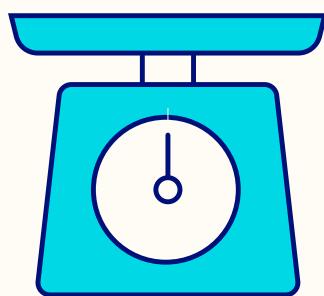
Develop measurement methodologies to improve traceability of raw material waste.



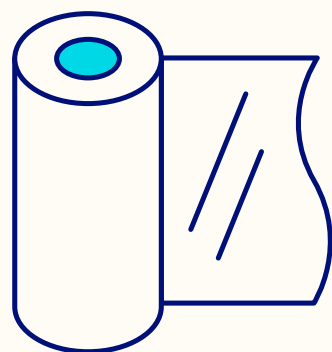
Implement advanced metrics to monitor the environmental performance of packaging in real time.



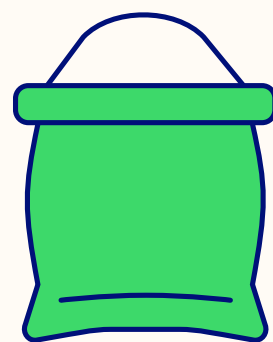
Increase recycling of finished product bags in Chile to 80%.



Reduce packaging weight by 5 grams per square meter for products manufactured at the Honduras and Peru plants.



Reduce the use of new stretch film¹ for the Peru plant.



Increase the recycling of raw material bags by 50% in Peru, Ecuador and Honduras, and keep recycling at 100% in Chile.



“This year, we are taking an important step by implementing a packaging roadmap that translates our commitment into specific actions. As such, we have clear and measurable goals that allow us to shift to managing packaging in a more sustainable manner”.

Luis Fernando Gonzalez
SUPPLY CHAIN & LOGISTICS MANAGER

¹ Stretch film: an elastic plastic film used primarily to wrap and secure loads during storage and transportation.

CIRCULARITY AND EFFICIENCY OF RESOURCES AND OPERATIONS

Water resource and effluent management

GRI 3-3, GRI 303-5, GRI 303-1, GRI 303-2, GRI 303-3,

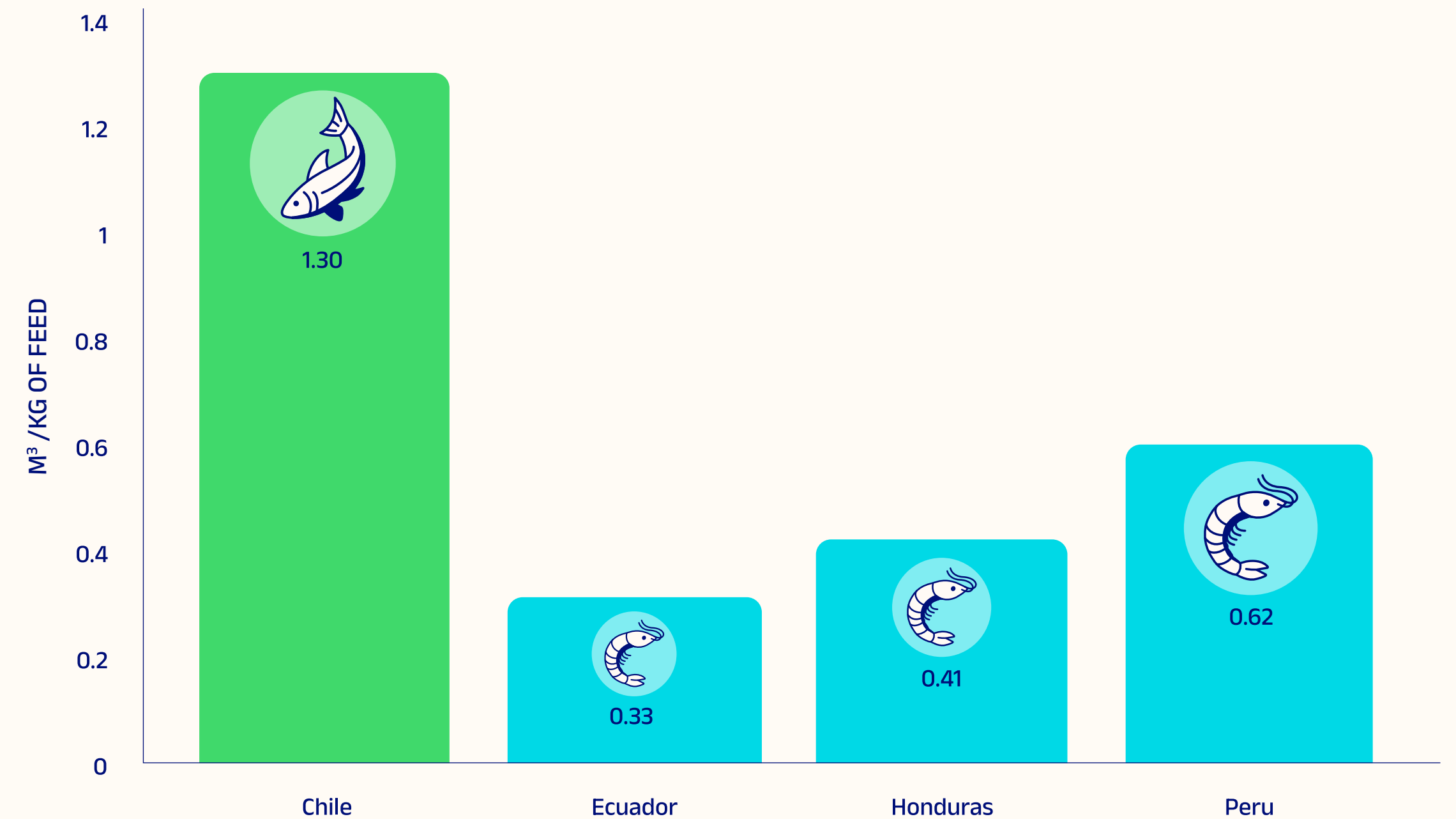
Measuring our water footprint

As water is a critical resource for our operations, in 2024 we began measuring the water footprint of all of our plants and aquaculture experimentation centers using consumption data from 2023 as a reference. This measuring resulted in a total of 449,746,090 m³. Although this figure is the result of Vitapro's total measurement, it is important to mention that the LCA2 (Life Cycle Assessment) methodology used for the calculation includes the initial stages of our value chain, i.e. the extraction, production and transportation processes of raw materials.

² The LCA methodology follows the guidelines of the ISO 14046 standard for measuring water footprints, and is based on the ISO 14040 and 14044 standards, which allows us to evaluate not only the volume of water consumed, but also the potential environmental impacts related to such consumption.

The water we extract through underground wells is mainly used for food manufacturing processes, as well as for consumption within our plant and administrative offices. After use, *wastewater is properly treated and discharged into rivers, canals, streams and other bodies of water, according to the regulations of each geographic region.*

WATER FOOTPRINT BY FEED TYPE



Water footprint per food product

The results of this study show that our salmon business (Chile) has a water consumption rate of 1.3 m3 per kilogram of feed produced. This amount responds to the specifics of extruded feed for salmon farming, which requires that amount of water during its manufacturing, unlike shrimp. It should be noted that, compared to other manufacturing industries, the water footprints of both shrimp and salmon feed are relatively low.

For both types of feed, the highest water consumption is associated with the use of vegetal ingredients and byproducts (raw materials) used in the preparation of the diets.

Based on these results, we have decided to take the following actions:

- Monitor the progress of the water footprint of our product, comparing it to the baseline established.
- Map measures taken to optimize or reduce water consumption in our processes.
- Analyze and rank suppliers with good water management practices.

Compliance and Monitoring

GRI 3-3, GRI 303- 5, SASB FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3

- We continue to operate without incurring in any legal non-compliance, backed by sound management and the consolidation of our effluent treatment projects.
- We carry out monthly monitoring of the flow rate and pollutant levels of effluents before they are discharged into recipient water bodies, allowing us to prevent risks and ensure compliance with national regulations in each operation.



ENVIRONMENTAL CARE AND BIODIVERSITY

Biodiversity and impacts on aquatic ecosystems

GRI 3-3, GRI 304-2

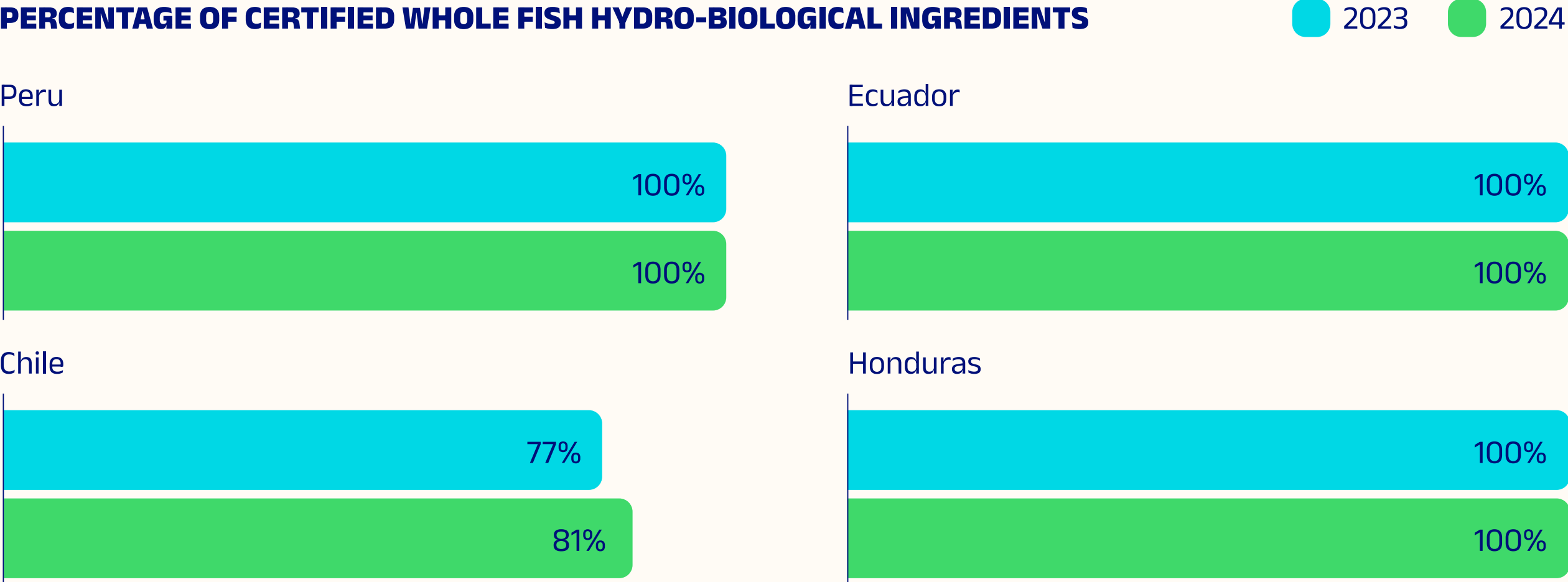


We seek to ensure that the supplies used to make our products come from responsible sources that avoid negative impacts on ecosystems and biodiversity. In this sense, in 2024 we continued to ensure that 100% of our hydrobiological ingredients (in Peru, Ecuador and Honduras) are certified by MarinTrust or by a Fishery Improvement Program accepted by it (such as Ecuador’s FIP).

Additionally, we continue to strengthen our strategy of using certified hydro-biological and vegetable ingredients, progressing on the supply chain

certification process and encouraging our suppliers to adopt responsible biodiversity practices.

Regarding our supply of vegetable ingredients, we remain steadfast in our commitment to ensuring that they come from environmentally sustainable sources. It is important to note that, as an aquaculture feed manufacturing company, we have 0% impact on protected areas in all of our geographic regions. Additionally, we have an Environmental Management System that ensures compliance with environmental regulations in each region.



TOWARDS A ZERO-EMISSION ECONOMY

Energy consumption

GRI 3-3, GRI 302-1 GRI 302-2, SASB FB-AG-130a.1

We continue to invest in technologies that optimize energy consumption and production processes, reducing our dependence on fossil fuels, such as gas and oil.

We are proud of our Salmofood operation due to the 77% reduction in energy consumption, which is significant thanks to the implementation of renewable energy sources and our transition to more efficient technologies, such as the use of pelletized processes versus extruded processes, which require more energy to dry feed.

On the other hand, in the face of complex challenges, such as the energy crisis in Ecuador, our operational risk management proved its importance by allowing us to respond rapidly and responsibly. We took specific actions that ensured operational continuity and reaffirmed our commitment to sustainable and resilient management.

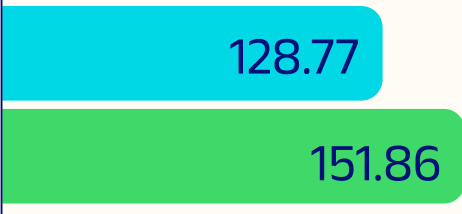
At SalmoFood, we achieved the ISO 50001 certification for our production plant in Chile. This recognition is evidence of our efficient energy management. To achieve this standard, we use 100% renewable energy in our operations, *allowing us to optimize costs and reduce greenhouse gas emissions.*



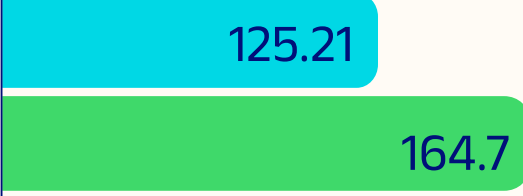
TOTAL ENERGY CONSUMPTION (KWH/TON)

2023 2024

Peru



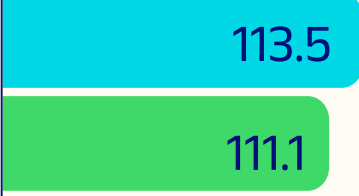
Ecuador



Chile



Honduras



TOWARD A ZERO-EMISSION ECONOMY

Emissions management

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5

We integrated emissions management into our Roadmap, focusing on the quantification and reduction of our carbon footprint, achieving our goal in scopes 1 and 2. Additionally, in order to reinforce our goals, we are working on three fronts:

1

Supplier development: We are actively working on the development of our suppliers, ensuring a supply of certified raw materials that meet sustainability standards.

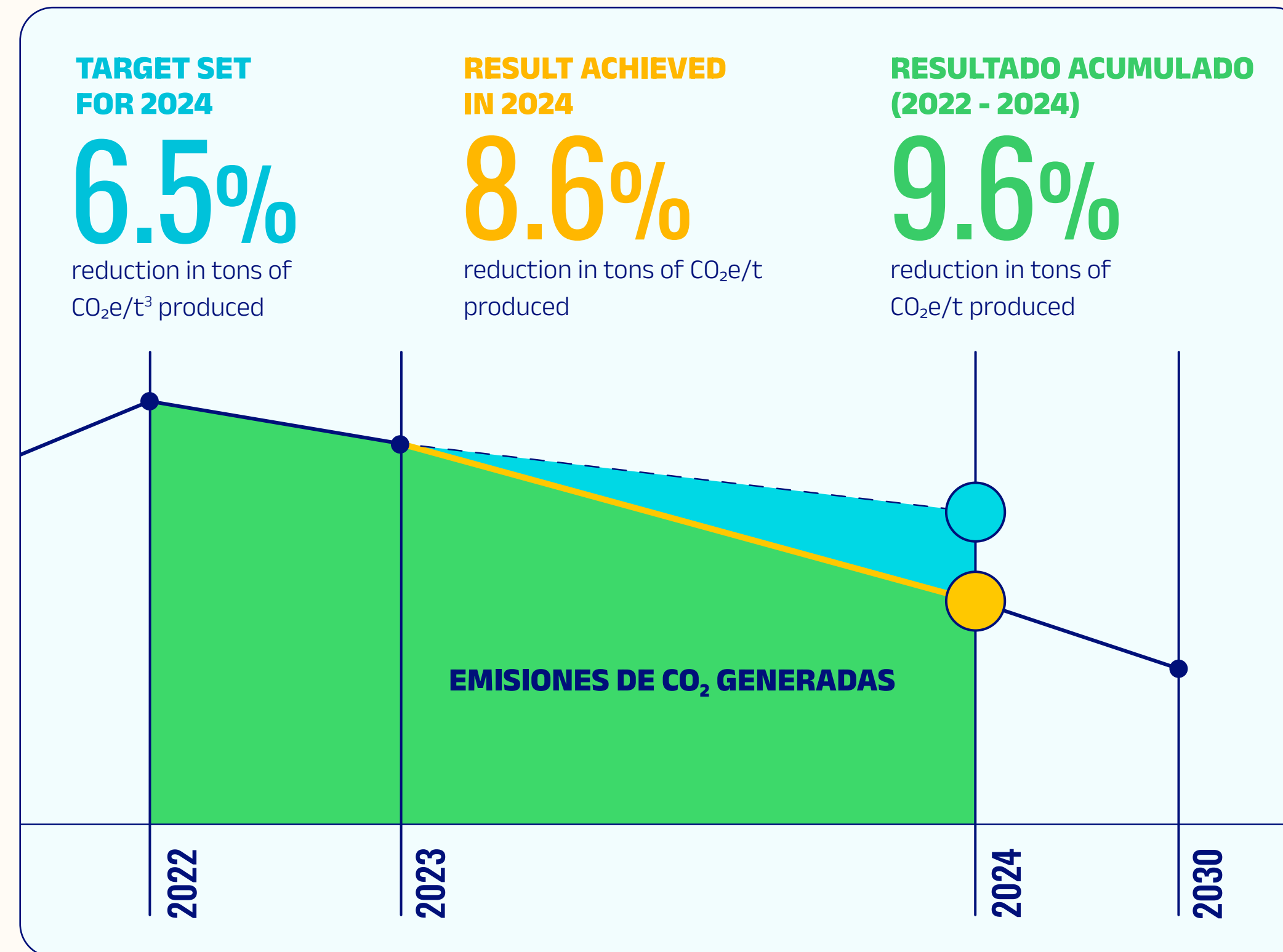
2

Best practices and traceability in plants: We implemented continuous improvement processes in our production lines, incorporating more efficient technology with reduced environmental impact.

3

Creation of value for species with a lower carbon footprint: We have been developing greater traceability in the carbon emissions associated with each diet by using Sustell, a tool that allows us to measure and manage environmental impact all along the value chain.

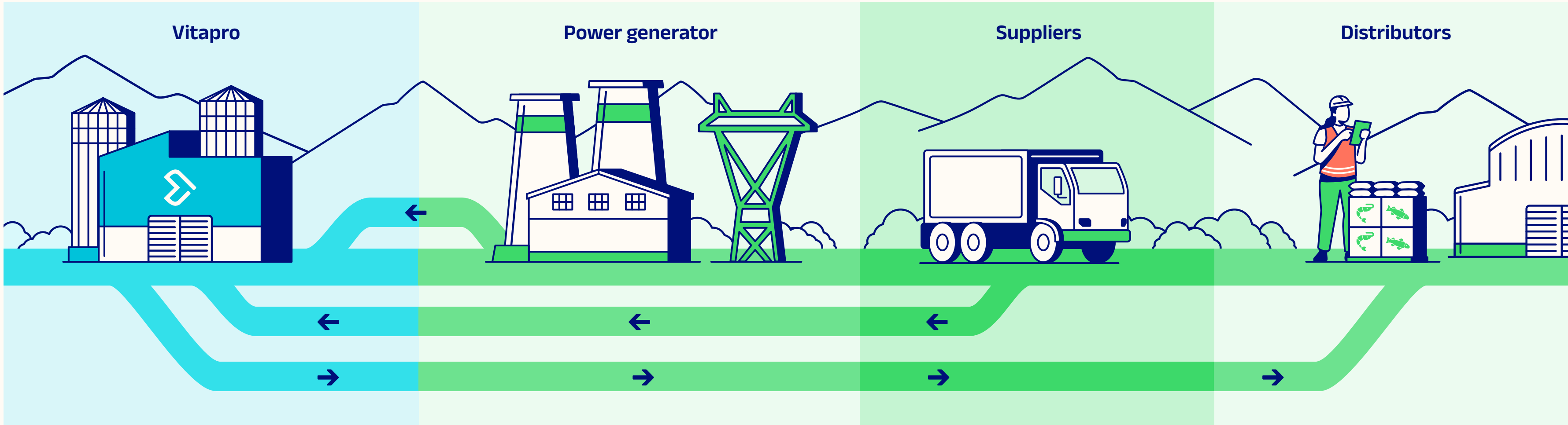
Thus, in fulfilling our commitment in 2024 we obtained:



At the end of 2023, our relative emissions were 0.051 tCO₂e/t produced, so we established a 6.5% reduction as a goal, which we expected to be achieved in 2024.

At the end of this period, we achieved a reduction of 8.6%, exceeding our target by 2.2 percentage points. This figure, plus the result for 2023 (0.9%), resulted in a cumulative reduction of 9.6% (with respect to the 2022 baseline).⁴

³ CO₂e/t: Carbon dioxide equivalent per ton of production.
⁴ It is worth mentioning that this result does not include emissions from the Bicis II plant, due to the fact that while the carbon footprint calculation was being performed, the plant was just starting operations in mid 2024.



SCOPE 1
DIRECT GHG EMISSIONS GENERATED
BY OUR OWN OPERATIONS

COUNTRY	2022	2023	2024
Peru	12,928	9,225	3,988
Honduras	982	949	792
Ecuador	8,861	8,993	17,943
Chile	1,011	711	7,801

SCOPE 2
INDIRECT EMISSIONS FROM CONSUMING
PURCHASED ELECTRICITY

COUNTRY	2022	2023	2024
Peru	6,960	4,844	2,895
Honduras	1,877	3,179	2,124
Ecuador	3,529	3,987	6,160
Chile	4,920	3,914	5,237

SCOPE 3
OTHER INDIRECT EMISSIONS IN THE
VALUE CHAIN (TRANSPORTATION,
SUPPLIES, SERVICES, AMONG OTHERS.)

COUNTRY	2022	2023	2024
Peru	489,464	507,608	258,812
Honduras	81,082	120,000	79,343
Ecuador	846,743	823,819	846,154
Chile	322,324	341,476	529,680

Emissions by scope

GRI 305-1, GRI 305-2, GRI 305-3,
SASB FB-AG-110a.1, FB-AG-110a.2

With respect to **Scope 1**, we highlight the reductions in Peru and Honduras, with decreases of 69.1% and 19.3%, respectively.

Regarding **Scope 2**, we achieved a total reduction of 5% in emissions compared to 2022. We highlight Peru’s performance, with a 58.4% reduction.

In **Scope 3**, we observed an overall decrease of 1.5% compared to 2022. Reductions were recorded in Peru (47.1%), Honduras (2.1%) and Ecuador (0.7%).

We measure our carbon footprint using the *Greenhouse Gas Protocol (GHG Protocol) methodology.*

The reduction achieved in 2024 was possible primarily thanks to the following actions:

- Change of fuel in boilers from diesel to LPG, with power ratings of 1,500 BHP and 600 BHP.
- Replacement of lead batteries with lithium batteries in forklifts.
- Expansion of the electricity supply contract by 1.5 MW of power.
- Replacement of old engines with modern, more efficient engines.
- Secured natural gas supply for boilers.
- Renewable electricity contract backed by IREC (Market Based) certificates.



“We are convinced that sustainable growth is possible when innovation and efficiency are strategically integrated into every decision. Exceeding our 2024 emissions reduction targets is not only a milestone, but a confirmation that sustainability is an essential part of our business model and our long-term vision”.

Javier Alva
CORPORATE PROJECT MANAGER

Annexes

IN THIS CHAPTER:

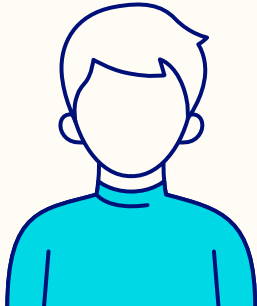
Social Indicators	93
Annx II: Reporting frameworks and standards	95

GRI INDEX

Annex I: Social indicators

GRI 403-5, GRI 401-1

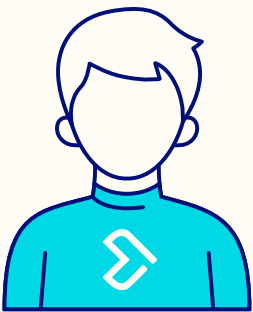
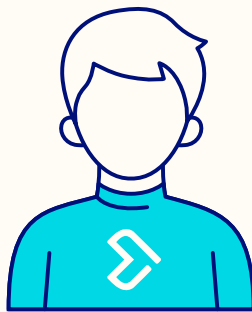
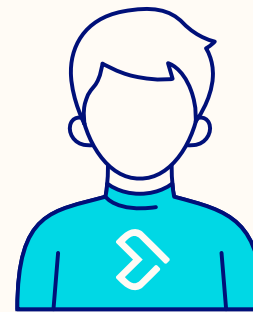
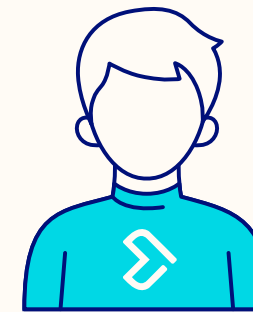
NUMBER OF EMPLOYEES (VOLUNTARILY) LEAVING THE COMPANY

COUNTRY	YEAR		
 Peru	2023	7	91
	2024	2	11
 Chile	2023	5	37
	2024	3	49
 Ecuador	2023	111	334
	2024	15	49
 Honduras	2023	2	12
	2024	3	20

FREQUENCY AND SEVERITY INDEX BY COUNTRY AND TYPE OF PERSONNEL

INDICATOR	YEAR	 ECUADOR	 CHILE	 HONDURAS	 PERU
# of people trained in HSE	2023	273	235	76	170
	2024	320	190	87	240
# of hours of HSE training Severity rate	2023	1092	952	19	680
	2024	130	2137	81	80
# of HSE training	2023	22	24	25	4
	2024	24	24	24	10

TOTAL NUMBER OF PEOPLE TRAINED AND HOURS OF HSE TRAINING BY COUNTRY

INDICATOR	ECUADOR		CHILE		HONDURAS		PERU	
	 EMPLOYEES	 CONTRACTORS	 EMPLOYEES	 CONTRACTORS	 EMPLOYEES	 CONTRACTORS	 EMPLOYEES	 CONTRACTORS
Number of accidents	2	3	1	0	0	0	1	0
Frequency rate	1,9	4	1,2	0	0	0	0,9	0
Severity rate	27,4	66	27,9	0	0	0	54,4	0
Severity rate	0	0	0	0	0	0	0	0

GRI INDEX

Annex II: Reporting framework and standards

Vitapro has developed this Sustainability Report in accordance with the GRI and SASB Standards for the period from January 1, 2024 to December 31, 2024.

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
GRI 2: General Disclosures 2021	2-1 Organizational details	13, 14	-	-
	2-2 Entities covered by sustainability reporting	8	-	-
	2-3 Reporting period, frequency, and point of contact	8	-	-
	2-4 Updating information	8	-	-
	2-5 External verification	8	-	-
	2-6 Operations, value chain, and other business relationships	14, 24	-	-
	2-7 Employees	55	-	-
	2-8 Non-employees	-	-	Information not available
	2-9 Governance structure	38, 39	-	-
	2-10 Appointment and selection of the highest governance body	43	-	-
	2-11 Chair of the highest governance body	38, 44	-	-
	2-12 Highest governance body's role in overseeing management of impacts	38	-	-
	2-13 Delegation of responsibility for impact management	29, 39	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
GRI 2: General Disclosures 2021	2-14 Highest governance body’s role in sustainability reporting	8	-	-
	2-15 Conflicts of Interest	43	-	-
	2-16 Communication of critical concerns	-	-	-
	2-17 Collective knowledge of the highest governance body	39	-	-
	2-18 Evaluation of the highest governance body’s performance	38	-	-
	2-19 Compensation policies	-	-	Confidentiality restrictions
	2-20 Process for determining compensation	-	-	Confidentiality restrictions
	2-21 Annual Total Compensation Ratio	-	-	Confidentiality restrictions
	2-22 Sustainable development strategy statement	3,5	-	
	2-23 Commitments and policies	11, 12, 41, 43	-	-
	2-24 Incorporation of commitments and policies	41	-	-
	2-25 Processes for remediating negative impacts	41	-	-
	2-26 Mechanisms for seeking advice and raising concerns	41	-	-
	2-27 Compliance with laws and regulations	41	-	-
	2-28 Membership in associations	34	-	-
	2-29 Approach to stakeholder engagement	33	-	-
	2-30 Collective bargaining agreements	-	-	Information not available

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
Double materiality topics				
GRI 3: Material topics 2021	3-1 Process for determining material topics	31	-	-
	3-2 List of material topics	32	-	-
Ethics, corporate culture and governance				
GRI 3: Material topics 2021	3-3 Management of material topics	43	-	-
Competitiveness and economic performance				
GRI 3: Material topics 2021	3-3 Management of material topics	23	-	-
Efficiency and operational excellence				
GRI 3: Material topics 2021	3-3 Management of material topics	14	-	-
Product efficiency, customer loyalty and profitability				
GRI 3: Material topics 2021	3-3 Management of material topics	66	-	-
Climate adaptation and resilience				
GRI 3: Material topics 2021	3-3 Management of material topics	87	-	-
Data governance and information security				
GRI 3: Material topics 2021	3-3 Management of material topics	70	-	-
Technology transformation, innovation and development (R&D)				
GRI 3: Material topics 2021	3-3 Management of material topics	50, 69	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
ESG impact topics				
Emissions				
GRI 3: Material topics 2021	3-3 Management of material topics	88	-	-
GRI 305: Emissions 2016	305-1 Direct GHG emissions (scope 1)	89, 90	-	-
	305-2 Indirect GHG emissions associated with energy (scope 2)	89, 90	-	-
	305-3 Other indirect GHG emissions (scope 3)	89, 90	-	-
	305-5 Reduction of GHG emissions	89	-	-
Responsible management of industrial waste				
GRI 3: Material topics 2021	3-3 Management of material topics	82	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	82	-	-
	306-2 Management of significant waste-related impacts	82	-	-
	306-3 Waste generated	82	-	-
	306-4 Waste not destined for disposal	82	-	-
	306-5 Waste for disposal	82	-	-
Materials				
GRI 3: Material topics 2021	3-3 Management of material topics	83	-	-
GRI 301: Materials 2016	301 - 1 Materials used by weight or volume	83	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
Water				
GRI 3: Material topics 2021	3-3 Management of material topics	85	-	-
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	85	-	-
	303-2 Management of impacts related to water discharges	85	-	-
	303-3 Water withdrawal	85	-	-
	303-5 Water consumption	85	-	-
Animal health and welfare				
GRI 3: Material topics 2021	3-3 Management of material topics	52	-	-
Human talent management (attracting and retaining talent).				
GRI 3: Material topics 2021	3-3 Management of material topics	55	-	-
GRI 401: Employment 2016	401-1 Recruitment of new employees and staff turnover	55	-	-
	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees	56	-	-
Human talent development and training				
GRI 3: Material topics 2021	3-3 Management of material topics	57	-	-
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	57	-	-
	404-2 Programs to develop employee skills and transition assistance programs	57	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
Occupational Health and Safety				
GRI 3: Material topics 2021	3-3 Management of material topics	62	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	62	-	-
	403-2 Hazard identification, risk assessment and incident investigation	62	-	-
	403-3 Occupational health services	62	-	-
	403-4 Employee participation, consultation and communication on occupational health and safety	62	-	-
	403-5 Occupational health and safety training for employees	62	-	-
	403-6 Employee health promotion	62	-	-
	403-8 Coverage of occupational health and safety management system	62	-	-
	403-9 Occupational injuries	62	-	-
	403-10 Occupational diseases and illnesses	62	-	-
Food safety				
GRI 3: Material topics 2021	3-3 Management of material topics	47	-	-
GRI 416: Customer health and safety 2016	416-1 Assessment of health and safety impacts of product and service categories	48	-	-
Community economic inclusion				
GRI 3: Material topics 2021	3-3 Management of material topics	75	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
Nutrition and Food Security				
GRI 3: Material topics 2021	3-3 Management of material topics	47	-	-
Financial impact topics				
Regulatory monitoring and compliance				
GRI 3: Material topics 2021	3-3 Management of material topics	41	-	-
Contingency and emergency resilience				
GRI 3: Material topics 2021	3-3 Management of material topics	26	-	-
Reliability and energy efficiency				
GRI 3: Material topics 2021	3-3 Management of material topics	88	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	88	-	-
	302-2 Energy consumption outside the organization	88	-	-
Traceability and accountability of hydrobiological ingredients and raw materials				
GRI 3: Material topics 2021	3-3 Management of material topics	87	13.23.1; 13.23.3; 13.23.4	-
Packaging materials and circular economy				
GRI 3: Material topics 2021	3-3 Management of material topics	83	-	-

GRI STANDARD	CONTENT	REFERENCE	GRI STANDARD BENCHMARK FOR THE SECTOR	OMISSION CRITERIA
Other relevant topics				
Responsible sourcing				
GRI 3: Material topics 2021	3-3 Management of material topics	73	-	-
GRI 204: Sourcing practices 2016	204-1 Proportion of spending on local suppliers	73	-	-
Biodiversity protection and impacts on aquatic ecosystems				
GRI 3: Material topics 2021	3-3 Management of material topics	87	-	-
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	87	-	-
Diversity, equal opportunity and non-discrimination				
GRI 3: Material topics 2021	3-3 Management of material topics	61	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61	-	-
Commitment to local community development				
GRI 3: Material topics 2021	3-3 Management of material topics	75	-	-
GRI 413: Local communities 2016	413-1 Operations with local community engagement programs, impact assessments and development	76	-	-
Respect for and promotion of human rights				
GRI 3: Material topics 2021	3-3 Management of material topics	61	-	-

Index of SASB parameters

SABS TOPIC	CODE	DESCRIPTION	REFERENCE	OMISSION CRITERIA
Productos agrícolas 2018				
Emission of greenhouse gases	FB-AG-110a.1	Gross global Scope 1 emissions	90	-
	FB-AG-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against these targets	90	-
Energy management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables.	88	-
Water management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with initial high or extremely high water stress	86	-
	FB-AG-140a.2	Description of water management risks and analysis of strategies and practices to mitigate them.	86	-
	FB-AG-140a.3	Number of incidents of non-compliance related to water quantity or quality permits, standards and regulations.	86	-
Food Safety	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified by a Global Food Safety Initiative (GFSI) recognized food safety certification program.	24	-
Environmental and social impacts of the ingredient supply chain.	FB-AG-430a.1	Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and percentages by standard.	24	-
Ingredient supply	FB-AG-440a.1	Identification of key cultivations and description of risks and opportunities presented by climate change	-	-
Activity parameter	FB-AG-000.B	Number of processing facilities	13	-



2024 Sustainability Report

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