ALMAR®
GRUPO ACUÍCOLA

IMPACT REPORT

2024

IMPACT REPORT

GRUPO ALMAR
2024

BIOGEMAR PRODUMAR LIMBOMAR LIMBOPACK PRODUPESADA SOCALMAR

Version 2

Durán - Ecuador

CONTENT

MESSAGE FROM **THE CEO**

I am proud to present Grupo Almar's first Impact Report, a clear manifestation of our commitment to more responsible, transparent aquaculture that is deeply connected to our natural, social, and economic environment.

Historically, organizations have communicated their sustainability progress through specific reports or memoranda. With this Impact Report, we aim to go further: to demonstrate that sustainability is part of our DNA, unfolding transversally in every strategic and operational area of Almar, through concrete actions and continuous improvement, backed by data.

The year 2024 undoubtedly marks the consolidation of our corporate vision, driven by a vertically integrated operational model. This integration allows us to manage each stage in the production cycle with precision, from genetic development to the processing and export of the final product. Being responsible for the entire chain not only strengthens our commitment but also enables us to respond swiftly to challenges and generate real value for our customers and partners.

The incorporation of cleaner and more efficient production practices, such as the use of recirculating aquaculture systems (RAS) in 100% of our farms, a product carbon footprint more than 74.6% lower than the global average, and the use of clean energy, certified under international standards such as ASC for our farms and GLOBALG.A.P. for the entire larviculture process, along with world-class talent, are the main drivers that will allow us to achieve our goal of becoming global leaders in sustainable aquaculture by 2030.

Looking ahead to 2025, we are preparing to contribute, from Almar, to the fulfillment of the Sustainable Development Goals and the commitments of the Paris Agreement, which set the goal of halving global emissions by 2030. For this reason, we are accelerating our actions through the fulfillment of SDG 2 (zero hunger), SDG 13 (climate action), and SDG 14 (life below water), reaffirming our commitment to the global agenda. Furthermore, bearing in mind that by 2050 the world will need 50% more food than it does today, we choose to be an active part of the solution: to offer a protein of high nutritional value, with the lowest carbon footprint in the industry and high land-use efficiency, generating lasting value for the planet and future generations.

None of this would be possible without the dedication and commitment of our people, the trust of our strategic partners, and the valuable collaboration with the communities that grow with us towards a more sustainable future. This Impact Report is the first, but it will not be the last of our milestones in terms of disclosure and transparency. I invite you to learn about it, share it, and be part of this vision of sustainable food for the planet.

"We choose to be an active part of the solution: to offer a protein of high nutritional value, with the lowest carbon footprint in the industry and high land-use efficiency, generating lasting value for the planet and future generations"

JOSÉ ANTONIO LINCE
CEO

ABOUT THIS **REPORT**

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

Aware of the challenges and opportunities that responsible aquaculture entails, we present our first Impact Report (“report”), prepared with the purpose of making our operations transparent and establishing a baseline that allows us to advance in the integration of sustainability into our business, considering our stakeholders as fundamental actors in our actions. This report covers our activities from January 1 to December 31, 2024.

This report has been prepared with reference to the standards of the Global Reporting Initiative (GRI), applying the principles of content definition and quality that guide the preparation of such reports. It also incorporates guidelines from the United Nations Global Compact, the Dutch Entrepreneurial Development Bank (FMO), the Seafood Stewardship Index (SSI), and the Global Sustainable Seafood Initiative (GSSI). The material topics were defined following the guidelines established in the European Union Corporate Sustainability Reporting Directive (CSRD).

This document is presented as a technical exercise in transparency and accountability regarding the impact of our operations. As this is our first report of this kind, it has not required restructuring information from previous versions, nor has it been externally verified under GRI criteria. Its scope exclusively covers the operations of Grupo Almar companies (“Group” or “Almar”). The information presented here reflects our direct operations and is the result of a collaborative effort from all areas, which, under the coordination of the Sustainability department, ensure the validity, coherence, and traceability of the information presented.

With this report, we take a fundamental step towards operations aligned with global challenges. We will continue to firmly commit to responsible aquaculture production that combines our values – integrity, excellence, and innovation – with the conviction that sustainable growth is the only possible path to generate lasting value.

For inquiries or comments related to the content of this report, the following institutional contact channel has been enabled:

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SUSTAINABLE IMPACT 2024

WATER

100%
recirculation with RAS
Efficient and responsible use of water resources

ECOSYSTEMS

220 ha.
of mangroves conserved
Protection of biodiversity and carbon capture

WASTE

+$370.000
generated from waste recycling and recovery
Promotes the circular economy

RESPONSIBLE FEEDING

100%
of feed ASC certified
Minimizes impact on marine ecosystems

EMISSIONS AND CLIMATE

42%
fewer GHG emissions in 12 months
Significant reduction of carbon footprint

+200 t
of recycled waste
Lower sanitary landfill disposal and reduced decomposition emissions

ANIMAL HEALTH AND WELFARE

0
use of antibiotics
Production free of harmful chemicals

100%
free of eyestalk ablation in broodstock
Guaranteed animal welfare

ENERGY

+3.000 ha.
electrified
Replacement of fossil fuels; improved energy efficiency

COMPLIANCE

100%
compliance with environmental regulations
Operations aligned with sustainable requirements

COMMUNITIES

2 communities

+221 families benefited
Community development and entrepreneurship

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WE ARE ALMAR

OUR **GROUP**

GRI 2-1, GRI 2-6, GRI 2-7

We are a business group of companies to responsible shrimp farming. Our business journey began in 1981, and we consolidated as a Group in 2020. As a family-owned company, we are aware of our impact both on the local economy and globally, given that 70% of the global GDP is generated by family-owned companies, such as Almar. The family legacy guides our way of working, our culture, and our commitment.

We remain steadfast in our values of integrity, excellence, and innovation, as well as our dedication to sustainability. As a vertically integrated organization, we precisely control each stage of our value chain: Breeding facility, genetic improvement program (PMG), larviculture, grow-out, processing, and exports.

Our companies are:

- **BIOGEMAR** — **Breeding facility, PMG, and Larviculture**
- **PRODUMAR** — **Shrimp grow-out**
- **LIMBOMAR** — **Shrimp grow-out and exports**
- **LIMBOPACK** — **Processing and packaging**
- **PRODUPESADA** — **Internal transport and logistics**
- **SOCALMAR** — **Shared services**

Through our operations, by the end of 2024, we generated

3.626 direct jobs

contributing to the country's economic development and the strengthening of talent in the aquaculture sector.

HISTORICAL **BACKGROUND**

In 1981, Antonio Lince, our **founder**, established **Produmar**, the first company of what we now know as Grupo Almar. Antonio taught us his way of doing business: ethics, discipline, agility, leadership by example, long-term vision, and financial prudence. Today, we summarize his philosophy as the Almar way.

In 1998, Industrial Pesquera Santa Priscila (IPSP) joined as a shareholder, resulting in an alliance between two families who share the same ideals, goals, and business vision.

José Antonio Lince, son of our founder, joined Grupo Almar in 2005 and has positively impacted the organization on multiple fronts, ultimately transforming it into a benchmark for sustainable aquaculture. Today, José Antonio is our CEO.

As Almar **CEO**, José Antonio has championed technology and sustainability, inspiring Almar to dream big.

The shareholders understand that a family-owned business is delicate and can become destabilized over generations. For this reason, a governance system has been implemented, supported by policies, procedures, and a strong organizational structure that ensures the professional viability of the business in the long term.

REVELANT MILESTONES:

1981 — Antonio Lince establishes Produmar as a shrimp production company

1996 — Launch of polyculture (Shrimp–Tilapia)

1998 — IPSP joins as a shareholder of Produmar

2011 — José Antonio Lince establishes Limbomar as a shrimp production company

2014 — Produmar discontinues polyculture and focuses exclusively on shrimp production.

2020 — Acquisition of Biogemar (vertical integration into Breeding facility and larviculture)

2020 — Creation of Grupo Almar as a corporate group

2021 — Limbomar begins operations as a shrimp exporter

2024 — Launch of Limbopack, a shrimp processing plant

Today, Almar is a **robust and committed group of companies**, thanks to the support of its shareholders, the tireless effort of its collaborators, and a corporate culture rooted in strong values and a shared purpose.

CORPORATE **VISION AND VALUES**

VISION

We will be global leaders in sustainable aquaculture, creating a better future for the world with integrity, excellence, and innovation.

VALUES

INTEGRITY

- We are consistent with our principles.
- We do not believe in shortcuts or tricks.
- We value transparency.
- We uphold moral and ethical principles.
- Our principles are non-negotiable.

INNOVATION

- We evolve by creating better ways of working.
- We are creative: we do new and different things.
- We foster an environment where our people are encouraged to think differently.

EXCELLENCE

- We strive for excellence in our processes and practices.
- We learn from our mistakes and improve.
- We do not accept mediocrity.
- We believe “good enough” is not enough.
- We pay attention to details.
- We believe in discipline.
- We believe in the habit of excellence.

STAKEHOLDERS AND DOUBLE **MATERIALITY ANALYSIS**

GRI 3-1, GRI 3-2, GRI 2-29

The identification and prioritization of stakeholders is a key element of materiality analysis. The most relevant actors were identified through a technical mapping and a weighting process based on the level of influence and involvement in decision-making.

To strengthen the 2025–2030 sustainability strategy, a double materiality analysis was conducted to identify and prioritize the most relevant topics for the organization and its stakeholders.

The double materiality analysis was structured in five phases, following international standards such as the EU Corporate Sustainability Reporting Directive (CSRD), the Global Reporting Initiative (GRI), and the International Sustainability Standards (ISS):

1. Industry Benchmarking: More than 40 key topics in the aquaculture sector were identified.

2. Stakeholder Weighting: The relevance of each group was assessed to ensure balanced representation of their expectations and perceptions.

3. Primary Data Collection: Through 32 surveys and 18 interviews with key actors such as clients, suppliers, NGOs, academic institutions, banks, and communities, both quantitative and qualitative data were gathered.

4. Dual Perspective Analysis: Nineteen strategic topics were evaluated across two dimensions:

- Impact of the company's activities on the environmental and social context (Internal perspective).
- External economic impact on operations and organizational performance (External perspective).

Topics were rated on a scale from 1 to 5 based on these perspectives.

5. Construction of the Double Materiality Matrix: Topics with a score equal to or greater than 4 were classified as material.

OUR STAKEHOLDERS

- **Almar Group**
- **Clients**
- **Suppliers**
- **Banking Sector**
- **Other Institutions**
- **Academy**
- **NGOs**
- **Communities**

We thank our partners for participating in the interviews and surveys, whose collaboration was essential in developing our double materiality analysis.

DOUBLE **MATERIALITY MATRIX**

PRODUCT

1. **Product quality and safety**
2. **Traceability**
3. Consumer behavior
4. Animal health and welfare

GOBERNANCE

5. **Ethics and transparency**
6. Digital transformation

SOCIAL

7. **Fair working conditions**
8. **Living wage**
9. **Occupational health and safety**
10. **Community Engagement**
11. **Talent attraction**
12. Diversity and inclusion

ENVIRONMENTAL

13. **Use of natural resources**
14. **Water resources**
15. **Greenhouse gas (GHG) emissions**
16. **Contribution to climate change**
17. Biodiversity
18. Waste generation
19. Raw material circularity

Twelve material topics were selected to align corporate objectives with stakeholder expectations, promoting sustainable management:

Social: Occupational health and safety, fair working conditions, living wage, community engagement, talent attraction, and organizational culture.

Environmental: Use of natural resources, water resources, contribution to climate change, and GHG emissions.

Product: Product quality and safety, and traceability.

Governance: Ethics and transparency.

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VERTICALLY INTEGRATED PRODUCTION

VERTICALLY INTEGRATED PRODUCTION

GRI 2-6

Our vertical integration— breeding facility and genetic improvement program (GIP), larviculture, grow-out, processing, and exports—ensures full control over our product, allowing us to precisely identify its origin, farming conditions, inputs used, and practices applied, in compliance with international certification standards such as ASC and GLOBALG.A.P.

This approach minimizes risks related to food safety and strengthens market confidence in safe and responsible products.

Breeding facility & PMG > Larviculture > Grow Out > Processing And Exports

BREEDING FACILITY & PMG

Almar's sustainable shrimp production begins at our nauplii production facility, a state-of-the-art hatchery that leads innovation in shrimp aquaculture.

We take pride in its unique approach, which includes:

- Prioritizing animal welfare by avoiding female ablation.
- Implementing a water recirculation system to minimize impact on local water resources.

Our Genetic Improvement Program (PMG) is led by renowned scientists from the Universidad de Las Palmas de Gran Canaria (ULPGC). Since its launch in 2017, the program has delivered outstanding results. It selects the best shrimp families in each generation by calculating genetic values using BLUP (Best Linear Unbiased Prediction) techniques, enabling genetic gains in key traits such as growth and robustness. Highlights of the program include:

- A 100% family-based program that ensures high genetic variability.
- Operates within a genetic nucleus independent from shrimp production facilities.
- The program considers morphological and nutritional quality of the animals.

LARVICULTURE

In post-larvae production, we operate under strict biosecurity, water quality, and optimal nutrition protocols. The larviculture process operates under a continuous production model, dispatching post-larvae daily to all the Group's farms. Key features include:

- Use of ultrafiltration systems for seawater and reverse osmosis desalination to ensure an optimal ecosystem for post-larvae.
- In-house microalgae production as initial feed for larvae, reducing contamination risks and ensuring supply.
- Significant social impact in local communities through the creation of adequate job opportunities.

GROW OUT

Almar's production continues at its grow-out farms, harvesting over 150,000 metric tons of shrimp in 2024. Our efficiency is reflected in our optimal land use: with less than 3% of Ecuador's shrimp farming hectares, we accounted for 10% of the country's total shrimp production.

Our production system operates in an integrated manner and in harmony with the ecosystem, prioritizing conditions that allow shrimp to grow healthy and resilient. Additionally, thanks to our productive ecosystem, Almar harvested 3,475 metric tons of tilapia fed naturally and raised in our reservoirs.

Our first grow-out farm began operations 44 years ago, and today we stand out as a global leader in shrimp production. Our farms maintain consistent output thanks to Ecuador's unique geography, where the combined influence of the Humboldt and El Niño currents plays a key role in water temperature, creating a balanced and ideal environment for shrimp farming.

Almar's history has been shaped by innovations that reflect our commitment to technological advancement:

- By 2010, our Recirculating Aquaculture System (RAS) was fully implemented across all production areas. This system allows us to maintain a dynamic and controlled environment, ensuring optimal conditions for cultivating exceptional shrimp. With minimal water exchange required, our water footprint is significantly reduced. Additionally, thanks to the intensive use of probiotics and the absence of antibiotics, we ensure a neutral impact on estuarine waters—validated through regular analyses benchmarked against national and international standards.
- Nutrient recycling is achieved by avoiding nitrogen-based or phosphorus-based fertilizers.
- By 2018, Almar had fully transitioned to precision feeding technology, equipping all ponds with automatic feeders. This significantly reduced feed waste, improved farm productivity, and optimized environmental conditions for shrimp development.
- At Almar, we cultivate native Ecuadorian shrimp species, contributing to the natural balance of our ecosystem.
- Almar demonstrates that it is possible to produce high-quality shrimp without the use of antibiotics at any stage of production. Antimicrobial resistance has become a critical global issue; as the health and safety of our customers is a top priority, we have never used and will never use antibiotics, offering an effective solution to this challenge.
- At Almar, we ensure that our social and environmental practices meet the highest standards, certified by ASC and SSP.

PROCESSING AND EXPORTS

Our processing plant has the capacity to produce over 60,000 metric tons per year and is equipped with state-of-the-art freezing technology to ensure a lower environmental impact. This new facility exemplifies our commitment to innovation, quality, and excellence, enabling us to serve markets around the world.

The strategic location of Limbopack, adjacent to Almar's shrimp farms, ensures unmatched quality and traceability.

From pond to plate, every step is carefully monitored and executed by our highly qualified team.

The impact of Limbopack goes beyond processing. The facility creates equitable employment opportunities, stimulates local businesses, and promotes economic growth within the community. It represents a future where industry and community thrive together.

Our shrimp is exported to various countries (see Brands and Products section).

INNOVATION AND **OPERATIONAL EFFICIENCY**

GRI 3-3

We direct our investments and projects toward a production model that is both efficient and environmentally responsible. We promote **energy transition**, **circular economy**, and investment in **world-class infrastructure** to strengthen our sustainable production.

ENERGY TRANSITION AND AUTOMATION

We are advancing the **electrification of our operations**, reducing dependence on fossil fuels. We prioritize the use of renewable energy sources that are more stable and cost-effective than diesel, as part of our energy efficiency and emissions reduction strategy.

We also **integrate automation into our operations** to improve process control, reduce resource consumption, and increase operational precision.

CIRCULAR ECONOMY

Through **research and development (R&D) initiatives**, we drive continuous improvements across our value chain. We implemented a pilot project for bulk feed delivery, which gradually eliminates the use of plastic bags, optimizes internal logistics, and improves feed administration. In the coming years, we will measure the reduction of plastic use in our feed.

Almar also commercializes shrimp processing by-products (heads and shells), which are used in nutritional solutions.

WORLD-CLASS INFRASTRUCTURE FOR SUSTAINABLE PRODUCTION

We invest in facilities designed with efficiency, biosecurity, and quality in mind. A highlight is the construction of a new breeding facility area in our laboratory, equipped with water recirculation systems, thermal controls, and optimized aeration. This design minimizes effluent discharge, reduces nutrient and pathogen loads to the environment, and lowers long-term energy consumption.

We also implemented a **new high-efficiency pumping station**, designed to store and manage water resources in a controlled manner. It uses frequency converters that adjust electricity consumption to operational demand, significantly reducing the risks associated with electricity supply failures.

BRANDS AND **PRODUCTS**

GRI 2-6

In a world where consumers demand transparency, **sustainability, and respect for human rights**, our brands **Kamar** and **Tropical Bliss** have positioned themselves as industry benchmarks, thanks to a responsible production model aligned with the highest quality standards.

By the end of 2024, we had established a strong presence in some of the most demanding international markets.

GLOBAL PRESENCE

ALMAR®

Our brands Kamar and Tropical Bliss have become industry benchmarks thanks to a responsible production model.

CERTIFICATIONS

GRI 2-24

Our practices throughout the entire production chain comply with the highest international standards in the aquaculture industry, ensuring sustainability, quality, and trust for our clients.

This commitment has enabled us to obtain globally recognized certifications, after successfully completing rigorous evaluations and audit processes.

Scope: Produmar; Limbomar.	Focused on environmentally and socially responsible aquaculture.	• Ecosystem protection • Employees´ wellbeing • Engagement with local communities • Legal compliance and transparency • Responsible resource use
Scope: Biogemar.	International standard for good agricultural and aquaculture practices.	• Traceability, hygiene, and waste control • Rational water use, effluents management, and biodiversity preservation • Proper farming, nutrition, and handling conditions • Respect for labor rights and decent working conditions
Scope: Corporate.	Positions the company as a leader in responsible production. It allows product differentiation in markets that value transparency and sustainability.	• Zero antibiotics • Use of technology to ensure water quality and prevent environmental impact • Full traceability from farm to consumer

In 2025, we will begin implementation of SMETA, BAP, and BRCGS certifications.

PARTNERSHIPS AND ASSOCIATIONS

GRI 2-28

At Grupo Almar, we recognize that the challenges of sustainability and responsible growth require active collaboration with global, national, and industry stakeholders. Hence we establish and maintain partnerships with organizations that promote sustainable business models, including:

Organization	Objective of the partnership	Grupo Almar's Role
WE SUPPORT UN GLOBAL COMPACT	To align our social and environmental strategy with the Sustainable Development Goals (SDGs)	Participant
idh sustainable trade initiative	To strengthen competitiveness and environmental performance	Member with representation in the Aquaculture Working Group
SSP Sustainable Shrimp Partnership	To position our shrimp as a premium product, free of antibiotics and with full traceability	Founding member
Founding Global Shrimp Council Member	To increase product visibility and enhance brand positioning in strategic global markets	Founding member with representation on the Board of Directors
Cámara Nacional de Acuacultura	To promote sustainability standards within the industry and influence sector-wide decision-making	Member with representation on the Board of Directors
espol Escuela Superior Politécnica del Litoral	To develop projects in innovation, applied research, and specialized aquaculture training	Academic partner
Universidad de Navarra	To strengthen academic and technical collaboration through innovation-focused projects	Academic partner
ULPGC · Universidad de Las Palmas de Gran Canaria	To lead and manage the genetic improvement program and collaborate on the development of new diets	Academic partner
USSEC U.S. Soybean Export Council	To improve shrimp nutrition, reduce environmental impact, optimize costs, and facilitate access to certifications and international markets	Technical-commercial partner

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CORPORATE GOVERNANCE

GOVERNANCE STRUCTURE

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13

Almar has a two-tier governance structure: the shareholder layer and the executive layer.

The shareholder layer is composed of the General Shareholders' Meeting ("GSM") of each company within the Group. Two GSMs are held annually for each company, with the purpose of approving financial statements, significant investments, and decisions regarding debt.

The executive layer ensures strategic focus, decentralized decision-making, and centralized services through a governance model structured around three Divisions, each led by a Vice President who reports to the CEO. These Divisions enable efficient coordination of our operations, strengthen responsible decision-making, facilitate effective execution of the corporate strategy, ensure rigorous process control, and provide agile responses to market dynamics.

The CEO plays a key role in articulating the corporate strategy, vision, and culture. He is responsible for defining the company's direction and aligning talent and resources to ensure long-term success. By maintaining a direct reporting line with each Vice President, he ensures strategic oversight aligned with business objectives.

VP of Production & Operations
Eduardo Reyes

Industrial & Commercial VP
Carlos Sánchez

Executive VP
Wolfgang Harten

Aquaculture, Production and Operations Division.

Led by the Production and Operations Vice President

This Vice Presidency is dedicated to the efficient management of our production operations, including genetics, breeding facility, larviculture, nursery, grow-out, and harvesting. It oversees functions directly related to the generation of value from the source. The areas under its management include:

- Genetics
- Production (Larviculture)
- Production (Grow-out)
- Operations and Harvesting
- Animal Health and Bioassays
- Maintenance
- Productive Data Analysis
- Shrimp Farming Infrastructure

Industrial and Commercial Division

Led by the Industrial & Commercial Vice President

This Vice Presidency leads the final phase of the production process and its integration with the market. The areas under its management include:

- Production
- Exports
- Foreign Trade and Customer Service
- Quality

Shared Services Division

Led by the Executive Vice President

This Vice Presidency leads Almar's Shared Services and acts as a strategic and operational support unit, ensuring sustainability and control of administrative processes. The areas under its management include:

- Human Resources
- Corporate Finance
- Supply Chain Management
- Digital Transformation
- Commercial
- Audit
- IT
- Security
- Administration
- Sustainability
- Industrial Safety

The inclusion of the **Sustainability** area within this Vice Presidency reflects our organization's commitment to sustainable development, enabling the integration of environmental, social, and governance (ESG) considerations into all corporate decisions.

Additionally, the Group has established several committees that facilitate the dissemination and implementation of decisions. These include the Strategy Committee, the Executive Committee, and the Management Committee.

REGULATORY **COMPLIANCE**

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

In alignment with the Ten Principles of the United Nations Global Compact, we promote responsible practices and actively work to prevent corruption—key elements in building a trustworthy and sustainable organization.

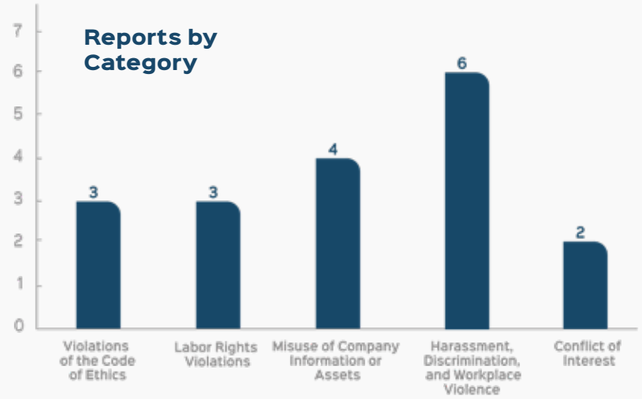
Our production model is supported by a risk management and compliance framework aligned with national legislation and major international standards.

Within this framework, compliance is consolidated as a strategic tool to ensure that our decisions and operations are carried out ethically, legally, and transparently.

OUR COMPLIANCE PROGRAM INCLUDES:

- Prevention of legal and reputational risks such as corruption, fraud, money laundering, and conflicts of interest.
- Secure reporting channels and mechanisms to report and investigate irregularities.
- Training and awareness for our employees regarding their ethical and legal responsibilities.
- Specific controls to address non-compliance with internal and external regulations.
- Monitoring and control of regulatory compliance.
- Audits and continuous improvement processes.

WHISTLEBLOWER CHANNEL – 2024 SUMMARY:



- 100% of the reports received in 2024 were addressed.
- The identified categories include violations of the Code of Ethics, breaches of labor rights, among others.

RISK AND AUDIT

For Grupo Almar, risk management is a key tool to anticipate, mitigate, and respond to events that may affect our objectives, business continuity, or the well-being of our stakeholders.

Our approach, based on the COSO III framework, integrates risk management with strategy, performance, and sustainability through a methodology that combines two perspectives:

- **Top-Down:** identification of strategic risks by senior management.
- **Bottom-Up:** detection of operational risks from business units.

The compliance and audit system is supported by technology, which enable us to:

- Monitor performance through key performance indicators (KPIs).
- Evaluate the effectiveness of internal controls.
- Measure the execution of action plans and internal client satisfaction.
- Improve traceability and responsiveness to incidents.

Thanks to the strength of this system, in 2024, none of the Group's companies received sanctions or notifications for non-compliance in legal, labor, environmental, financial, or regulatory matters.

WHISTLEBLOWER CHANNELS

GRI 2-26

As part of our commitment to integrity and transparency, we have established a secure and confidential Ethics Line available to employees, suppliers, and other stakeholders. This channel is managed by an independent third party, ensuring impartiality throughout the entire process.

Reports are submitted to the Ethics Committee within a maximum of 48 hours and are reviewed under the principles of transparency and confidentiality, guaranteeing a fair resolution for all parties involved.

TO PROMOTE TRANSPARENCY AND REGULATORY COMPLIANCE, WE OFFER SEVERAL REPORTING CHANNELS:

Website:
https://almar.ec/contacto/

Confidential email:
denuncias@canaleticogrupoalmar.com

Direct phone line:
(593) 02 6000168

WhatsApp:
(593) 984 380 110

Suggestion boxes
located at the Group's facilities

ETHICS AND **COMPLIANCE**

GRI 2-16, 2-23, GRI 2-24

Our collaborators are responsible for acting according to these values, strengthening an ethical culture in the organization.

Explore our Code of Ethics

Ethics is the foundation of our business and guides every decision, process, and relationship through the principles of integrity, compliance, and sustainability.

Our Code of Ethics establishes mandatory guidelines for all employees and stakeholders, aligning their conduct with our corporate values: integrity, excellence, and innovation.

Our employees are responsible for acting in accordance with these values, strengthening an ethical culture within the organization. We extend this commitment to our stakeholders, promoting responsible relationships that contribute to a sustainable value chain aligned with regulatory frameworks.

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AQUACULTURE WITH PURPOSE

OUR COMMITMENT

“By 2050, the world will demand 50% more food than it does today.[1]
Almar, leveraging its productive vocation and commitment to operational excellence, decides to be part of the solution, a solution that has high nutritional value and low environmental impact.”

[1]Food and Agriculture Organization of the United Nations (FAO). (2025). About Plant Production and Protection. Retrieved from https://www.fao.org/plant-production-protection/about/en.

SUSTAINABILITY PILLARS

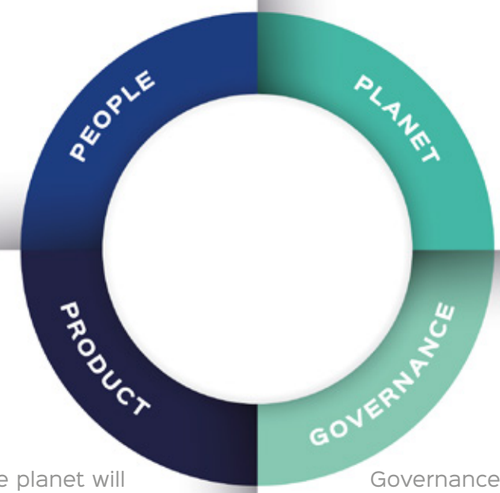
GRI 2-22

Our commitment to sustainability is built on four pillars that guide our actions toward 2030. These pillars are our roadmap and the driving force behind our contribution to the Sustainable Development Goals (SDGs).

We promote opportunities for all our employees and communities.

Our scope goes beyond our workforce, including social aspects and the development of communities within our direct area of influence, as well as our supply chain.

Our aquaculture production is closely linked to the conservation of natural ecosystems, enabling us to be resilient in the face of climate change and environmental pollution.



Aware that by 2050 the planet will demand 50% more food than it does today, we leverage our strategic location and deep expertise in shrimp farming to be part of the solution.

We produce protein with high nutritional value, low carbon footprint, and efficient land use.

Governance reflects our long-term commitment to sustainability, supported by high standards of conduct, business ethics, and robust control mechanisms.

EMISSIONS MANAGEMENT AND **CLIMATE CHANGE**

GRI 305-1, GRI 13.1.1, GRI 3-3

We measure our greenhouse gas (GHG) emissions through a **dual carbon footprint system**:

- **Product Footprint:** calculated using the Sustell™ platform, in accordance with ISO 14040/44 and ISO 14067 standards. It evaluates the shrimp's life cycle up to harvest at the farm.
- **Organizational Footprint:** quantified according to ISO 14064-1:2018 and the GHG Protocol, including:

  Scope 1: Direct emissions.

  Scope 2: Indirect emissions from electricity consumption.

  Scope 3: Other indirect emissions across the value chain.

In 2024, we achieved a **42% reduction in the carbon footprint of shrimp,** decreasing from 4.25 to **2.46 kg CO_2 eq per kilogram** of shrimp produced.

The main reduction came from feed consumption, which dropped from 3.04 to 1.30 kg CO_2 eq/kg, thanks to the transition to a lower-impact feed. This improvement was complemented by measures aligned with international best practices.

- **Progressive electrification of farms.**
- **Energy optimization** through SCADA systems.
- **Sustainable growth** by avoiding expansion into ecologically sensible areas.
- **RAS systems that significantly reduce nitrous oxide (N_2O) emissions,** a GHG with a global warming potential 250 times greater than that of CO_2.

Our first corporate emissions inventory totalled of 549,112 t CO_2eq, accounting for all scopes and companies within the Group.

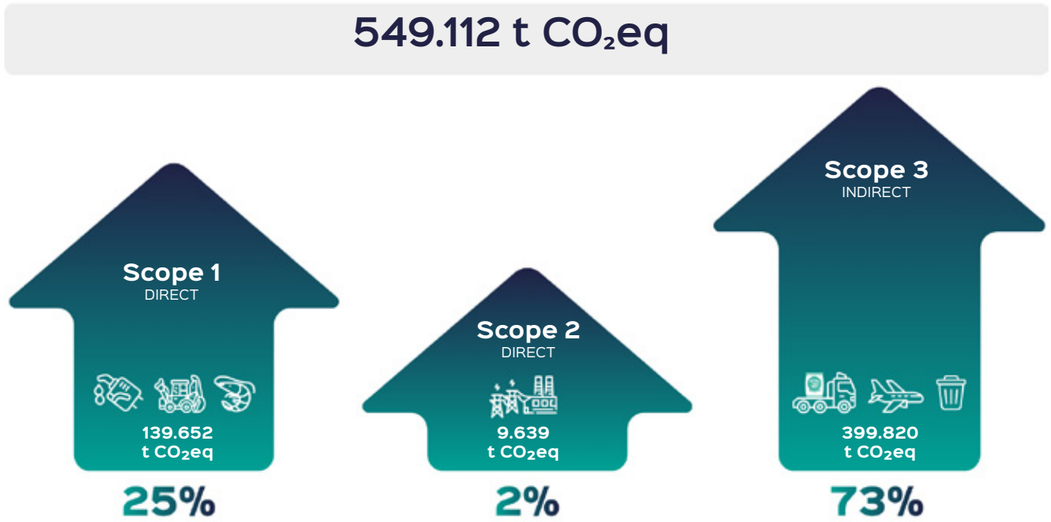
Our product footprint is 74.6%

lower than the global average of emissions associated with shrimp farming, estimated at 9.70kg CO_2eq per kilogram[1]

[1]IDH 2024 Aquaculture Report Working Group Annual Report

PRODUCT FOOTPRINT ASSESSMENT

Evaluated components	2023 (kg CO_2 eq per kg life weight)	2024 (kg CO_2 eq per kg life weight)	What is evaluated
Farms	0,31	0,34	Land use change, methane emissions, nitrous oxide emissions
Feeding Process	3,04	1,30	Feed consumption
Resources used	0,73	0,66	Diesel, electricity, gasoline consumption
Hatchery and nursery	0,13	0,12	Production of larvae, post-larvae, and juveniles
Chemical consumption	0,03	0,03	Use of chemical products
	4,25	**2,46**	**Total footprint**



SUSTAINABLE WATER USE

GRI 303-1, GRI 303-2, GRI 303-3, GRI 13.7.1, GRI 13.7.2, GRI 13.7.3, GRI 13.7.4, GRI 13.7.5, GRI 3-3

We have implemented a responsible water management model based on operational efficiency, technological innovation, and regulatory compliance.

At our Biogemar hatchery, we operate a seawater desalination plant that reduces dependence on freshwater, complemented by advanced treatment processes (ultrafiltration and recirculation) in critical stages such as breeding facility and larviculture. **100% of the breeding facility system operates under the RAS (Recirculating Aquaculture System) model,** significantly reducing discharges during the production cycle and minimizing water intake.

At the Produmar and Limbomar farms, we operate an integrated recirculation system that captures surface water, and subjects it to sedimentation and reuse processes, promoting a circular approach to water management. This system incorporates technical efficiency parameters such as hydraulic retention times and controlled exchange, adapted to seasonal climatic conditions and supported by weekly monitoring of physicochemical quality.

THE POSITIVE ENVIRONMENTAL IMPACT OF THE RAS SYSTEM IMPLEMENTED IN OUR FARMS ALLOWS FOR:

Reduced water consumption
By minimizing water extraction from natural sources, we help preserve aquatic ecosystems and mitigate local water stress.

Effluent reduction
Reusing water also reduces the amount of wastewater generated and discharged into the environment.

Energy savings
By relying less on external pumping or raw water treatment, we reduce emissions associated with energy consumption.

Climate adaptation
The system contributes to greater resilience in the face of water scarcity events.

Operating in closed and controlled systems improves biosecurity, limits access to external pathogens, and allows for precise management of critical parameters (oxygen, pH, salinity, temperature), optimizing survival rates and the quality of the final product.

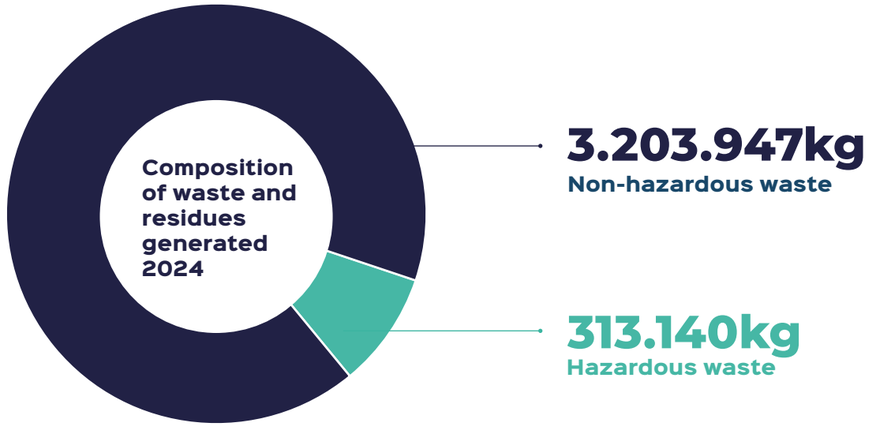
Occasional discharges, mainly during the rainy season, are managed with a rigorous environmental monitoring system aligned with current environmental regulations and international standards. Technical evaluation and monitoring protocols are applied, allowing real-time adjustments to treatment systems and minimizing the impact on receiving ecosystems.

WASTE AND RESIDUE MANAGEMENT

GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 13.8.1., GRI 13.8.2, GRI 13.8.3, GRI 13.8.4, GRI 13.8.5, GRI 13.8.6, GRI 3-3

In line with our Sustainability Policy, we prioritize responsible waste management that includes proper segregation, storage, transportation, and final disposal, reducing risks and complying with current regulations.

Treatment is carried out according to the characteristics of each type of waste and is managed by authorized operators, ensuring traceability and legal compliance. Each company has specific protocols for classifying and handling recyclable, common, and hazardous waste. The latter are eliminated through certified processes, with documented evidence ensuring proper destruction.



DURING 2024, 1,875,953 KG OF WASTE WERE RECYCLED

In 2024, a total of 3,517,088 kg of waste was managed, of which 59% of non-hazardous waste was recycled, showing progress compared to 53% the previous year. Waste sent to landfills also decreased, reflecting improvements in segregation and recovery practices. The recovery of recyclable waste generated USD 373,557 in income, slightly higher than in 2023.

BIODIVERSITY

GRI 304-2, GRI 304-3, GRI 304-4, GRI 13.3.3, GRI 13.3.5, GRI 3-3, GRI 13.3.1, GRI 13.3.2, GRI 13.3.3, GRI 13.3.4

Aligned with our Sustainability Policy, we developed an environmental strategy to prevent, mitigate, and compensate for impacts on biodiversity, especially in coastal and estuarine ecosystems where we operate.

Based on approved Environmental Impact Assessments (EIAs), we identify species of flora, fauna, and critical habitats in our areas of influence, allowing us to apply adaptive management measures supported by a permanent monitoring program.

KEY ACTIONS INCLUDE:

Protection and restoration of sensitive ecosystems, such as mangroves and native vegetation, which serve as natural barriers, biodiversity refuges, and breeding grounds.

Identification and monitoring of native and endemic plant species, including mangroves and trees with ecologically relevant functions.

Implementing Good Aquaculture Practices – such as optimizing input use, managing waste responsibly, and utilizing water recirculation systems—helps reduce environmental impact on water bodies.

Use of environmentally certified feed, with low marine ingredient content, to reduce impacts and promote a responsible supply chain.

Monitoring wildlife, recording species such as crocodiles, otters, and migratory birds that use our areas as ecological corridors.

In partnership with Fundación Sacha, starting in 2025 we will promote conservation actions, including the monthly donation of 200 pounds of tilapia to support wildlife rehabilitation programs.

SUPPLY CHAIN **MANAGEMENT**

GRI 308-1, GRI 414-1, GRI 3-3

We have implemented a supplier evaluation, approval, and monitoring system to ensure a responsible supply chain. This system not only verifies regulatory compliance but also enables the transfer of technical capabilities and improves the environmental, social, and ethical performance of our strategic partners.

Before initiating business transactions, suppliers undergo an external evaluation using the **R3 methodology**, which includes three stages:

R1

Initial registration: collection of basic information through self-declaration forms.

R2

Document compliance: verification of legal, corporate, financial, and commercial requirements.

R3

Field audit: on-site review of compliance with social, environmental, labor, and best practice standards.

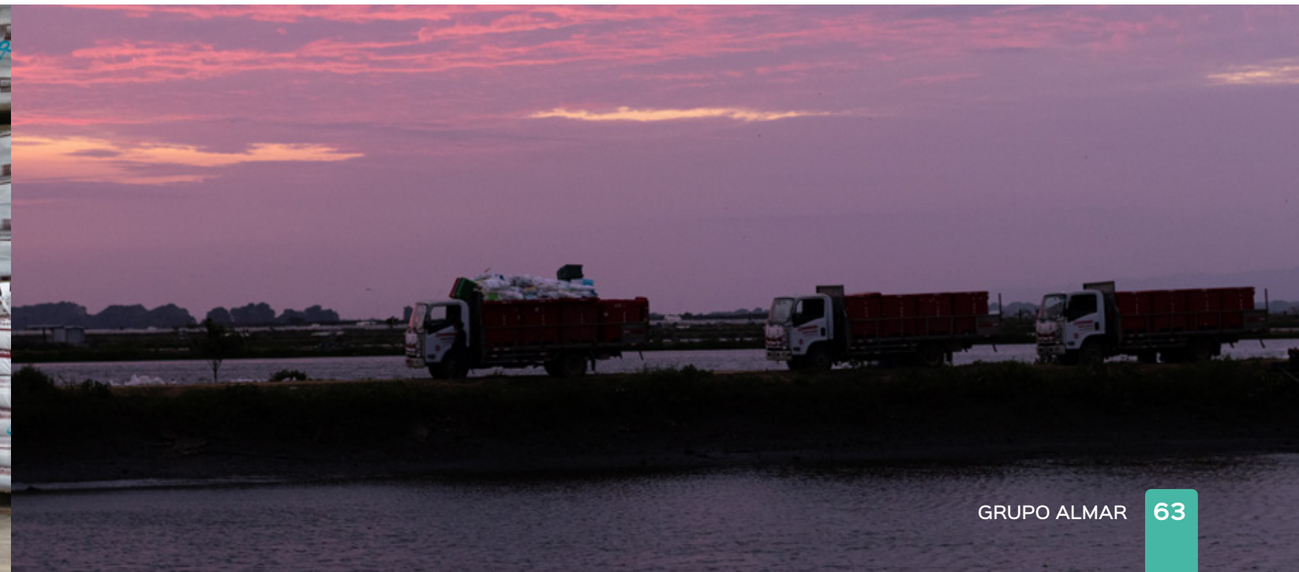
Based on the results, gaps are identified, and improvement plans are designed, including training, technical materials, and specialized assistance. This raises supplier standards and promotes a sustainable supply chain.

In 2024, we evaluated our supplier network with the following results: 20% fully comply with the standards; 35% show specific areas for improvement; the remaining suppliers are in a strengthening process.

For strategic suppliers, we require international certifications such as ASC and GLOBALG.A.P., which guarantee standards in biosecurity, animal welfare, and responsible production.

Additionally, all suppliers are evaluated on human and labor rights, including working conditions, non-discrimination, freedom of association, and prevention of child or forced labor.

Thanks to the implementation of the Califi-K tool, we have evaluated 95% of our strategic suppliers.



COMMUNITIES

GRI 413-1, GRI 413-2, GRI 3-3, GRI 13.12.1, GRI 13.2.2

Our community relations policy is based on building transparent and respectful relationships, supported by participatory diagnostics such as Participatory Social Impact Assessments (PSIA) and Environmental and Social Impact Assessments (ESIA).

We hold semiannual meetings with communities to jointly review and execute action plans, complemented by:

- Development and monitoring of community plans.
- Information dissemination through local channels.
- Prioritization of local employment as a driver of development.
- Formal complaint system managed through the Ethical Channel, with corrective actions.

In 2024, our presence was consolidated in the communities of La Unión and Santa Martha through strategic programs focused on:

SOCIAL DEVELOPMENT

We strengthened our presence in both communities through programs focused on education, well-being, employment, economic inclusion, and environmental sustainability.

One of the key milestones was the implementation of a community census in collaboration with students from the Escuela Superior Politécnica del Litoral (ESPOL). The analysis of these data allows us to design social interventions aligned with the real needs of the population.

INFRASTRUCTURE AND WELL-BEING

We facilitated transportation for teachers, improved roads through maintenance, dust control and provided digital connectivity with internet access in community schools.

“As a member of the La Unión community, I appreciate the development of projects and initiatives promoted by Grupo Almar for the benefit of our community.”

Katherine Torres

PRODUCTIVE STRENGTHENING

Since 2022, we have promoted projects for women in the community in areas such as cooking and textile production, generating sustainable employment and integrating them into our operations.

We made our facilities available for a snack bar that offers food to our staff, and we purchased uniforms made by local seamstresses.

COMMUNITY ENVIRONMENTAL MANAGEMENT

During 2024, with support from Biomar, we organized two cleanup campaigns. One took place along the Guayas River shoreline, with the participation of 84 volunteers. The other was held in San Pablo, in the province of Santa Elena, where 100 volunteers collected 5,830 kg of waste, managed by a certified operator.

EDUCATIONAL PROGRAMS

We implemented an educational program on proper waste management that benefited 86 children through workshops and educational materials focused on recycling.

SUSTAINABLE AND HIGH-IMPACT PROJECTS

During the Christmas season, with support from Biomar, we delivered playground equipment made from plastic wood, manufactured using recycled feed bags, to the Daniel Torres Ponce School in the La Unión community. This initiative reused 40 metric tons of polypropylene, benefiting 180 children and avoiding the emission of approximately 50.6 metric tons of CO_2 equivalent—comparable to the annual emissions of nearly 12 vehicles or the consumption of 4,912 gallons of diesel.

CHRISTMAS COMMUNITY ACTIVITIES

Together with Skretting, we organized holiday celebrations in Santa Martha and La Unión, delivering gifts to 200 children and food supplies to vulnerable families, combining festive moments with messages of environmental care.

Working hand in hand with communities, we promote local development and strengthen our shared responsibility. We will continue to build a close presence based on mutual trust and deep respect for our neighbors.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS **(SDGs)**

As part of our strategy, Grupo Almar contributes primarily to the following United Nations Sustainable Development Goals:

SDG 2. Zero Hunger: Efficient production of high nutritional value protein.

SDG 8. Decent Work and Economic Growth: Formal employment, fair wages, and local inclusion.

SDG 12. Responsible Consumption and Production: Innovation and efficiency across the entire production chain.

SDG 13. Climate action: Energy transition and reduction of fossil fuel use.

SDG 14. Life below water: Production with neutral water impact and free from antibiotics.

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PEOPLE

TALENT MANAGEMENT

GRI 2-7, GRI 2-2-24, GRi 2-27, GRI 2-30, GRI 401-1, GRI 13.20.1, GRI 3-3

Our labor policy is based on the respect and promotion of human rights, in alignment with the United Nations Global Compact, international standards, and Ecuadorian labor legislation. We promote fair working conditions, equal opportunities, freedom of association, collective bargaining, and safe, harassment-free workplaces.

We reject all forms of discrimination, as well as child or forced labor.

We implement transparent recruitment and hiring processes, with full affiliation to the Social Security System and full recognition of labor rights. We prioritize the inclusion of local communities by promoting job openings on-site.

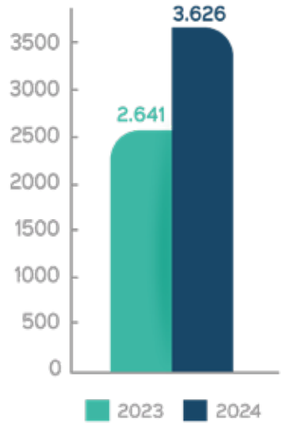
We have confidential dialogue and complaint mechanisms, and we apply a zero-tolerance policy against harassment, protecting freedom of expression, religion, and opinion in accordance with the principles of the Universal Declaration of Human Rights.

During the reporting period, we generated 37% more jobs compared to the previous year, reaching a total workforce of 3,626 employees.

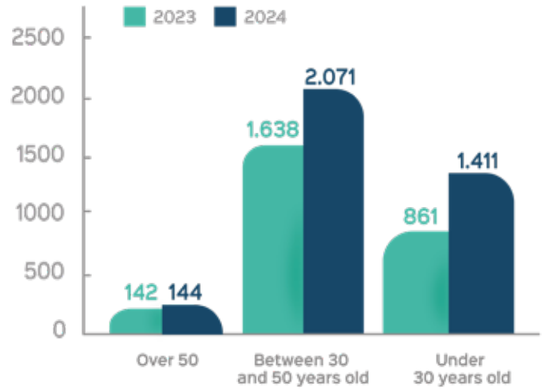
93% of our employees held permanent contracts in 2024, reflecting our commitment to stable and decent employment. The remaining 7% held temporary contracts.

The monthly turnover rate in 2024 was 1.81%.

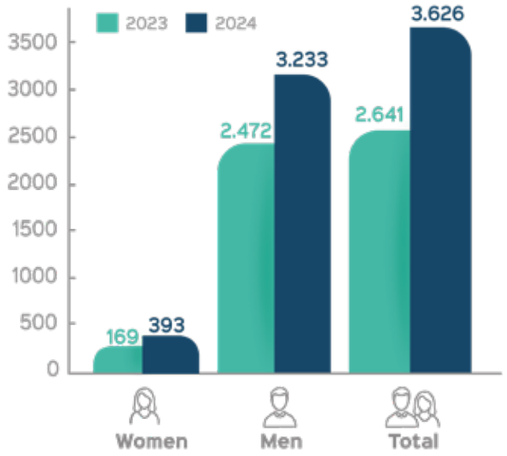
TOTAL EMPLOYEES



EMPLOYEES BY AGE GROUP



EMPLOYEES BY GENDER (2023–2024)



- The number of female employees increased by 133% in 2024 and the number of male employees increased by 31% in 2024.

DECISION-MAKING ROLES BY GENDER

POSITIONS	WOMEN	MEN	TOTAL
Vice Presidencies	0	3	3
Directors	1	3	4
Managers	1	12	13
Department Heads	18	33	51
TOTAL	**20**	**51**	**71**

- 28% of decision-making positions are held by women and 72% are held by men.

TALENT DEVELOPMENT

GRI 404-1, GRI 404-2, GRI 2-17, GRI 3-3

We strengthen organizational capabilities to meet current and future challenges by promoting competent and committed teams through a **structured training model**, aligned with defined job profiles and business needs.

We train both operational and administrative staff in aquaculture technical content, and complement these programs with soft skills, leadership, and specialized competencies.

In 2024, we reinforced this strategy through the **Almar Academy**, achieving the following results:

442
Training activities

3.520
Training hours

4.300
participant attendances (699 women and 3,601 men)

269
training sessions delivered at no cost by strategic suppliers

[1]**Grupo Almar employees recorded a total of 4,300 training attendances**, exceeding the total number of employees due to participation in multiple sessions.

ALMAR ACADEMY

Implemented in 2022, Almar Academy serves as a key tool for transferring corporate know-how to technical and operational personnel, from frontline roles to strategic levels, ensuring the preservation and strengthening of critical business knowledge.

Our training processes are supported by a network of highly qualified internal facilitators, digital platforms such as **UDEMY**, and a curriculum tailored by role. We also conduct an annual **Training Needs Assessment (TNA)** to design and implement a training plan approved at the executive level.

As part of our commitment to employee growth, we achieved over 100 internal promotions in the past year. We also strengthened access to higher education through agreements with prestigious national and international universities, extending benefits to employees' children and spouses, generating a positive impact in families and communities where we operate.

KEY AREAS OF TRAINING

- **Aquaculture and production:** Harvesting, grow-out, nursery, animal health, nutrition, feeding strategies, aeration efficiency.
- **Quality and safety:** GMP, HACCP Golden Seal, sanitary certification for exports, regulatory compliance.
- **Finance:** Management using KPIs, financial education.
- **Innovation and technology:** Power BI, SAP, Power Query automation, monitoring systems, Udemy courses
- **Leadership and management:** Managerial skills, crisis leadership, emotional intelligence
- **Equipment maintenance and operation:** Predictive and corrective maintenance, lubrication management.
- **Occupational health and safety:** Electrical risk certification, safe transport, occupational toxicology, defensive driving, safety protocols.
- **Sustainability and environment:** Efficient water use, bioremediation in aquaculture, environmental certifications

EMPLOYEE BENEFITS

GRI 401-2, GRI 401-3, GRI 3-3

At Almar, we offer our employees benefits focused on health and well-being. These initiatives strengthen our organizational culture and foster retention and engagement.

HOLISTIC WELL-BEING

Housing
We guarantee safe and decent accommodation for our employees, in compliance with international standards such as ASC and our institutional guidelines for construction and facilities.

Healthcare Assistance
We provide immediate medical attention in case of illness, accidents, or discomfort during the workday, ensuring comprehensive care for our employees.

Life Insurance
We offer financial support to the employee's family in the event of death, ensuring protection during critical moments.

Transportation
We provide transportation services available to all our employees.

Uniforms
We supply our employees with appropriate uniforms and protective equipment to ensure safe and effective performance of their duties.

Nutrition
We contribute to the physical and mental well-being of our employees by ensuring access to adequate nutrition.

In Almar we recognize that family support is essential for the comprehensive development of our employees. As the Almar family, we have implemented initiatives aimed at reinforcing this vital bond.

"ACADEMIC EXCELLENCE" PROGRAM

Through the "Academic Excellence" program, we celebrate one of our core values—excellence—by recognizing the academic achievements of our employees' children. This initiative promotes educational development and values the families´ commitment to shaping future generations.

"MY FAMILY VISITS ME" PROGRAM

Through the "My Family Visits Me" program, we open our doors to employees' families, bringing them closer to the workplace. This initiative strengthens the sense of belonging and connection with our daily activities.

PERFORMANCE EVALUATION

GRI 404-3, GRI 3-3

Our performance evaluation process is tailored to each area: it is conducted semiannually for administrative staff and annually for production personnel. This process assesses competencies, key performance indicators, and achievement of objectives. Evaluations are carried out by the immediate supervisor, followed by feedback provided to the employee, which is formally recorded through electronic confirmation.

INDUSTRIAL SAFETY AND RISK PREVENTION

GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-7, GRI 403-8, GRI 3-3

Our health and safety management goes beyond legal compliance. It is based on internal policies aligned with Ecuadorian regulations, international standards, and our integrated management system. This system applies across all operations and protects both employees and third parties.

We maintain a risk matrix by job position and use proactive and reactive indicators to continuously monitor and improve safety. We also evaluate suppliers and subcontractors to ensure they meet our safety standards.

Our approach is based on Behavior-Based Safety (BBS), which aims to prevent incidents by observing and improving behaviors. This model focuses on three pillars: people, operational controls, and technical-legal compliance.

OCCUPATIONAL RISK IDENTIFICATION AND MANAGEMENT

GRI 403-2, 403-4, GRI 403-8, GRI 3-3

As part of our preventive approach to occupational health and safety, we promote employee participation in identifying and controlling risks through regular processes, monthly meetings, and formal feedback mechanisms.

Our **monthly inspection program** involves Safety, Occupational Health, Safety Committees, and Supervisors, fostering an interdisciplinary perspective and compliance with the annual prevention plan.

Employee participation is key to effective management. Through Safety Committees, we encourage dialogue, information gathering, review of working conditions, and definition of corrective actions.

Our management is based on national regulations and incorporates methodologies such as **Hazard Identification and Risk Assessment (HIRA)**, incident analysis, employee reports, safety talks, drills, and participation of the Joint Committee.

Communication is ensured through various channels such as in-person meetings, digital capsules, bulletin boards, institutional emails, and talks, guaranteeing confidentiality and non-retaliation in reporting.

HEALTH AND SAFETY TRAINING

GRI 403-5, GRI 3-3

In 2024, we conducted **714 training sessions**, totaling **14,122 hours of instruction**, mostly adapted to operational contexts. These sessions were complemented by creative awareness campaigns, interactive interventions (such as theater performances), and fast-learning tools like **One-Point Lessons.**

714
Training sessions

14.122
Training hours

TRAININGS SESSIONS PROVIDED IN ALMAR

Participant Category	Training Hours	Number of courses
Employees	13.940	705
External (suppliers and contractors)	182	9
Total	**14.122**	**714**

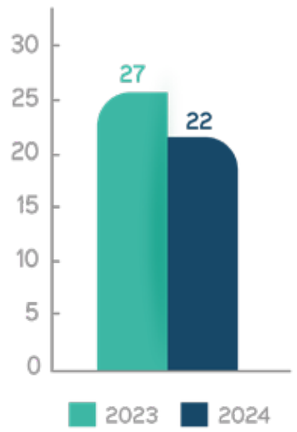
OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

GRI 403-9, GRI 3-3

In 2024, we achieved an **18% reduction in Lost Time Injuries (LTIs)**[1], decreasing from 27 to 22 cases, despite a 37% increase in the number of employees.

To address the most severe incidents, we will focus our upcoming actions on strengthening **safe mobility and self-care programs**, and intensifying training on safe handling and injury prevention.

LOST TIME INJURIES[1]



18%
Reduction in Lost Time Injuries (LTIs)[1]

[1]Includes only accidents resulting in absences of more than 3 days and reported to the Ecuadorian Social Security Institute (IESS).

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FINANCIAL MANAGEMENT

ECONOMIC **PERFORMANCE**

GRI 201-1, GRI 3-3

Our economic logic is based on **taking responsible risks that ensure the sustainability of the business**, without losing sight of the value we aim to generate as a company: growth that benefits everyone.

We are convinced that the company's growth must be deeply connected to a vision of sustainable and responsible development. Our shareholders have defined that our expansion must be based on solid ethical, environmental, and social pillars, rather than solely on traditional financial results.

Aligned with this vision, the finance department plays a key role: not only managing resources efficiently but also complementing the efforts of the entire organization and reinforcing our commitment to a sustainable production model. Its greatest responsibility is to carefully prioritize investments, directing them toward initiatives that strengthen business resilience, environmental stewardship, and positive social impact.

The strength of our model and the trust we generate as an organization are reflected in the financing obtained from international institutions such as FMO (Dutch Entrepreneurial Development Bank), as well as national financial entities committed to sustainable development.

Our economic management is rigorously audited by competent authorities and periodically reviewed by financial institutions that grant us credit, consistently yielding positive results.

Produmar reported revenues of $269,299,251 in 2023, which increased to $326,689,859 in 2024. This represents a 21.3% increase. Meanwhile, Limbomar also showed remarkable growth, rising from $152,801,595 in 2023 to $218,031,808 in 2024, equivalent to 42.7%.

TAX COMPLIANCE

Convinced that tax compliance is a concrete way to contribute to the country's sustainable development, during the reporting period, the companies that make up Grupo Almar made a total contribution of more than USD 41.9 million in taxes, detailed as follows:

Group	Description
SRI	Income tax (accrued)[1] F-104 Value Added Tax (VAT)[2] Foreign currency outflow tax Temporary contributions
Superintendencia de Compañías	Contribution
Social Security	Employer contribution Fondo de reserva[3]
Other fees and contributions	Fire department permit Contributions to SOLCA Municipal tax Annual license Waste collection Property taxes Operating license Ministry of Interior Ministry of Environment Municipal fees
Vehicles	Registration

[1] Income tax determined in the period 2024.
[2] VAT paid regardless of whether the purchases generate a tax credit with the right to a refund.
[3] Values canceled in the IESS payroll. It does not consider values paid directly to employees.

LOCAL PROCUREMENT

GRI 204-1, GRI 3-3

99.38% of our purchases are made from local suppliers, which strengthens the business fabric, generates employment and reduces the ecological footprint by shortening the supply chain.

Of these, more than 90% were carried out by Produmar and Limbomar, maintaining a similar behavior compared to 2023.

INFRASTRUCTURE **INVESTMENT**

GRI 203-1, GRI 3-3

Between 2023 and 2024, we developed eight projects to improve employee well-being, including the construction and adaptation of work and housing spaces with bioclimatic design, in compliance with ASC standards and our internal guidelines.

These projects represented an investment of over USD 25 million, which not only enhanced our infrastructure but also had a positive impact on communities by prioritizing local labor. In 2024, construction activities generated an average of 324 daily jobs.

STRATEGIC SUSTAINABILITY GOALS

GRI 2-22, GRI 2-23

ENVIRONMENT

Category: Natural Resources and Sustainable Procurement	2024	2030 GOAL
Feed certified under the ASC Feed Standard	99%	100%
Soy-based feed ingredients sourced from low-conversion-risk or conversion-free areas	96%	100%
Marine feed ingredients sourced from by-products and circular sources (trimmings)	54%	80%
Reduction of waste and residues sent to landfill	41%	70%
Office supplies made with FSC-certified paper	61%	100%

Category: Climate Adaptation and Greenhouse Gas Emissions	2024	2030 GOAL
CO_2eq per kg of product	2,46 kg CO2eq	<4 kg CO2 eq

Category: Sustainable Water Use	2024	2030 GOAL
Recirculated production water in cultivation pond systems	100%	100%

PEOPLE

Category: Occupational Safety and Well-being	2024	2030 GOAL
Accidents (absences longer than three days due to occupational injury)	22	0

Category: Working Conditions	2024	2030 GOAL
Forced labor within our operations and those of our direct suppliers	0%	0%
Child labor within our operations and those of our direct suppliers	0%	0%

Category: Local Community Engagement	2024	2030 GOAL
Carry out activities with community associations that directly benefit the local population	5 projects	10 projects

Category: Living Wages	2024	2030 GOAL
Percentage of employees receiving a wage equal to or higher than the living wage defined for the region	100%	100%

PRODUCT

Category: Traceability	2024	2030 GOAL
Traceability from the origin of broodstock to the final point of sale of the commercial product	100%	100%
Traceability of products from direct suppliers to the country of origin	100%	100%

Category: Animal Health & Welfare	2024	2030 GOAL
Antibiotic-free throughout the entire life cycle	100%	100%
Ablation of broodstock during the maturation process	0%	0%

GRI CONTENTS INDEX

Declaration of use	Grupo Almar has has reported the information cited in this GRI content index for the period January 1 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundations 2021
Applicable Gri Sector Standards	GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022

GRI Standard	Content	Location	Observation	GRI Sector Standard REF. NO.
GRI 1: Foundation 2021				
GRI 2: General Disclosures 2021				
The organization and its reporting practices	2-1 Organizational details	Page 16		
	2-2 Entities included in the sustainability reporting	Page 8, 9		
	2-3 Reporting period, frequency, and contact point	Page 8, 9		
	2-4 Restatements of information	Page 8, 9		
	2-5 External assurance	Page 8, 9		

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 1: Fundamentos 2021				
GRI 2: Contenidos Generales 2021				
Activities and workers	2-6 Activities, value chain, and other business relationships	Pages 16, 26, 32		
	2-7 Employees	Page 15		
Governance	2-9 Governance structure and composition	Page 40		
	2-10 Nomination and selection of the highest governance body	Page 40		
	2-11 Chair of the highest governance body	Page 40		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 40		
	2-13 Delegation of responsibility for managing impacts	Page 40		
	2-14 Role of the highest governance body in sustainability reporting	Page 40		
	2-15 Conflicts of interest	Page 44		
	2-16 Communication of critical concerns	Page 49		
	2-17 Collective knowledge of the highest governance body	Page 70		

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 1: Fundamentos 2021				
GRI 2: Contenidos Generales 2021				
Strategy, policies, and practices	2-22 S Statement on sustainable development strategy	Pages 52, 88		
	2-23 Commitments and policies	Pages 42, 47		
	2-24 Embedding commitments and policies	Pages 36, 47, 70		
	2-25 Processes to remediate negative impacts	Page 42		
	2-26 Mechanisms for seeking advice and raising concerns	Page 45		
	2-27 Compliance with laws and regulations	Pages 42, 70		
	2-28 Memberships in associations	Page 37		
Engagement with stakeholders	2-29 Approach to stakeholder engagement	Page 20		
	2-30 Collective bargaining agreements	Page 70		
GRI 3: Material Topics 2021				
	3-1 Process to determine material topics	Page 20		
	3-2 List of material topics	Page 20		

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 201: Economic Performance 2016				
	3-3 Management of material topics	Page 84		
	201-1 Direct economic value generated and distributed	Page 84		
GRI 203: Indirect Economic Impacts 2016				
	203-1 Infrastructure investments and services supported	Page 86		
GRI 204: Procurement Practices 2016				
	3-3 Management of material topics	Page 86		
	204-1 Proportion of spending on local suppliers	Page 86		
GRI 303: Water and Effluents 2018				
	3-3 Management of material topics	Page 56		13.7.1
	303-1 Interactions with water as a shared resource	Page 56		13.7.2
	303-2 Management of water discharge-related impacts	Page 56		13.7.3
	303-3 Water withdrawal	Page 56		13.7.4
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	303-5 Water consumption	Page 56		13.7.6

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 304: Biodiversity 2016				
	3-3 Management of material topics	Page 60		13.3.1
	304-1 Operational sites owned, leased, or managed located in or adjacent to protected areas or areas of high biodiversity value outside protected areas	Page 60		13.3.2
	304-2 Significant impacts of activities, products, and services on biodiversity	Page 60		13.3.3
	304-3 Habitats protected or restored	Page 60		13.3.4
GRI 305: Emissions 2016				
	3-3 Management of material topics	Page 54		13.1.1
	305-5 Reduction of GHG emissions	Page 54		13.1.6
GRI 306: Waste 2020				
	3-3 Management of material topics	Page 56		13.8.1
	306-1 Waste generation and significant waste-related impacts	Page 56		13.8.2
	306-2 Management of significant waste-related impacts	Page 56		13.8.3

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 306: Waste 2020				
	306-3 Waste generated	Page 56		13.8.4
	306-4 Waste diverted from disposal	Page 56		13.8.5
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GRI 308: Supplier Environmental Assessment 2016				
	3-3 Management of material topics	Page 62		
	308-1 New suppliers that were screened using environmental criteria	Page 62		
GRI 401: Employment 2016				
	3-3 Management of material topics	Page 70		13.20.1
	401-1 New employee hires and employee turnover	Page 70		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 74		
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GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 403: Occupational Health and Safety 2018				
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	403-1 Occupational health and safety management system	Page 77		13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 78		13.19.3
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 78		13.19.5
	403-5 Worker training on occupational health and safety	Page 79		13.19.6
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 77		13.19.8
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	403-9 Work-related injuries	Page 80		

GRI Standard	Disclosure	Location	Observation	GRI Sector Standard REF. NO.
GRI 404: Training and Education 2016				
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	404-1 Average hours of training per year per employee	Page 72		
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 72		
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 72		
GRI 413: Local Communities 2016				
	3-3 Management of material topics	Page 64		13.12.1
	413-1 Operations with local community engagement, impact assessments, and development programs	Page 64		13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 64		13.12.3
GRI 414: Supplier Social Assessment 2016				
	414-1 New suppliers that were screened using social criteria	Page 62		

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