VITAPRO

2023
Sustainability
Report

More commitment, *more action*



Table of Contents

1 **About Vitapro**

1.1 Profile
1.2 Our brands
1.3 Market leadership and resilience
1.4 Further commitment to sustainability
1.5 Value chain

2 **Corporate transparency**

2.1 Business ethics and governance
2.2 Corporate guidelines and regulatory compliance

P1 **Promoting healthy nutrition and well-being**

I. To ensure transparency and feed safety
II. To develop a product portfolio that contributes to sustainable precision nutrition
III. To promote an environment of well-being, diversity, and inclusion for employee development

P2 **Transforming the value chain**

I. To collaborate effectively with our clients to help them reach their full potential
II. To create virtuous circles between Vitapro and its suppliers by promoting their development
III. To contribute to community development alongside Vitapro

P3 **Protecting the environment**

I. To enhance circularity by seeking resource and operational efficiency
II. To promote sustainability-based solutions for environmental and biodiversity protection
III. To advance towards a “zero emissions” economy through energy efficiency, innovation, and renewable energy

Annexes

Annex I: Social indicators
Annex II: Double materiality analysis
Annex III: Reporting frameworks and standards

Message from our General Manager

(GRI 2-22)

Sustainability is at the heart of our vision *to transform aquaculture* in Latin America.

This 2023 Sustainability Report reflects Vitapro's strong commitment and recognizes that much work remains ahead. We know that the path towards a sustainable future is filled with challenges, but we also believe that each challenge presents an opportunity. It is here where we demonstrate our strength and leadership: more commitment, more action to generate a positive and lasting impact.

The year 2023 has tested the entire industry. Market volatility, global uncertainty, commodity fluctuations, and climatic phenomena have created a complex environment. It has become clear that sustainability is not an option but an urgent priority.

At Vitapro, we are convinced that today, more than ever, is time to continue investing in our industry. In Ecuador, we have expanded our capacity by 45%, consolidating an investment of over US$85 million. With this, we have a conglomerate of three plants dedicated to Ecuador, giving us the versatility to adapt to every cultivation need. Additionally, the inauguration of our The Technological Aquaculture



Fabricio Vargas

Vitapro General Manager*

*Assumed the position in 2024 during the development of this report.



Experimental Center has strengthened our research and innovation network, making it the most comprehensive for shrimp in the world.

Being sustainable means committing to the future. This year, we took a step towards Aquaculture Stewardship Council (ASC) certification, advancing in the process for Salmofood's certification in Chile. Likewise, we have set the goal of reducing our carbon footprint (Scopes 1 and 2) by 30% by 2030. The future of our industry depends on collaboration; only by joining forces can we fulfill the Sustainable Development Goals (SDGs) and ensure a positive impact that transcends generations. In this regard, I want to thank the entire Vitapro team for their determination to contribute to the sustainable growth of our industry.

More commitment, more action: the principle that guides our path towards our purpose of transforming aquaculture to nourish the future.

Fabricio Vargas.



María Alejandra Rivera
Sustainability Development and External Communication Manager

Sustainability at the core of our business

At Vitapro, we understand that sustainability is not just a responsibility but an opportunity to reimagine the future of aquaculture. As we move toward an increasingly challenging global environment, integrating sustainability into every link of our value chain becomes fundamental. The year 2023 has witnessed the resilience of our team, which has achieved key advancements that will be highlighted throughout this report, reaffirming our commitment to transforming aquaculture to nourish the future. We have reached important milestones, but we are also laying the foundations for an even more ambitious future. The incorporation of **double materiality** has been a pivotal step, allowing us to assess financial and non-financial impacts with greater precision to ensure that our sustainability strategy is deeply connected with our business vision. This integrated approach is vital for sustainability to be a catalyst for growth and operational efficiency.

Our efforts to promote the use of renewable energy and environmentally friendly products are consolidating. Additionally, in a particularly challenging year, due to the impacts of climatic phenomena such as **El Niño**, we have maintained 100% of hydrobiological ingredients from reduction fisheries coming from **Fishery Improvement Projects (FIPs)** and/or **MarinTrust** certified sources. In Ecuador, we have ensured that all our hydrobiological ingredient suppliers are **MSC**-certified, and we have increased by **+5 p.p.** the percentage of certified hydrobiological byproduct meals, reaching 39%. These advances not only reinforce our commitment to the environment but also testify to our capacity to adapt to global challenges.

However, sustainability cannot remain merely as a list of achievements. It goes much further: it is a culture that we must cultivate in every corner of our organization. I am proud to see how our team is increasingly committed to this vision. During 2023, more than 200 collaborators were directly involved in sustainable development initiatives. We have created an internal movement where every member of Vitapro assumes an active role in sustainable

development. This growth reflects that, beyond the challenges, there is a shared willingness to transform our industry from within.

Our commitment remains steadfast: to continue innovating and collaborating so that sustainability becomes the guiding pillar for the development of aquaculture in Latin America. Transformation not only implies doing things differently but generating an impact that transcends generations. In every advance, in every improvement, we find the opportunity to nourish the future more equitably and responsibly. I invite you to continue building this vision together: More Commitment, More Action. Ensuring that every action we take today is a seed that will blossom into a more sustainable future for everybody.

María Alejandra Rivera.



Our sustainable management 202

ECONOMIC VALUE GENERATION

USD 932 million in sales

USD 81 million in EBITDA

USD +85% million invested in the construction of the new feed mill in Ecuador

84% satisfaction achieved by **NICOVITA**



Vitapro achieved market leadership in Central America.

90% satisfaction achieved by **SALMOFOOD**



Inauguration of the Technological Aquaculture Experimental Center in Ecuador

MITIGATION OF OUR IMPACT

100% of hydrobiological ingredients from reduction fisheries sourced from Fishery Improvement Projects and/or certified by MarinTrust across 3 of our 4 regions (Peru, Ecuador and Honduras).

+95% of our waste is repurposed.

-6% reduction in non-hazardous waste generated

39% of hydrobiological byproduct meals are MarinTrust Certified

-1.6% reduction in carbon footprint per ton of feed produced in scopes 1 and 2

30% emissions reduction target for scopes 1 and 2 by 2030

SOCIAL VALUE GENERATION

1117 direct collaborators

USD 480 million in purchases from local suppliers

86% of our suppliers are local

PRODUCTIVE EFFICIENCY



NICOVITA

0.39 FIFO[1] for shrimp

1.50-1.60 FCA[2] for shrimp



SALMOFOOD

0.34 FIFO[1] for fish

1.06 FCA[2] for fish

1. Fish In Fish Out (see chapter on Transforming the Value Chain). **2.** Feed Conversion Ratio (see chapter on Transforming the Value Chain).

How to read this report

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

We present our 2023 Sustainability Report, where we outline our commitment to the development of the countries in which we operate. This document reflects our performance in relation to Environmental, Social, and Governance (ESG) factors that are critical to our business and stakeholders.

Through this report, we account for our sustainability activities and outcomes. The preparation of this report was overseen by the Sustainable Development Management and approved by the company's directors.

This report was developed in alignment with the Universal Standards of the Global Reporting Initiative (GRI) GRI 1, 2, 3, 2021 edition, and the sectoral supplements GRI for Agriculture, Aquaculture, and Fishing Sectors, 2022 edition. Additionally, we included the Sustainability Accounting Standards Board (SASB) for Agricultural Products.

Furthermore, we contribute to achieving the Sustainable Development Goals (SDGs) through the development of material topics linked to the three pillars of our Sustainability Roadmap.

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

- At the beginning of each section, the references to the contents of the GRI and SASB Standards are specified.
- Following the general information of the report, annexes detailing the respective content indexes of the GRI and SASB Standards applied are provided.

Regarding previous reports, we have updated the emissions information of the year 2022 (for further details, please refer to the chapter **Protecting the environment**). This Sustainability Report has not undergone third-party verification.



About Vitapro

1

In this chapter:

1.1 Profile

1.2 Our brands

1.3 Market leadership and resilience

1.4 Further commitment to sustainability

1.5 Value chain

1.1 Profile

(GRI 2-1)

OUR COMMITMENT

We transform aquaculture *to nourish the future*

Guided by our purpose of transforming aquaculture to nourish the future, at Vitapro we have been driving the development of our industry in Latin America for over three decades. We operate in Ecuador, Chile, Honduras, and Peru.

Sustainability is a cross-cutting and intrinsic pillar of our business. Our products are developed to contribute to building an environmentally and socially responsible aquaculture industry. We seek to solve the challenges faced by Latin American aquaculturists through high-standard farming practices, cost efficiencies, and solid backing in research, development, innovation, and technology.





Our brands, Nicovita and Salmofood, provide quality nutrition for shrimp and fish, ensuring optimal and profitable feed conversion rates for our clients. We co-create sustainable, comprehensive solutions that respond to our clients' needs and contribute to precise and efficient aquaculture production. This is enhanced by the comprehensive technical support of our advisors and by our digital and technological ecosystems, which foster knowledge development and capacity-building across markets.

We work to make aquaculture the solution for the future of food security. In this vein, we actively collaborate with different stakeholders across the value chain, generating value, efficiencies, and opportunities to advance together toward sustainable development and make aquaculture the solution for the future of food security.

We co-create *sustainable comprehensive solutions*

VISION, MISSION, PURPOSE, AND VALUES

(GRI 2-23)

We are part of Alicorp, a leader in consumer goods with a solid track record and a portfolio of over 150 proprietary brands, present in 8 countries. Their support drives us to maintain world-class standards.

PURPOSE

To transform aquaculture to nourish the future.

MISSION

To create value for our customers with sustainable nutritional solutions, backed by market knowledge, innovation, technical support, and high-quality standards.

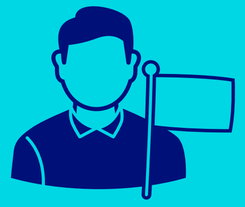
VISION

To be global leaders in nutritional solutions for aquaculture.



VALUES

These are the fundamental foundations of our organizational culture which guide our actions toward achieving our objectives.



We lead with passion

We are passionate leaders in everything we do. We are entrepreneurial individuals with a winning mindset and courage. This drives us to innovate and transform markets.



We act with agility and flexibility

We are an agile and adaptable team, ready to take risks, learn from our mistakes, and celebrate our successes with humility.



We show respect

We are committed to integrity and honesty. We respect our people, clients, consumers, the environment, and the communities in which we operate. We embrace different points of view and communicate clearly.



We stay connected

We embrace the organization's goals as our own and strive to meet our objectives with high standards of excellence and responsibility. We work as a team, constantly challenging ourselves, knowing that our efforts contribute to creating value and well-being for people.



We trust

We foster an environment where people feel safe expressing their thoughts. We trust in our people and their talents, empowering them to make the best decisions.

CORPORATE STRATEGIC PILLARS OF ALICORP

Aligned with Alicorp, our business strategy is based on three strategic pillars and two enablers that prepare us for the future.



1. Growth

We aim to be leaders in the industries where we operate. We have set challenging but achievable goals, targeting growth above the levels of the markets in which we compete. Our commitment is to continue growing sustainably and efficiently.



2. People

We trust in and develop the talent of our people to strengthen our culture, which will drive us toward our growth objectives. We aim to share knowledge and experiences, bringing the “Alicorp Culture” wherever we go. We are working on strengthening our Governance model and refining our roles.



3. Efficiency

We are building a culture of efficiency driven by simplicity, agility, and a commitment to acting as owners, ensuring efficiency in everything we do.

Enablers

+ **DIGITAL**
  Driving digital transformation and the use of advanced analytics to create value for our shareholders, employees, customers, consumers, and communities.

+ **INNOVATION**
  Fostering a culture and capabilities of innovation by investing in businesses with future potential to ensure long-term growth.

OUR OPERATIONS

(GRI 2-1, 2-6)

Over 30 years of experience building trust and capability to drive aquaculture growth *across the region*

With more than 30 years of expertise, our brands Nicovita and Salmofood stand as symbols of trust and track record, driving the growth of our clients in all the markets where we operate. Currently, we have 4 production plants with an annual capacity of 950,000 tons of aquaculture feed.

NICOVITA PLANTS	+ **Ecuador:**	Inbalnor Plant
	+ **Peru:**	Nicovita Trujillo Plant
	+ **Honduras:**	Nicovita Honduras Plant
SALMOFOOD PLANT	+ **Chile:**	Castro Plant



PLANTAS NICOVITA

PLANTA SALMOFOOD

Our production serves diverse markets, with a strong presence in South America and Central America.

CEA

AQUACULTURE EXPERIMENTAL CENTERS (CEA, for its acronym in Spanish)

+ **ECUADOR**
  Technological CEA – Naranjal (New 2023)
+ **PERÚ**
  CEA – Lima
  CEA – Trujillo
  CEA – Tumbes
+ **CHILE**
  CEA – Puerto Montt
+ **MÉXICO**
  CEA – Mazatlan

WE HAVE A RESEARCH AND INNOVATION NETWORK TAILORED TO THE NEEDS OF THE INDUSTRY

(GRI 3-3)

We boast the world's *most significant research and development network* for shrimp, comprising our Aquaculture Experimental Centers (CEA). These centers specialize in developing new diets that cater to the specific needs of our clients.

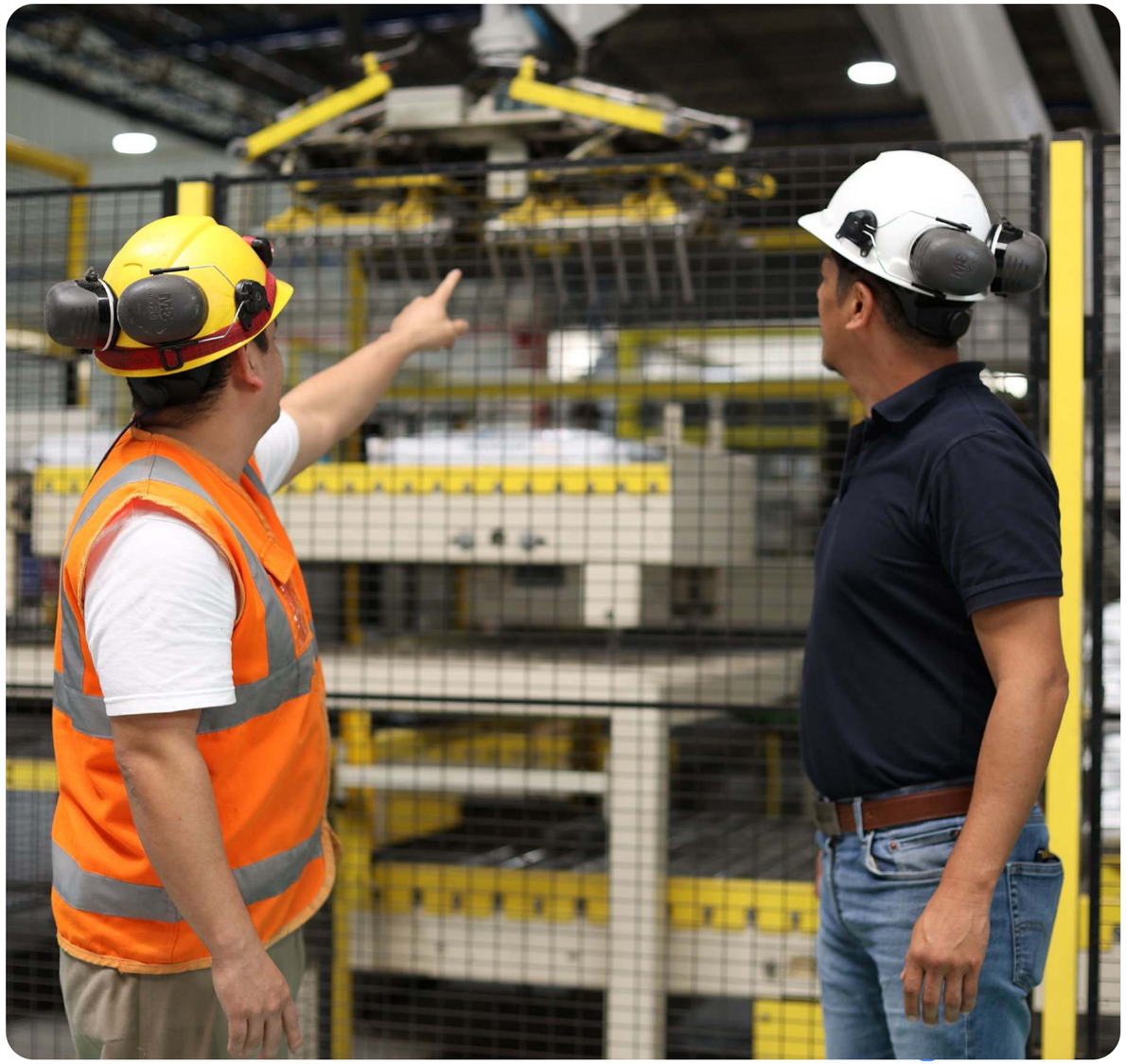
Vitapro's commitment to transforming aquaculture is reflected in our strong focus on research and technology. Our trials, designed with scientific rigor and experimental methodologies, are grounded in the statistical validation necessary to turn knowledge into practical and proven recommendations.

Through technical advisory services, this knowledge is translated into data-driven decisions, optimizing field results and ensuring our clients' success. We have adopted an operational efficiency approach that enables us to progress toward sustainability and long-term success.

For us, efficiency goes beyond cost and resource optimization. It also includes the ability to adapt to market fluctuations without compromising product quality or our commitment to the environment and society. With the support of advanced technologies and the continuous optimization of our processes, we strengthen our competitiveness and leadership in the market.







RISK MANAGEMENT IN OPERATIONS

(GRI 3-3)

A robust management framework ensures operational continuity and resilience while maintaining a proactive stance *toward contingencies*

It is crucial that our facilities are adequately equipped and our personnel properly trained to handle any unexpected situations. This commitment safeguards our employees and assets while ensuring the continuity of our operations and minimizing environmental impact.

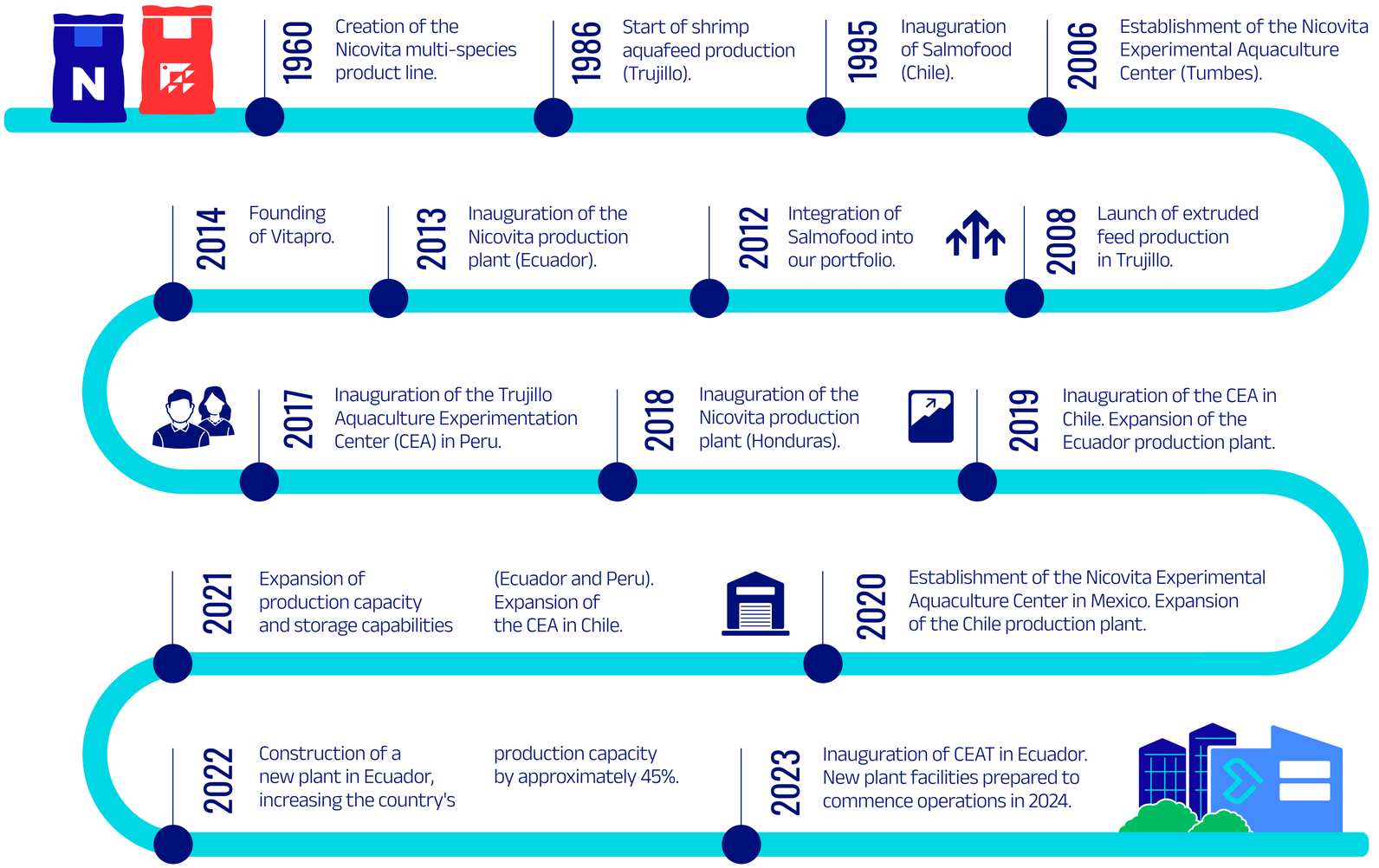
We continuously work on identifying potential risks that may disrupt operations. We design strategies to ensure proper preparation and response to contingencies and emergencies.

We have reinforced our ability to respond to potential natural disasters, energy crises, cyberattacks, and political or social crises, ensuring our capacity to supply nutritional solutions to clients without impacting their profitability. Additionally, we recognize that the increasing frequency of events and effects stemming from climate change may variably impact connectivity, operations, and emergency systems in the regions where we operate.

NICOVITA SALMOFOOD

A proven track record of success, demonstrating commitment to driving and transforming *the aquaculture industry*

In 2023, in Ecuador, we inaugurated the Technological Aquaculture Experimentation Center (CEAT, for its acronym in Spanish), a milestone that strengthens our global leadership in research and development, particularly in the shrimp farming sector. Additionally, we launched a new production plant in Ecuador, which will increase our production capacity in the country by over 45%, enabling us to offer a flexible and adaptable portfolio tailored to the diverse needs of our clients.



THE LARGEST INVESTMENT FOR THE BEST SHRIMP

Nicovita opens a new plant in Ecuador, increasing production capacity by 45%, consolidating *the most versatile and flexible* shrimp production capacity in Latin America.

In 2023, we achieved one of the greatest milestones in Nicovita's history with the launch of a new production plant in Ecuador. This represents Vitapro's largest investment to date, amounting to over USD $85 million.

This modern facility, which will be fully operational in 2024, is equipped with cutting-edge technology and marks a major advancement in shrimp feed production.

With this new plant, along with our existing facilities in Ecuador and Trujillo, we are consolidating a 45% increase in our production capacity. This expansion will allow us to meet the growing demand of the sector more efficiently, while our product portfolio continues to evolve with flexible and adaptable solutions tailored to customers' needs.

The new plant has been specifically designed to meet the requirements of advanced shrimp farming operations, which demand specialized, high-quality feed to enhance the performance and health of the crops.

This milestone not only strengthens our competitiveness in the market but also underscores our commitment to innovation and technological development, contributing to the shrimp farming industry.



Javier Alva

Corporate Project Manager

"This new plant marks a milestone in the adoption of Swiss technology in Latin America and reflects our confidence in the Ecuadorian shrimp farming industry, raising production standards in a challenging context."

1.2 Our Brands

NICOVITA





SALMOFOOD

Nicovita and Salmofood address the needs of shrimp and fish producers in Latin America by offering nutritional solutions and services with a comprehensive approach. Our products are crafted using carefully selected ingredients that meet the highest standards of quality and safety, ensuring optimal performance in growth, quality and animal health.

NICOVITA

A leading brand in Latin America providing *comprehensive solutions*

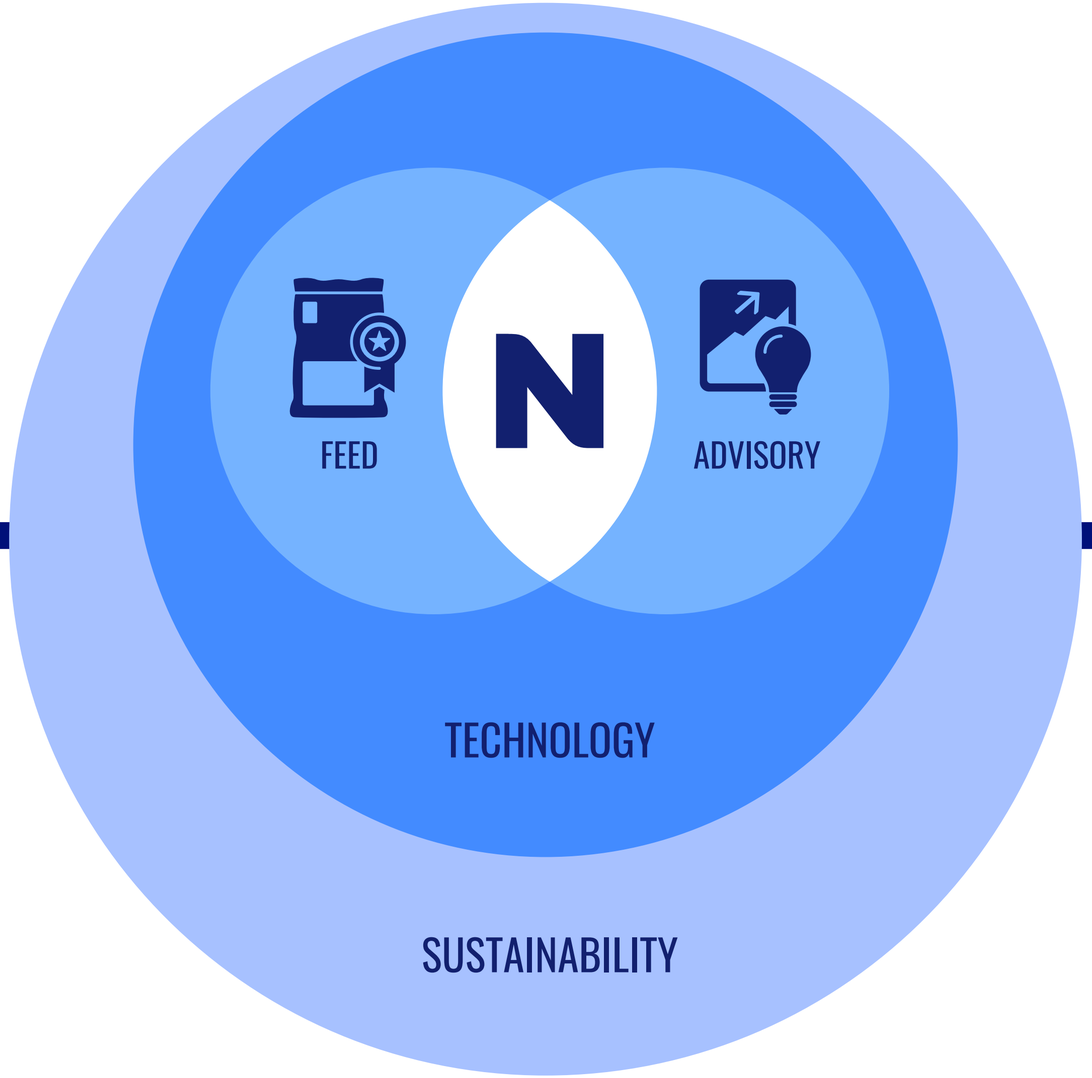
A leading brand in Latin America that delivers comprehensive solutions for more sustainable aquaculture. Through Nicovita, we primarily serve the shrimp farming industry, focusing on promoting comprehensive nutrition and efficient production to maximize the profitability of our customers.

Our value proposition at Nicovita highlights technology and sustainability as active attributes in our products and initiatives. In this way, we offer to our clients holistic solutions, combining premium-quality feed with consultative advisory services.



NICOVITA

Evolving *with confidence*



Nicovita's value proposition centers on our clients and is built upon four key pillars: feed, advisory, technology, and sustainability. Our primary focus lies in providing high-quality feed and personalized consultative advisory services, ensuring efficient and healthy shrimp farming practices. These two elements are the driving forces behind our offering, enabling our clients to optimize every phase of their production cycle.

Technology and sustainability complement this model by enhancing the shrimp feeding process through advanced tools and platforms we provide to our customers. At the same time, sustainability boosts the environmentally and socially responsible performance of our products and business practices. This commitment promotes resource efficiency, reduces our environmental footprint, and amplifies social value within our value chain, workforce, and communities.

PRODUCT PORTFOLIO

In 2023, we continued to offer a wide variety of products focused on our clients and their needs, constantly striving to develop solutions for every stage of the shrimp production cycle. Our portfolio is designed to maximize results while reducing the Feed Conversion Ratio (FCR)[1].

1
FCA: This is the ratio that measures the amount of weight gained in relation to the feed provided. A feed is considered more efficient when it achieves the same weight gain with less feed.

NURSING STAGE

Product	Protein
Origin	Minimum 45%

PRE-GROW-OUT STAGE

Product	Protein
Katal Precría	Minimum 40%
Katal Post	Minimum 38%
Transferencia	Minimum 35%
Classic Precría	Minimum 35%
Classic Post Transferencia	

GROW-OUT STAGE

Product	Protein
Katal	Minimum 35%
Katal Proterra (New 2023)	Minimum 28% or 35%
Classic	Minimum 35%
Finalis	Minimum 35%
Qualis	Minimum 28% or 35%
Qualis E+	

HEALTH LINE

Product	Protein
Térap	Minimum 35%
Térap E+	Minimum 35%



LAUNCH OF KATAL PROTERRA

Katal Proterra, Nicovita's shrimp feed that nourishes, protects and preserves the environment, ensures the maintenance of organic matter levels throughout each production cycle. This innovative feed reduces contamination and minimizes environmental impact.

Benefits

- Guarantees shrimp growth.
- Prevents the proliferation and accumulation of organic matter in the environment.
- Helps protect cultivation outcomes from the beginning to the end of the cycle.

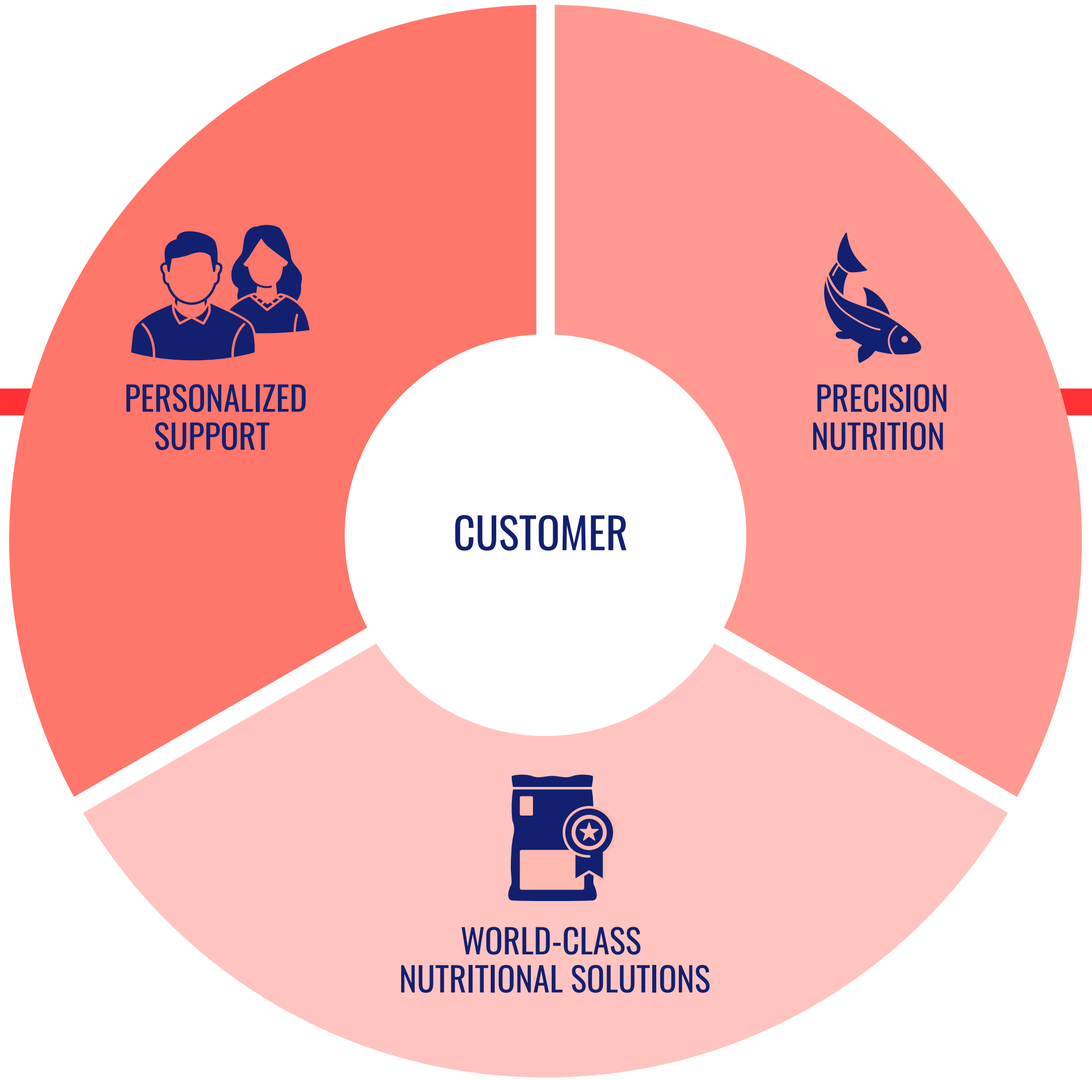
SALMOFOOD

Over three decades *of experience*

Our premium-quality feed brand for the salmon industry has been in the market for over three decades. Salmofood delivers value to our clients through nutritional solutions based on market knowledge, innovation, technical support, and high-quality standards. We invest approximately $2 million annually in applied research for the industry.

We offer a wide portfolio of products, including multi-species diets for seawater (trout, Atlantic salmon, and Pacific salmon), designed specifically for the unique needs of each species. At Salmofood, our value proposition revolves around our clients, guided by three strategic pillars.





SALMOFOOD

Your trust drives us forward

+ **Personalized Suppor**

  Through our flexible, customer-oriented culture and rapid adaptability, we offer products tailored to the unique needs and requests of each client. We support them throughout the process with innovative, competitive, and efficient solutions for their businesses.

+ **Precision Nutrition**

  We deliver specialized technical advice combined with data-driven insights, ensuring optimal and more efficient production outcomes for every client.

+ **World-Class Nutritional Solutions**

  We provide top-quality feed that enhances efficiency, resulting in healthier and more robust fish. By developing new technologies and gaining deep knowledge, we ensure the best nutritional performance in our diets.

PRODUCT PORTFOLIO

At Salmofood, we offer our clients the following feeding strategies:

GROW-OUT		FUNCTIONAL		CAREBLOCKS		THERAPEUTIC
Atlantic Salmon	Transfer Salar Explorador AE Explorador XG	**Multi-species**	Restore (DF)	**Defence**	Viral Skin-G Recover	**SFM** **SFM AE** **SFM XG**
Coho Salmon	Transfer Coho Chelin ME Chelin AE	**Coho Salmon**	Ictus (DF)	**Relief**	Antiox+ Liver Oxycare	
Trout	Transfer Trucha Lemuy ME Lemuy AE			**Improve**	Melanosis	

LAUNCH OF ANTIOX+

Antiox+, a nutritional supplement developed by Salmofood, reduces the prevalence of cataracts in salmon caused by oxidative stress due to rising temperatures.Additionally, it enhances pigmentation, contributing to better welfare, health, and growth in aquaculture production.

Benefits

- A powerful physiological antioxidant.
- Prevents oxidative stress and cellular damage.
- Reduces cataract scores.
- 100% bioavailable.
- Mitigates risks associated with farming (cataracts).
- Improves product quality (pigmentation). .

1.3 Market leadership and resilience

(GRI 3-3)

In a challenging year, *we reaffirmed our bonds* with clients and positioned ourselves as a leading and reliable brand

2023 presented significant challenges for the global aquaculture industry, particularly for the shrimp production sector, which faced historically low price levels. Many shrimp farmers were forced to sell below production costs. In this context, clients substantially reduced their production levels, demanded higher discounts, and sought more flexible commercial terms, driving increased competitive pressures. One of the most affected countries was Ecuador, where shrimp exports grew by 14%, but their total value declined by 5% compared to the previous year.

In this difficult environment, the business effectively adapted its strategy to market conditions, safeguarding portfolio health and supporting aquaculture farmers as much as possible by offering additional discounts and developing tailored products to address the situation. Strategic decisions were made to prioritize and focus on specific client segments due to increased business risks caused by the challenging circumstances.



Carlos Quispe

General Manager, Vitapro Ecuador

"In a year of global volatility, anticipating and responding to our clients' needs was paramount to maintain leadership in the aquaculture industry. Through strategic management focused on operational resilience and strong commercial relationships, we ensure business sustainability, making decisions that reinforced profitability and growth for our clients."

In 2024, Carlos Quispe assumed the role of General Manager of Vitapro Ecuador.

The strategic approach implemented allowed Vitapro to remain steadfast in this environment, demonstrating a high capacity for resilience that strengthened relationships with clients, enhancing competitiveness within the sector.

MAIN MILESTONES



Nicovita achieved market leadership in Central America for the first time in our history as a result of a successful commercial strategy. This was achieved in a market less affected by the price crisis, partly due to improved product formulations that respond to the specific demands of shrimp farming in the region.



Salmofood maintained its growth levels above 1%–2%, despite being impacted by pricing challenges.



Nicovita built the world's most modern shrimp feed plant in Ecuador, which will increase the brand's production capacity in the country by 45%.



Salmofood has strengthened commercial relationships with clients and ensured excellence in post-sales services. The company stood out for its agility in developing solutions aligned with market trends, earning recognition from clients for its collaborative approach with the brand.

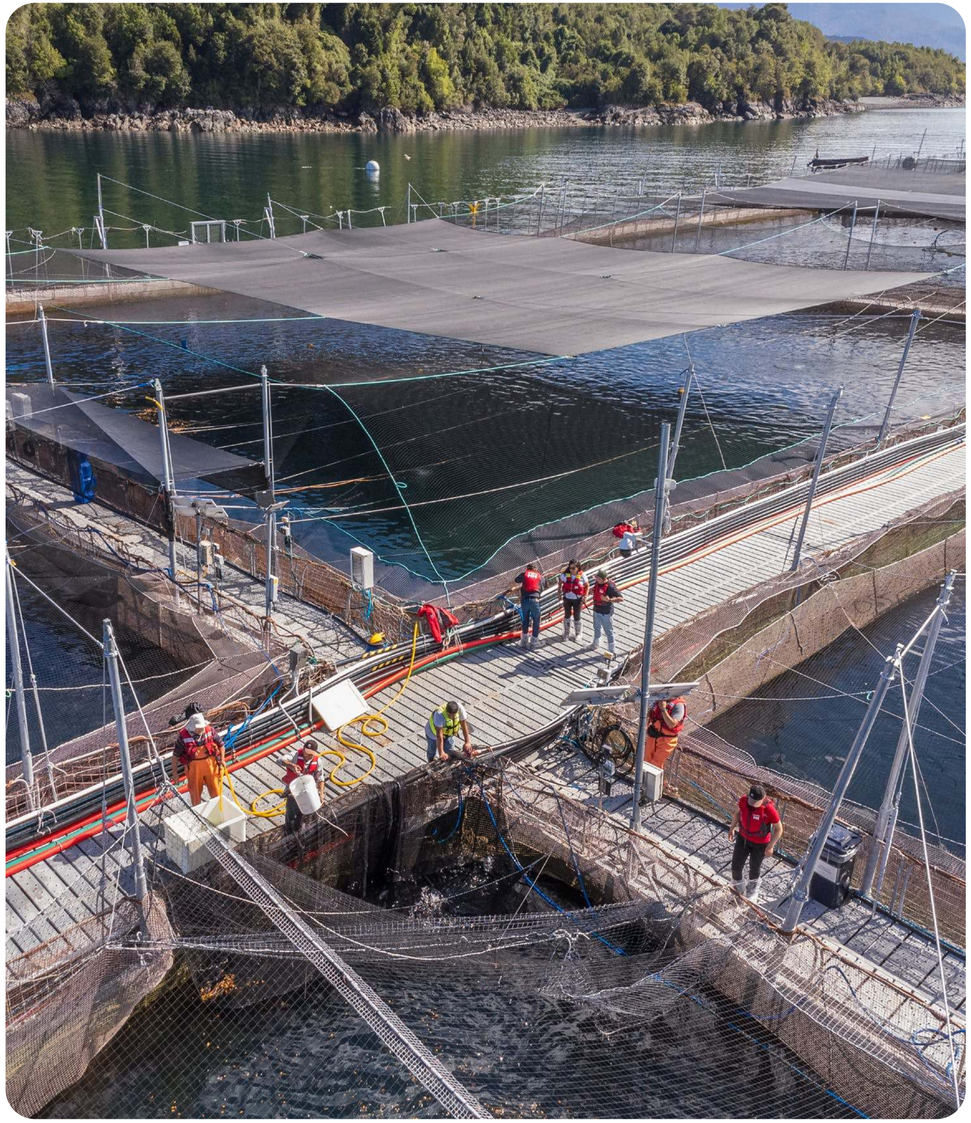
1.4 Further commitment to sustainability

(GRI 2-13, 2-28, 2-29, 3-1, 3-2)

Firm progress in the Sustainability Roadmap, driving *sustainable aquaculture development* and contributing to the achievement of the SDGs.

Vitapro maintains a firm commitment to sustainable development, as outlined in its Sustainability Roadmap, which aligns with the United Nations 2030 Agenda. This roadmap is structured around three pillars that represent our Environmental, Social, and Governance (ESG) priorities, guiding our actions to promote more sustainable aquaculture practices.

Throughout 2023, we made progress in key initiatives, performance indicators, and responsible management of these priorities, involving more than 200 collaborators directly. These efforts not only strengthen our strategy but also contribute to the fulfillment of the Sustainable Development Goals (SDGs), reaffirming our aspiration to lead the path towards a more responsible and sustainable global aquaculture industry.



PILLARS THAT COMPRISE OUR PATH

PURPOSE:
To transform aquaculture to nourish the future

P1 PILLAR 1
Promoting healthy nutrition and well-being

- To ensure transparency and feed safety.
- To develop a product portfolio that contributes to sustainable precision nutrition.
- To promote an environment of well-being, diversity, and inclusion for employee development.

SDGs this pillar contributes to:

10 Reduction of inequalities

12 Responsible production and consumption

P2 PILLAR 2
Transforming the value chain

- To collaborate effectively with our clients to help them reach their full potential.
- To create virtuous circles between Vitapro and its suppliers by promoting their development.
- To contribute to community development alongside Vitapro.

SDGs this pillar contributes to:

8 Decent work and economic growth

9 Industry, innovation, and infrastructure

P3 PILLAR 3
Protecting the environment

- To enhance circularity by seeking resource and operational efficiency.
- To promote sustainability-based solutions for environmental and biodiversity protection.
- To advance towards a “zero emissions” economy through energy efficiency, innovation, and renewable energy.

SDGs this pillar contributes to:

13 Climate action

14 Submarine life

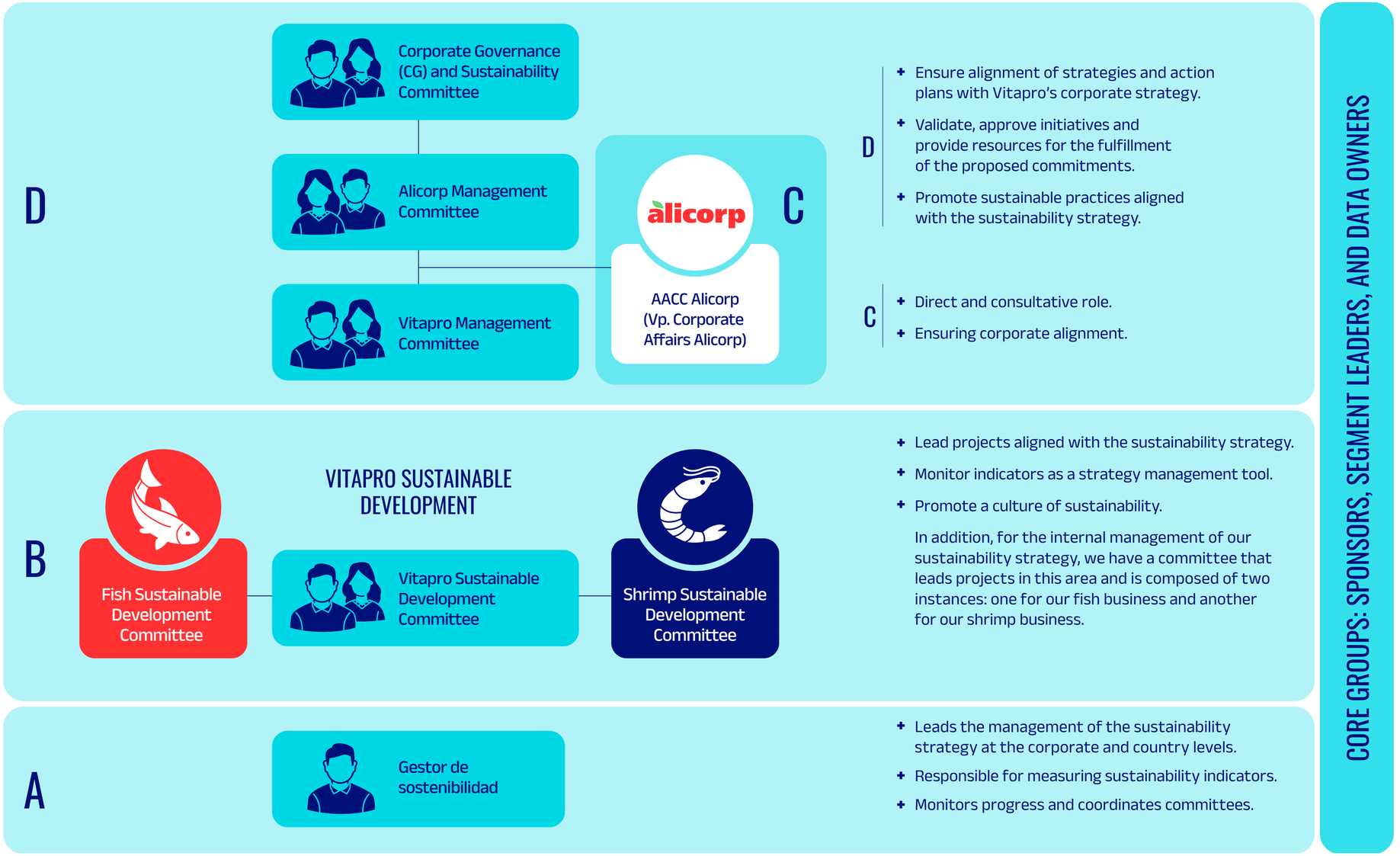
STRUCTURAL ELEMENTS
ESG communication and change management

- Organizational alignment and incentives.
- Governance model and organizational structure.
- Impact measurement, monitoring, and reporting.
- Communications strategy.

SUSTAINABILITY GOVERNANCE

A solid structure that oversees *sustainability* at all levels and segments.

We hold a solid structure that supervises the management of the sustainability strategy, aligning it with our core business at corporate and segment levels (shrimp and fish). Our directors and a significant number of managers and specialists have ESG-related responsibilities included in their performance indicators. Furthermore, we are integrated with Alicorp through the Vice Presidency of Corporate Affairs, ensuring corporate alignment.





In turn, this structure is supported by the core groups, which consist of nine teams made up of leaders and professionals who monitor the performance of our material topics. The core groups operate at three levels: sponsors, segment leaders, and data owners, whose scope involves information management processes and sustainability indicator reporting.

+ **Sponsors**
  They lead the management of a group of relevant sustainability topics (material topics).
+ **Segment leaders**
  They implement and supervise the management of sustainability projects.
+ **Data owners**
  They manage the collection, measurement, and performance of sustainability indicators.

In 2023, we implemented an ESG3 dashboard as a central tool to unify and monitor key projects, goals, and indicators aligned with our governance structure. Approximately 200 employees are directly or indirectly involved in sustainability projects, and their comprehensive performance evaluation is now linked to ESG objectives, ensuring a coherent approach with the sustainability strategy.

3
ESG: Environmental, Social, and Governance.

MATERIALITY UPDATE

We updated our materiality approach by integrating financial and impact-focused perspectives to strengthen our *sustainability strategy*

In 2023, we revised our analysis of the most significant topics for our ESG management, incorporating the principle of double materiality. This aligns with current sustainability reporting trends, such as the European Union's Corporate Sustainability Reporting Directive (CSRD) and the most rigorous ESG standards. As a result, we identified a list of material topics, emphasizing those considered doubly material, that is, financially relevant and relevant from a stakeholder impact perspective.

This exercise was methodologically guided by the 2021 version of the Global Reporting Initiative (GRI) standard, along with insights from the Sustainability Accounting Standards Board (SASB) and the International Financial Reporting Standard (IFRS), as well as other sustainability frameworks and standards.

Considering the scope and breadth of the value chain we are part of, shrimp and fish businesses, we incorporate public and secondary information from our clients and relevant stakeholders in the markets where our clients' final products are distributed. This allows us to gain a broader perspective to manage positive and negative impacts, risks, and opportunities effectively.
See the materiality annex.



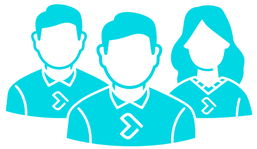
Allan Cooper

Corporate Director of Business and Value Creation

" The double materiality analysis at Vitapro represents a critical step in identifying financial risks and opportunities linked to sustainability. We recognize that assessing the financial, the environmental and the social impacts of our decisions is essential for advancing towards comprehensive sustainable development. This approach not only reinforces our corporate responsibility but also enables us to adapt to external demands, establish ourselves as agents of change, and align our actions with the expectations of our diverse stakeholder "

STAKEHOLDERS ENGAGEMENT

We address the needs and expectations of our stakeholders while working together for aquaculture development. To ensure that these relationships are mutually beneficial, we establish strategies and feedback mechanisms.



Level 1
Employees

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



Level 2
Suppliers

We foster commercial relationships through our procurement department and the user areas for the various goods and services we acquire.



Level3
Customers

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



Level 4
Community

We build trust with key actors in the communities where we operate, engaging through plant leaders, sustainable development teams, and community relations units.

PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

Active collaboration **with leading industry associations and institutions to foster the continuous development of the sector.**

Recognizing that sustainability is a collective effort, we strengthen ties and actively participate in sectoral associations and relevant institutions.

+ CRepresentation on the Board of the Ecuadorian National Chamber of Aquaculture.
+ Participation in the Guayaquil Chamber of Industries.
+ Participation in the Guayaquil Chamber of Commerce.
+ Membership in the Ecuadorian Association of Balanced Feed Producers (APROBAL, for its acronym in Spanish).
+ Membership in the small pelagic fishery improvement project, led by the National Fisheries Chamber.
+ Participation in the Ecuadorian-Peruvian Chamber of Commerce (CAMEPE, for its acronym in Spanish).
+ Signatory of the Sustainable Shrimp Partnership (SSP).
+ Member of the National Association of Aquaculturists (ANDA, for its acronym in Spanish).
+ Participation in the Chilean Salmon Industry Association.
+ Participation in the National Fisheries Chamber.
+ Member of The Marine Ingredients Organization (IFFO).

1.5 Value Chain

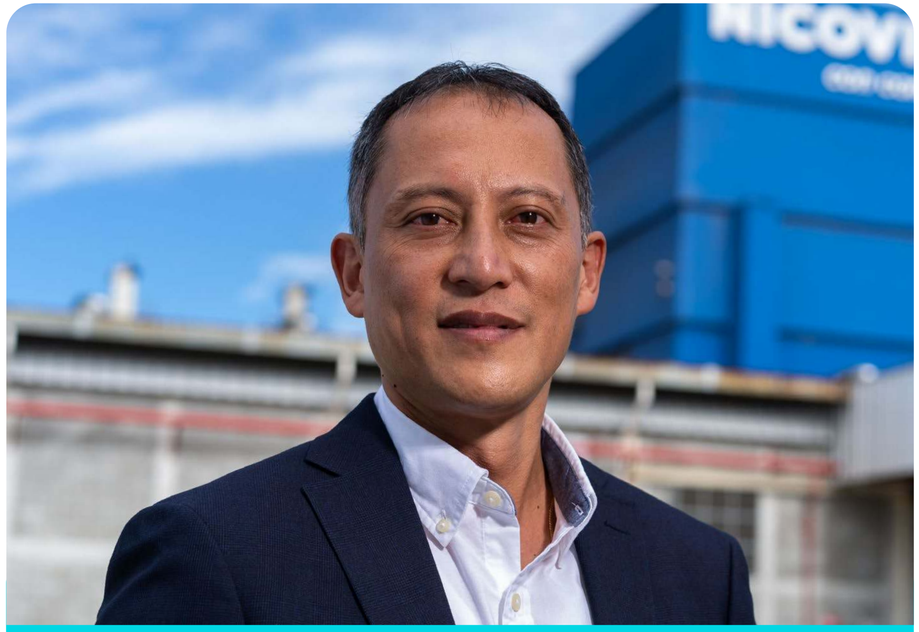
(GRI 2-6)

Proactive management across the supply chain allows us to meet *new consumer habits and demands*

Our activities are part of a complex value chain whose final destination is consumers of aquatic-origin protein. The habits and demands of these consumers are evolving, requiring more sustainable products. This trend has intensified in recent years, therefore, we aim to strengthen our leadership in the sector by being more efficient and proactive.

Competitiveness focus areas

+ **Productive capacity**
  Maximizing efficiency and production with available resources.
+ **Product adaptation**
  Modifying existing products to adapt to the specific needs of the market.
+ **New products or product launches**
  Developing and introducing innovative products to meet market demands.
+ **Investments and new technologies**
  Investing in improved and advanced technologies to optimize production and reduce costs.

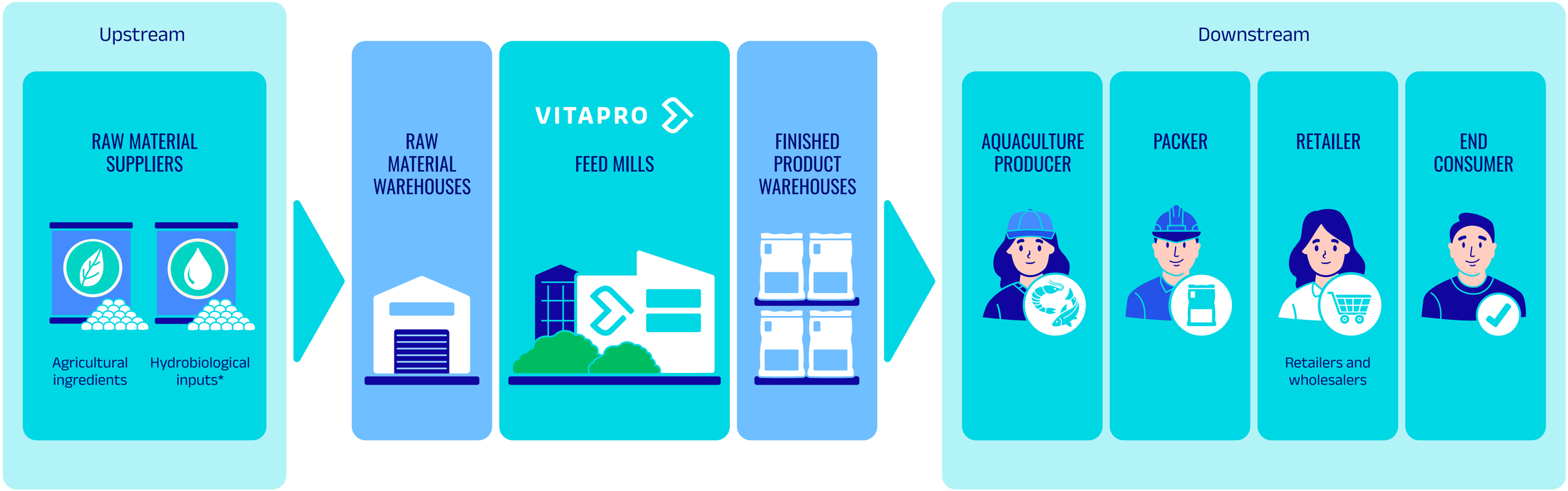


Iván Chang

General Manager, Vitapro Honduras

“In recent years, we have established closer collaboration with shrimp farmers, promoting sustainable and responsible growth through our value proposition and service approach, which has evolved to enhance their growth with the launch of our specialties in early-stage advisory, health, and technology. We are fully aware that evolution will be the only way to protect current market niches and, in the medium term, enter the markets of major producing countries.”

Our role in the global food production chain is to provide balanced feed for fish and shrimp, a source of protein for human consumption. We interact directly with other productive sectors, such as agriculture and fisheries, which supply ingredients for our nutritional solutions. At the same time, we work closely with our primary customers, the aquaculture producers, as well as distributors of food products for human consumption. The chain concludes with the final consumption of the fish and shrimp that we feed. At Vitapro, we understand that this chain requires high standards of safety, quality, responsibility, traceability, and ESG practices to ensure the economic, social, and environmental sustainability of all actors involved in animal and human nutrition.



*
Hydrobiological inputs: Includes marine ingredients such as whole fish and fishery by-products.

Our commitment to the sustainable development of the sector, the growth of our clients, and the care for the environment in which we operate is based on the four pillars of our value proposition:

CUSTOMER-CENTRIC APPROACH

We focus on the requirements and needs of our customers through excellent service that provides personalized and comprehensive solutions. Additionally, we strengthen their processes and operations with our training programs, which promote knowledge transfer and holistic growth for each client.

VALUE FOR THE ENVIRONMENT

Sustainability is our guiding principle. We strengthen local economies by building responsible relationships with our stakeholders, developing suppliers, and hiring local talent. We constantly reinvent ourselves, innovate formulations, and promote the use of technologies to develop the industry while minimizing the environmental impact.



LOCAL TALENT

Aligned with our culture of excellence, we have a highly trained and specialized team with extensive industry knowledge. This team excels in providing valuable solutions to customers through technical, technological, commercial, and health support, among others. At Vitapro, we foster the growth of our employees, promote responsibility at all levels, encourage team collaboration, and commit to our clients' objectives.

CULTURE OF EXCELLENCE

With nearly 40 years of market experience, we are recognized for maintaining high-quality standards in everything we do. Our dedicated team strives to transform aquaculture to nourish the future.



Corporate *Transparency*

2

In this Chapter:

2.1 Business ethics and governance

2.2 Corporate guidelines and regulatory compliance

2.1. Business ethics and governance

(GRI 2-9, 2-10, 2-11, 2-15, 2-17, 3-3)

We are part of a highly dynamic and challenging industry with a vision *to nourish the future.*

This mission requires us to always maintain the highest standards of business ethics and governance in all our operations.

We firmly believe that this is the foundation for building strong and sustainable relationships with all our stakeholders and achieving long-term successful results.

Thus, **we conduct our business with integrity and ethics,** rejecting any form of corruption, bribery, or unethical conduct in all our commercial interactions and stages of the value chain.



ETHICAL COMMITMENTS

We have established a series of ethical commitments that frame the actions and cultural objectives that our employees must follow to build an integral business environment. These commitments are publicly outlined in our **Ethical Commitments Guide.**



With the Company and its shareholders

Our commitment to shareholders is to always act in ways that preserve the Company's value.



With the State, society, and the environment

e are committed to engaging with entities and public officials with the highest standards of ethics, avoiding acts of corruption. Furthermore, it is our commitment to respect the environment in which we conduct our activities, complying with the laws of our operational locations.



With our people

We are committed to creating a workplace environment where respect and trust are the basis of relationships among all our collaborators, who are the main driving force behind the Company's development. Also, we seek to offer them a safe and healthy workplace.



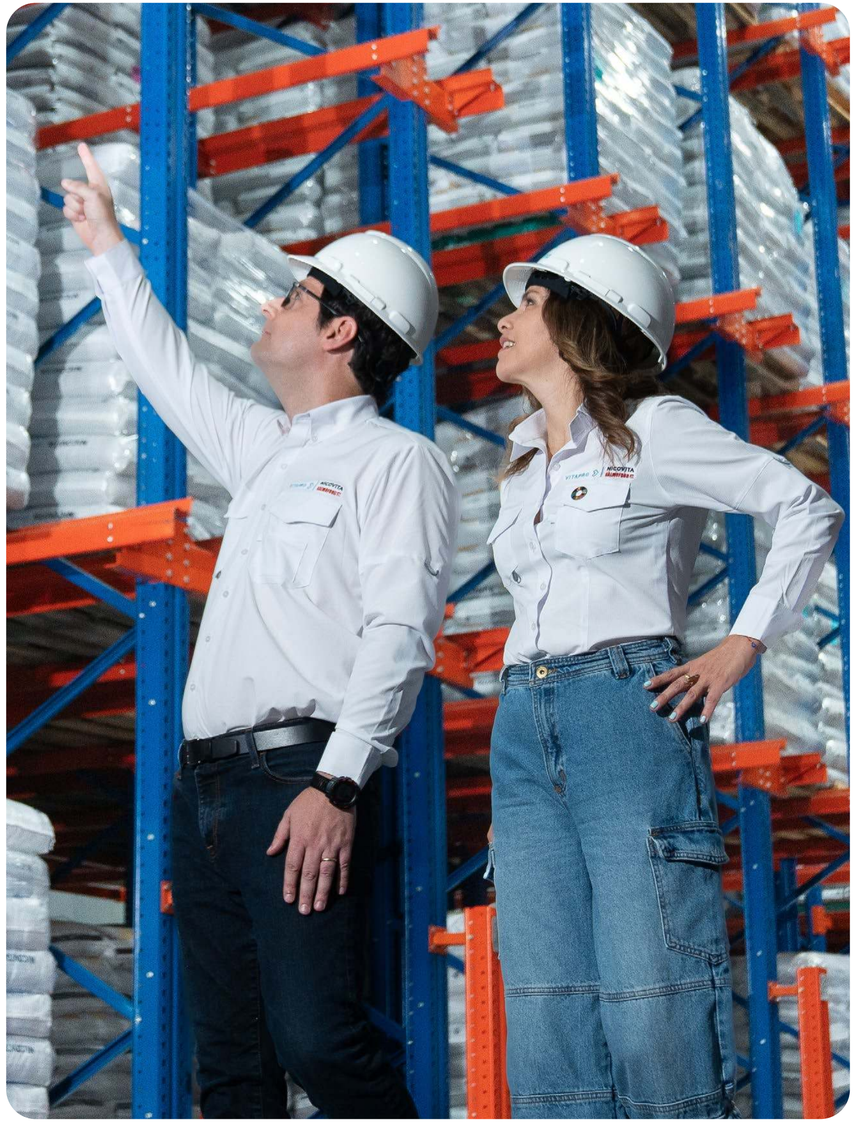
With customers, consumers, suppliers, and competitors

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



With the media and associations

We are committed to sharing accurate, timely, and truthful information with our stakeholders regarding the company and its operations. To ensure this, we have authorized channels and representatives for this purpose.



Corporate Governance

UA solid and structured governance that makes *agile, integral, and ethical* decisions to achieve the company's strategic objectives

Our corporate governance structure is designed to achieve strategic objectives through agile and responsible decision-making. This governance structure is anchored in our Corporate Entity, Alicorp, and consists of the Board of Directors, Board Committees, and Senior Management.

The Directory comprises nine members with the necessary management and legal representation powers to supervise and control the businesses within its corporate purpose, except for matters that the law or the bylaws attribute to the General Shareholders' Meeting or other governing bodies.

It includes 2 male and 1 female independent directors, representing 33% of its structure. All directors possess extensive experience and knowledge in the Latin American and global business sectors.

The Board ensures the absence of potential conflicts of interest among its members and informs its stakeholders about possible conflicts when they relate to holding positions on other boards, cross-shareholding with suppliers, among others. For further details, please refer to our **Corporate Conflict of Interest Policy**.

ALICORP BOARD MEMBERS

The Shareholders' Meeting has the authority to appoint the members of the Board. Each share grants as many votes as directors to be elected. The current members were elected during the Mandatory Annual Shareholders' Meeting on March 31, 2022, for the 2022–2025 term.

DIONISIO ROMERO PAOLETTI
Principal Director and Chairman of the Board

JOSÉ ANTONIO ONRUBIA HOLDER
Principal Director

MARCO AURELIO PESCHIERA FERNÁNDEZ
Principal Director

JORGE EDMUNDO HUMBERTO ZOGBI NOGALES
Independent Principal Director

LUIS JULIÁN MARTÍN CARRANZA UGARTE
Independent Principal Director

LUIS ENRIQUE ROMERO BELISMELIS
Principal Director

CALIXTO ROMERO GUZMAN
Principal Director

ARÍSTIDES DE MACEDO MURGEL
Principal Director

LIENEKE MARIA SCHOL CALLE
Independent Principal Director

INDEPENDENT DIRECTORS

Those selected for their professional prestige and because they have no ties to the company's management or its principal shareholders. (Refer to Article 6 of the Board Regulations).

During 2023, the Board met 16 times with an average attendance exceeding 90%. To ensure its full functioning and the capabilities of its members, an individual and collective annual self-evaluation was conducted following the provisions of this body's regulations.

Additionally, Board members underwent training sessions on:

+ Ethics Code Compliance..
+ Gestión de riesgos: Responsibilities and Key Risks

For more information, please review **here.**

BOARD COMMITTEES

The committees also include independent directors and act as support mechanisms for the highest corporate governance body.

As of the end of 2023, we have **five committees**, each comprising at least three directors:

Audit Committee	Its primary role is to ensure the transparency of financial information disclosed to the market. It assists the Board by evaluating accounting procedures, verifying the independence of external auditors, and reviewing internal control systems.
Corporate Governance and Sustainability Committee	Its main functions include evaluating and ensuring compliance with the Principles of Good Corporate Governance, and implementing necessary measures to enhance sustainability practices.
Investment Committee	Its main functions are to advise the Board and General Management regarding the investments and strategic initiatives that the company needs to implement. It also evaluates and monitors the investments made by the company.
Risk Committee	Responsible for managing the company's exposure to risks, including raw material, financial, tax, and legal risks.
Talent, Compensation, and Nominations Committee	It conducts periodic reviews of talent management, compensation strategies, policies, and programs for the company's executive levels.



SENIOR MANAGEMENT

Vitapro's senior management team consists of 10 members **who are responsible for executing and supervising the effective management and achievement of strategic objectives.** This structure includes a General Manager, 3 Country Managers, and 6 Corporate Directors. The management team has several decades of outstanding experience in the Latin American business sector, particularly in the aquaculture and feed industries.

Chief Executive Officer (CEO)
Hugo Carrillo

* Fabricio Vargas assumed this role in 2024.

General Manager of Vitapro Ecuador
Fabricio Vargas

* Carlos Quispe assumed this role in 2024.

General Manager of Vitapro Chile
Ramiro Larios

General Manager of Vitapro Honduras
Ivan Chang

Corporate Director of Business and Value Creation
Allan Cooper

Corporate Human Resources Director
Gabriel Seracchioli

Corporate Supply Chain Director
Julio De La Torre

* Karla Coronel assumed this role in 2024.

Feed Technology Director
Pablo Rojas

Corporate Manufacturing Director
Martin Williams

2.2. Corporate Guidelines and Regulatory Compliance

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

We strictly comply with applicable regulations, ensuring adherence to standards in quality, safety, environmental protection, *fair competition, and anti-corruption practices.*

We ensure compliance with all applicable laws, regulations, and standards in every jurisdiction where we operate. Among others, this includes compliance with labor, environmental, tax, and competition laws.

Additionally, we stay informed about any changes in relevant legislation to adjust and improve our practices.



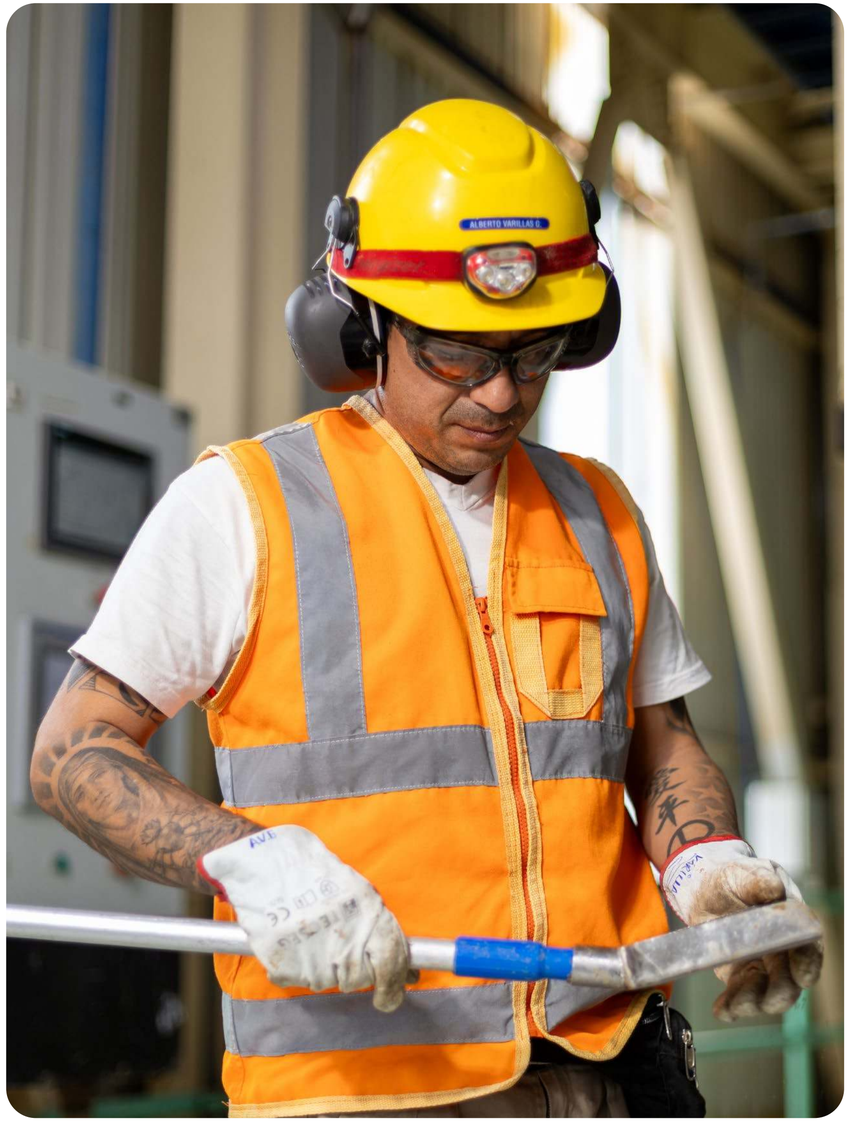


Regulatory compliance performance

In 2023, there were no instances of non-compliance with applicable laws and regulations related to quality, safety, and the environment in the regions where we operate. Similarly, no procedures, fines, or sanctions related to fair competition or corruption were registered.

To achieve this, we align with Alicorp's internal and external regulations, ensuring an ethical and transparent culture by assuming responsibility and establishing operational mechanisms.

Based on our leadership and expertise, we generate relevant insights for the industry and proactively engage in sectoral participation initiatives. These include collaboration with the Ecuadorian National Chamber of Aquaculture, the Chilean Salmon Farmers Association, research centers, universities, and authorities, in order to develop public policies and regulations that guide the sector toward better sustainability practices and corporate responsibility.



POLICIES AND COMMITMENTS

To build a sustainable future, we present our policies and commitments, outlining a clear path toward *excellence and responsibility*

- Ethical Commitments Guide (GCE)
- Corporate Ethics and Compliance Policy
- Corporate Conflict of Interest Policy
- Corporate Gifts and Hospitality Policy
- Corporate Donations Policy
- Corporate Insider Information Policy
- Corporate Human Rights Policy
- Corporate Information Security Policy
- Corporate Policy for Preventing Sexual Harassment
- Corporate Fair Competition Policy
- Employee Recruitment, Selection, and Onboarding Policy
- Recruitment, Selection, and Employment of Operational Staff Policy
- Workplace Access Policy to Prevent Entry Under the Influence of Alcohol and Drugs

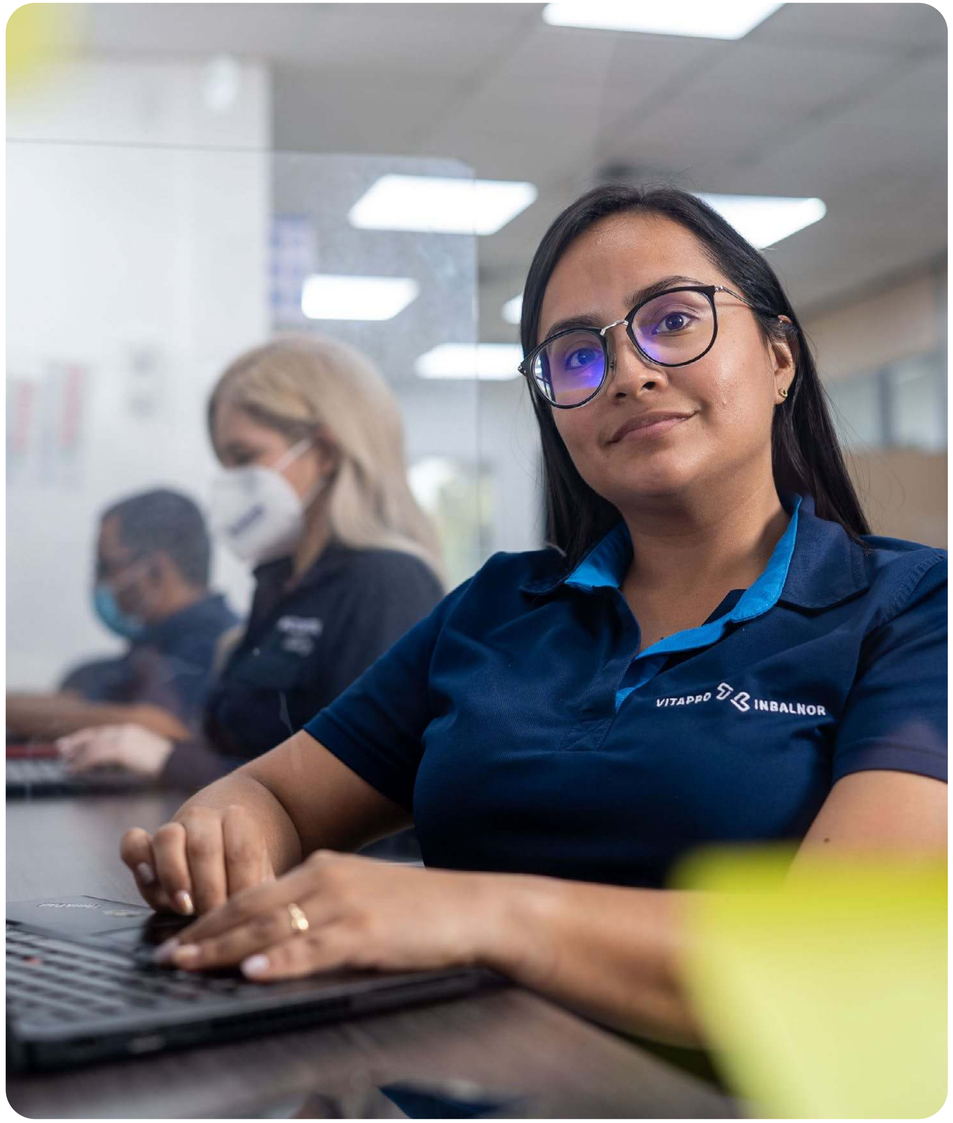
REPORTING CHANNELS

We provide various channels to prevent, detect, and handle cases of non-compliance with the Code of Ethics. Employees or stakeholders can report ethical breaches anonymously and without fear of retaliation through our Ethics Reporting Line. This channel receives, records, analyzes, and categorizes the provided information to generate a report of the received case:

- Website : **www.lineaeticaalicorp.com**
- Voicemail
- Country-specific phone lines:
  - **Peru:** 0800-78510
  - **Ecuador:** 1800-001-163
  - **Chile:** 800-914-243
  - **Honduras:** 504-2235-9286
- Postal address
- Personal interviews
- Email

If the concern involves the General Manager or any other manager, it will be escalated directly to the Corporate Ethics Committee. All other cases will be reported to the Local Ethics Committee and the Chairperson of the Corporate Ethics Committee for follow-up and monitoring.

All reports are recorded and thoroughly investigated. If a violation of the Code of Ethics is confirmed, appropriate measures will be implemented to uphold the highest ethical standards and safeguard our company's reputation. These measures may include disciplinary actions, sanctions, and, if applicable, the initiation of legal proceedings.





Promoting *healthy nutrition and well-being*

Pillar 1

P1

In this chapter:

I. To ensure transparency and feed safety.

II. To develop a product portfolio that contributes to sustainable precision nutrition.

III. To promote an environment of well-being, diversity, and inclusion for employee development.

We focus on sustainable precision nutrition and continuous improvement in the aquaculture industry, ensuring traceability, transparency, and the safety of *our products*.

We are active promoters of healthier nutrition for shrimp and fish, as well as for consumers of aquatic protein. To achieve this, it is essential to maintain a culture of well-being and inclusion among our employees, fostering knowledge, professional and personal development, diversity, and a healthy lifestyle.



Brenda Bowler

Innovation and Functional Product Development Manager

"From the Innovation and Functional Product Development department, our objective is to ensure optimal survival rates across all farming stages by designing and developing solutions that address the challenges producers face in the field."

Promoting *healthy nutrition and well-being*

Our pillar is built on three objectives aligned with our material topics. The following section will outline the performance of these objectives, the actions implemented, and the achievements attained.

Pillar 1

P1



I. To ensure Transparency and feed safety

MATERIAL TOPICS

- Feed Safety
- Supply Chain Traceability



II. To develop a product portfolio that contributes to sustainable precision nutrition.

MATERIAL TOPICS

- Innovation and Development
- Animal Health and Welfare



III. To promote an environment of well-being, diversity, and inclusion for employee development.

MATERIAL TOPICS

- Value of People
- Diversity and Inclusion
- Human Rights
- Workplace Health and Safety

I.
To ensure *transparency and feed safety*

PILLAR 1
Promoting healthy nutrition and well-being



A. Feed safety

(GRI 3-3, 416-1)

Consumers and markets are increasingly demanding sustainable aquaculture products. In this context, we safeguard the quality of our products, ensuring benefits for all stakeholders in the value chain, especially our customers.

We rigorously select the ingredients used in our diets, guaranteeing the quality and safety of our products, from the selection and evaluation of suppliers who operate with quality and safety systems. Our HACCP system includes a comprehensive risk assessment matrix designed to implement preventive measures and minimize feed safety risks in raw materials, processes, and finished products.

1
HACCP: Hazard Analysis and Critical Control Points

To meet these standards, our feed safety verification program monitors antibiotics, prohibited substances, unauthorized substances, heavy metals, among others. Additionally, we align with the regulations of the countries where we operate and we adhere to GLOBAL GAP standards, which detail specific safety requirements.

Thanks to these rigorous processes, our brands, Nicovita and Salmofood, are highly valued because of their proven product quality. This allows us to contribute to the growth of our aquaculture clients, who deliver reliable food to millions of people worldwide.



VITAPRO QUALITY MODEL

We employ a model that guarantees the quality and safety of our products. It integrates sustainable sourcing, risk assessment at all stages of the supply chain, process management, and traceability. This model enables us to establish effective control points that ensure continuous evaluation and ongoing improvement.

Model Aspects



Risk management

We manage risks using a PDCA (Plan, Do, Check, Act) model, which allows us to assign significance to each evaluated aspect and develop specific work plans based on its importance.



Sustainable sourcing

We ensure sustainable sourcing by partnering with legally established and responsible suppliers who adhere to local regulations and to our Supplier Code of Conduct. Ingredients are selected, analyzed, and approved based on quality, safety, traceability, and sustainability criteria.



Process management

We ensure the quality and control of processes in each operation by considering limits, analysis frequency, sampling points, and more. Furthermore, we seek to correct deviations and/or anomalies in the processes.



Traceability

We guarantee the integrity, accuracy, and efficiency in tracking products across the supply chain.



Quality culture

We empower our employees by enhancing their skills and encouraging their participation in Management System processes, as an input for the continuous improvement of their performance and the organization’s outcomes.

Certifications					
Ecuador	✓	✓	✓	✓	✓
Per	✓	✓	✓	✓	✓
Honduras	✓	✓	✓	✓	
Chile		✓*	✓	✓	

*
starting in 2024

CERTIFICATIONS FOR SUSTAINABLE MANAGEMENT

(GRI 13.23.3)

Across our various geographic locations, we maintain certifications that guarantee and verify the efficiency of our processes in quality management, environmental performance, and safety. These certifications uphold our robust manufacturing practices and the integrity of our value chain, especially in relation to aquaculture and ethical trade.

ISO 9001:2015 Quality Management Systems
ISO 14001:2015 Environmental Management Systems
ISO 45001:2018 Occupational Health and Safety Management Systems

Sedex Members Ethical Trade Audit (SMETA)

Authorized Economic Operator (Peru)

Global Good Agricultural Practices (Global GAP)

Best Aquaculture Practices (BAP)

Global Standards System (GS1)

B. Supply chain traceability

(GRI 3-3, 13.23.1; 13.23.3; 13.23.4)
(SASB FB-AG-250a.2; FB-AG-430a.1)

We have increased the use of certified by-products, reaffirming our commitment to sustainability and traceability within the *supply chain*.

Traceability is a priority to ensure transparency and the quality of our products, including the identification of the origin and production conditions of raw materials and acquired supplies, guaranteeing their safety, sustainability, and legality. We utilize the Global Traceability Program - GS1 (certified in Peru and Ecuador). This enables us to provide timely information to meet the requirements of our clients and markets.

Traceability Information Flow

PROCUREMENT



+ Evaluation and approval of ingredients and packaging material purchases.

WAREHOUSING AND STORAGE



+ Evaluation of incoming ingredients and materials.
+ Periodic inspections and approval for release.

PRODUCTION



+ Material consumption.
+ Process and product quality controls.
+ Notification/Release of finished products.

DISTRIBUTION



+ Reception and storage of finished products.
+ Dispatch and delivery.



We maintain direct contact with our suppliers in order to obtain information and guarantees regarding the origin of raw materials. For plant-based raw materials, traceability extends to their national origin. For animal-based raw materials (including those of marine origin), traceability extends to the factory or processing facility. For manufactured products, traceability reaches the manufacturing plant.

+ **Nicovita:** Uses 100% hydrobiological origin ingredients sourced from certified reduction fisheries under the MarinTrust standard or MarinTrust (IP)-FIP Improvement Program. Regarding hydrobiological by-products, 39% of fishmeal and 88% of fish oil are certified by MarinTrust.
+ **Salmofood:** Utilizes hydrobiological origin ingredients from certified reduction fisheries under the MarinTrust standard (75% of fishmeal and 50% of fish oils).
+ **Vitapro:** As members of the Round Table on Responsible Soy Association (RTRS), we secure credits for 50% of the soy ingredients used in our diets.

Despite the challenging context of 2023, we have not reduced the use of certified ingredients. Instead, we increased the percentage of certified by-products to 39% by the end of 2023 (+5% vs. 2022), demonstrating our commitment to the use of sustainable and traceable raw materials.

II.
To develop a product portfolio that contributes to *sustainable precision nutrition*.

PILLAR 1
Promoting healthy nutrition and well-being



A. Innovation and development

(GRI 3-3)

INNOVATION IN INPUTS AND PRODUCTS

We invest in research to innovate our product portfolio with the aim of enhancing attributes to meet our clients' needs. To fulfill the growing global demand, we have adapted and strengthened our research networks, supported by our Aquaculture Experimentation Centers (CEA in Spanish).

Our focus on research and development management allows for constant evolution, keeping us at the forefront with new ingredients and formulations. This not only improves animal welfare and health through innovative solutions but also optimizes product performance and fosters knowledge sharing.

We constantly innovate to improve *animal welfare*, optimize performance, and share knowledge.

PORTFOLIO DEVELOPMENT AND PRODUCT LAUNCHES

Through our continuous improvement approach and with the objective of adapting to the needs of the Latin American market, we constantly develop, renew, and update our portfolio and our processes. This dedication allows us to elevate the quality and performance our clients expect, keeping pace with changes in the industry. Therefore, we work closely with our suppliers and clients, engaging in analysis and validations conducted in our Aquaculture Experimentation Centers and in real production environments.



NICOVITA

Katal Proterra protects shrimp farming and the environment by significantly reducing *organic matter content*.

PROTERRA

At Nicovita, committed to the sustainable development of the shrimp farming sector, we developed Proterra, a formula with intrapellet technology available in Katal, Classic, and Finalis diets. This diet sets a benchmark in sustainable aquaculture nutrition for shrimp, ensuring its optimal health and maintaining pond quality, protecting the farming process throughout the entire cycle. With more than two years of rigorous research across varied soil types, salinity ranges, and stocking levels, we designed a unique blend containing Bacillus sp. strains. These strains work in the shrimp's digestive tract and, after excretion, continue acting in the soil to prevent organic matter proliferation and accumulation.



SALMOFOOD

Oxycare by Salmofood enhances the health and welfare of *salmon farming operations.*

OXYCARE

Salmofood, driven by its commitment to the sustainability of the salmon farming industry, provides nutritional solutions under the 'Careblocks' concept, structured into three lines: Defence, Relief, and Improve. In 2023, we launched Oxycare, a cost-efficient nutritional supplement under the Relief line, specifically developed to address productivity and health concerns at all stages of fish development.

Formulated with phytosterols and flavonoids, boosts fish tolerance to oxygen level fluctuations in water by triggering a physiological cascade for resistance and adaptation to hypoxia. It stands out as an efficient solution for enhancing fish health and productivity in low-oxygen stress conditions.



Pablo Leyton

Feed Technology Director

"The study of processes is essential, particularly when incorporating new inputs into modern formulations."

Nicovita inaugurates the Technological Aquaculture Experimentation Center in Ecuador, consolidating *the world's most important shrimp research network*

OUR AQUACULTURE EXPERIMENTATION CENTERS (CEA, FOR ITS ACRONYM IN SPANISH)

Our dedication to advancing aquaculture is demonstrated through the creation of science-based knowledge, offering the industry the confidence to continue evolving. We have the world's most important shrimp research network, composed of our Aquaculture Experimentation Centers strategically located in three countries across the region. These centers stand out for driving significant advancements in the industry by conducting complementary studies, ranging from the evaluation and validation of nutritional behavior to the analysis of physical and microbial resistance.

Nicovita achieved a significant breakthrough in aquaculture research and development in 2023 with the opening of the Technological Aquaculture Experimentation Center (CEAT) in Ecuador. Spanning 25 hectares, this experimental center is now part of Nicovita's research network and focuses on conducting commercial-scale trials to innovate and validate advanced shrimp farming technologies and strategies. The CEAT enhances Nicovita's research capabilities by closing the virtuous cycle of knowledge generation, which begins in its central laboratory, pilot plant, and a network of four experimental centers in Peru and Mexico. This integration allows for tackling the same geographical and climatic challenges encountered by shrimp farmers.

+ **CEA Tumbes (Peru)**
  Conducts nutritional studies and new ingredient research to improve the performance of our products.
+ **CEA Trujillo (Peru)**
  Carries out feeding behavior studies to optimize diet consumption.
+ **CEA UCSUR[2] (Peru)**
  Leads digestibility and growth research in controlled environments, creating diets optimized for different temperature and salinity ranges.
+ **CEA CIAD (Mexico)**
  Conducts bacterial challenge studies to improve functional packages in our diets, ensuring maximum survival rates.
+ **Technological CEA (Ecuador)**
  Develops and validates new technologies and cultivation strategies at a commercial scale. (New in 2023).

+ **CEA Salmofood (Chile)**
  Offers services to salmon producers and suppliers, enabling collaborative research to validate functional additives and new ingredients.

2
Universidad Científica del Sur (Scientific University of the South) .

KNOWLEDGE TRANSFER

We are convinced that managing and transferring knowledge within the industry are fundamental to fostering innovation and development. For this reason, we promote and participate in research projects aligned with our expertise.

AGREEMENT/ PARTNERSHIP/ RESEARCH/PROJECT NAME	TYPE	DESCRIPTION
Research and Cooperation Agreement for shrimp farming studies	Cooperation	· Agreement with UCSUR to improve diets within our product portfolio. · Agreement with Marinasol for conducting studies on improving shrimp feed.
Optimization of grow-out diets to enhance the quality of farmed shrimp	External funding	Propuesta para la obtención de Beneficios Tributarios por gastos de investigación.



Carlos Espinoza

Research Manager

“Before launching any product improvements to the market, we ensure rigorous validation. Our extensive network of research centers carries out studies aimed at maximizing the efficiency of our diets and enhancing the competitiveness of our customers.”

B. Animal health and welfare

(GRI 3-3, 13.11.1)

At Nicovita, we ensure animal health by designing a product portfolio tailored to meet nutritional needs and address environmental challenges throughout all stages of shrimp farming and its life cycle. Our nutritional solutions safeguard shrimp from environmental stressors and the energy depletion associated with growth. Our feed formulations include functional attributes designed to tackle frequent challenges like vibriosis in the field, leveraging synergies between diverse inputs and our nutritional bases. Furthermore, we have introduced solutions that minimize feed-related environmental impact, promoting ecosystem sustainability.

At Salmofood, we prioritize animal health and welfare through the development of precise, balanced formulations that deliver essential nutrients to support high activity levels and healthy fish growth. Research conducted at the Salmofood CEA drives continuous product improvements, integrating innovative ingredients that enhance digestive, immune, and general health in fish. Our strict quality control spans from raw material sourcing to manufacturing and distribution, ensuring adherence to food safety and nutritional quality standards.

We have implemented solutions that reduce the *environmental impact of feed.*





Best practices

- In Salmofood, antibiotics are used strictly following veterinary prescriptions for each manufacturing order, guaranteeing responsible and safe application.
- We encourage our poultry and swine ingredient suppliers to implement animal welfare best practices, guaranteeing optimal conditions throughout the production process.

In Vitapro, animal health is monitored by a dedicated technical team that oversees the occurrence and intensity of pathologies in the field. Our aquaculture experts ensure treatments are responsibly administered, addressing specific farming conditions, reducing environmental impact, and adhering to animal welfare standards at all times.

III.
To promote an environment of well-being, diversity, and inclusion for employee *development.*

PILLAR 1
Promoting healthy nutrition and well-being

Our workforce is the key to our success. For this reason, we aim to create an environment that promotes well-being, development, and safety, encouraging them to excel in their work and ensuring the highest quality products for our clients.

A. Value of people

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

HUMAN TALENT MANAGEMENT

(GRI 3-3, 401-1)

Our efforts focus on attracting top talent by implementing tangible actions, providing opportunities for skill enhancement, and fostering safe and healthy work environments. We are dedicated to promoting diversity and ensuring equal opportunities. With a transparent selection process, we offer candidates a unique value proposition to attract exceptional specialists who share our corporate values, mission, and vision.



Gabriel Seracchioli

Human Resources Corporate Director

"At Vitapro, every project, decision, and action we take is aimed at creating a positive impact on our clients, our value chain, and the communities where we operate, reflecting our values and purpose."

WORKFORCE

(GRI 2-7, 405 -1)

We have a highly committed team dedicated to the growth and development of the company, whose combination of talent and experience enables us to tackle industry challenges efficiently.

GENDER DISTRIBUTION OF EMPLOYEES

	Male		Female	
2022				
	887	79%	241	21%
2023				
	927	83%	190	17%



NEW EMPLOYEE HIRES 2023

	Peru	Ecuador	Chile	Honduras
Women	4	23	16	4
Men	26	51	6	12
Total	30	74	22	16

At Vitapro, we are proud to generate significant local employment, showcasing the expertise of professionals and technicians in the areas where we operate: Peru (13%), Chile (91%), Ecuador (72%), and Honduras (62%).

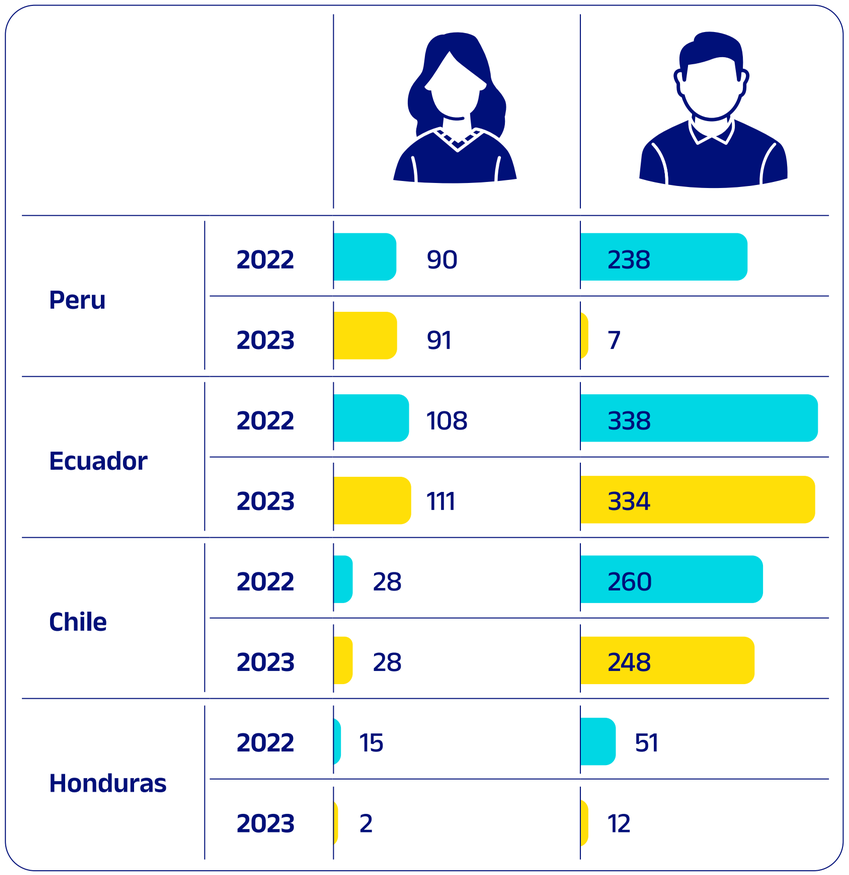
To ensure the integration and comprehensive development of our new employees, we offer a wide range of induction courses covering the following key areas:

- Industrial Safety
- Social Welfare
- Payroll
- Control and Management of Industrial Expenses
- Human Resources – Ethics
- Management
- Production
- Quality – Integrated Management Systems
- Environmental Management
- Nutrition
- Customer Service
- Warehousing
- Transportation
- Administration

TURNOVER

(GRI 401-1)

STAFF TURNOVER BY GENDER AND COUNTRY



BENEFITS

(GRI 401-2)

We recognize and reward the commitment of our employees with a variety of benefits tailored to their role and dedication. Additionally, we demonstrate our support for family well-being by offering extended leave for adoption and paternity, providing five additional days beyond the legal requirement across all our operations[3].

In the case of adoption leave, which is typically 15 calendar days or 25 days in the case of a child with a disability, we have decided to extend this benefit to 84 days, aligning it with the maternity leave granted in each country. This leave is assigned to the primary caregiver of the new family member, whether it be the father or the mother.



Life insurance

Coverage for natural or accidental death events and disabilities limiting daily activities. Available for full-time and temporary employees.



Health insurance

Policy that includes ambulatory and hospital care for employees, their spouses, and children. Only available to full-time staff.



Profit sharing

Our full-time employees are eligible to participate in the distribution of the company's net profits, as a legal benefit in accordance with the legislation of the regions where we operate.



Additional benefits

We offer a benefits package that includes a prepaid dental plan, loans for medical emergencies and other cases, corporate credit for supermarkets and pharmacies, as well as agreements with providers offering exclusive discounts on education, automobiles, healthcare, food, and tourism.

3
To access this benefit, employees must have more than 30 days of accrued vacation.

We develop skills and competencies to thrive in a competitive and *constantly changing work environment*.

(GRI 3-3)

SKILLS AND COMPETENCIES DEVELOPMENT PLAN

(GRI 404-2)

In our team, we recognize that talent is key to leading the transformation in our industry. We not only understand the challenges we face today but also remain alert to what the future holds. We identify the areas where we need to strengthen and define the skills that are essential for our business.

Consequently, we have structured a comprehensive talent management plan to enhance Vitapro's performance. The strategy is based on anticipating talent demands, emphasizing employee development, skill strengthening, and acquiring new capabilities when necessary. We achieve this by designing personalized development plans grounded in the competencies specific to each level within the organization, applying the 70-20-10 methodology.

70%

Experience

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

20%

Guidance

We provide employees with constant feedback on the development of their skills and competencies.

10%

Formal learning

We share courses, workshops, and readings that complement the development of employees' skills and competencies.

CONTINUOUS TRAINING PROGRAM (CTP)

(GRI 404-2)

We strive to stay at the forefront of technical and professional advancements. Drawing from our field experiences, with a customer-first mindset, we develop a specialized approach to guide our development.

In this way, we strengthen our employees' competencies so they can deliver exceptional service, creating a direct impact on our clients' productivity and profitability. We firmly believe that by investing in the growth of our team, we are also investing in the success of those who rely on our solutions.

CTP Foundations



Methodology

Based on problem-based learning, project-based learning, and challenge-based learning, addressing challenges across various productive scenarios of our clients in synchronization with theoretical support.



Leadership

We foster employee empowerment in the teaching-learning process and oversee the monitoring of competency development. We provide business leaders with tools to help them assess the competency levels of their teams, based on their own perspectives and those of external third parties.



Diversity

We manage teams from different areas of expertise and locations to reduce language and training gaps, promoting the development of a global mindset.



Research

Standardizing our clients' production protocols builds confidence in the advisor and brand by aligning recommendations, while maximizing economic and production efficiency.

CTP PROGRAMS

(GRI 404-2)

Our implemented programs are developed with a strategic focus to address gaps in knowledge across the following areas:

TECHNICAL AND COMMERCIAL CTP

Our objective, among our staff, is to align and standardize technical concepts, foundations, and definitions in aquaculture, using our know-how to unify experiences and knowledge. This alignment ensures consistent communication of Nicovita's value proposition to our customers, showcasing our specialized advisory services.

In addition, this program offers training in soft skills, which are essential for excellent professional performance, including competencies in communication, storytelling, and data management and visualization. These skills enhance internal communication between our advisors and clients, as well as our service offering to external clients.

Syllabus

1. National and international context of aquaculture.
2. Farm production processes.
3. Shrimp feeding.
4. Water quality.
5. Marine shrimp diseases.
6. Closing a production cycle.
7. Soil management.

BACKOFFICE CTP

Our objective is to align our **backoffice** team with the entire value chain of the aquaculture industry. This includes understanding the company's crucial role in global food systems, our business model, the commercial and technical environment in which we operate, as well as the significance of performance and the quality of every product in our portfolio. To accomplish this, the focus is on:

1. Economic and production scenarios that could impact the shrimp farming industry.
2. Practical applications and a comprehensive understanding of Nicovita's nutritional solutions.
3. Market trends, added-value strategies, and the adoption of technology in aquaculture.

Syllabus

1. National and international context of aquaculture.
2. Farm production processes.
3. Nicovita's business model.
4. Completing a production cycle.

ADDITIONAL PROGRAMS

Upskilling

We complement the initial technical experience of trained team members with expert-led content focused on:

1. Leading trends in aquaculture.
2. Protocol development for standardized aquaculture management.
3. Relevant technological advancements for shrimp farming.

Power skills

We train our team's soft skills to ensure the effective delivery of our value proposition.

1. Consultative selling.
2. Data communication and visualization.
3. Technical skills for data analysis.

External ad hoc training

It involves virtual and in-person sessions facilitated by internal experts for clients, related to:

1. Best practices in aquaculture farm management
2. Technical skills for data analysis

CTP PARTICIPATION

(GRI 404-2)

2023 Programs	Number of participants	Total hours	Satisfaction
43 internal 37 from Ecuador + 6 from Central America	**128** internal participants 116 from Ecuador + 12 from Central America	**227** hours for internals 187 from Ecuador + 40 hours from Central America	**95%** average
34 external ad hoc training	**32** farms	**64** hours for externals	



DIGITAL TRAINING

(GRI 404-1)

At Vitapro, we leverage UBITS, our digital training platform focused on enhancing the growth and skills of our team. This corporate tool allows us to deliver flexible, personalized training programs customized to the specific needs of each employee's current responsibilities. In 2023, our staff collectively logged 1,941 hours of virtual learning.

NUMBER OF TRAINING HOURS INVESTED

	Peru	Ecuador	Chile	Honduras
Number of Training Hours Invested via UBITS Platform	1,527	57	253	104

SKILLS DEVELOPMENT INITIATIVES

We empower our leaders by improving their *management capabilities* through our Self- Management Program.

With the Self-Management Program (PAG, for its acronym in Spanish), we support the development of our leaders by strengthening their self-awareness and their capacity to navigate various leadership styles, driving dynamic and high-performing workplace environments.

The PAG is based on the most advanced principles of education, human motivation, and self-awareness, ensuring that each participant can sustain their personal development journey. Through three strategic phases, our leaders:

+ Expand their leadership repertoire and understand their impact within the managerial environment.
+ Receive valuable feedback to identify strengths and areas for improvement.
+ Develop concrete action plans for their growth.

In 2023, we successfully trained 20 leaders through this program, demonstrating our commitment to developing leaders who can face current and future challenges.

Our efforts also include a sustainability component, with customized actions directed at our operational leaders. Within our Talent Management system, we incorporate development conversations to align aspirations, development plans, and succession opportunities. This approach ensures a seamless and effective succession planning process across all key business areas.

B. Diversity, equity, and inclusion

(GRI 3-3, 405-1, 406-1)

We embrace diversity, advocate for equity, and uphold inclusion in every facet of our *organizational culture.*

At Vitapro, we believe that diversity and inclusion are essential to our success and to building a strong, cohesive team. Therefore, we are committed to fostering a corporate culture that embraces and celebrates diversity in all its forms.

Our inclusive hiring and promotion practices ensure that every member of our team has equitable access to opportunities for growth and development in a workplace that prioritizes safety and mutual respect. Furthermore, we uphold a strong Corporate Policy on Sexual Harassment Prevention, reinforcing our commitment to maintaining an environment free of harassment and violence.



SEXUAL HARASSMENT PREVENTION POLICIES

Since 2019, we have enforced a Corporate Policy on Sexual Harassment Prevention, applicable to all employees of Alicorp S.A.A and its subsidiaries, as well as to third-party workers who provide direct or indirect services.

This policy seeks to ensure a harassment-free workplace by implementing clear guidelines for preventing, reporting, and addressing inappropriate behavior. It promotes continuous awareness and training while guaranteeing a transparent and confidential process to handle complaints and safeguard victims.

At Vitapro, we have a Protocol for the Prevention of Harassment and Violence, which primarily outlines the key focus areas and the stages of action:

Key focus areas

+ **Protection**
  Safeguard the privacy and dignity of affected individuals.

+ **Confidentiality**
  Guarantee strict confidentiality of the collected information.

+ **Impartiality**
  Ensure equitable and fair treatment for all parties involved.

+ **Victims Protection and Restitution**
  Defend and restore the rights and well-being of victims.

+ **Most Favorable Interpretation**
  Apply interpretations that protect and support victims.

+ **Non-Recurrence**
  Prevent the repetition of aggressive or inappropriate behavior.

Stages of action

+ **Intervention Request**
  Complaints must be formally submitted via Human Resources or the Alicorp Ethics Line.

+ **Investigation**
  After the complaint, the Ethics Committee collects information and conducts a confidential preliminary assessment.

+ **Resolution**
  Based on the report, dialogue will be encouraged, conflicts resolved, or sanctions applied in accordance with the regulations.



Throughout 2023, we focused our efforts on developing a Diversity and Inclusion Policy for Vitapro, specifically addressing the prevention of harassment and discrimination. This policy will take effect in 2024.

The policies and protocols described above establish the foundation for adapting to the specific regulatory and procedural requirements of the countries where we operate.

PAY EQUALITY

To promote pay equality at Vitapro, we have implemented updated corporate policies in several countries, ensuring that the process for determining the value of each position is based on principles of equality, avoiding discrimination based on cultural identity, ethnicity, gender, sexual orientation, or nationality. Below, are the key achievements in each country:

ECUADOR

The Corporate Compensation and Salary Administration Policy was updated to comply with new regulatory frameworks, promoting equity in pay and preventing any form of discrimination.

HONDURAS

The policy has also been updated to ensure that all positions are evaluated fairly and equitably, in accordance with legal and ethical standards that promote equal opportunities.

PERU

Adjustments have been made to the Corporate Policy to ensure that the compensation process is transparent and free from discrimination, while complying with local regulations and promoting an inclusive work environment.

CHILE

Similar adjustments have been introduced in the Corporate Compensation and Salary Administration Policy, adapting to local regulations and actively promoting gender equality and fair pay practices free from discrimination.

C. Human rights

(GRI 2-30, 3-3)

We acknowledge that respecting human and labor rights is fundamental, not only for our success as a company but also for ensuring the well-being and *dignity of every person*.

Respect for human rights is fundamental in all our operations. From promoting a corporate culture that values diversity and inclusion to ensuring equitable hiring and promotion practices, we strive to guarantee that every member of our workforce is treated with dignity and respect.

Moreover, we are strongly committed to honoring collective agreements and safeguarding the labor rights of our employees.

While our operations in Peru, Ecuador, and Honduras do not have active unions, in Chile, we work with three active unions representing 80% of our workforce (223 employees).

Likewise, we ensure compliance with all applicable labor regulations and standards in each of our geographic locations. We work closely with employee representatives to guarantee adherence to these agreements.





D. Workplace Health and Safety

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

The safety and well-being of our employees are top priorities. Our Occupational Health and Safety system (OHS) lays the foundation for a safe and risk-free work environment. Supported by a robust framework, this system strictly complies with legal requirements and international standards, such as ISO 45001, recognized across all our operations.

Every year, we rigorously evaluate our OHS system to ensure its effectiveness and relevance, aligning it with our strategic priorities. We implement a comprehensive integrated management policy and a tailored Workplace Health and Safety regulation code that considers the unique demands of each geographic area where we operate. This approach encompasses not only our direct workforce but also guarantees a detailed health and safety induction for contractors, suppliers and any personnel under our supervision.

We are dedicated to establishing a workplace where each team member feels safeguarded and supported during their work hours. Our commitment is reinforced through external, independent audits on health, safety, and well-being, ensuring ISO 45001 certification across all regions, and conducting annual legal audits targeting OHS.
To maintain a safe working environment, we have implemented a variety of proactive measures:

+ CWe train our staff in a culture of occupational health and safety, promoting a preventive mindset.
+ We ensure an appropriate and timely response to emergencies, preparing our team to act effectively in critical situations.
+ We continuously monitor risk factors in the workplace to create and maintain healthy working environments.
+ We encourage hazard identification and risk assessment to implement effective operational controls and mitigate potential risks.
+ We carry out regular medical evaluations for our workers to detect potential work-related health issues and take preventive measures.

IDENTIFICATION, EVALUATION, CATEGORIZATION, AND PRIORITIZATION OF RISKS

We have implemented a structured process to identify, evaluate, classify, and prioritize risks and hazards in our workplaces, using tools such as HIRAM[4] and SJA[5] for contractors. To safeguard everyone's well-being, we implement prevention and mitigation measures like machine guards, secure access platforms, electrical lockout systems, work permit management, lifelines for working at heights, detailed operational procedures, safety labels, and pedestrian crossing indicators.

Collaboration is vital in building a safe workplace. Clear protocols have been established to report hazards, risks, unsafe actions, or non-compliance, supported by tools like "Right to Refuse Work," work permits, and incident findings reports. Our approach to incident and accident management protocol includes every stage, from investigation to resolution, ensuring continuous improvements towards a safer working environment.

4
Hazard Identification and Risk Assessment Matrix

5
Safe Job Analysis

Safety is a shared responsibility, and we are committed to working together to uphold high safety standards *across all our operations*.



2023 OHS PERFORMANCE INDICATORS

(GRI 403-9, GRI 403-10)

	Ecuador		Chile		Honduras		Peru	
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Number of Accidents	1	3	3	0	2	0	6	0
Frequency Rate [1]	1	2.1	4.2	0	12.9	0	8	0
Severity Rate [2]	18	34.2	43.1	0	527.6	0	126.5	0
Fatalities	0	0	0	0	0	0	0	0

1
Frequency Rate = (Number of Disabling Accidents) × 1,000,000 / Man-Hours Worked

2
Severity Rate = (Lost Days) × 1,000,000 / Man-Hours Worked



María Fernanda Campoverde

Corporate Industrial Safety Manager

"Our commitment to safety goes beyond operations. We encourage the continuous engagement of our employees, aligning their actions with our culture and values to foster safe working environments for them and our communities."



OCCUPATIONAL HEALTH AND SAFETY TRAINING

Our training programs in occupational health and safety covers essential topics to ensure a safe and healthy work environment: Safety in Working at Heights, Electrical Hazard Prevention, First Aid, Comprehensive Health, and Healthy Lifestyle Practices.

ECUADOR

- Brigade Training
- Frontline Critical Task Training
- Electrical Hazard Prevention

HONDURAS

- Safety in Lifting Operations
- Forklift Operation Safety

PERU

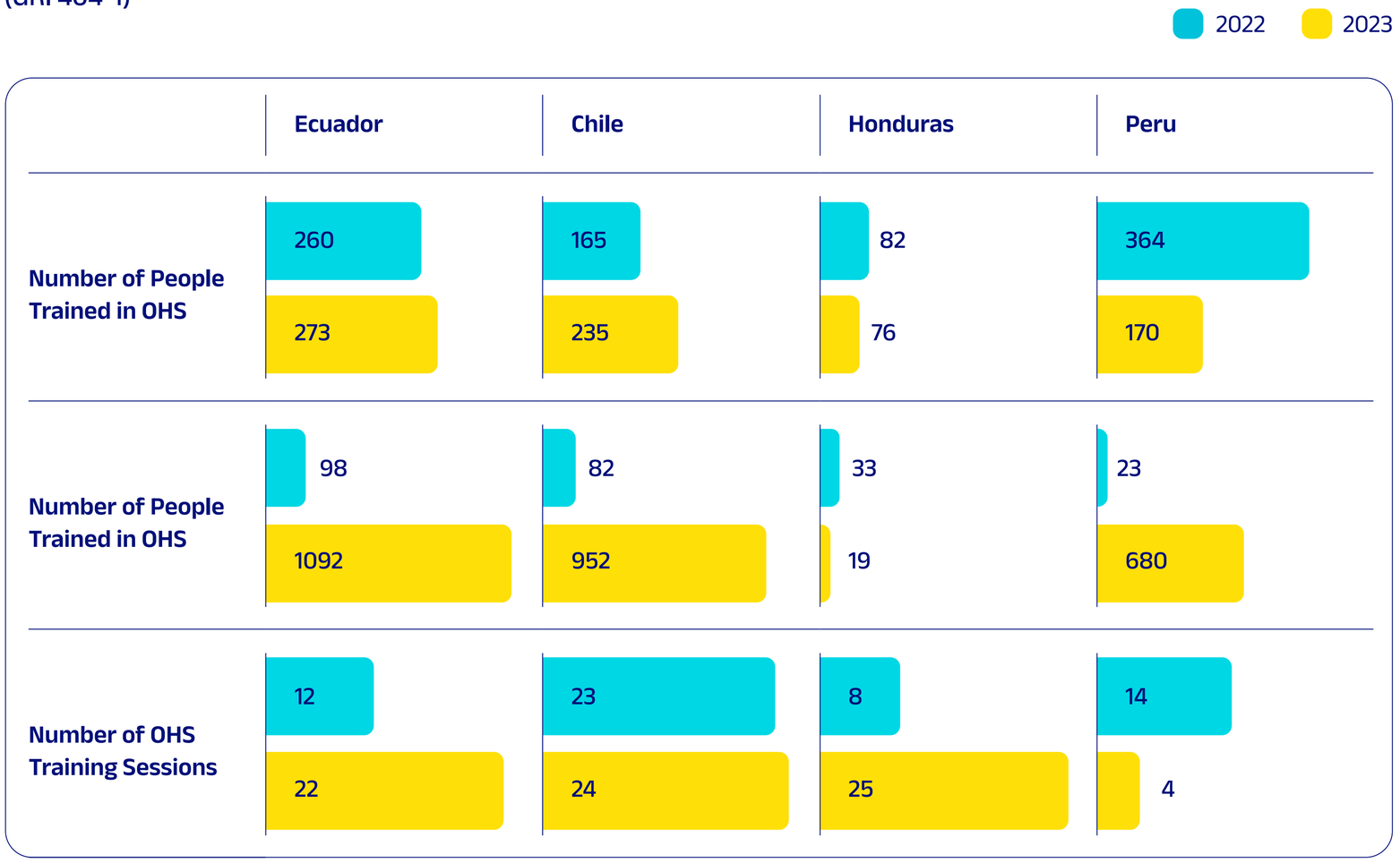
- High-Risk Work Training
- Fire Extinguisher Handling
- Hazardous Energy Training

CHILE

- How to Handle an Emergency at My Workplace
- Electrical Hazards
- Road Safety
- Ultraviolet Radiation Exposure

OHS TRAINING INDICATORS

(GRI 404-1)

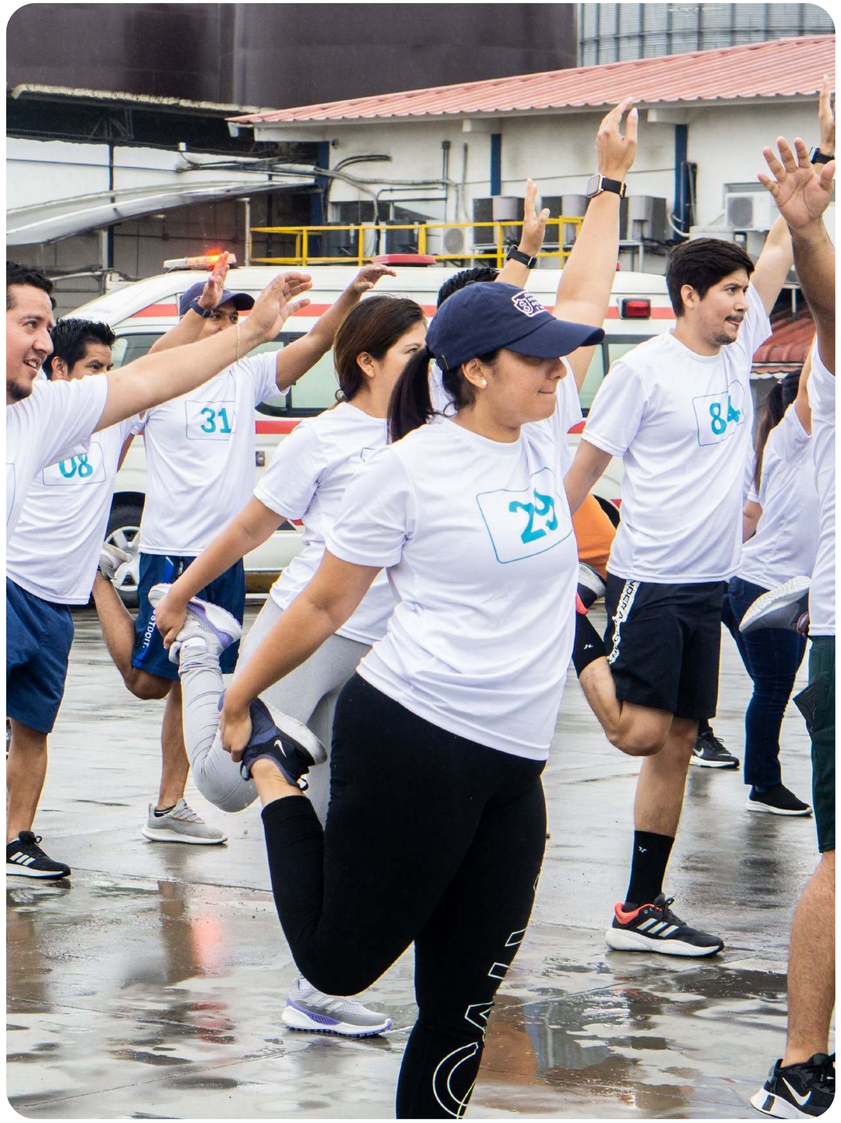


PARTICIPATION AND COMMUNICATION IN OHS

(GRI 404-3, 403-4, GRI 403-6)

The success of our Occupational Health and Safety (OHS) System is made possible by our employees. To foster a collaborative safety culture, we have implemented Worker Safety Committees at all our locations, holding monthly meetings to drive continuous improvement in our safety processes. To ensure our employees stay informed, we conduct shift dialogues and quarterly meetings to share updates and best practices in safety.

In terms of comprehensive well-being, we provide access to health services at all our locations: medical offices in Ecuador, a clinic in Honduras, and a medical area in Peru. All our employees are covered by private health insurance. Additionally, we promote health through vaccination campaigns, health fairs, and training sessions to encourage healthy lifestyles.



MAIN SAFETY AND HEALTH PROMOTION INITIATIVES - 2023

ECUADOR

- Expansion of detection and suppression systems in electrical rooms.
- Implementation of contractor access control in compliance with OHS requirements.
- Campaigns to prevent musculoskeletal injuries.

HONDURAS

- Implementation of emergency stairs.
- Implementation of safe access to plant equipment.
- Lighting upgrades and maintenance workshop reorganization.

PERU

- Fire detection and alarm system for raw material warehouses.
- Implementation and use of the “Safety Gemba” application for reporting unsafe acts and conditions.

CHILE

- Implementation of soundproof and temperature-controlled rest cabins
- Safe access platform for daily ponds.

We have implemented key measures to ensure access to healthcare services for our employees. Our facilities include an emergency medical dispensary for immediate assistance, and we offer the opportunity to enroll in private medical and dental plans, which cover outpatient, inpatient, and dental care. Additionally, we actively promote overall well-being through a variety of health and wellness campaigns.

Prevention of musculoskeletal injuries from ergonomic risks



We conduct ongoing campaigns promoting active breaks and chiropractic care, resulting in improved posture, reduced muscle pain, and decreased physical and emotional stress.

Breastfeeding awareness



We carry out in-person campaigns with medical guidance and educational workshops to raise awareness about the benefits of breastfeeding and its importance for the baby, the mother, and the family.

Fatty liver screening and nutrition campaign



We conduct body mass index (BMI) checks on our personnel and promote awareness about liver health and proper nutrition.

HIV prevention and awareness



We conduct voluntary preventive HIV screening tests and informational campaigns to raise awareness about this public health issue.



Transforming the value chain

Pillar 2

P2

In this chapter:

I. To collaborate effectively with our clients to help them reach their full potential

II. To create virtuous circles between Vitapro and its suppliers by promoting their development

III. To contribute to community development alongside Vitapro

Our focus on integrating ecosystems and developing productive chains ensures the efficiency of our products, tailored to meet the needs of *our clients*.

On our path to sustainability, we maintain a value chain-centered approach that includes our clients, suppliers, and the surrounding community. Through technical support, innovation, research, digital transformation, and capacity building, we strive to promote sustainable practices across all our operations.

Furthermore, we pledge to build positive and lasting relationships with the communities where we operate, enhancing our community management practices and promoting local economic inclusion.



Karla Coronel

Supply Chain Director

"We focus on ensuring efficient and responsible sourcing, working closely with key suppliers to guarantee sustainability and quality throughout the supply chain."

Transforming the value chain

Our pillar is built on three objectives aligned with our material topics. The following section outlines the performance of these objectives, the actions implemented, and the achievements attained.

Pillar 2

P2



I. To collaborate effectively with our clients to help them reach their full potential

MATERIAL TOPICS

- Client advisory, guidance, and profitability.
- Innovation, technology, and digitalization.



II. To create virtuous circles between Vitapro and its suppliers by promoting their development

MATERIAL TOPICS

- Contractor and supplier management.



III. To contribute to community development alongside Vitapro

MATERIAL TOPICS

- Local communities.
- Economic inclusion.

I.
To collaborate effectively with our clients to help them reach their *full potential*

PILLAR 2
Transforming the value chain





1.1.1. Client advisory, guidance, and profitability

(GRI 3-3)

We offer guidance and assistance to our clients throughout the entire production cycle of their aquaculture farms.

Our focus is on reinforcing relationships by providing comprehensive technical guidance and advisory services: a fundamental pillar of our value proposition. We recognize that the expertise and specialization of our advisors are crucial to our clients' success, which is why we highly value these collaborative relationships.

We are committed to delivering exceptional value to our clients by combining specialized technical advisory services with solutions that optimize productivity. To achieve this, we rely on multidisciplinary teams that provide holistic support across the entire production cycle, offering detailed diagnostics and customized recommendations aligned with our clients' objectives.

Likewise, thanks to a comprehensive vision of the industry, we anticipate our clients' needs, enhancing their productivity and efficiency. As a result, our products are designed to be functional and effective, delivering measurable results. This approach, combined with a tailored and responsive logistics service, ensures that every client maximizes their performance.

VITAPRO ADVISORY MODEL

Our priority is to provide our clients and their teams with access to technical knowledge and best practices in aquaculture through the guidance of our specialists.





Wagner Vargas

Shrimp Technical Advisory Director

"Our technical advisory model offers diagnostics, planning, and guidance to our clients, providing tailored solutions aligned with key productivity, health, and environmental parameters, all this through data analysis and digital tools that enable timely decision-making. This approach allows us to anticipate needs and deliver worldwide expertise and technologies."

NICOVITA



Knowledge Transfer and Technical Support

Nicovita optimizes our clients' production through comprehensive advisory services, trust, and the *transfer of technical knowledge*

In agreement with our value proposition, we support our clients throughout the entire production cycle. Based on data analysis, we provide recommendations and adjust protocols to optimize results while transferring technical knowledge on modern production models, innovative technological trends, and advanced production processes.

This methodology sets us apart in the market by improving our clients' productive management and guaranteeing high standards that reinforce our reputation. We implement a personalized support approach, enabling us to build trust and address the specific needs of the market. Additionally, we offer comprehensive solutions and customized consulting services with a Project-Based Learning approach, combining expertise and problem-solving with a multidisciplinary perspective to promote effective and collaborative learning.

In 2023, we concentrated our efforts on our clients' feed management, establishing technical protocols for the administration of balanced feed and its impact on the Feed Conversion Ratio (FCR).



Ramiro Larios

General Manager, Vitapro Chile

"In Salmofood's more than 30 years of history, we have evolved from being a mere competitor to becoming a key player in a highly competitive market. It is both an honor and a privilege to continue driving this trajectory alongside the Salmofood talented team."

Knowledge Transfer and Technical Support

SALMOFOOD

Salmofood promotes productive excellence through *innovation, adaptability, and ouvtstanding* results that make a difference

At Salmofood, we focus on developing innovative and sustainable nutritional solutions that address the needs of fish and fulfill our clients' expectations. Our commitment to productive excellence results in exceptional outcomes in the industry, reaffirming our leadership in the sector.

One of the fundamental pillars of our value proposition is personalized support. Our technical assistance teams in Chile and Peru cover extensive territories to provide direct support to our clients.

These visits allow us to understand the unique conditions of each farm, enabling joint evaluation and planning focused on four key indicators: productive performance, animal welfare, environmental conditions, and sustainability.

Key indicators:

+ Farm visits: 291
+ Technical meetings: 250
+ Workshops (Knowledge Transfer): 75

CLIENT SATISFACTION (NPS)

Brands	NICOVITA	SALMOFOOD
2020	80%	-
2021	89%	-
2023	84%	89.7%

CUSTOMER ENGAGEMENT

Trust is the foundation on which we build strong and enduring relationships with our clients. For this reason, we are dedicated to providing consistent support through integrated solutions that enhance their productive growth. We value our clients' feedback, as their input and satisfaction levels are essential for the continuous optimization of our processes and the suitability of the solutions we provide.

In Ecuador, we measure customer satisfaction using the NPS (Net Promoter Score) indicator. In 2023, we obtained a score 84.5 points lower than the previous year; nonetheless, we are committed to building prosperous business relationships and continue striving to provide the best service.



1.1.2. Innovation, Technology, and Digitalization

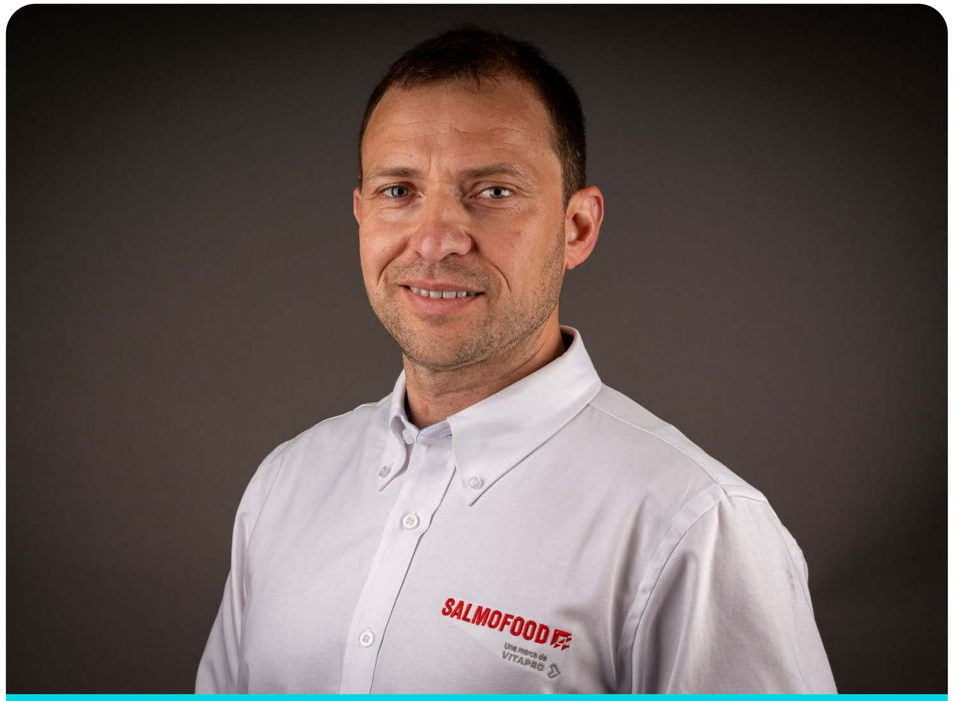
(GRI 3-3)

We have invested in innovative digital tools that streamline our internal processes and consolidate valuable information *to benefit our customers*.

INNOVATION, TECHNOLOGICAL ADVANCEMENT, AND DIGITAL TRANSFORMATION

In our commitment to excellence, we combine innovation and technology to deliver products of the highest quality, backed by rigorous scientific research, along with digital solutions that guide our clients toward success. We have invested in innovative digital tools that streamline our internal processes and consolidate valuable information for the benefit of our customers.

These solutions feature artificial intelligence models that provide crucial insights for efficient data management and generate strategic recommendations for farm management. These tools empower our clients with a competitive advantage, enabling them to make well-informed and strategic decisions in their daily operations.



Francisco Valdes Rosas

Business Manager

"At Salmofood, we are proud to have achieved a 30% national representation among the top 10 farming centers in 2023. This achievement reflects our steadfast investment in R&D and our commitment to continuous improvement. Currently, we run the most modern and technologically advanced facility in the region".



TECHNOLOGICAL ECOSYSTEM

We recognize that technology is an indispensable component of our value proposition and a crucial catalyst for transforming our business. We are focused on providing efficient nutritional solutions, supported by reliable technical advisory services for our clients.

Our Technological Management of Specialties (GTE, by its acronym in Spanish) enables us to generate knowledge, carry out research and develop initiatives in areas such as data analysis, information management, and animal health, exemplified by GenIA and PatagonIA. Moreover, we continue to strengthen our digital management by centralizing digital products, which will allow us to enhance our portfolio and reinforce the data and systems connection.

TECHNOLOGICAL ECOSYSTEM OF SALMOFOOD - PATAGONIA

PatagonIA is a digital ecosystem designed to enhance feeding strategies through *artificial intelligence algorithms*.

Predicting daily feeding rates, improving dosage and feed conversion in each farm, its development has focused on the adaptation of these algorithms to the specific geographical and environmental conditions, with adjustments to growth projections and feeding rates based on variables such as temperature, oxygen levels, and daylight hours.

This system simulates environmental phenomena such as algal blooms, enabling the prediction of their behavior and the implementation of timely measures to reduce their impact: a critical factor in the aquaculture industry in Chile. Regular data updates provide more accurate and adaptive projections under shifting conditions.

PatagonIA provides three main benefits: more accurate feeding rate predictions through its continuous learning functionality; simple and dynamic visualization of farm-specific data for effective monitoring, and proactive management that detects improvement opportunities at an early stage. These features enable timely decision-making to optimize processes.

KEY INDICATORS

NUMBER OF CLIENT USERS 2023

5

salmon farming companies are using PatagonIA

NUMBER OF TECHNIFIED CENTERS 2023

13

farming centers with the system active in 2023.

ALGAL BLOOM EARLY WARNING SYSTEM

Vitapro Chile, through its Salmofood brand, with the support of the Chilean Production Development Corporation (CORFO, for its acronym in Spanish), continues to develop a data analysis tool for oceanographic modeling aimed at mitigating the impact of algal blooms, a natural phenomenon that intensifies annually due to climate change and pollution.

The tool correlates data on currents, temperature, and salinity in farming centers and surrounding areas in order to provide comprehensive information that enables forecasting future Harmful Algal Blooms (HABs) and estimating the spread of the bacteria causing Salmonid Rickettsial Septicemia (SRS) and the Caligus parasite, both of which are detrimental to salmon farming in Chile.

Additionally, oceanographic modeling technologies have been directed towards achieving two main objectives..

+ Strengthen environmental data such as sea temperature, oxygen levels, salinity, current speed, and tides to provide oceanographic projections to PatagonIA.

+ Establish a hydrodynamic engine to keep the “Algal Bloom” early warning system active, especially during spring, summer, and autumn.

Digital and technological solutions implemented in 2023

Name of the key project	Detailed description of the project	Differentiating impact
Color Cad	Online tracking, traceability, and visualization system for the quality of salmon fillets fed with Salmofood, using Power BI	Boost loyalty and enhance the user experience with the brand
Internal digital support for Salmofood	In Salmofood’s internal operations, various digital initiatives are focused on traceability, commercial processes, and after-sales service, requiring continuous support in data architecture, data science, and BI. This support is provided on-demand and according to the update frequency of each area.	Streamlines internal decision-making processes and ensures closer monitoring of various KPIs

DATA SECURITY AND CYBERSECURITY

(GRI 3-3)

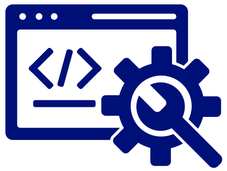
At Vitapro, we adhere to the established corporate standards for data security and cybersecurity. At the corporate level, we are equipped with an Information Security Management Department responsible for roles related to Information Security and Cybersecurity Governance; Information Security and Cybersecurity Defense and Response; and Information Security and Cybersecurity Architecture.

Data Security and Cybersecurity



Training programs

We designed a program to raise awareness and provide training on information security and cybersecurity for all employees, including administrative staff and plant personnel.



Technical tests

We conduct controlled intrusion tests, automated scanning, and remediation for our IT (Information Technology) and OT (Operational Technology) environments.



Service expansion

We expanded the monitoring and alert management service to ensure the timely detection of threats. Additionally, we validated and updated our security protocols to address potential cybersecurity threat scenarios.

CONTINUOUS INNOVATION AND RESEARCH

Research is the solid foundation that supports our products, allowing us to enhance customer profitability through the biological efficiency of the feed, which is closely linked to farm productivity.

Feed Conversion Ratio (FCR)

We employ the Feed Conversion Factor (FCR) to determine the quantity of feed necessary for an animal's weight gain. It also helps evaluate the cost-benefit ratio for each aquaculturist, which improves as the FCR decreases.



FCR SHRIMP – NICOVITA

Farming Strategy	2021	2022	2023[1]
Direct	1.46	1.65	
Bi-Phase	1.54	1.52	1.50 - 1.60[1]
Multi-Phase	1.49	1.47	

For determining the FCR2 in shrimp farming, we use three types of production systems, focusing primarily on two of them.

+ Direct seeding farming

Conventional method characterized by using a single pond for the entire cultivation cycle, starting from hatchery-supplied larvae to final harvest.

+ Multi-phase farming

This method divides the shrimp production process into distinct phases or cycles, utilizing separate ponds. These systems may be bi-phase, tri-phase, or multi-phase.

1 In 2023, the bi-phase strategy became the dominant model in shrimp aquaculture, representing nearly all farming operations. As a result of this transition, no data related to direct seeding or multi-phase farming strategies were reported.

2 To calculate the FCR, the formula is: feed provided divided by weight gained.

FCR FISH – SALMOFOOD

At Salmofood, we continue making significant progress in reducing the FCR (Feed Conversion Ratio). This is achieved through the implementation of diets with higher levels of digestible energy, the adoption of high-performance diets such as our Explorador XG product, and promoting optimal feeding practices among our clients.

In addition to the FCR, we have introduced a new evaluation metric: the Thermal Growth Coefficient (TGC), which expresses growth rate.

This metric allows for more precise comparisons of fish performance across different environments and facilitates the analysis of growth potential by factoring in water temperature alongside feed efficiency. Through this indicator, we gain deeper insights into how diets impact fish growth under specific environmental conditions.

Metrics	2021	2022	2023
FCR Fish	1.08	1.06	1.06
Growth Rate (TGC)	2.63	2.69	2.73

FISH IN FISH OUT (FIFO)

FIFO (Fish In, Fish Out) is a key metric that indicates how much wild fish is needed to produce one ton of farmed fish. At Nicovita and Salmofood, we take pride in maintaining this metric below 1, aligning with IFFO's global recommendations. This achievement is driven by our tailored feeding strategies, specifically designed to suit each product.

As part of our commitment to sustainability, we are dedicated to continuous innovation. We are actively reducing fishmeal inclusion levels in our feed by replacing it with alternative and sustainable protein sources. This is achieved without compromising the quality or nutritional standards of our products, ensuring a more responsible and environmentally conscious production process.

FIFO Shrimp – Nicovita

Farming Strategy	2021	2022	2023
Direct	0.86-0.06	0.89-0.18	-
Bi-Phase	0.94-0.08	0.82-0.17	0.39
Multi-Phase	0.26-0.07	0.80-0.16	-

Note: Currently, 100% of shrimp producers have adopted a bi-phase farming strategy, so no information is available on other strategies.

FIFO Fish – Salmofood

Metrics	2021	2022	2023
FIFO Fish	0.37	0.46	0.34



II.
To create virtuous circles between Vitapro and its suppliers by *promoting their development*



PILLAR 2
Transforming the value chain

A. Contractor and Supplier Management

(GRI 3-3, 204-1)

Our collaboration with key suppliers promotes sustainability throughout our entire supply chain.

We evaluate carefully our relationship with suppliers, focusing on the identification, selection, monitoring, and engagement concerning their environmental and social impacts. This approach allows us to proactively manage sustainability risks throughout our supply chain.

We are committed to continuously improving environmental, social, and governance standards within our supply chain, particularly among suppliers who are essential to the production of our feed. We collaborate closely with them to promote sustainable practices and ensure that our products maintain high quality and ethical responsibility at every stage of production.



Overall and local procurement

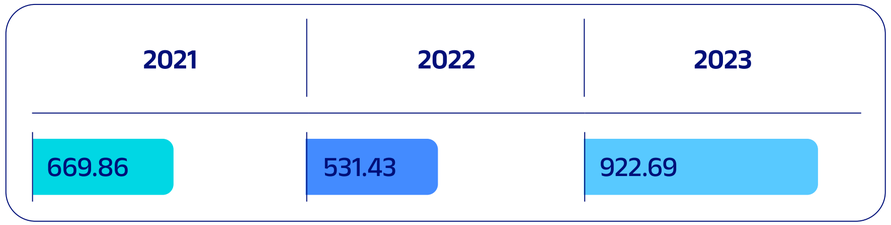
We procure materials from local and international suppliers, always striving to establish them as strategic partners. Procurement management is classified into two categories: direct materials, which include inputs, raw materials, and packaging; and indirect materials, which encompass spare parts, projects, and services.

In 2023, the company's total expenditure increased, primarily due to the implementation of new production lines in Ecuador (BICIS 2), which began operations in Q2 2024. This significant investment reflects Vitapro's commitment to nurturing a better future by enhancing technology and production capacity in the aquaculture sector.

Our procurement strategy focuses on forging strong partnerships with local and international suppliers, establishing them as long-term strategic partners. Purchases are categorized into two main groups:

1. **Direct Materials**
   These include inputs, raw materials, and packaging.
2. **Indirect Materials**
   These include spare parts, projects, and services.

TOTAL SPENDING ON SUPPLIERS





LOCAL PROCUREMENT

Our local procurement strategy prioritizes sourcing materials and contracting services from companies operating within the same regions where we are present. This approach not only strengthens local economies but also fosters close and collaborative partnerships with our regional suppliers.

We prioritize local procurement, strengthening regional economies and *relationships with nearby suppliers.*

PROCUREMENT FROM LOCAL SUPPLIERS (MILLION USD)

	Ecuador		Peru		Chile		Honduras	
Categories	**2022**	**2023**	**2022**	**2023**	**2022**	**2023**	**2022**	**2023**
Strategic	22.80	14.25	19.64	8.66	34.38	34.68	0.99	0.41
Critical	63.29	45.68	99.00	86.18	146.26	119.65	21.27	24.30
Others	45.77	79.74	44.95	36.71	30.30	22.61	5.90	7.85
Total	**131.86**	**139.68**	**163.59**	**131.55**	**210.93**	**176.94**	**28.16**	**32.56**

*
Includes suppliers of packaging, spare parts, and services.

STRATEGIC SUPPLIERS AND CRITICAL SUPPLIERS

We focus our efforts on enhancing responsible procurement practices through a merit-based supplier classification system. We classify as critical those suppliers that provide us with micro and macro ingredients, ensuring adherence to strict quality standards and reinforcing our commitment to excellence and sustainability.

STRATEGIC SUPPLIERS CLASSIFIED BY REGION

Countries	2022	2023
Ecuador	24	33
Peru	23	43
Chile	33	61
Honduras	11	18

CRITICAL SUPPLIERS CLASSIFIED BY REGION

Countries	2022	2023
Ecuador	32	47
Peru	24	42
Chile	36	56
Honduras	5	8



SUSTAINABLE SOURCING PROGRAM AND DEVELOPMENT OF CRITICAL INGREDIENT SUPPLIERS

Vitapro's Sustainable Sourcing Program (PAS, its acronym in Spanish) is an integral component of our management system, designed to actively ensure the sustainability of the ingredients utilized within our value chain.

This program guarantees that all suppliers, particularly those supplying critical or strategic ingredients, comply with established standards in quality, safety, environmental management, responsible sourcing, and legal compliance.

This Sustainable Sourcing Program incorporates a rigorous process of reception evaluations, feedback, and audits designed to foster continuous improvement. These practices guarantee the adherence to our high standards, the continuous optimization of o ur processes, and the reinforcement of strong relationships with our commercial allies.

The Sustainable Sourcing Program is structured around the following components:

1.

Sustainable sourcing guidelines focused on the continuous updating of market requirements, regulatory authorities, certifications, and clients.

2.

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

3.

Verification focused on ensuring the application of our standard through the supplier audit program.

4.

Continuous improvement focused on deploying initiatives and projects to promote supplier development toward meeting our standards, such as our Aquaculture Ingredients Accelerator Program.



We continue working with MarinTrust-certified products, overcoming *economic uncertainty with resilience.*

In 2023, we faced a challenging landscape due to the El Niño phenomenon, which had a significant impact on the global aquaculture industry. Despite these difficulties, we intensified our efforts to support our suppliers in adopting sustainable practices, elevating sustainability and traceability standards across the supply chain.

Aware of the importance of fostering resilience and sustainability in this context, we continue with our program, which combines training, advisory services, and specialized support for fishing companies that supply marine ingredients. This approach not only enables them to address climate challenges but also drives the adoption of cutting-edge practices that ensure the sustainability of marine resources. Our learning pathway, developed in collaboration with MarinTrust, PNIPA (Peru's National Innovation Program for Fisheries and Aquaculture), Igarashi Consultants, and SFP (Sustainable Fisheries Partnerships), has been a cornerstone of this initiative, demonstrating that collaboration is essential for leading the transition toward more responsible fishing practices.

Despite the challenges of the year, we successfully maintained 100% of our supply of hydrobiological ingredients from reduction fisheries sourced from Fisheries Improvement Projects and/or MarinTrust-certified suppliers. Furthermore, through our initiatives, we increased the purchase of MarinTrust-certified hydrobiological by-product meals by 5 percentage points, achieving 39% of our total meal supply.

III.
To contribute to community development *alongside Vitapro*

PILLAR 2
Transforming the value chain





1.3.1. Local Communities

(GRI 3-3, 413-1)

At Vitapro, we recognize the importance of our social commitment and our connection to the communities where we operate. We strive to promote development and well-being in the areas near our production facilities. Through constant dialogue and active collaboration with local communities, we strengthen our social initiatives and refine our management practices.

Our goal is to generate a tangible and lasting positive impact through strategic investments, meaningful volunteer opportunities, and programs tailored to meet the specific needs of each community.



2023 MILESTONES

1.

We conducted two social assessments, one in Peru and another in Ecuador. As a result, it was decided to strengthen community management by assigning a community relations officer to each plant and developing a community engagement strategy.

2.

We successfully established our Corporate Social Management Manual, covering Honduras, Ecuador, and Peru. This manual is aligned with the community requirements of the Aquaculture Stewardship Council (ASC).
It is worth noting that in 2024, a social assessment will be conducted in Chile, which will expand the Manual's scope to all our operational geographies.

3.

We have a social management plan that monitors the primary impacts of our operations. To address these impacts, the Community Relations Committee has been established, meeting on a monthly basis.

CORPORATE METHODOLOGY FOR SOCIAL MANAGEMENT

To strengthen our social management strategy, we continue to apply a corporate methodology for mapping social risks and stakeholders across various geographies. This methodology has already been implemented in Peru, Honduras, and Ecuador, and is aligned with Alicorp's corporate vision to enhance our community engagement and relationships with local communities.

Aligned with our social management system, we make decisions to manage and improve relationships with communities within our area of influence, aiming to secure the social license to operate and minimize the possibility of any operational or reputational risks.The process consists of four steps, described as follows:

- Internal and external diagnostics of actual, potential, and perceived impacts, as well as concerns and expectations.
- A plan with relevant and collaboratively developed actions to address the identified impacts and expectations.
- Implementation of the action plan.
- Performance evaluation.

At Vitapro, we recognize that fostering strong community engagement is essential for achieving sustainable coexistence and creating opportunities within our areas of influence. For this reason, we continuously adapt our strategies to effectively invest in projects that promote social, economic, and environmental development.



1.3.2. Economic and Social Inclusion

(GRI 3-3)

We intensified local hiring, working closely *with communities.*

At Vitapro, we tackle the challenges related to economic opportunity access for local communities and the productive potential of current and prospective suppliers. Our commitment to economic inclusion is centered on promoting local employment.

In 2023, we significantly reinforced our local hiring efforts by establishing closer connections with communities through our community relations officers, who were responsible for informing people about available job opportunities. As a result of our commitment to inclusion and employability, by the end of the year, we achieved a total of 698 local employees. These efforts bolster our local operations and underscore our dedication to the sustainable development of the communities where we operate.

Moreover, we actively listen to and respond to the needs of local communities. Through our social management efforts, we addressed 14 requests in 2023. These actions reflect our commitment to the well-being and development of the communities where we operate, ensuring that our contributions generate a positive and lasting impact.



SOCIAL RESPONSIBILITY AND COMMUNITY ENGAGEMENT INITIATIVES

1.

Social Assessment of the Salmofood Plant

In 2024, Vitapro Chile will conduct a Social Assessment to facilitate stakeholder relationship management, and the development of a Community Engagement Plan aligned with the sustainability policies of Vitapro, Alicorp, and the ASC Feed standard.

This Social Assessment will enable the adaptation of the Corporate Social Management Manual's criteria to the specific context of the Salmofood Plant in Castro, Chile, where no formal community engagement plan exists. The process will begin with identifying and categorizing stakeholders, as well as understanding their perception of Vitapro's operations, to develop a community engagement plan tailored to the local context.

2.

Agreement with Universidad Científica del Sur (UCSUR, a leading Peruvian university)

Vitapro Peru, through its Aquaculture Experimentation Center at UCSUR, maintains a strategic partnership with Universidad Científica del Sur. This center provides students with a unique opportunity to apply their technical knowledge in a hands-on, and immersive environment. Additionally, it hosts thesis students, fostering scientific research and bridging the gap between academia and industry.

Students undertake internships and actively participate in high-impact research projects, including those supported by the World Bank. This collaboration reinforces Vitapro's commitment to innovation and sustainable development, while fostering the education of skilled professionals prepared to address the challenges of modern aquaculture.



Protecting the *environment*

Pillar 3

P3

In this chapter:

I. To enhance circularity by seeking resource and operational efficiency.

II. To promote sustainability-based solutions for environmental and biodiversity protection.

III. To advance towards a “zero emissions” economy through energy efficiency, innovation, and renewable energy.

The integration of environmentally responsible practices is embedded across our processes, operations, and value chain, reaching our *suppliers and customers*.

This commitment extends to our suppliers and customers. We optimize our operations to reduce natural resource consumption, manage waste from our industrial processes, and promote the advancement of the circular economy at both: local and regional levels. We achieve this by adopting more responsible environmental practices that strengthen our efforts to mitigate the impact of our activities on the environment.

With a regional presence, we ensure full compliance with applicable local regulations and uphold rigorous internal standards, which are reflected in our Environmental Management System.



Kathya Tennison

Quality and IMS Manager

"We continuously strive to improve our environmental management through initiatives that promote energy efficiency, responsible waste management, and circularity. We implement projects that contribute to reducing our environmental footprint and impacts."

Protecting the *environment*

Pillar 3

P3



I. To enhance circularity by seeking resource and operational efficiency.

MATERIAL TOPICS

- Materials and circular economy
- Responsible management of industrial waste
- Water resource management and effluent control



II. To promote sustainability-based solutions for environmental and biodiversity protection.

MATERIAL TOPICS

- Biodiversity and impacts on aquatic ecosystems



III. To advance towards a “zero emissions” economy through energy efficiency, innovation, and renewable energy.

MATERIAL TOPICS

- Energy
- Emissions
- Climate adaptation and resilience

Environmental Management and Environmental Culture Mode

(GRI 13.4.1)

We have established a robust Environmental Management Model, which is fully integrated across all levels of our operations. This model drives innovation and enables the development of new products, inputs, and processes grounded in environmentally responsible practices. This strategic approach establishes us as a leading company in the regional aquaculture industry and promotes the integration of environmental principles into our long-term vision.

Our **Environmental Management** Model is structured around six main areas of focus:





We prioritize fostering an environmental culture that promotes the implementation of our **Environmental Management Model** in synergy with our operations.

This culture model is achieved through:

+ LThe deployment of environmental metrics to monitor the environmental performance of our products throughout their life cycle.
+ The integration of environmental risks and risks inherent to our value chain into comprehensive risk management systems.
+ The reduction and mitigation of our environmental impacts by adopting new technologies or processes that enable cleaner and more efficient production.
+ The creation of value by promoting eco-design initiatives, supported by data-driven tools.

We track the progress of our environmental indicators and conduct regular measurements of emissions, ambient noise, air quality, water quality, among other key parameters.

The implementation of these processes is supported by:

+ Integrated Management Systems Policy.
+ Environmental Management Plan.
+ Environmental audits and regulatory compliance reviews conducted by control and certification entities.

Additionally, we strengthen our environmental management by aligning our practices with Alicorp's Corporate Integrated Policy, its Environmental Management System, and the ISO 14001 standard for Environmental Management Systems (EMS).

I.
To enhance circularity by seeking *resource and operational efficiency.*

PILLAR 3
Protecting the environment



A. Materials and circular economy

(GRI 3-3)

Our processes ensure responsible waste management across all regions where we operate. This includes the proper handling, storage, and treatment of waste to facilitate its appropriate disposal, supported by our programs and initiatives dedicated to collection and reuse.

PROJECTS AND INITIATIVES

The main projects and initiatives undertaken in 2023 to promote the circular economy were:

+ **Chile**
  We implemented the use of plastic pallets derived from circular processes, offering a lifespan 10 times greater than conventional pallets. Additionally, we continued collaborating with waste management partners to recover and reuse packaging, fostering the development of a local circular economy.

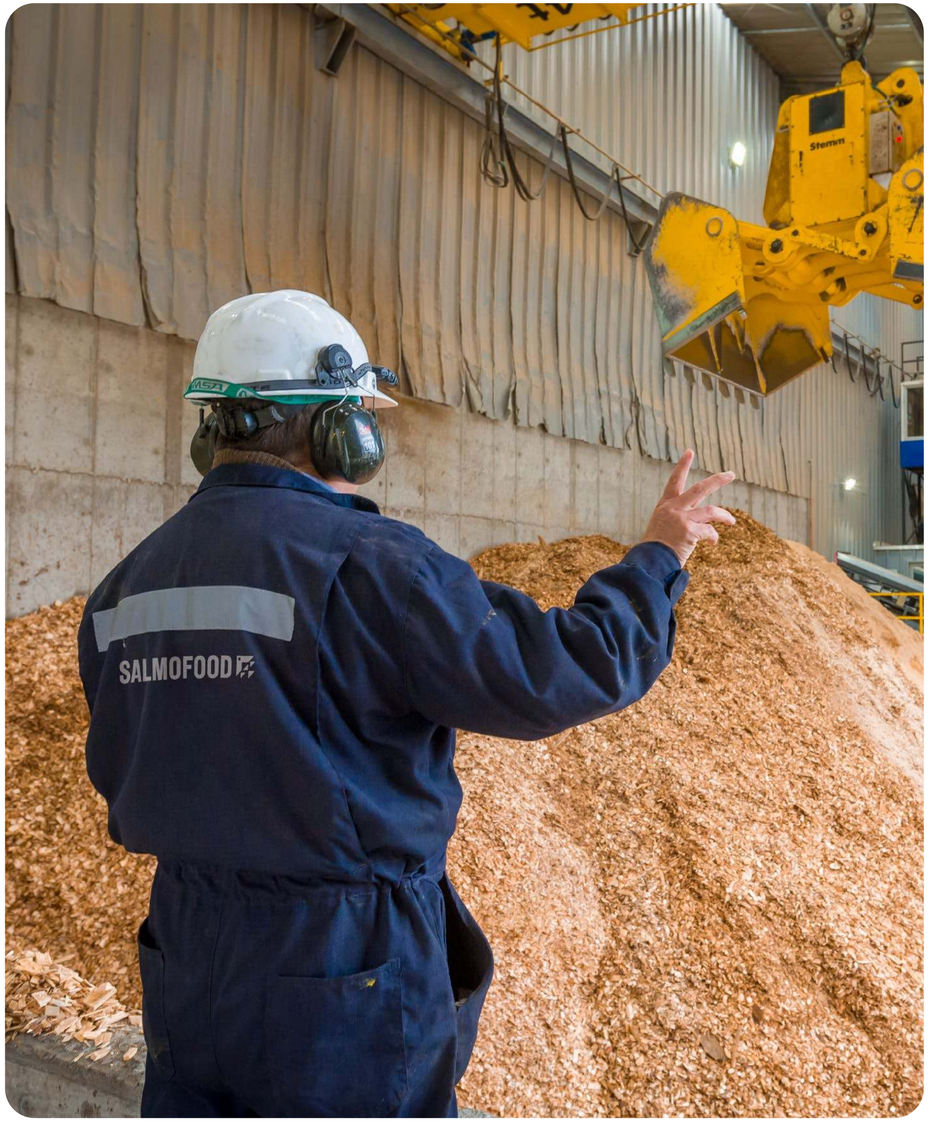
+ **Peru, Ecuador and Honduras**
  We continued reducing plastic usage in the packaging of our shrimp feed. Furthermore, we promoted source segregation and the reutilization of waste generated during the supply process through strategic partnerships.



B. Responsible management of industrial waste

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

In 2023, we valorized 88% of the waste generated across all our operations by promoting initiatives and projects aligned with the *circular economy*.



At **Vitapro**, we implement waste management procedures and actions defined by the commitments outlined in the Environmental Management Plans (EMP) of each production plant. These elements form the foundation of our strategies for the recovery, management, and valorization of each type of waste: recyclable, reusable, hazardous, and non-recoverable waste.

These strategies are implemented under our Management System, which takes the Zero Waste standard as a benchmark. Through this management approach, we generate a positive impact in the following areas:

+ **Local and Regional Development**
  We collaborate with local environmental managers to valorize and recycle materials such as scrap metal, plastic, cardboard, and organic waste. We supply reusable materials to educational institutions, partner with soap manufacturers to recycle used oils, and provide pallets for domestic use. Additionally, we continuously increase the recovery rate of packaging and wrapping materials.

+ **Environment**
  We reduce the volume of waste and by-products from our operations that end up in landfills, thereby preventing the contamination of soil, water bodies, and other ecosystems.

Aligned with the Sustainable Development Goals, our Environmental Management Model, and guided by national and international waste management standards, we have strengthened our achievements in these areas:

+ In 2023, we successfully repurposed and commercialized waste in Peru, Ecuador, Chile, and Honduras. These results stem from the efficient management of recycling chains, where materials such as paper, cardboard, wood, plastic, and scrap metal are monetized, thereby extending their useful life.

+ In Chile, we implemented two key circularity initiatives. In partnership with Ecoprial, we convert organic waste from effluent treatment processes into biogas. Additionally, in collaboration with Zerocorp, we transform organic waste from our plants into compost.



Non-hazardous waste with potential for recycling and reuse is processed by certified commercial partners. Similarly, our organic waste is treated and transformed into compost and biogas.

Hazardous waste, on the other hand, is managed by specialized environmental service providers.

HAZARDOUS WASTE (TONS)



NON-HAZARDOUS WASTE (TONS)





CLEAN PRODUCTION AGREEMENT BETWEEN THE MINISTRY OF PRODUCTION AND THE MINISTRY OF ENVIRONMENT OF PERU

This year, we achieved substantial progress in the Clean Production Agreement, reflecting our commitment to sustainability and *continuous improvement*.

Last year, we joined the **Clean Production Agreement** led by the Ministry of Production and the Ministry of Environment of Peru, obtaining approval to implement this initiative focused on solid waste management.

In 2023, we achieved significant progress in fulfilling this agreement, reaffirming our commitment to sustainability and continuous improvement. For handling and storing quality samples of finished products and raw materials we transitioned to packaging with a higher level of recyclability, achieving 100% compliance with this target. Additionally, at our Trujillo facility (Peru), we valorized 100% of the organic waste generated through composting, strengthening our circular economy and waste management strategy. We also supported and promoted the Source Segregation and Solid Waste Collection Program led by a local government, achieving 70% compliance, which represents a successful outcome aligned with the 2023 plan.

While we continue to implement containers and provide training sessions to complete the cycle, we have observed improvements in community engagement and positive impacts in the areas where we operate, demonstrating tangible progress toward a cleaner and more sustainable future.

CLEAN PRODUCTION AGREEMENT FOR THE SALMON INDUSTRY

In Chile, we are among the signatory companies of the Clean Production Agreement (CPA): “Climate Change and Circular Economy Strategy for the Salmon Industry” in the Los Lagos and Aysén regions.

This agreement aims to improve practices within the salmon industry and its supply chain, with an emphasis on circular economy and climate change, contributing to national commitments in these areas.

As part of our efforts to implement the agreements, we have launched initiatives aimed at reducing our environmental impact.

Among our notable achievements is the reduction of Greenhouse Gas (GHG) emissions in our products, thanks to the use of 100% renewable energy certified by I-REC. In addition, we have significantly increased waste valorization and notably reduced freshwater consumption in our production processes, reaffirming our commitment to sustainable practices.



C. Water resource management and effluent control

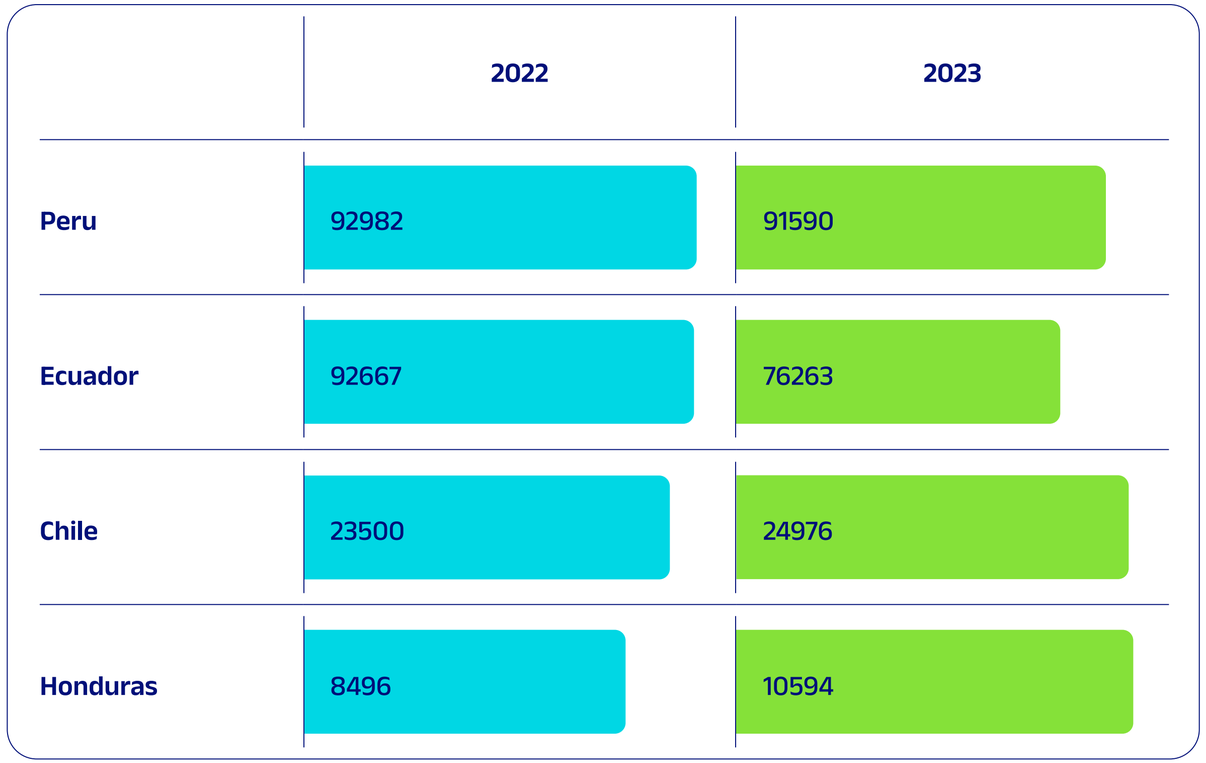
(GRI 3-3, 303-1, 303-2, 303-3) (SASB FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

Water consumption plays a critical role in our operations. Accordingly, we maintain strict oversight of our water resource management. This ensures that the extraction, usage, and discharge of wastewater are conducted responsibly, protecting the environment and preventing the contamination of groundwater sources.

The water we extract from underground wells is primarily used in manufacturing processes for feed production, as well as for consumption in our plant and administrative offices. After use, the wastewater generated by our operations is appropriately treated and discharged into rivers, canals, streams, and other water bodies, in full compliance with the regulations of each region. In 2024, we will measure our water footprint to establish a baseline for water consumption and further strengthen our commitment to efficient resource management.

In 2023, we achieved full legal compliance thanks to our robust management systems and the implementation of new effluent treatment projects. We mitigated risks by performing monthly monitoring of effluent flow and pollutant load before discharge into receiving water bodies. This ensured that the treatment and handling of our effluents adhered to national regulations in every country where we operate.

WATER WITHDRAWAL VOLUME (M^3)



Note:
It is worth noting that Vitapro does not withdraw water from sources with high or very high water stress.

PROJECTS AND INITIATIVES

The following were our main projects and initiatives in 2023 related to water resource and effluent management:

Peru	We continued working on proper effluent treatment, enabling water reuse and ensuring compliance with all regulatory requirements.
Chile	We implemented an additional post-treatment system at our wastewater treatment plant, focusing on two primary functions: reducing the discharge flow to the estuary and filtering effluent for reuse in the production process.
Ecuador	In 2023, the new wastewater treatment plant became fully operational.
Honduras	We continued improving the existing treatment plant to enhance discharge efficiency and increase water recirculation.



II.
To promote sustainability-based solutions for environmental and *biodiversity protection*.

PILLAR 3
Protecting the environment



A. Biodiversity and impacts on aquatic ecosystems

GRI 3-3, 304-2

WE PRIORITIZE CERTIFIED INGREDIENTS THAT PROMOTE THE PROTECTION OF BIODIVERSITY AND AQUATIC ECOSYSTEMS

At Vitapro, we recognize our responsibility as a manufacturer of aquaculture feed and have established rigorous controls to mitigate our environmental impact. Our facilities are located in industrial and agricultural zones, which are not designated as protected areas. Furthermore, we operate under an **Environmental Management System** that ensures compliance with regulations in each region.

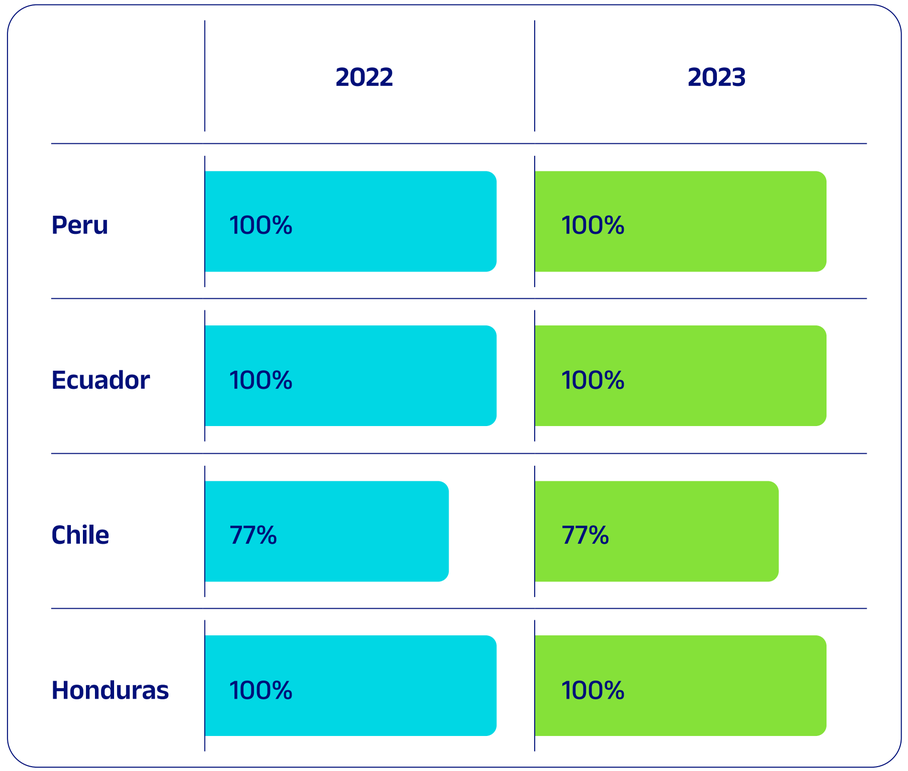
+ In Chile, we conducted a technical assessment of the water body that receives our effluent discharges, concluding that no significant environmental impacts were identified that could harm the aquatic ecosystem.

Our commitment to the planet extends across our entire supply chain. We advocate for sustainability-driven solutions to safeguard biodiversity and ecosystems, starting with the responsible sourcing of raw materials. Accordingly, we prioritize certified ingredients that ensure responsible resource management and ecosystem conservation.



- A Despite the challenges faced by the aquaculture industry in 2023, we remain steadfast in our commitment to expanding our portfolio of certified hydrobiological ingredients.
- In Ecuador, we actively support the development of the Fishery Improvement Program (FIP) to promote sustainable aquaculture practices and ensure traceability throughout our marine supply chain.
- We operate under the Sustainable Procurement Program, which guarantees the suitability, safety, and quality of the ingredients used in our products. Through this program, we secure the supply of ingredients sourced from fisheries certified by MarinTrust or from MarinTrust-approved Fishery Improvement Programs, such as Ecuador's FIP.

PERCENTAGE (%) OF HYDROBIOLOGICAL INGREDIENTS FROM CERTIFIED WHOLE FISH



Note:
In Ecuador, 39% of the certified whole fish hydrobiological ingredients are sourced from a Fishery Improvement Program (FIP), while 61% are certified by MarinTrust.

III.
To advance towards a “zero emissions” economy through energy efficiency, innovation, and *renewable energy*.



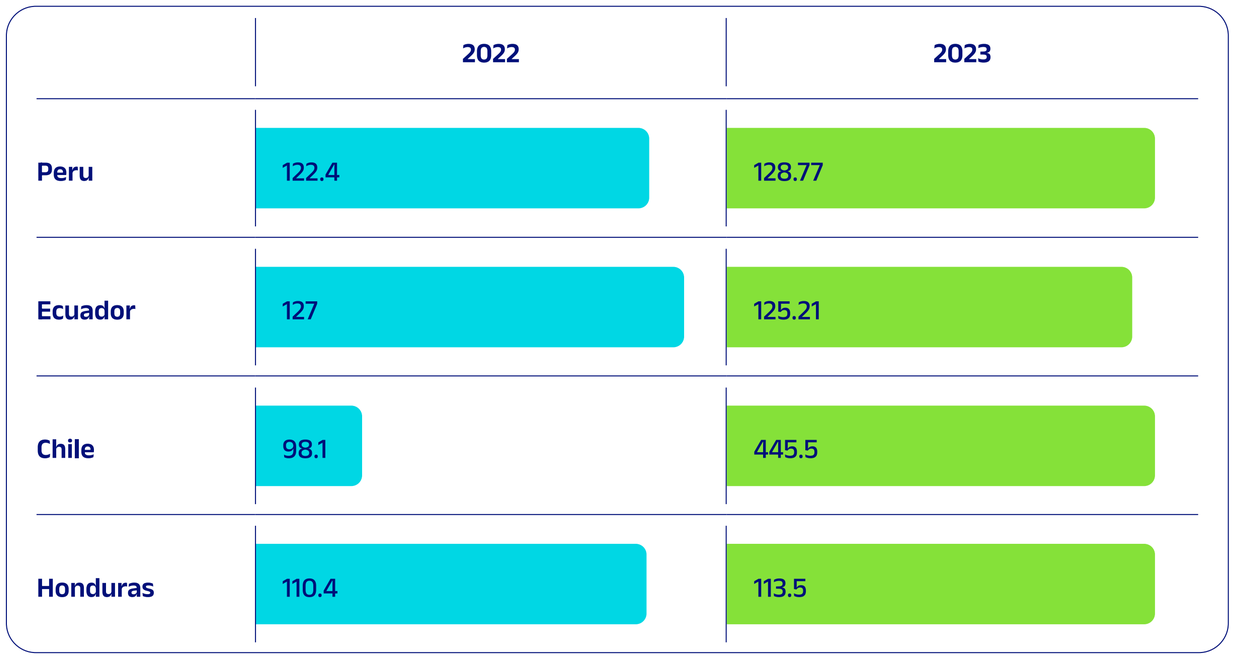
PILLAR 3
Protecting the environment

A. Energy

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

We innovate by investing in technologies that efficiently optimize our energy consumption and upgrade our production processes, reducing our reliance on combustion-based fossil fuels such as gas and oil.

ELECTRIC ENERGY CONSUMPTION (KWH/TON)



3
SG: Environmental, Social, and Governance

B. Emissions

(GRI 3-3, 305-1, 305-2, 305-5)
(SASB FB-AG-110a.1, FB-AG-110a.2)

Measuring our carbon footprint is a core component of our strategy to address the challenges posed by climate change and mitigate our environmental impact. We incorporate emission indicators into the regular operational tracking, in order to identify continuous improvement opportunities and establish reduction goals.

We measure our carbon footprint using the Greenhouse Gas Protocol (GHG Protocol) methodology for:

+ **Scope 1:** Fuels consumed in facilities, mobile equipment, and refrigerant gases.
+ **Scope 2:** Electricity consumption.

CARBON FOOTPRINT 2023 GREENTICKET (tCO_2eq)

Scopes	Peru	Ecuador	Chile	Honduras	Total CF
Scope 1	9.225	8.993	711	949	19.878
Scope 2	4.844	3.987	3.914	3.179	12.011
Scope 3	507.608	823.819	341.476	120.000	1.792.903
Total	521.678	836.799	342.187	124.128	1.824.792

Additionally, in 2023, we conducted the first-ever measurement of Scope 3 emissions for the 2022 and 2023 operations across all our geographical locations.

This initiative was undertaken to establish a baseline for the development of our 2030 Roadmap.

2022 2023

Scope 3	2022	2023
Peru	341.176	507.608
Ecuador	601.902	823.819
Chile	272.495	341.476
Honduras	56.370	120.000
Total emissions	1.271.945	1.828.706



MONITORING AND INITIATIVES ALIGNED WITH EMISSIONS GENERATION AT SALMOFOOD

We reduce our GHG emissions in Chile by using renewable energy, valorizing waste, and reducing *water consumption*

In 2023, Salmofood began the verification process for its carbon footprint in accordance with the official initiative by the Government of Chile to manage greenhouse gas emissions at the organizational level.

Key reduction measures include transitioning to renewable electricity, utilizing renewable biomass derived from the circular economy of the forestry sector for steam generation, and implementing various energy efficiency initiatives.





CARBON FOOTPRINT REDUCTION INITIATIVES

We established a roadmap to reduce GHG emissions, with *clear goals set* for 2024 and 2030.

According to the 2030 roadmap, a goal was set to reduce Scope 1 and 2 emissions by 6.5% by 2024. To achieve this, five initiatives were rolled out, targeting the regions with the highest emissions output (Peru and Ecuador) to achieve significant reductions.

Peru

- Expand the electricity supply by 1.5 MW.
- Ensure the supply of natural gas for boilers.

Ecuador

- Switch boiler fuel from diesel to LPG.
- Replace outdated engines with newer, more efficient models.
- Transition from lead-acid to lithium batteries in forklifts.

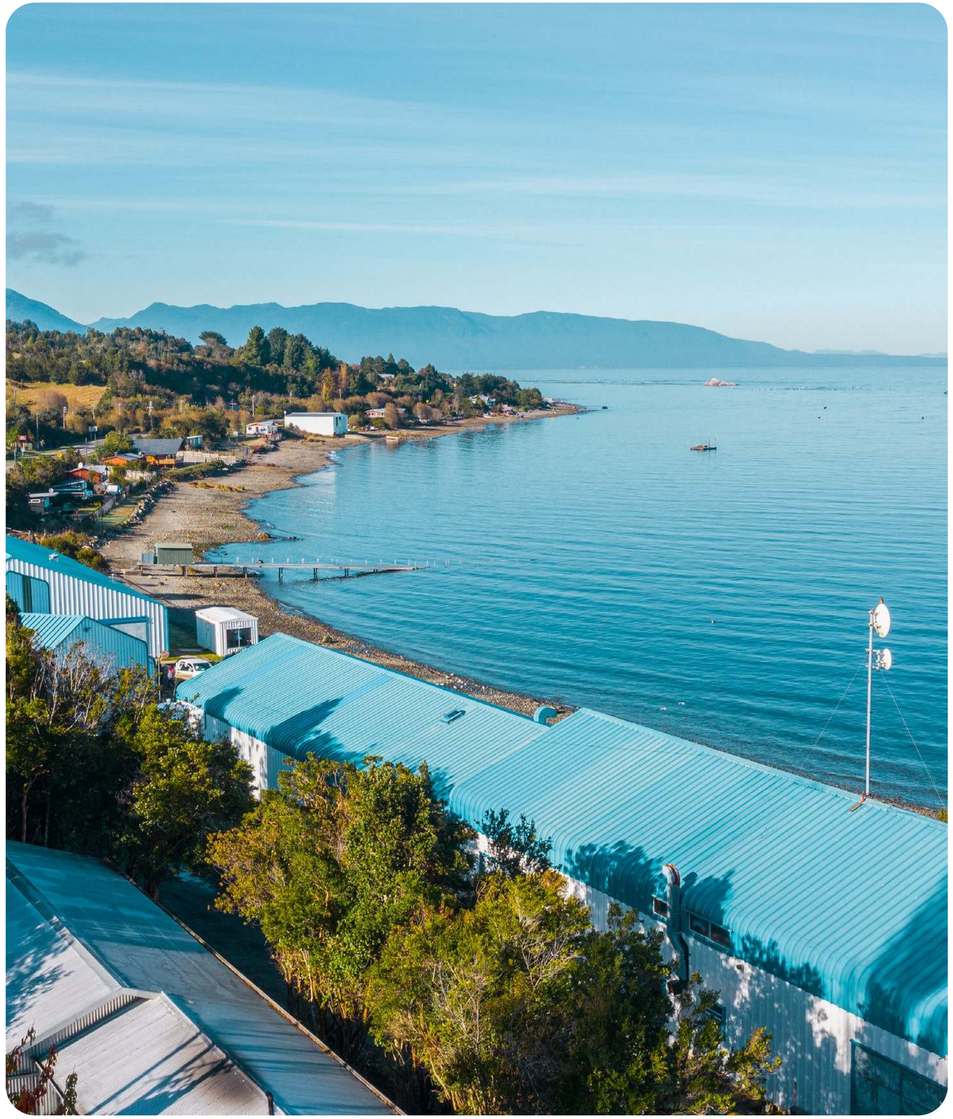
C. Climate adaptation and resilience

(GRI 3-3)

Finally, we recognize the importance of tackling climate challenges with sustainable solutions that protect our environment and ensure the long-term viability of our operations. In line with this, we have developed a 2030-2050 Decarbonization Roadmap, incorporating climate adaptation goals, with a primary focus on energy transition.

We are committed to adopting the highest standards in addressing climate change while staying ahead of international regulations to safeguard business continuity and mitigate potential risks.

For our operations in Chile, we anticipate significant adverse effects on flora and fauna due to the projected decrease in rainfall. To address these challenges, we align with regional climate adaptation plans, steering our operations and future planning to assess and mitigate environmental impacts. These efforts are reinforced by concrete actions to comply with regulations established by environmental authorities, ensuring a responsible and proactive response to anticipated changes.



Annexes

In this chapter:

Annex I: Social indicators

Annex II: Double materiality analysis

Annex III: Reporting frameworks and standards



Annex I: Social indicators

Workforce distribution by job category and country

(GRI 2-7, 405-1)

Peru

	2022	2023	2022	2023
Top/senior Management	1	1	0	0
Executive	11	9	2	1
Middle Management	23	19	5	4
Individual Contributor	27	31	21	20
Line Leader	-	11	-	0
Operational Staff	219	204	7	8

Ecuador

	2022	2023	2022	2023
Top/senior Management	4	0	0	0
Executive	5	14	5	5
Middle Management	38	41	18	21
Individual Contributor	69	82	35	75
Line Leader	-	-	-	-
Operational Staff	216	207	9	10

Annex I: Social indicators

Workforce distribution by job category and country

(GRI 2-7, 405-1)

Chile

	2022	2023	2022	2023
Top/senior Management	6	0	0	0
Executive	0	8	0	0
Middle Management	22	23	4	4
Individual Contributor	32	29	16	15
Line Leader	-	-	-	-
Operational Staff	200	195	8	8

Honduras

	2022	2023	2022	2023
Top/senior Management	1	0	0	0
Executive	4	0	1	0
Middle Management	0	0	12	0
Individual Contributor	0	0	16	14
Line Leader	-	-	-	-
Operational Staff	0	0	31	4

Annex I: Social indicators

Workforce distribution by age range and gender

(GRI 2-7, 405 -1)

	Year	Aged over 30		Aged between 30 and 50 years		Aged above 50 years	
		Men	Women	Men	Women	Men	Women
Ecuador	2022	100	56	234	61	9	2
	2023	66	26	268	83	9	2
Chile	2022	46	8	172	18	40	2
	2023	38	7	166	19	42	2
Honduras	2022	16	3	41	13	1	0
	2023	10	4	49	14	1	0
Peru	2022	12	12	209	21	27	2
	2023	59	30	210	20	29	2

Annex II: Double materiality analysis

(GRI 3-1, 3-2)

As part of preparing this report, we conducted our first double materiality analysis, recognizing its importance for organizations committed to sustainable and responsible operations. This process enabled us to identify and prioritize the most critical aspects in terms of their impact on the environment, stakeholders, and the business.

Through this exercise, we integrated environmental, social, and governance (ESG) considerations into our business strategy, making sustainability a core pillar of our decision-making process.

This process also helped us identify the risks and opportunities linked to external factors such as climate change, resource scarcity, regulatory shifts, and stakeholder expectations. As a result, we have developed strategies to mitigate risks and seize opportunities that enable us to transform aquaculture to nourish the future.



The double materiality analysis was conducted with expert support, using a methodology that included the following stages:

Consolidation of Potential Topics

Based on an analysis of internal data, sector trends (national and international), and global sustainability standards, a list of 27 potentially material topics was developed: 8 related to the environmental dimension, 9 related to the social dimension, and 10 related to governance and economic dimensions. These topics reflect the operational context in which VITAPRO operates across its value chain.

Characterization of Impacts, Risks, and Opportunities

Once the potentially material topics were identified, a process was undertaken to characterize the potential, actual, direct, and indirect impacts, as well as the associated risks and opportunities. This step laid the foundation for subsequent valuation and assessment.

Internal Valuation (Risks and Opportunities)

During the working sessions, a comprehensive risk and business opportunity assessment was conducted based on the expertise and roles of the teams involved. Over 80 risks were initially identified, which were then analyzed and categorized into 37 key risks, directly aligned with the 27 potentially material topics. These 37 risks were evaluated against several financial variables, including cash flow, EBITDA, access to financing, and the probability of occurrence. The evaluation ensured compliance with the general requirements for sustainability-related financial disclosures under the International Financial Reporting Standards (IFRS S1).

Internal Valuation (Impacts)

A total of 23 working sessions were held, involving country managers, directors, senior managers, and various focus groups by geography, role, and category. During these sessions, 152 potential and actual impacts identified in the previous phase were assessed based on several criteria: scale, scope, and likelihood, and the irreversibility of negative impacts. These sessions facilitated the communication, presentation, and prioritization of the list of material topics, capturing the perceived relevance from Vitapro's internal stakeholders. Furthermore, these sessions helped to identify key risks and opportunities as seen by the teams responsible for managing each of the material topics.

Stakeholder Consultation[1]

In accordance with the principle of stakeholder engagement, the identified and presented topics were prioritized by employees, customers, suppliers, and communities. The objective was to validate the findings, understand stakeholder needs, and ensure alignment with the sustainability risks and opportunities assessed earlier.

1
The stakeholder consultation is a critical component of the double materiality analysis and will be completed following the release of Vitapro's 2023 sustainability report.

Annex III: Reporting frameworks and standards

At Vitapro, we have developed this Sustainability Report in accordance with the GRI and SASB Standards for the period from January 1, 2023, to December 31, 2023.

GRI Content Index

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
GRI 2: General Disclosures 2021	2-1 Organizational details	10	-	-
	2-2 Entities included in the sustainability reporting	8	-	-
	2-3 Reporting period, frequency, and point of contact	8	-	-
	2-4 Update of information	8	-	-
	2-5 External verification	8	-	-
	2-6 Activities, value chain, and other business relationships	15, 37	-	-
	2-7 Employees	68	-	-
	2-8 Non-employee workers	-	-	Information unavailable
	2-9 Governance structure	41	-	-
	2-10 Appointment and selection of the highest governance body	41	-	-
	2-11 Chair of the highest governance body	41	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	-	-	Information unavailable

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for impact management	29	-	-
	2-14 Role of the highest governance body in sustainability reporting	-	-	Information unavailable
	2-15 Conflicts of interest	41	-	-
	2-16 Communication of critical concerns	47	-	-
	2-17 Collective knowledge of the highest governance body	41	-	-
	2-18 Evaluation of the highest governance body's performance	-	-	Information unavailable
	2-19 Remuneration policies	-	-	Confidentiality restrictions
	2-20 Process for determining remuneration	-	-	Confidentiality restrictions
	2-21 Total annual compensation ratio	-	-	Confidentiality restrictions
	2-22 Statement on the sustainable development strategy	3	-	-
	2-23 Commitments and policies	47	-	-
	2-24 Integration of commitments and policies	47	-	-
	2-25 Processes to remediate negative impacts	47	-	-
	2-26 Mechanisms for seeking advice and raising concerns	47	-	-
	2-27 Compliance with laws and regulations	47	-	-
	2-28 Membership in associations	29	-	-
	2-29 Approach to stakeholder engagement	29	-	-
	2-30 Collective bargaining agreements	81	-	Information unavailable

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
Double materiality topics				
GRI 3: Material Topics 2021	3-1 Process for determining material topics	29, 144	-	-
	3-2 List of material topics	29, 144	-	-
Ethics, corporate culture, and governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	41	-	-
Competitiveness and economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	27	-	-
Operational efficiency and excellence				
GRI 3: Material Topics 2021	3-3 Management of material topics	16	-	-
Product efficiency, customer loyalty, and profitability				
GRI 3: Material Topics 2021	3-3 Management of material topics	92	-	-
Climate adaptation and resilience				
GRI 3: Material Topics 2021	3-3 Management of material topics	139	-	-
Data governance and information security				
GRI 3: Material Topics 2021	3-3 Management of material topics	103	-	
Technological transformation, innovation and development (I+D)				
GRI 3: Material Topics 2021	3-3 Management of material topics	60, 97	-	-

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
ESG Impact Topics				
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	135	-	-
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	135	-	-
	305-2 Indirect GHG emissions from energy (Scope 2)	135	-	-
	305-3 Other indirect GHG emissions (Scope 3)	135	-	-
	305-5 Reduction of GHG emissions	135	-	-
Responsible management of industrial waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	125	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	125	-	-
	306-2 Management of significant waste-related impacts	125	-	-
	306-3 Waste generated	125	-	-
	306-4 Waste not disposed of	125	-	-
	306-5 Waste disposed of	125	-	-
Water				
GRI 3: Material Topics 2021	3-3 Management of material topics	130	-	-
GRI 303: Water and effluents 2018	303-1 Interaction with water as a shared resource	130	-	-
	303-2 Management of water discharge-related impacts	130	-	-
	303-3 Water withdrawal	130	-	-

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
Animal health and welfare				
GRI 3: Material Topics 2021	3-3 Management of material topics	66	13.11.1	-
Human talent management (attraction and retention)				
GRI 3: Material Topics 2021	3-3 Management of material topics	68	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	68	-	-
	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees	68	-	-
Development and training of human talent				
GRI 3: Material Topics 2021	3-3 Management of material topics	72	-	-
GRI 402: Labor-Management Relations 2016	404-1 Average hours of training per year per employee	76	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	72	-	-
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	82	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	82	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	82	-	-
	403-3 Occupational health services	82	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	82	-	-
	403-5 Worker training on occupational health and safety	82	-	-

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
Occupational health and safety				
GRI 403: Occupational health and safety 2018	403-6 Promotion of worker health	82	-	-
	403-8 Coverage of the occupational health and safety management system	82	-	-
	403-9 Work-related injuries	82	-	-
	403-10 Work-related illnesses and diseases	82	-	-
Food safety				
GRI 3: Material topics 2021	3-3 Management of material topics	54	-	-
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	54	-	-
Economic inclusion of the community				
GRI 3: Material topics 2021	3-3 Management of material topics	116	-	-
Nutrición y seguridad alimentaria				
GRI 3: Material topics 2021	3-3 Management of material topics	66	-	-

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
Financial impact topics				
Monitoring and regulatory compliance				
GRI 3: Material topics 2021	3-3 Management of material topics	47	-	-
Resiliencia ante contingencias y emergencias				
GRI 3: Material topics 2021	3-3 Management of material topics	17	-	-
Reliability and energy efficiency				
GRI 3: Material topics 2021	3-3 Management of material topics	134	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	134	-	-
Traceability and accountability of hydrobiological ingredients and raw materials				
GRI 3: Material topics 2021	3-3 Management of material topics	58	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	123	-	-

GRI Standard	Content	Reference	GRI Sector Standard Reference	Omission criteria
Other relevant topics				
Responsible sourcing				
GRI 3: Material topics 2021	3-3 Management of material topics	107	-	-
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	107	-	-
Protection of biodiversity and impacts on aquatic ecosystems				
GRI 3: Material topics 2021	3-3 Management of material topics	132	-	-
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	132	-	-
Diversity, inclusion, and non-discrimination				
GRI 3: Material topics 2021	3-3 Management of material topics	78	-	-
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	78	-	-
	406-1 Incidents of discrimination and corrective actions taken	78	-	-
Commitment to local community development				
GRI 3: Material topics 2021	3-3 Gestión de los temas materiales	113	-	-
GRI 413: Local communities 2016	413-1 Operaciones con programas de participación de la comunidad local, evaluaciones del impacto y desarrollo	113	-	-
Respect and promotion of human rights (HR)				
GRI 3: Material topics 2021	3-3 Gestión de los temas materiales	81	-	-

SASB Index Parameters

SASB Topic	Code	Description	Reference	Reasons for Omission
Agricultural Products 2018				
Greenhouse Gas	FB-AG-110a.1	Global gross Scope 1 emissions	135	-
	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 results in relation to those targets.	135	-
Energy management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage of electricity sourced from the grid, (3) percentage of renewable energy	135	-
Water managementEmissions	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed, and the percentage of each in regions with high or extremely high baseline water stress	130	-
	FB-AG-140a.2	Description of water management risks and analysis of strategies and practices to mitigate them	130	-
	FB-AG-140a.3	Number of incidents of non-compliance with permits, standards, and regulations regarding water quantity or quality	130	-
Food safety	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified under a food safety certification program recognized by the Global Food Safety Initiative (GFSI).	58	-
Environmental and social impacts of the ingredient supply chain	FB-AG-430a.1	Percentage of agricultural products that are certified under a third-party environmental or social standard, with percentages detailed for each standard	58	-
Ingredient sourcing	FB-AG-440a.1	Identification of key crops and description of the risks and opportunities associated with climate change.	-	Data not available
Activity parameter	FB-AG-000.B	Number of processing facilities.	10	-

VITAPRO

2023 Sustainability Report

contactocomunicaciones
@vitapro.com.pe