



SUSTAINABILITY REPORT

YEAR 2024



PESEDEL

Marbelize S.A.

MEMBERS OF
ČUKA
corporate
GROUP

SUSTAINABILITY REPORT 2024

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WELCOME TO OUR SUSTAINABILITY REPORT

At MARBELIZE S.A. and PESDEL S.A., we continue to navigate with the same conviction that has driven us from the beginning: to build a future where tuna production is synonymous with quality, responsibility, and sustainability.

This year, we have reaffirmed our industry leadership through innovations in our production processes, by strengthening our certifications, and by expanding our partnerships.

Every step we take is guided by our commitment to preserving marine ecosystems, promoting fair labor practices,

and contributing to the economic development of our communities.

We know that sustainability is not a static goal, but a journey that requires adaptation, innovation, and constancy.

We look to the future with optimism and determination. Our purpose remains clear: to produce excellent tuna while taking care of the ocean that sustains us, supporting those who are part of our corporate family, and generating value for future generations.

Ivo Čuka Kunjačić
Executive President & Founder
Čuka Corporate Group

Betty de Cuka
Founder
Čuka Corporate Group

THE PURPOSE OF THIS REPORT

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-29

We are convinced that transparent communication of our management contributes to building a more just and balanced future for all. It is with great pleasure that we share with you **our third Sustainability Report**, a document that reflects the vision that drives us to continue prioritizing the well-being of people and the planet. This report covers the management period from January 1st to December 31st, 2024.

The management carried out during this period has been guided by a firm commitment to **generate a positive impact on society and the environment**. We are driven by the conviction that we are contributing to forging a legacy of responsibility, which we hope will inspire other companies to join us on this path.

To ensure that the report is comprehensive and aligned with the best international practices in terms of sustainability, it has been prepared in accordance with the

methodology and principles of the **Global Reporting Initiative (GRI)**, specifically the 2021 Universal Standards. Additionally, we have applied the GRI Sector Standard for Agriculture, Aquaculture, and Fishing 2022, which allows us to address the specific impacts and particular expectations of our activities, in accordance with the guidelines established by GRI for our sector.

The information presented here is the result of a collaborative effort by the managers of the different areas of the company, and has been validated by senior management.

The report is structured into four sections, each focused on detailing the management of the key topics identified by our stakeholders (shareholders, customers, employees, associations, suppliers, business partners, contractors, communities, and control entities). We maintain trusting relationships with these groups based on a **permanent exchange of views** that enriches our corporate strategy.

During this period, the topics of energy efficiency and carbon footprint reduction were incorporated into the list of prioritized issues from 2023. This resulted from a participatory process with our stakeholders, complemented by direct dialogue with our key publics and an analysis of sustainability best practices among companies in the same sector.


For the development of this report, we opted for language that ensures it is accessible and understandable for all our stakeholders, from senior executives to the general community.


This report has not been subjected to external verification related to the GRI Standards, nor has it been necessary to modify the information presented in previous Reports.

We trust that every step we take contributes to a more sustainable and just world for everyone, and we invite you to learn more about our achievements and challenges during this period.

We extend a cordial invitation to our stakeholders to share their opinions on any aspect related to this report and our sustainability performance.

We are open to receiving your comments and suggestions, which can be sent to:

 **Carlos Rodríguez**
Head of Sustainability

 jef.sgca@marbelize.com





SOMOS MARBELIZE - PESEDEL

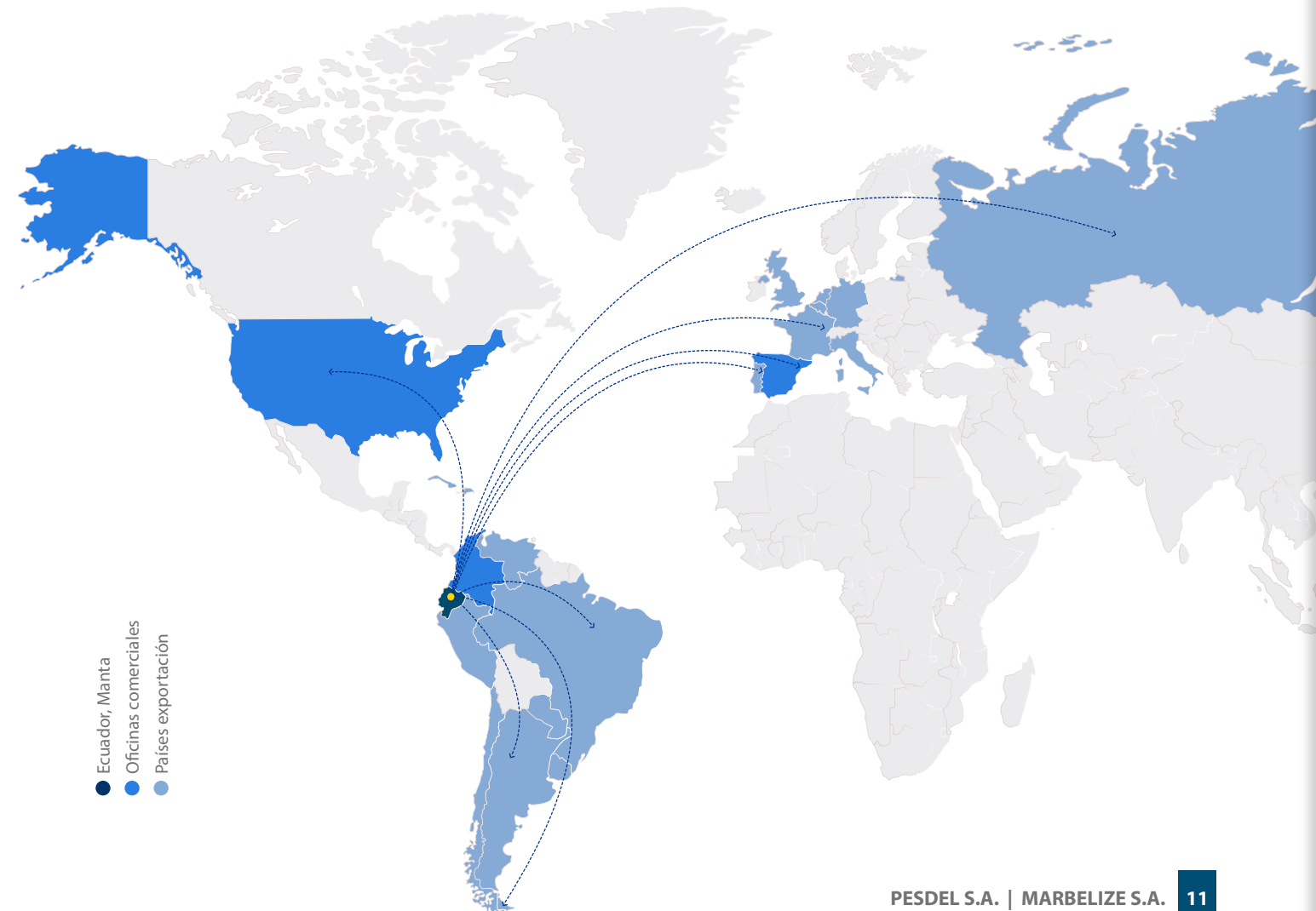
MARBELIZE-PESEDEL: VISIONARY COMPANIES

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-29

We are the realization of the dream of our founder, Ivo Čuka Kunjacic, who, guided by his love for the ocean and his understanding that it is the vital force that nourishes humanity, charted the course toward the creation of **a company that is currently synonymous with excellence.** With more than two decades of experience in the fishing, processing, and sale of canned tuna, we have consolidated our position as a benchmark in both national and international markets. Our headquarters are located in the

Parque del Atún industrial complex at kilometer 5 ½ on the Manta-Rocafuerte highway.

Under the brand **YELI**, recognized for its constant innovation, we offer high-value-added products that maintain the highest quality standards and reach every corner of the world. We currently export to 21 countries across Europe and the Americas. We also have commercial offices in Spain, Colombia, and the United States.



Our success is driven by our fishing fleet, **PESDEL S.A.**, which operates in the FAO 87 and 77 areas of the Eastern Pacific Ocean with **Marine Stewardship Council** (MSC) certification. The fleet consists of six Ecuadorian-flagged vessels with a combined hold capacity of 53,964m³. PESDEL S.A. was legally established in 1981 as a limited company, changing its legal form to a public limited company (Sociedad Anónima) ten years later.

Our processing plant, **MARBELIZE S.A.**, processed **\$48,000 metric tons of raw material during 2024**. MARBELIZE S.A. was incorporated as a public limited company in 1997 and began operations in 2001 after receiving authorization to process and export canned tuna and tuna-based products, with a clear focus on **value added**.

Our value chain spans from responsible fishing to the distribution of our canned goods. This model **guarantees the traceability and quality of our products**, creating employment at every stage of the process and strengthening the local economic fabric, making us a driver of progress and well-being.

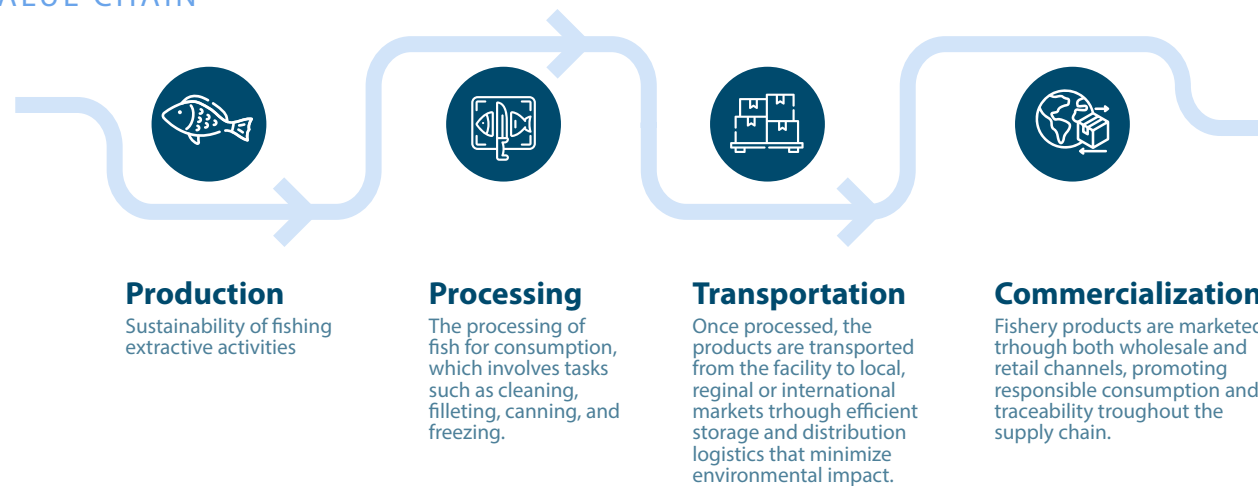
Throughout the years, we have experienced constant growth, leading us to become industry leaders and generators of positive impact within our community. Today, we are responsible for the creation of more than 1,500 direct jobs in our area of influence. Furthermore, we contract services from over 250 individuals belonging to legally established companies in Ecuador who provide permanent services, which contributes to the economic and social development of our region.



48 000
Tons of raw material during 2024

1500
direct jobs in our area of influence

VALUE CHAIN



Our Enduring Commitment
Today, we move forward with the same passion that has driven us since our beginnings, constantly renewing our **commitment to quality, innovation, and sustainability.**

We are a company dedicated to the well-being of humanity and the future of the ocean—the vital source that has made us who we are.



VISION AND COMMITMENT TO SUSTAINABILITY

GRI 2-22, GRI 2-23

The values of Cuka Corporate Group—**unity, commitment, passion, and sustainability**—underpin and guide our organizational culture. These values, in turn, provide the origin and coherence for the specific values, mission, and vision of MARBELIZE and PESDEL, which are the group's business units.

Values



Unity

- Teamwork
- Diversity



Integrity

- Ethics
- Responsibility
- Honesty
- Transparen
- Loyalty



Passion

- Excellence
- Innovation
- Pride
- Customer focus



Sustainability

- Sustainability
- Profitability
- Growth
- Impact



Our strategic vision is to feed the world with excellence, sustainability, and continuous innovation. This vision guides our decisions, drives continuous improvement, and commits us to a responsible development model.

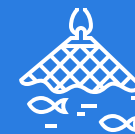
Linked to this vision, we declare our mission as building sustainable, **long-term relationships with our clients and consumers, founded on quality, safety, service, innovation, and the comprehensive development of our employees.** We seek to generate profitability in each of our processes, through responsible business management that promotes the well-being of all stakeholders.

This integral approach reinforces our commitment to operations based on sustainability and operational excellence, thereby ensuring that

every step we take today contributes to a fairer and more sustainable tomorrow.

Our **Code of Conduct**, applicable from senior management down to employees and suppliers, guarantees respect for labor rights, the ethical and secure protection of information concerning clients, suppliers, distributors, and employees, non-discrimination, and the protection of the environment.

FISHING



- Tuna sourced through legal, responsible fishing practices, fully aligned with sustainability standards and in compliance with established catch quotas.

PRODUCTION



- Our production chain adheres to Good Manufacturing Practices (GMP), ensuring full product traceability and strict compliance with both international and country-specific quality standards.

PEOPLE



- We uphold human and labor rights, promote occupational health and safety, and implement responsible supply-chain management. Additionally, we foster active engagement and collaboration with the communities in our area of influence.

ENVIRONMENT



- We promote the sustainable use of marine resources through efficient water management, responsible waste management, and continuous improvements in energy efficiency to minimize environmental impact.

Our corporate strategy aligns with the Sustainable Development Goals (SDGs), especially those most relevant to our economic activity, such as SDG 14: Life Below Water and SDG 12: Responsible Consumption and Production.



We are aware that sustainability also implies a deep commitment to human rights, labor rights, and the well-being of people. With this in mind, we actively work to create safe, equitable, and violence-free work environments, focused on preventing any form of discrimination against women and people in situations of human

mobility (migrants, refugees, displaced persons, among others).

We extend this commitment to the communities in which we operate, promoting respectful and inclusive relationships.

Having embarked on the journey toward sustainability, we reaffirm our determination to **continue innovating in our processes and policies**, with the aim of contributing to a fairer and more sustainable planet for both present and future generations.

KEYS TO EFFICIENT AND SUSTAINABLE MANAGEMENT

GRI 2-23, GRI 2-24, GRI 2-25

We are proud that our commitment to the sustainability and quality of our products reflects a **comprehensive approach that spans every aspect of our operation**. From the best practices of our fishing fleet to the efficient management of our employees, we implement a rigorous approach at all stages of the production process to ensure the quality and safety of our products. Furthermore, we operate with strong social and environmental responsibility, ensuring that every action we take adheres to the highest standards of sustainability and ethics.

Our **Corporate, Environmental, Occupational Health and Safety, and Energy Efficiency Policies** guide our daily operations, ensuring social responsibility in all our actions. **Our Integrated Management System** unifies the various management systems in the areas of quality, environment, occupational safety, and social responsibility. This allows us to meet the industry's highest standards, maintain efficient operations, protect the natural environment, prevent dishonest or illicit actions, and maintain an appropriate relationship with our stakeholders.

The certification of our **Environmental Management System under ISO 14001:2015 and the Energy Management System in accordance with ISO 50001**, in addition to benefiting our operational management, reinforces our competitive position in the global market.

In line with our commitment to **responsible management and sustainability**, all our corporate policies are available on our website, as are the Codes of Conduct for MARBELIZE S.A. and PESDEL S.A., promoting **transparency and access to information** for all our stakeholders. Additionally, we actively work with our suppliers to ensure **their adherence to these guidelines**, fostering a value chain aligned with shared ethical, social, and environmental principles.



GOVERNANCE WITH PURPOSE

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-14, GRI 2-17, GRI 2-18, GRI 2-19, GRI 2-21, GRI 202-2

The growth and competitiveness of our company are the result of a **robust governance structure** that ensures effective strategic and operational decisions, promoting sustainability and respect for the social and environmental surroundings.

This structure is composed of **four governing bodies**, integrated by Ecuadorian members, who play an essential role in the company's

management, oversight, and development. The composition of the governing bodies, including both executive and non-executive members, contributes to a more balanced, transparent, and strategic management style. This improves decision-making, minimizes conflicts of interest, and contributes to the company's long-term sustainability.



The Shareholders' Meeting:

This is the supreme governing body. It holds the power of decision and oversight and is responsible for defining the general guidelines of the organization. Furthermore, it appoints the members of the Board of Directors and meets annually to evaluate the company's performance. It consists of 6 members.



The Executive Committee:

This body is responsible for implementing the strategy approved by the Board of Directors. It conducts a monthly follow-up of the company's plans and projects, ensuring they are aligned with the established strategic objectives. It is composed of 5 executive and 2 non-executive members.



The Board of Directors:

This body oversees the company's strategy and acts as the liaison between the shareholders and executive management. It reviews and approves corporate strategies, considering environmental risks and opportunities, and is responsible for reviewing the sustainability reports. They meet quarterly, and its composition includes 5 executive and 2 non-executive members.

The Chairman of the Board of Directors is the Vice President of MARBELIZE S.A., with no operational duties within the company.



The Risk and Compliance Committee:

This committee is responsible for anticipating risks that may affect the company and ensures compliance with legal regulations and industry standards. It supports the Executive Committee in implementing risk control and compliance strategies.

We implement continuous training programs in areas critical to the business.

To strengthen the collective expertise of those who form our main governing bodies, we implement continuous training programs in areas critical to the business and evaluate their performance through an internal process. This process will be overseen by external auditors in the upcoming periods.

We recognize the commitment and dedication of the executive members of the supreme governing body through compensation commensurate with their dual role as members of the governing body and as management leaders.



RESPONSIBLE AND OBJECTIVE MANAGEMENT

GRI 2-15

Within the framework of our commitment to transparency, we recognize the importance of responsible governance. Given that the members of our supreme governing body also hold executive functions within the company, we have **developed and implemented a formal procedure to prevent potential conflicts of interest.**

This mechanism establishes clear guidelines for the identification, management, and resolution of situations that could compromise objectivity in decision-making. This ensures ethical performance aligned with the principles of integrity and responsibility that guide our management.

STRATEGIC COORDINATION FOR MANAGEMENT

GRI 2-13, GRI 2-16

The General Managers and Corporate Managers are responsible for managing the company's impacts. They meet monthly during the Executive Committee sessions to review planning and approve actions for implementation, ensuring alignment with the defined strategy.

We maintain fluid communication between the supreme governing body and the managers responsible for managing economic, social, and environmental impacts. This ensures timely decision-making that is aligned with our sustainability objectives.

To strengthen this coordination, we hold monthly meetings to review progress and indicators. **This guarantees that management guidelines are reflected in operational activities and that challenges are addressed comprehensively.**


Additionally, there is the possibility of convening extraordinary sessions when the situation requires it.

RECOGNITIONS THAT MOTIVATE US

Our commitment to sustainable development has received various recognitions that validate our actions to **build diverse, safe, and inclusive work environments**. Furthermore, they highlight our work in promoting a corporate culture that is conscious of its social and environmental impact, focused on generating shared value and actively contributing to global sustainability goals.

We highlight the distinction obtained at the **2024 Sustainability Summit**, organized by EKOS magazine, where we were recognized as one of the **"Most Sustainable Companies in Ecuador"** for our practices oriented toward achieving the Sustainable Development Goals (SDGs).

This award joins other significant recognitions that reflect the strength and consistency of our management:


Inclusive Company Best Practices. In recognition of our commitment to combating social exclusion and contributing to sustainable development.
International Committee for the Development of Peoples (CISP).





Inclusive Company Seal. Granted for maintaining employment opportunities for migrants and promoting a diverse and equitable workplace.
United Nations Refugee Agency (UNHCR).




Safe Company Seal: Free of Violence and Discrimination Against Women. In acknowledgment of our efforts to promote zero tolerance toward violence against women.
Ministry of Women and Human Rights, together with the Ministry of Production, Foreign Trade, Investment and Fisheries, with technical assistance from German Development Cooperation (GIZ).


Inspiring Female Leadership. Awarded to our Executive Vice President, recognizing her exceptional trajectory as one of the pioneers in leading the tuna industry.
Manabí Chamber of Industries and Production.


Violet Recognition. Awarded for our active participation in creating safe and equitable work environments for women.
EKOS Magazine.




Dragon Awards for Happiness. International recognition for implementing outstanding organizational culture practices that strengthen employee motivation, teamwork, and overall job satisfaction.
This award was granted based on the evaluations provided directly by our employees.

Jobs to Build the Future. Awarded for promoting good business practices and fostering more inclusive and diverse work environments.
Cuso International in collaboration with the Embassy of Canada.





SUPPORT NETWORKS

GRI 2-28

We firmly believe in the power of collaboration. For this reason, our companies, **MARBELIZE S.A. and PESDEL S.A.**, are active members of prominent associations that allow us to exchange knowledge, strengthen our position in both the operational and strategic spheres, and ensure long-term sustainable growth.



Asociación de Atuneros del Ecuador (ATUNEC)



Cámara Oficial Española de Comercio del Ecuador



Cámara Ecuatoriana de Industriales y Procesadores Atuneros (CEIPA)



Cámara Nacional de Acuicultura (CNA)



Federación Ecuatoriana de Exportadores. (FEDEXPOR)



Tuna Conservation Group. (TUNACONS)

STANDARDS THAT CERTIFY OUR COMMITMENT

During the reporting period, we took a strategic step toward energy efficiency by advancing the procedures to obtain the ISO 50001 accreditation, reaffirming our commitment to SDG 12: Responsible Consumption and Production.

The certifications obtained through 2024 reflect our commitment to a responsible, safe, and sustainable operation across our entire value chain, and guarantee compliance with the most stringent international standards:

Environmental Management



ISO 14001:2015

Food Safety



BPM (Buenas Prácticas De Manufactura)



BRCGS Global Standard Food (British Retail Consortium-UK)



FDA (Food and Drug Administration).

Social Responsibility



BAC (Business Alliance for Secure Commerce)



HACCP (Hazard Analysis and Critical Control Points)



IFS (International Food Standard)



KOSHER (Orthodox Union)

Sostenibilidad



Dolphin Safe



Friends of the Sea



ISSF (Fundación Internacional para la Sostenibilidad de la Pesca)

Furthermore, MARBELIZE S.A. is a member of the **SEDEX (Supplier Ethical Data Exchange) and EcoVadis platforms**. These are key tools that allow us to continuously evaluate and strengthen **our performance in sustainability, business ethics, and social responsibility**.

This affiliation has contributed to improving our results across the value chain, ensuring practices that are more transparent, efficient, and aligned with international standards. As a result, **we reinforce the trust of our stakeholders** and consolidate our position as a responsible organization committed to continuous improvement.



QUALITY TUNA, SUSTAINABLE COMMITMENT

RESPONSIBLE FISHING, HEALTHY PLANET

GRI 2-6, GRI 2-24, GRI 2-27

We are committed to the protection of the ocean and marine biodiversity, tackling the environmental challenges of the fishing industry with responsibility. Our fishing fleet, composed of six proprietary tuna vessels, has

an annual fishing capacity of \$23,000\$ metric tons. Their port of unloading is Manta, a strategic multi-purpose port for the country's commercial development.



FORTICA

Warehouse volume
216 m³



BETTY ELIZABETH

Warehouse volume
290 m³



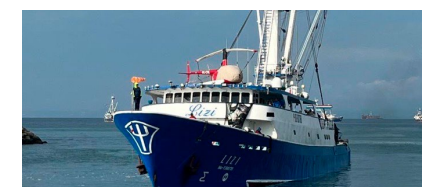
MILENKA C

Warehouse volume
500 m³



YELISAVA

Warehouse volume
665 m³



LIZI

Warehouse volume
1038 m³



MARTINA C

Warehouse volume
1265 m³

Our vessels are registered on the **Proactive Vessel Register (PVR)** of the **International Seafood Sustainability Foundation (ISSF)**, a

register that recognizes vessels that implement **sustainable fishing practices** and comply with essential sustainability regulations and criteria.

We actively work to protect our oceans by adopting conservation principles, such as the use of **non-entangling Fish Aggregating Devices (FADs)** and compliance with the regulations of the International Safety Management (ISM) Code (SGI), as well as international conventions aimed at the care of the environment and marine ecosystems.

We ensure that our fleet does not participate in activities such as shark finning or fishing associated with cetaceans, and we **work to minimize the capture of non-target species (bycatch)** as much as possible, thereby reducing the environmental impact of our operations.

For this reason, we hold the **Dolphin Safe and Friend of the Sea** certifications. Furthermore, all our vessels conduct transshipments in controlled ports and waters, complying with current legislation to declare catches and **prevent illegal fishing.**

We believe that responsible fishing is also reflected in the humane treatment and protection of those who carry out this activity. Therefore, we ensure strict compliance with regulations that **promote a safe, healthy, and respectful work environment** for all our employees.



Our management is based on **the respect for rights and decent working conditions,** in accordance with ILO Convention 188 and applicable legal frameworks.

FOOD SAFETY MANAGEMENT SYSTEM

GRI 2-23, GRI 2-24, GRI 2-25, GRI 13.10.1, GRI 13.23-1, GRI 3-3

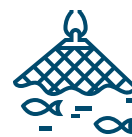
Our **Food Safety Management System** reflects **the company's** commitment to the highest global technical standards, ensuring that our products comply with the **quality and hygiene**

standards required to prevent contamination risks. This system, led by a highly trained team of experts, rigorously monitors and controls every stage of the food production chain.

1.  Compliance with environmental regulations and **responsible fishing practices.**

2.  **Good Manufacturing Practices (GMP).**

3.  Identification, assessment, and control of risks associated with food safety.

4.  **Comprehensive traceability** from catch to distribution.

5.  Staff trained in **food safety culture.**

6.  **Compliance with national and international regulations** ensuring food safety.

Regarding national regulations, we strictly adhere to the guidelines established by the **Undersecretariat of Quality and Safety**, the regulatory body that conducts biannual technical verification processes.

These evaluations are a prerequisite for the issuance and renewal of our **HACCP (Hazard Analysis and Critical Control Points) certificate**, which is aligned with national and international standards for **food quality and safety.**

The alignment of **our practices with national and global food safety regulations** strengthens our competitiveness in the global market, while also guaranteeing the long-term sustainability of our operations and consolidating our position as a committed leader in excellence and the future of the sector.



GUARANTEEING SAFE AND QUALITY FOOD

GRI 2-24

We safeguard the health of those who consume our products by complying with international food safety standards. This includes good hygiene practices, control over ingredient handling, and prevention of contamination. We also ensure clear and complete labeling, with information on allergens and ingredients, as required by regulations, to guarantee confidence and transparency.

We also comply with regulations concerning bioterrorism, as well as the specific requirements established by each country where our products are sold. This is how we ensure the competitiveness and continued presence of our business in international markets.



Food and Agriculture Organization of the United Nations, regarding food production, labeling, and safety.
Panama, Bolivia



Directorate-General for Health and Food Safety (DG SANTE)
European Union



DGG-MAG (General Directorate of Livestock – Ministry of Agriculture and Livestock)
El Salvador



DIPOA (Department of Inspection of Animal-Origin Products)
Brazil



FDA (Food and Drug Administration)
USA



General Administration of Customs, P.R. China
China



INVIMA (National Institute for Food and Drug Surveillance)
Colombia



IPSA (Institute for Agricultural Protection and Health)
Nicaragua



MSPAS (Ministry of Public Health and Social Assistance)
Guatemala



SANIPES (National Fisheries Health Organization)
Peru



Federal Service for Veterinary and Phytosanitary Supervision
Russia



Autonomous Service of Health Control
Venezuela



SENASA (National Animal Health Service)
Argentina



SENASA (National Animal Health Service)
Costa Rica



SENASA (National Animal Health Service)
Honduras

SUSTAINABLE PACKAGING

GRI 2-6, GRI 2-27

By choosing our products, consumers are opting for **quality and a commitment** to sustainability and the environment.

Thanks to the international certifications that support our quality and sustainability, we gain access to the most demanding markets on the planet. Today, our products reach key destinations representing **96% of our total production**, consolidating our position as a benchmark of trust and excellence in global commerce.

Our recipes under the "Yeli" brand are made with the highest quality tuna and with the advice of experienced chefs, ensuring a unique and incomparable experience for our consumers.

We use various types of packaging for the products we export, including **cans, pouches, glass containers, and shrink-wrap films**, all carefully selected for their specific advantages that guarantee the preservation of our products' quality.

The use of materials such as electrolytic tinplate and chromed steel contributes to our packaging being recyclable, containing Post-Consumer Recycled (PCR) material, and being free from harmful substances such as PVC, BPA, or mixed materials that cannot be easily separated.

All our packaging complies with international quality and safety regulations, such as the FDA 21-CFR (Code of Federal Regulations of the United States of America for the Food and Drug Administration, FDA), and the current legislation of the European Parliament and Council of the European Union (EU). This guarantees the integrity and safety of our products during their distribution and consumption.



The secondary packaging and wrapping materials, such as cardboard boxes and trays, come from responsible sources and contain a high percentage of recycled paper.

Additionally, the adhesives, tapes, straps, and bands have been validated as recyclable and free of restricted substances.

In line with our commitment to sustainability, we are working collaboratively with our suppliers to develop and adopt increasingly sustainable packaging. This cooperation will allow us to advance toward solutions that

reduce environmental impact, promote the efficient use of resources, and actively contribute to circularity in our value chain.

Furthermore, in response to our customers' requests and preferences, during this period, we implemented adjustments to the presentation of our products, adapting formats, materials, and designs to ensure a satisfactory experience aligned with the specific requirements of each market.

OUR COMMERCIAL PROPOSAL

GRI 2-6

Our product portfolio is composed of five lines, each designed to satisfy the needs and expectations of our clients, providing variety, excellence, and innovation in every one.

In 2024, we innovated our production in response to consumer trends that prioritize nutrition and practicality.

We developed a new line of **canned salmon** products, including presentations in cans and pouches, as well as burgers and meatballs. Each presentation is designed to preserve the properties of salmon, optimizing processes according to its specific characteristics.

• Classic Line

Featuring the highest quality tuna in a selection of natural soybean, sunflower, and olive oils, this line guarantees freshness and purity in every can. Its variety of formats makes it the ideal choice for any occasion, enhancing the flavor of any recipe with a healthy and delicious touch.



• Food Services Line

Designed for the HORECA channel (Hotels, Restaurants, Cafes), this line offers superior quality in pouch-style presentations, optimizing space and facilitating fast service. Its versatility makes it the ideal choice for demanding and creative menus.



• Frozen Line

Frozen products crafted with high standards, which maintain their flavor and texture from production to plate. This line includes options such as tuna steak, tuna burgers, and tuna meatballs, all designed to facilitate preparation without losing nutritional value or freshness.



With each product line, we reaffirm our commitment to **providing food solutions** that combine flavor, convenience, and excellence, while responding to market trends and meeting the expectations of our consumers.



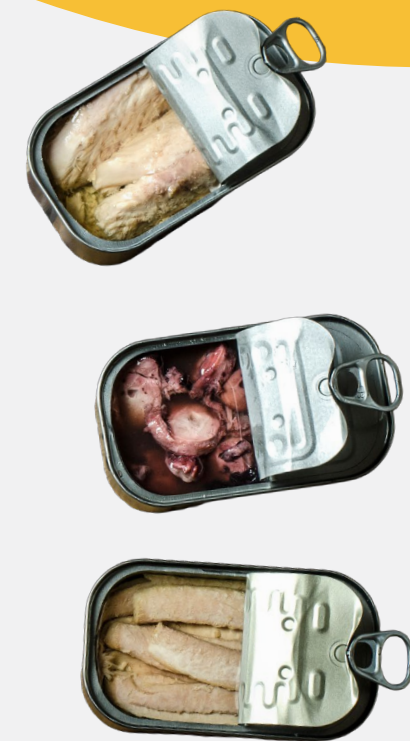
• Ready-to-Eat Line

Ready-to-eat canned goods that combine practicality and flavor. From tuna salads to traditional dishes like cazuela manabita, this line is designed for those seeking a nutritious, quick, and delicious option without sacrificing quality.



• Gourmet Delights Line

Canned tuna, tuna belly (ventresca), and bocatún (tuna bites) preserved in glass jars, ensuring authentic flavor and premium quality. The presentation allows for gradual consumption and easy storage without losing freshness. Perfect for salads, appetizers, or sandwiches, they provide a practical yet gourmet experience.



TRANSFORMING RESOURCES RESPONSIBLY

ACTIONS FOR BIODIVERSITY AND A SUSTAINABLE FUTURE

GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4, GRI 3-3

Aware that our economic activity is closely linked to the well-being of marine ecosystems, **we take a strong commitment to protecting biodiversity and developing sustainable** practices that ensure the continuity of marine resources for future generations.

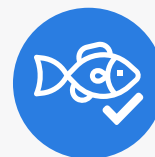
To safeguard marine biodiversity, we strictly comply with:



Shark Finning Ban Policy (or No Shark Finning Policy).



Non-Entangling FAD Policy.

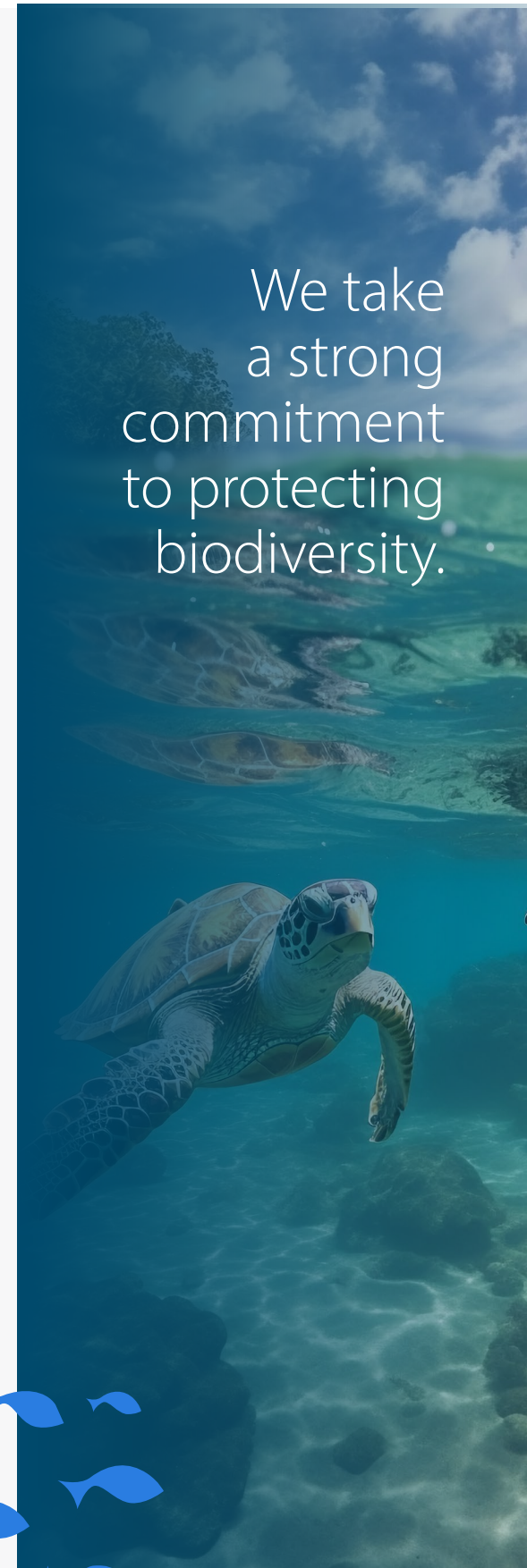


Permanent policies for best practices in FAD (Fish Aggregating Device) management.



Maritime Safety Management System Policy.

We take a strong commitment to protecting biodiversity.



Our environmental initiatives are focused on three fundamental pillars:

1. RESPONSIBLE AND CERTIFIED FISHING

We operate under strict international sustainability standards, with certifications that endorse our practices in selective fishing, the **reduction of bycatch (incidental catch) of turtles**, rays, and sharks listed on the IUCN Red List, and compliance with fishing **closures**

(**vedas**) to ensure the conservation of species such as *Skipjack (SJ) (Katsuwonus pelamis)*, *Yellowfin (YF) (Thunnus albacares)*, and *Bigeye (BE) (Thunnus obesus)*, which are used in our canned products.



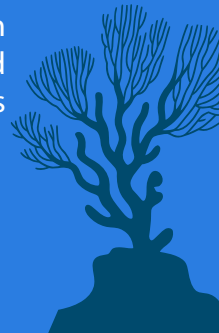
2. EFFICIENT RESOURCE MANAGEMENT AND CLEAN PROCESSES

In our processing plants, we apply environmental management systems that optimize water and energy use and minimize waste generation.



3. HABITAT CONSERVATION

We collaborate on marine conservation projects with organizations dedicated to ocean protection, such as TUNACONS.



We prioritize the implementation of **sustainable extraction and management practices** in our fishing operations within the FAO 87 areas, from which 85% of our raw material originates; FAO 77-87, which represents 14% of our catches; and the FAO 77 area, with 1% of our total fishing.

We rigorously comply with **national and international guidelines** and regulations such as those issued by:



National Fisheries Authority



Inter-American Tropical Tuna Commission (IATTC)



International Seafood Sustainability Foundation (ISSF)

DAP

Collection and analysis of data on Fish Aggregating Devices (FADs)



As participants in the **Fishery Improvement Project (FIP)**, we actively participate in initiatives that promote the sustainable management of tuna populations in the Eastern Pacific Ocean.

Within this framework, we also collaborate on the implementation of a **pilot project for FADs** (Fish Aggregating Devices) constructed with biodegradable materials, as well as on programs aimed at the collection of underwater debris and the strengthening of fishing sustainability in the Galapagos Archipelago islands.



Pilot FAD (Fish Aggregating Device) Project





.....

We stand out as one of the first tuna processing plants in South America to obtain the ISO 14001:2015 certification, which guarantees that our environmental performance is carried out systematically, responsibly, and sustainably.



With the firm commitment to contributing to the conservation of local biodiversity, we implement strict controls that include the prohibition of hunting wild animals in the area.

While the potential ecological risk associated with our processing plant operations is very low—due to its location in an area designated for industrial use, without the presence of fragile ecosystems or sensitive flora or fauna species—we implement strict controls. These controls include the prohibition of hunting wild animals in the area, within the framework of our Wildlife Rescue Plan, an integral part of the company's Environmental Management Plan, with the firm purpose of contributing to the conservation of local biodiversity.

Furthermore, to ensure optimal conditions for our operations and their surroundings without environmental impact, we carry out strict environmental sanitation control with the support of two specialized companies, one of which is a member of the National Pest Management Association (NPMA).

OPTIMIZING WATER USE

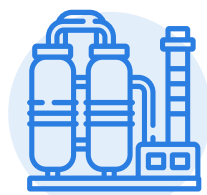
GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 3-3

Water is a key resource in our production chain, as it actively participates in various industrial processes within the plant. Conscious of its value and the impact its use can generate, our company manages this resource responsibly, ensuring its efficient and sustainable use.

We carry out the management of this resource by meeting the environmental objectives defined by corporate senior management and the established controls, complying with local, national, and international legislation.



The water supply used in our processes comes from two main sources:



Municipal public network managed by the company **HIDROJAR**.



Tankers supplied by the private company **AQUAHER**, an entity specialized in water purification.

Both sources comply with the standards established in Directive 98/83/EC / NTEINEN 1108 / CODEX ALIMENTARIUS, which ensures the quality of the water resource before being incorporated into the production process.

The responsible management of the water resource is the responsibility of the Maintenance Department,

which designs and implements strategies aimed at optimizing its use across all operational processes.

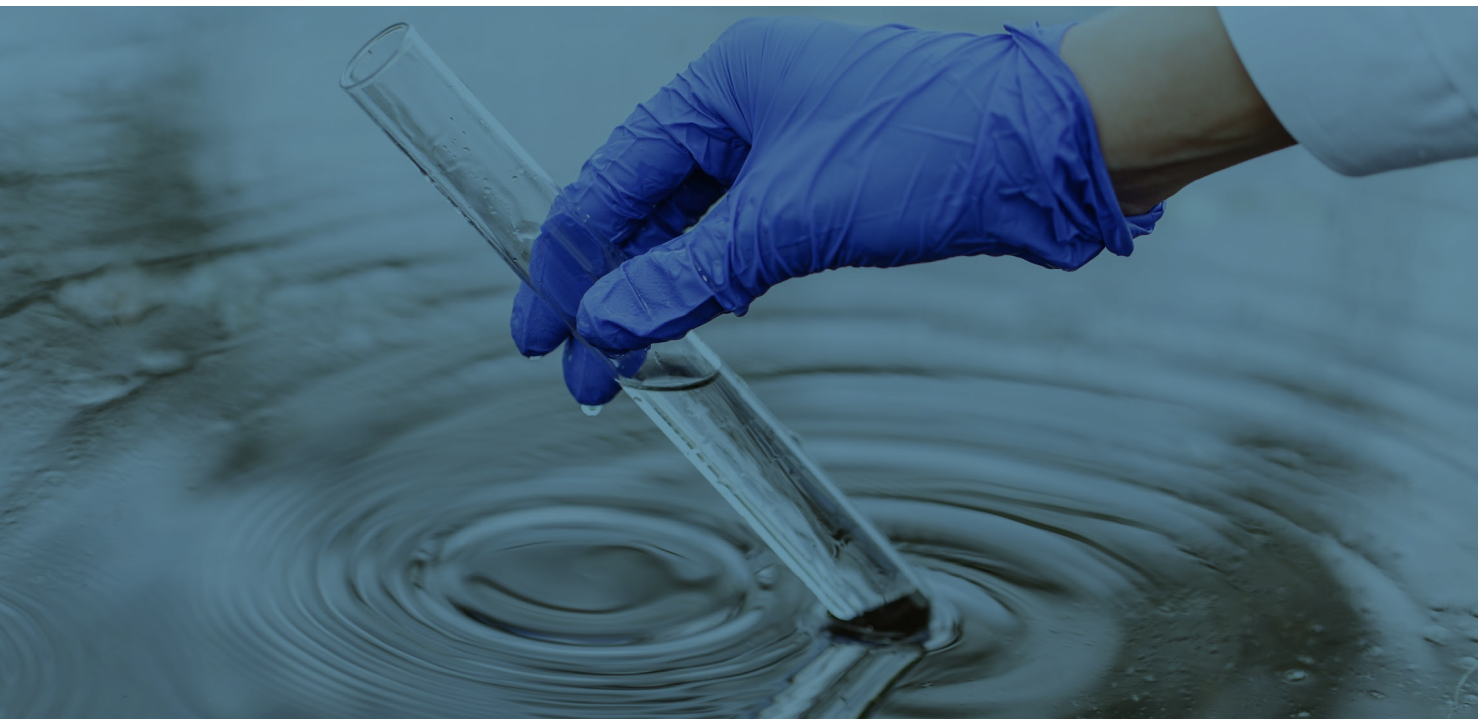
Key actions include the execution of a preventive maintenance plan and the monthly monitoring of liquid effluents, ensuring compliance with current environmental standards.

Water Volume

The established goal of **5,41m³/ton of fish was successfully met.**

These actions are supported by technical indicators included in the matrix for identifying and evaluating environmental impacts. This allows for continuous assessment of water performance and ensures its alignment with the environmental objectives defined for each operational period.

During the evaluated period, a 34% increase in the volume of water consumed was recorded, in correlation with the increase in production levels. Consequently, **the established goal of 5.41m³/ton of fish was successfully met**, which demonstrates performance aligned with the defined environmental objectives.



The effluents generated in the production process are channeled to the wastewater treatment plant (WWTP), where they are managed through a comprehensive treatment that includes **physical, chemical, and biological processes**. This guarantees compliance with current environmental regulations and the protection of ecosystems. This approach allows us to reduce the pollutant load of the water before its final disposal or reuse in activities such as cleaning external areas and watering green spaces, thereby promoting efficient and circular management of the water resource.

We carry out **biannual quality analysis of the discharged water** to ensure compliance with quality standards. This monitoring is conducted according to the specifications of **Ministerial Agreement 028**, which establishes the monitoring parameters for industrial discharges based on the International Standard Industrial

Classification (ISIC) for fishing. Furthermore, we evaluate the analyses according to **Ministerial Agreement 097-A**, which sets the quality criteria. During this period, a total of 246,667m³ of wastewater was treated, representing a 34% increase.

We successfully met the goal for the reduction of dehydrated sludge:

0,51 tons/kg of fish.

SUSTAINABLE WASTE MANAGEMENT




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

The responsible management of waste is a key component of our sustainability strategy, as it strengthens the circular economy and contributes to the protection of marine ecosystems.

The direct correlation between the volume of recycled waste and the tonnage of tuna processed allows us to evaluate the efficiency of waste management against our production.

The average waste generation was \$11.05\text{ kg/ton}\$, due to the increase in production during this period. The average for biohazardous waste was \$0.002\text{ kg/ton}\$ of fish, meeting the established goal in the Objective Compliance Matrix. Recycled material increased by \$18\%\$, reaffirming our commitment to continuous improvement in our operations.

The management of this type of waste is carried out annually with authorized handlers who utilize the following methods:

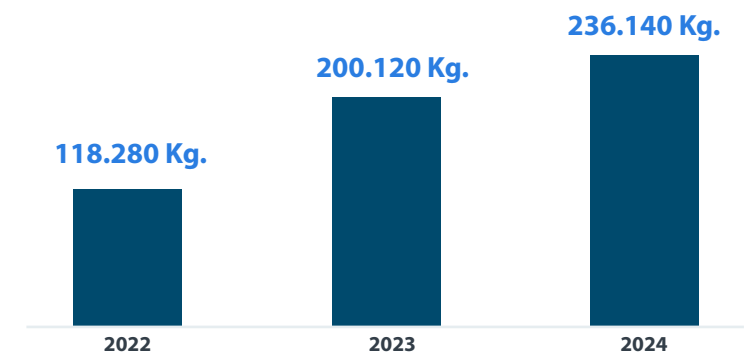
-  Encapsulation / controlled confinement.
-  Incineration (thermal oxidation).
-  Stabilization or solidification.
-  Controlled confinement and other recovery methods.

We hold the Hazardous Waste Generator Registration 10-16-DPM-019, issued by the national authority responsible for environmental matters.



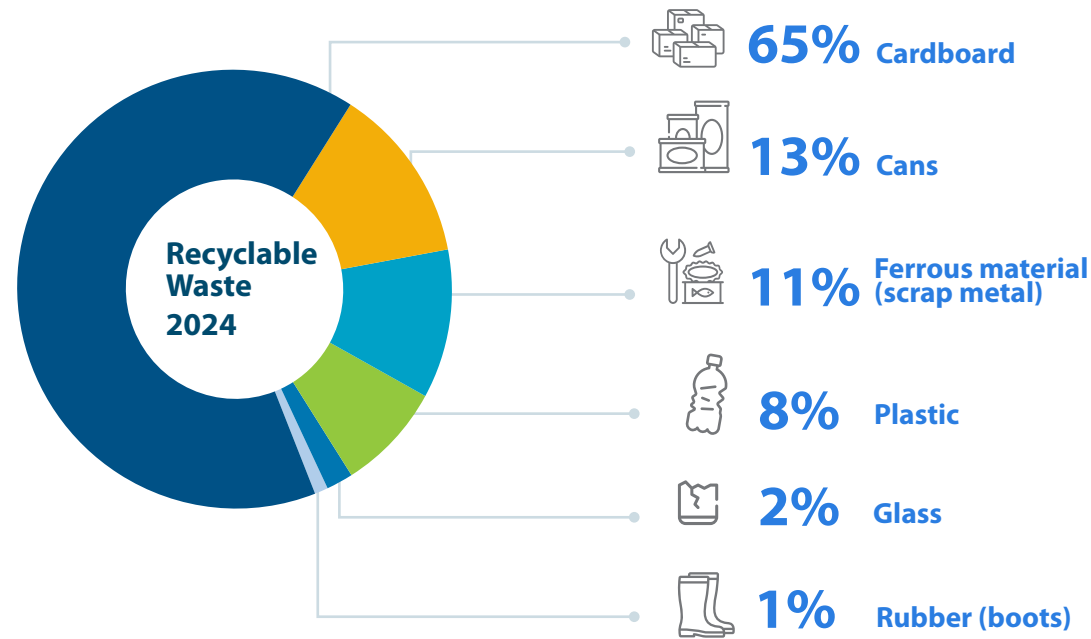
Recycled material increased by **18%**

Recycled Material Comparison



Furthermore, we actively participate in programs for the **collection of discarded fishing nets** (which represent one of the largest sources of marine contamination). Through alliances with partner organizations of **TUNACONS**, these highly polluting materials are reincorporated into value chains as raw material for new products.

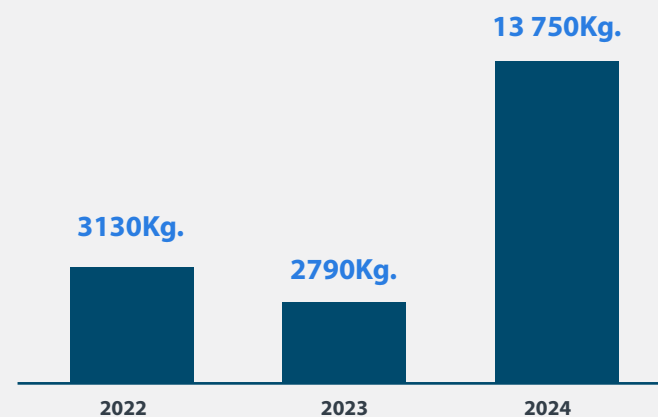
During 2024, the volume of **nets we donated for recycling** increased by 393%, rising from 2,790kg in 2023 to 13,750kg in 2024. This means that **for every kilogram donated the previous year, almost five kilograms were donated in 2024**. This leap reflects our organization's continued commitment to more sustainable and responsible practices.



Recovered Discarded Nets 2024



Fishing nets collected at the end of their useful life are subjected to a recycling process that includes classification, cleaning, and transformation into pellets. These pellets are reused as raw material for the manufacturing of new products, thereby promoting the circular economy and the reduction of marine debris.



PROJECT CLICK



We are advancing the Click project by launching the "Empaque en un click" (Packaging in a Click) initiative, which allowed for the comprehensive digitalization of information in the packaging area. This facilitates the acquisition of real-time data, optimizes decision-making, and strengthens the control of production processes.

We are proud to highlight that this innovation was carried out through the in-house development of proprietary software, driven by the talent, commitment, and specialized knowledge of our employees. Under the scope of this project,

we achieved a significant reduction in paper consumption, avoiding the use of approximately 470 sheets daily, equivalent to \$124,000\$ sheets per year.

This action represents a significant environmental impact, as it is equivalent to saving approximately 15 trees, reducing the consumption of water and energy associated with paper production, as well as decreasing waste generation.

↓ Reduction in paper consumption ↑ **+124 000** sheets per year

Equivalent to saving approximately **15 trees**



As part of our commitment to sustainability, and seeking to highlight that even small changes generate positive results for the environment, we carried out a significant shift aimed at **strengthening the ecological corporate**

culture by progressively migrating toward environmentally responsible hygiene products, with the following characteristics:



Recycled fiber in their production process, which reduces the carbon footprint.



Reduction of chemical bleaching agents, which preserves water quality in the product's life cycle.



Use of recyclable materials and reduced packaging volume per unit.



ENERGY MANAGEMENT


GRI 3-3

During 2024, we positioned ourselves as leaders in the adoption of responsible practices, taking firm steps toward the **implementation of the ISO 50001** standard in our production plant, with the support of SICMA ECUADOR through its Go Energy program.



This international standard will guide us in establishing more efficient energy management systems, **allowing us to optimize the use of resources, reduce our carbon footprint, and advance toward an organizational culture that is more responsible and aware of energy consumption.**

In addition, it will contribute to more efficient management of equipment and infrastructure, extending their useful life and reducing operational costs. The implementation of ISO 50001 will strengthen our ability to make decisions based on reliable data, **representing an opportunity to continue improving our production processes and aligning ourselves with the highest standards of energy efficiency and environmental responsibility.**

As a fundamental step toward aligning with the ISO 50001 standard, during this period we carried out the measurement of the baseline, which will allow us to:

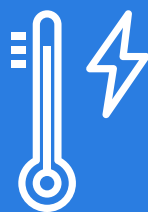
-  To understand how much energy we consume and how much CO₂ we emit over a given period, as well as to identify our main sources of consumption and emissions.
-  To implement targeted actions such as process optimization, machinery efficiency improvements, technology upgrades, and more.
-  To set concrete improvement objectives, such as reducing a specific percentage of energy consumption or emissions within a defined timeframe.
-  To compare future results against the baseline and demonstrate real, measurable progress.

As part of the implementation process of this management system, we have defined detailed protocols for the acquisition of equipment that meets the required capacities and specifications to help reduce energy consumption, such as:

-  Incorporation of a steam **recovery system in the boiler room**, which allows us to harness residual heat and reduce thermal energy consumption.
-  Optimization of the fish cooling (spray) system prior to entering the nebulization area, **improving energy use** in critical stages of the production process.

Additionally, we have made progress in establishing **strategic objectives** that form part of our roadmap toward a more efficient and responsible operation. These objectives aim to optimize the use of thermal energy, improve electric energy consumption, reduce our environmental footprint, and generate sustainable operational efficiencies, all in line with environmental sustainability principles.





OPTIMIZATION OF THERMAL ENERGY CONSUMPTION



Reduction of the specific thermal energy consumption in autoclaves and cookers, compared to an established baseline.



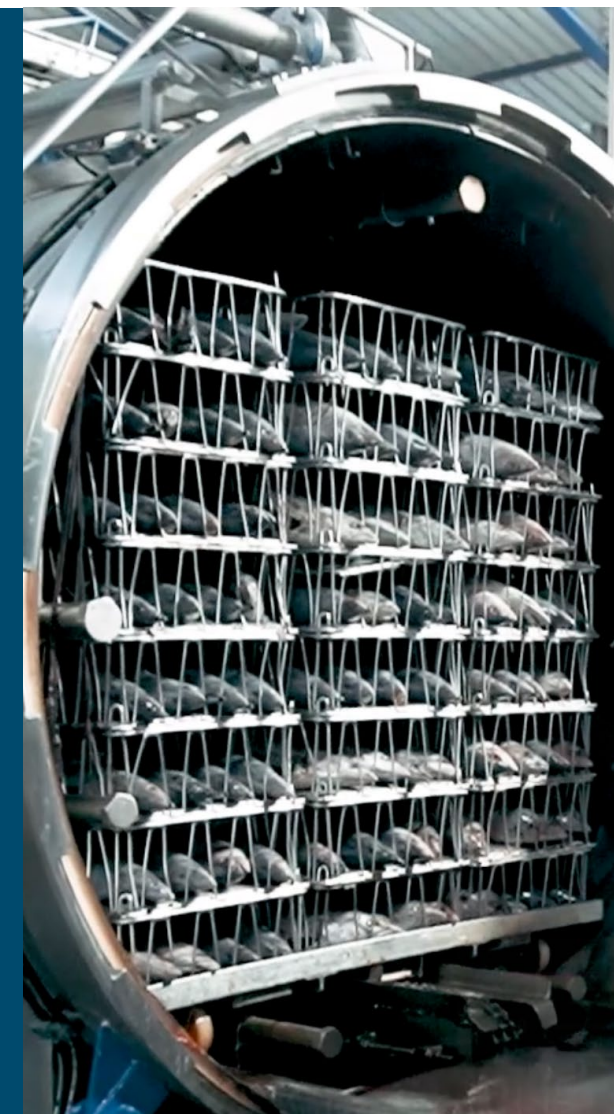
Decrease in the specific thermal energy consumption of boilers, based on historical parameters, aimed at reducing fuel use and associated emissions.



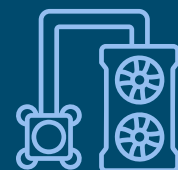
Maintenance of boiler thermal efficiency through operational controls, preventive maintenance, and technical improvements that ensure optimal performance.



Increase in the rate of condensate recovery generated in autoclaves, redirecting it to the boiler area, which contributes to the efficient reuse of residual heat and a lower net energy demand.



IMPROVEMENTS IN ELECTRICITY CONSUMPTION



Progressive replacement of the motors of the compressors in the freezing tunnels, with the objective of reducing electricity consumption by 12% within the timeframe projected through the year 2026.



Reduction of thermal losses in cold storage chambers through the renewal and reinforcement of seals and closing systems, with implementation scheduled over a 12-month period, contributing to greater efficiency in the refrigeration system.



TOWARD A CLEANER AND MORE RESPONSIBLE ENERGY MATRIX



13 CLIMATE ACTION



7 AFFORDABLE AND CLEAN ENERGY

We have defined an ambitious and transformative goal: to ensure that, within the next two years, 25% of the company's total energy consumption comes from renewable sources through the installation and use of solar panel systems in our operations.

We seek to lead by example, **driving real change within our industry**, fully aware that moving toward a cleaner energy matrix is an unavoidable responsibility.

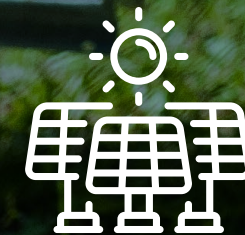
Choosing to invest in solar energy represents a decisive step in **reducing our carbon footprint** and reflects a long-term vision in which economic growth goes hand in hand with respect for the environment.

With this project, we align ourselves with the United Nations Sustainable Development Goals, particularly SDG 7: Affordable and Clean Energy, and SDG 13: Climate Action.

PESDEL

Marbelize S.A.

MEMBERS OF
ČUKA
CORPORATE
GROUP



Projection for the installation of solar panels over the next two years



WE CONTRIBUTE
TO COLLECTIVE
WELL-BEING

FINANCIAL RESULTS

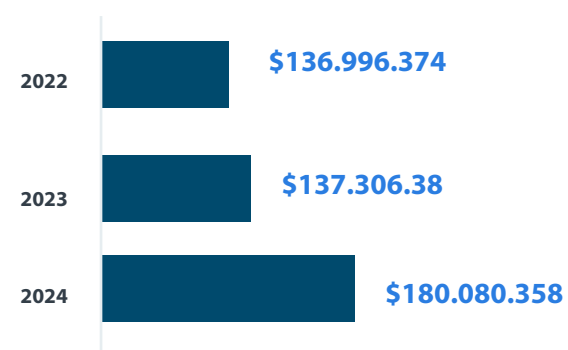
GRI 201-1, GRI 3-3


Thanks to a rigorous policy for monitoring key performance indicators, we have managed to maintain financial management that allows us to meet both current-year obligations and those pending from previous periods. Cash flow is monitored frequently—daily, weekly, and monthly—always with planning aligned to a minimum horizon of 13 weeks and clearly defined annual objectives. In parallel, from the accounting and corporate compliance perspective, we strictly adhere to the deadlines established by regulatory bodies, ensuring the timely obtaining of the corresponding compliance certificates.

The strength of our business strategy, combined with the dedicated effort carried out during this period by a committed team, resulted in a positive variation in our economic outcomes, with an increase equivalent to 31% compared to 2023, considering both the results of our fishing fleet and our processing plant.

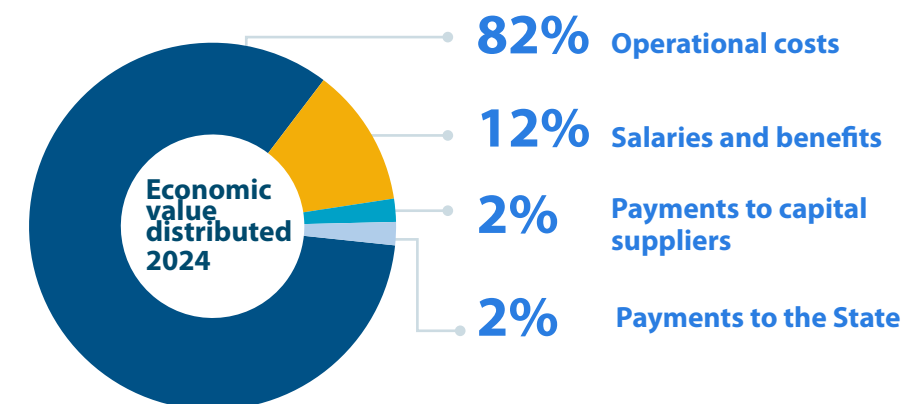
This progress strengthens our position in the market, enables us to meet our obligations, and allows us to face new challenges. It also reinforces the confidence of our investors and clients.

Value generated 2022–2024



98% 
of the value generated was allocated to operational expenses, salaries and benefits, tax payments, and payments to capital suppliers.

We will continue directing our efforts toward the consolidation of positive financial results that ensure fair profitability for the company and that also actively contribute to the generation of social value.



INDIRECT ECONOMIC IMPACTS

GRI 203-2, GRI 3-3

Our total annual purchases amount to USD 146 million between both companies,

contributing to the strengthening of the local economy and development.

We are an economic engine for local development, generating positive indirect impacts that benefit broad sectors of the community and drive local progress.

The jobs—both direct and indirect—generated throughout our value chain translate into higher levels of consumption in the local economy,

contributing to the strengthening of the economic and social fabric within our area of influence.

Additionally, MARBELIZE S.A. and PESDEL S.A. have a positive influence on the formalization of employment and the implementation of labor and environmental standards that elevate the community's quality of life. PESDEL provides direct employment to 221 people and MARBELIZE to more than 1,500, which amounts to approximately 5,400 people living with dignity.

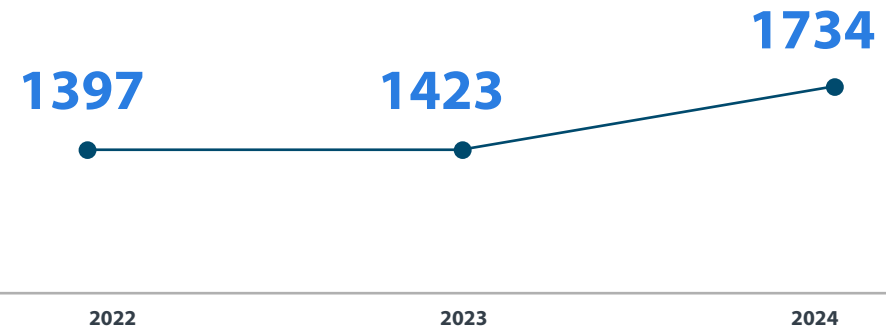
Likewise, our economic activity generates opportunities for local suppliers in areas such as maintenance, transportation, technical services, fuel supply, food services, and more. PESDEL S.A. has around 100 strategic suppliers, while MARBELIZE S.A. works with up to 250, promoting the growth of micro, small, and medium-sized enterprises that find in our sustained demand for goods and services a stable source of development.

WE GENERATE DECENT EMPLOYMENT

GRI 2-7, GRI 201-1, GRI 201-3, GRI 202-1, GRI 3-3

We actively contribute to strengthening the local economy by generating decent employment within our area of influence. We provide job opportunities to all people, without any form of discrimination, promoting their professional development in an environment

of respect, equity, and continuous growth. We retain the best talent, ensuring that those who are part of our companies share our values and objectives.



Evolution of Employment Generated 2022–2024



MARBELIZE and PESDEL generated 1,734 direct jobs during 2024 and approximately 5,000 indirect jobs, which energized the local economy and improved the quality of life for families in the surrounding communities.



MARBELIZE

MANAGEMENT

DEPARTMENT HEADS



6

10



7

10

We are proud to highlight that 46% of our management positions and 50% of our supervisory roles are held by women, contributing to the construction of a fairer, more equitable, and more inclusive society.

We also emphasize that in MARBELIZE S.A., women constitute 40% of our workforce, representing significant progress in strengthening policies that promote female leadership. An additional milestone is the 25% increase in our overall workforce compared to the previous period, growing from 1,203 to 1,513 employees, of which 71% hold permanent positions.

In both MARBELIZE S.A. and PESDEL S.A., the ratio between the lowest entry-level salary for men and women is equivalent, as we apply the

sector-specific wage established by law without gender distinction, ensuring conditions of equity and non-discrimination from the beginning of the employment relationship.

In line with our commitment to social sustainability and the long-term well-being of our employees, we assume 100% of the contribution to the retirement plan, in accordance with applicable law. The necessary provisions are transparently recorded in our accounting books and supported by external actuarial studies that are updated annually. This practice ensures responsible planning that protects the future of those who are part of our organization.

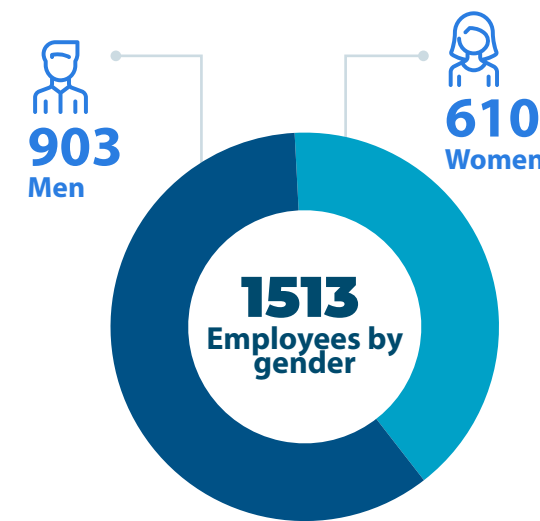


EVOLUTION OF OUR WORKFORCE

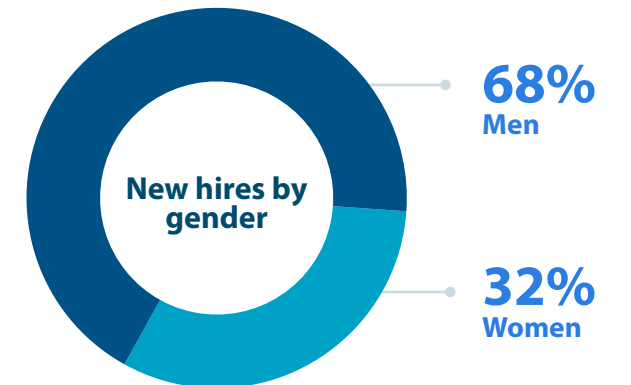
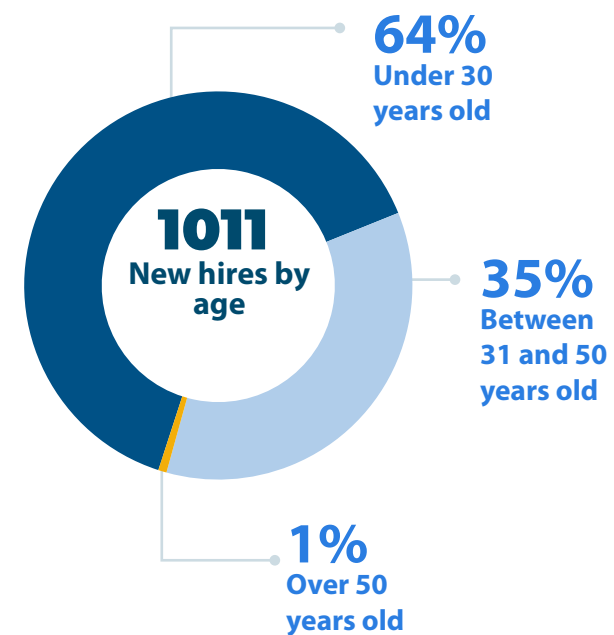
GRI 401-1, GRI 3-3

With a local hiring strategy that strengthens our employees' sense of belonging, 65% of MARBELIZE S.A.'s hires were from the cantons of Manta and Jaramijó, where our headquarters are located. In the case of PESDEL S.A., 86% of

hires came from other fishing localities in the province of Manabí, thereby expanding our radius of social and economic impact.



At PESDEL S.A., the number of workers remained stable compared to the previous year. A total of 96% of positions were held by men, due to cultural and social factors deeply rooted in the communities. Nevertheless, we continue issuing job calls without gender distinction, promoting an inclusive environment in which all individuals have the opportunity to apply and develop professionally.



During this period, there were 728 exits from the organization. Of these, 60% corresponded to individuals under 30 years old, and 39% to employees between 30 and 50 years of age. In terms of gender, 64% were men and 36% women.

WE CARE FOR AND RETAIN OUR TALENT

GRI 401-2, 401-3, GRI 404-2, GRI 3-3

We offer our employees a wider range of corporate benefits that go beyond legal requirements, with the goal of improving their quality of life, promoting their personal development, and strengthening their commitment to the organization.

Among these benefits are comprehensive medical coverage, pharmacy credit lines, transportation, and flexible educational options aimed at strengthening the human and professional capabilities of our employees.

Additionally, as part of our commitment to equity and work-life balance, we promote equitable access to parental leave. This year, all employees entitled to parental leave made use of this benefit, **with a 100% return-to-work and retention rate**, reflecting the trust our team places in the company to support them during important family moments.

In line with our commitment to social sustainability and the promotion of human rights, we implemented the **Ley Violeta Program**, a comprehensive initiative aimed at **preventing violence and fostering safe, equitable, and discrimination-free work environments**. Through rights education, communication of support pathways, access to assistance programs, and awareness-raising actions, we strengthen an organizational culture based on **respect, equity, and zero tolerance for violence**. This program also promotes the **empowerment of individuals facing situations of violence**, helping consolidate more just and inclusive workplaces.



MARBELIZE LEADERSHIP SCHOOL 2024

The International Committee for the Development of Peoples (CISP) conducted a **Leadership School** at Marbelize, made up of four transformative workshops aimed at developing leaders with a critical, ethical, and socially engaged vision—capable of positively influencing their teams and serving as agents of change within our organization.



UNITED TO ACHIEVE OUR GOALS

This year was marked by significant achievements and concrete actions that reflect our firm commitment to human talent. Through initiatives aimed at recognizing the effort and dedication of our team, and at strengthening bonds of trust between employees and management, we have promoted actions that reaffirm our values: teamwork, resilience, perseverance, and personal development. Our objective has been clear: to build a strengthened, cohesive team prepared to face future challenges together.



We Reward Our Outstanding Talent

We celebrate the dedication of those who make MARBELIZE S.A. an exceptional place. In an emotional ceremony, we recognized the best employees of the year, highlighting their commitment, initiative, and extraordinary results. Each award was a tribute to their daily effort and to the passion that drives our mission. The prizes consisted of home appliances selected with the real needs of each employee's household in mind. As part of the recognition, Marbelize S.A. covers 100% of the food expenses of the awarded employees, thereby reaffirming our commitment to their well-being and to valuing their daily efforts.



We Honor Loyalty

Years of dedication deserve a standing ovation. In an event filled with nostalgia and gratitude, we recognized the employees with the longest tenure—those who have been fundamental pillars of our journey. Through commemorative gifts, plaques, and heartfelt acknowledgments, we celebrated their legacy and the lessons they have shared with us.



The Joy of Being a Team

We celebrated team spirit and healthy living with our Internal Olympics, an event full of adrenaline, laughter, and camaraderie. This year, our employees showed that beyond their daily roles, they are capable of overcoming physical and mental challenges with creativity and enthusiasm. The teams competed in themed obstacle courses that tested their coordination, ingenuity, and speed. The winners received vouchers to redeem for home appliances.

FEMALE LEADERSHIP IN SENIOR EXECUTIVE POSITIONS

GRI 405-1, GRI 3-3

Promoting gender equity at the executive level is a priority that forms part of our sustainable development vision, where talent and merit are recognized without distinction.

We proudly highlight that **14 women hold executive positions across various leadership levels**, demonstrating significant progress toward a more inclusive organizational structure.

The presence of an **Executive Vice President** reflects our commitment to building diverse decision-making spaces where a variety of perspectives strengthens our sustainability strategy. Diverse leadership teams enable more comprehensive decision-making, improve the work environment, and reinforce our corporate culture.

Our active promotion of female leadership—embodied in inclusive policies and the presence of women in senior management roles—earned us recognition from the **Ecuador Business Macro-Network** for our commitment to gender equity and the empowerment of women in the workplace.



- 1 Executive Vice President
- 4 Managers
- 1 Assistant Managers
- 3 Corporate Chiefs / Department Heads
- 5 Operational Chiefs / Supervisors



INTERNSHIPS WITH PURPOSE

GRI 413-1, GRI 3-3

From the Human Talent management perspective, we consider the internship program a **key strategy for attracting and nurturing young talent**, as well as for building a solid foundation of future professionals committed to our values. We offer opportunities in various areas of our operations, providing students with the chance to acquire their first work experience in a professional, dynamic, and results-oriented environment.

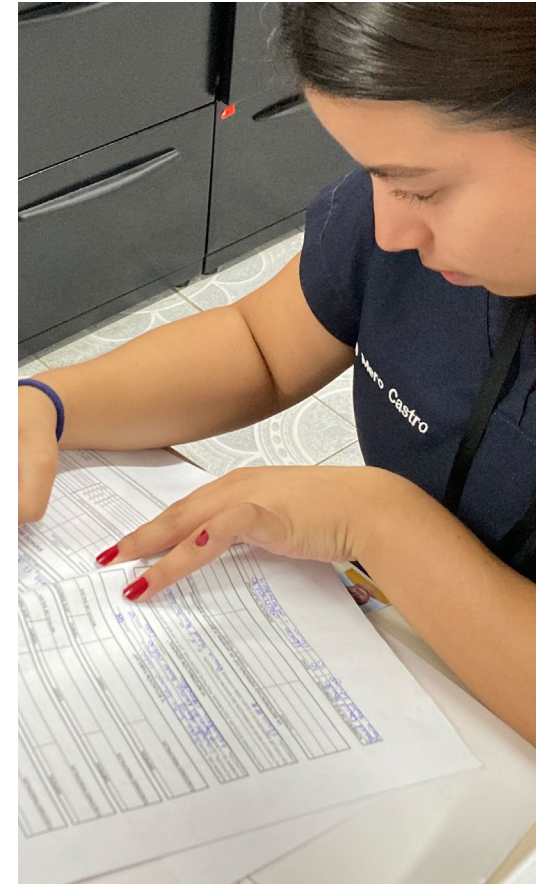
As part of this approach, **we maintain active collaboration with universities, technical institutes, and youth employability programs**, forming partnerships that enable us to attract diverse profiles and promote effective connections between the academic sphere and the labor market. This engagement also strengthens our commitment to local human capital development by contributing actively to the professional growth of new generations.

En 2024 mantuvimos dos convenios educativos:

- **Universidad Laica Eloy Alfaro de Manabí**, focused on undergraduate degree programs.
- **Instituto Superior Tecnológico Luis Arboleda Martínez**, related to internships in technical fields such as risk prevention, electrical systems, food processing, refrigeration, and others.

This collaboration also strengthens our commitment to the development of local human capital by actively contributing to the professional growth of new generations.

These actions align with the partnership established with the Ministry of Labor, whose Ruta por la Empleabilidad initiative seeks to strengthen employment opportunities in the country, especially for people in situations of vulnerability.



A key strategy for attracting and developing young talent



Active collaboration with universities, technical institutes, and youth employability programs



Commitment to the development of local human capital

ENFOCADOS EN EL BIENESTAR LABORAL

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

We are committed to providing a safe and healthy work environment, ensuring optimal safety and hygiene conditions for all employees, in compliance with current occupational health and safety regulations. This commitment is reflected in a structured management approach based on a comprehensive system that applies to employees, visitors, and service providers, promoting well-being from a preventive perspective.

Our **Occupational Risk Matrix (GTC-45)** identifies, classifies, and evaluates the activities and areas associated with the business, enabling a technical and up-to-date management of the hazards inherent to each process. For the identification of hazards and the assessment of risks associated with incidents, controls and improvement plans are implemented following an established hierarchy: **elimination, substitution, engineering controls, administrative controls, and, as a last resort, the use of personal protective equipment (PPE).**

As a complement to this management system, **periodic inspections** are carried out in the plant to identify unsafe conditions or actions. These findings are analyzed and addressed through improvement plans recorded monthly. The observations also feed **continuous improvement processes** focused on the effective reduction of risks. To this end, **we regularly review and update** our occupational health and safety policies and procedures, as well as the implementation of preventive measures when necessary.

Our Occupational Health and Safety Policy is based on compliance with current regulations and is supported by the following legal instruments:

Constitution of Ecuador, Article 326, Section 5

Andean Community Standards, Decision 584

International Labour Organization (ILO) Conventions, C081

Labour Code, Article 42, Section 2

Executive Decree 255, Article 4

International Maritime Safety Code

In the case of our fishing fleet, crew safety and the safe operation of the vessels are fundamental priorities, along with the protection of marine ecosystems. To ensure this, we have a **Maritime Safety Policy** supported by a **Maritime Safety Management System Manual**, which establishes specific procedures, instructions, and records. This system allows us to prevent risks, control critical situations, and respond effectively to any eventuality in our maritime operations.

The quality of the occupational health services we provide to our employees is ensured through constant evaluations, supplier monitoring, and continuous improvement led by the Human Talent area. Additionally, we promote knowledge of labor rights and responsibilities and ensure that all workers are affiliated with the Social Security system.

After an audit process that validated our Safety Management System (SMS), **we obtained Maritime Safety certification** for our four largest-capacity vessels: **Martina C, Lizi, Yelisava, and Milenka C.**



A CULTURE OF PREVENTION

GRI 403-2, 403-9, 403-10, GRI 3-3

We actively promote a culture of self-care in which every employee assumes an **active role in identifying and preventing risks**. We encourage awareness of the importance of adopting safe habits as part of our organizational values, thereby strengthening our identity as a responsible company committed to the health and safety of all.

To reinforce our prevention culture, we have established a **dedicated team committed to occupational health and safety**. This team works continuously with prevention leaders and the medical department, ensuring the timely detection, analysis, and reporting of any incidents or conditions that may affect the safe development of our operations.

Among other essential aspects related to the well-being of our employees, we highlight the following managed topics:



Accident rates



Budget allocation for safety matters



Control and proper use of personal protective equipment



Industrial hygiene measurements



Emergency preparedness and response



Health promotion and medication management



Epidemiological surveillance

In addition, we maintain an active relationship with our suppliers and contractors to **ensure compliance with health and safety standards** across all operations connected to our activities. We work continuously with the personnel of partner companies to guarantee the application of all clauses established in occupational health and safety matters. Likewise, we carry out periodic audits that allow us to verify compliance with these guidelines and promote a **culture of prevention throughout our value chain**.



MECHANISMS FOR REPORTING HAZARDS AND UNSAFE CONDITIONS

In compliance with current legal regulations and our Internal Occupational Health and Safety Regulations, all our employees have established mechanisms for reporting hazardous situations or unsafe conditions.

Among these mechanisms, the following stand out:

- **Participatory risk identification:** Each year, the Industrial Protection area conducts a joint exercise with representatives from each department to identify risks perceived by workers, documenting the nature of the hazard, its location, and other relevant aspects.
- **Reporting platforms:** A physical suggestion box and a digital self-service platform with the “box registration” option are available, allowing employees to submit complaints, observations, or suggestions—even anonymously. The use of these boxes guarantees confidentiality, as no personal data of the reporter is required.
- **Direct communication with supervisors:** Workers may verbally or in writing inform their supervisors about any hazardous situation, thereby activating the intervention process.
- **Occupational Health and Safety Office:** This office is available to receive reports directly and provide the corresponding support.

In cases where a worker withdraws from an activity because they consider it dangerous, the report is evaluated by the industrial safety technician, who conducts an inspection, verifies the risk, and applies corrective measures. If medical limitations are identified, the worker is referred for evaluation by the occupational physician.

At our processing plant, we recorded a recordable **occupational injury rate of 6.29**. Of the 92 cases reported, only three resulted in major consequences, which translates into a **serious injury rate of 0.21**. The main causes were trauma due to falls.

During the reporting period, at PESDEL S.A. we recorded a serious injury rate of 0.46, calculated based on 437,744 hours worked and a single incident classified within this category.

These indicators demonstrate that **our critical controls have been effective** in preventing severe injuries. We will continue working to reduce accidents and strengthen a safety culture focused on protecting the life and health of our employees.



COMPREHENSIVE HEALTHCARE

GRI 403-3, GRI 403-6, GRI 3-3

Our Medical Department plays a strategic role in promoting health and preventing occupational risks, providing continuous medical care 24 hours a day. Its approach focuses both on prevention and curative care,

with the objective of contributing to the overall well-being of our employees.

The main actions carried out include:



Continuous medical care provided by a team composed of general practitioners, an Occupational Medicine specialist, and nursing assistants, who ensure compliance with health, safety, food safety, and social responsibility protocols.



Prevention and control of occupational risks through campaigns, workshops, and medical follow-up, including assessments of bodily harm and legal support on occupational health and safety matters.



Risk assessment and monitoring using the technical NTP 330 matrix, with emphasis on identifying physical, chemical, biological, and psychosocial hazards.



Ongoing training, promoting a culture of self-care, proper use of protective equipment, and compliance with established procedures.



We have a **digital support system based on telematic technology**, which allows all vessels in our fleet to report health conditions in real time. These reports are attended to 24 hours a day, 7 days a week by our Occupational Physician.

In line with our commitment to the holistic well-being of our employees, the company's Medical Department operates with a multidisciplinary team composed of an Occupational Medicine specialist, two General Practitioners, and three nursing assistants. Their work is focused on ensuring a safe and healthy work environment, in compliance with current regulations and our internal social responsibility policies.

During 2024, 16,667 medical consultations were provided to employees with both permanent and temporary contracts, reinforcing our preventive and comprehensive care approach.

Additionally, we manage complementary services such as a commissary and pharmacy, with the aim of contributing to access to adequate nutrition and affordable healthcare for our workers.

As part of our continuous improvement efforts, we renewed our agreement with the Ecuadorian Social Security Institute (IESS)—which we have maintained since 2020—allowing continued access to specialized medical services such as pharmacy, laboratory, and diagnostic imaging, thereby strengthening our occupational health support network.

CAMPAÑAS DE SALUD 2024

In partnership with external health professionals, we carried out specialized actions aimed at **promoting health, preventing diseases, and improving the overall well-being of our employees.**

These interventions include **diabetes screening and education campaigns**, which help prevent glucose-related complications; **blood pressure** measurement and counseling to reduce cardiovascular risks; and **voluntary HIV testing** and awareness activities, promoting inclusive environments and responsible practices.

Additionally, family planning programs were developed through the application of

contraceptive methods and medical counseling, with a strong focus on reproductive health and the prevention of gynecological emergencies.

Our **annual blood donation** drives reinforce values of solidarity and social commitment, while **first-aid training for response brigades** strengthens emergency preparedness. Finally, our seasonal **vaccination campaigns** have been key to **preventing outbreaks** and reducing absenteeism.

These comprehensive actions reaffirm our commitment to fostering an organizational culture centered on health and the care of people.



Diabetes screening and education



Blood pressure screening and counseling



Voluntary HIV testing and awareness campaigns



Annual blood donation days



First aid training for emergency brigades



Vaccination against seasonal diseases



VOLUNTARY PROGRAMS AND SERVICES

GRI 403-6

These programs focus on **promoting physical, mental, and emotional health**. They aim to support workers in preventing non-occupational diseases and in strengthening healthy habits.



Healthy Menu

Benefits for the Employee

- Balanced nutrition.
- Prevention of obesity, diabetes, and hypertension.
- Increased energy.

Impact on the Organization

- Reduced absenteeism due to illness.
- Stronger self-care culture.
- Positive work environment.



Active Breaks

- Reduces stress and fatigue.
- Prevents muscle injuries.
- Improves focus

- Prevention of occupational diseases.
- Overall well-being.
- Improved teamwork.



Mental Health and Emotional Well-Being

- Reduced stress and anxiety.
- Greater resilience.
- Improved interpersonal relationships.

- Reduced emotional absenteeism.
- Emotionally safe work environment.
- Burnout prevention.



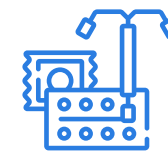
Prevention of Chronic Diseases

Benefits for the Employee

- Early detection of diabetes and hypertension.
- Access to specialists.
- Health education.

Impact on the Organization

- Lower absenteeism and medical costs.
- Regulatory compliance.
- Sustained productivity.



Family Planning (implant)

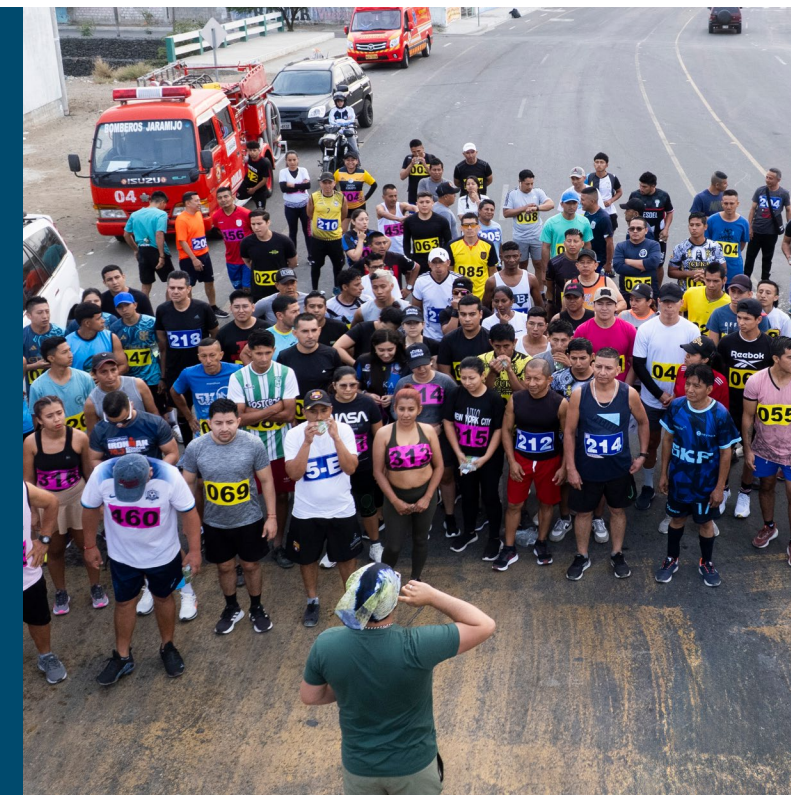
- Safe fertility control.
- Low-cost implant and free application.
- Ongoing medical counseling.

- Talent retention and satisfaction.
- Reduced workday interruptions due to implant procedures.
- Promotion of reproductive health as an organizational value.

5K MARATHON

As part of our commitment to the comprehensive well-being of our employees, we organized a 5K marathon that brought together enthusiastic participation from teams across all areas, totaling 250 participants.

This initiative promoted physical activity and camaraderie while strengthening our sense of identity as we ran through emblematic locations in Jaramijó, reinforcing pride in our city.





A PARTICIPATORY HEALTH AND SAFETY SYSTEM

GRI 403-4, GRI 3-3

In line with our sustainability approach based on shared responsibility, we actively involve our employees in every stage of the Occupational Health and Safety Management System, strengthening a solid preventive culture focused on continuous improvement.

During the **development phase**, employees participate through surveys, working groups, and their representation on the **Joint Health and Safety Committee**, an instance that works closely with the company to optimize policies, procedures, and practices related to workplace safety and well-being.

In the implementation phase, their role remains essential: they attend training sessions on safety procedures, participate in drills and emergency exercises, and actively contribute to identifying and reporting unsafe conditions and incidents, directly supporting risk prevention.

Finally, in the **evaluation phase**, employees help assess the system's performance by participating in internal audits, reviewing key performance indicators, and providing valuable feedback that drives the formulation of continuous improvement plans.

THE KEY TO WORKPLACE SAFETY

GRI 403-5, GRI 3-3

We promote an **organizational culture** based on prevention and self-care through various types of training:

- Onboarding and induction for newly hired personnel
- Annual training sessions for all employees
- Specialized training for groups with critical functions, such as first aid brigades, fire-fighting teams, and rescue units

We maintain an **annual occupational health and safety training program** designed to strengthen our employees' abilities to identify and manage workplace hazards, high-risk activities, and situations that could compromise their safety.

This training plan is tailored to the specific characteristics of each area within the organization:

- Port operations
- Offshore activities
- Plant production processes
- Administrative areas

In the case of the fishing fleet, training activities are **strategically conducted during the closed fishing season**, allowing for greater participation and focused attention on the risks associated with offshore work and port environments.



WE PROMOTE COMMUNITY DEVELOPMENT

GRI 413-1, GRI 413-2, GRI 3-3

We are partners of organizations such as **Alas de Libertad and HIAS**, with whom we implement initiatives aimed at preventing violence against women, combating xenophobia, and promoting labor inclusion. We are convinced that social well-being and sustainability begin with concrete and collaborative actions.

These strategic alliances help create safer, more equitable, and more resilient environments in the areas where we operate through programs grounded in human rights and equity, extending their impact beyond the workplace.

Our efforts also reached the families of our employees, who participated in **community development programs designed according to the real needs of each community.**



PROGRAMAS COMUNITARIOS 2024

PARTICIPANTS

Building Equality	633
Psychological Support Services	158
Workshops on Xenophobia	150
Psychotherapeutic Care	38

Our training programs addressed, in a comprehensive manner, **the prevention of gender-based and workplace violence**, the intergenerational transmission of violence, and the current legal framework— including the Violeta Law —through awareness workshops, community dialogue spaces, and specialized referral pathways for women and groups in situations of vulnerability. To support these efforts, **the company provided a quarterly financial contribution to our partner organization Alas de Libertad**, enabling them to travel to the communities of Manta, Montecristi, and Jaramijó, where they conducted these activities, creating safer, more equitable, and more resilient environments.

These initiatives also promoted respect and inclusion in the workplace, reinforcing our commitment to maintaining a discrimination-free organizational culture. We also focused on strengthening the well-being of our team through **workshops for supervisors and direct managers on burnout prevention**, respectful treatment, and self-care.

With the broader community in mind, we provided **specialized psychological and psychotherapeutic** support to equip participants with the tools necessary to improve their quality of life. Complementing this, we implemented the “Bálsamo de Ternura” (Balm of Tenderness) program, which consisted of workshops held over three consecutive Saturdays addressing topics related to healthy relationships.

We are equally **committed to supporting the education** of those who are part of our organization. In 2024, we recognized the academic achievements of employees’ children by providing printers to help them continue progressing in their studies. Additionally, we mobilized our solidarity through the donation of food, medicine, and toys for those most in need, and we participated in blood donation drives in collaboration with the Red Cross.

These actions reflect our commitment to people and to strengthening the social environment in which we operate. During the reporting period, no formal complaints were received from the community.

GRI INDEX



Statement of Use	Marbelize S.A. and PESDEL S.A. have prepared this Sustainability Report in accordance with the GRI Standards for the reporting period from January 1 to December 31, 2024.
GRI Standards Applied	GRI 1: Foundations 2021
Applicable GRI Sector Standards	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

Gri Code	Discloser Title	Location	Comments	GRI Sector Standard Reference Number
GRI 1: Foundations 2021				
General Disclosures 2021				
The Organization and Its Reporting Practices	2-1 Organizational details	Page. 8		
	2-2 Entities included in the organization's sustainability reporting	Page. 8		
	2-3 Reporting period, frequency and contact point	Page. 8		
	2-4 Restatements of information	Page. 8		
	2-5 External assurance	Page. 8		
Activities and Workers	2-6 Activities, value chain and other business relationships	Pages. 27, 32,34		
	2-7 Employees			
	2-8 Workers who are not employees			
Governance	2-9 Governance structure and composition	Page. 18		
	2-10 Nomination and selection of the highest governance body	Page. 18		
	2-11 Chair of the highest governance body	Page. 18		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page. 18		
	2-13 Delegation of responsibility for managing impacts	Page. 21		
	2-14 Role of the highest governance body in sustainability reporting	Page. 18		
	2-15 Conflicts of interest	Page. 20		
	2-16 Communication of critical concerns	Page. 21		

Gri Code	Discloser Title	Location	Comments	GRI Sector Standard Reference Number
GRI 1: Foundations 2021				
General Disclosures 2021				
Governance	2-17 Collective knowledge of the highest governance body	Page. 18		
	2-18 Evaluation of the performance of the highest governance body	Page. 18		
	2-19 Remuneration policies	Page. 18		
	2-20 Process to determine remuneration	Page. 18		
	2-21 Annual total compensation ratio	Page. 18		
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Page. 14		
	2-23 Policy commitments	Pages. 14,17,29		
	2-24 Embedding policy commitments	Pages. 14,17,29		
	2-25 Processes to remediate negative impacts	Pages. 17,29		
	2-26 Mechanisms for seeking advice and raising concerns	Pages. 17,29		
	2-27 Compliance with laws and regulations	Page. 32		
	2-28 Membership associations	Page. 24		
	Stakeholder engagement	2-29 Approach to stakeholder engagement	Page. 8	
2-30 Collective bargaining agreements				
GRI 3: Material Topics 2021				
	3-1 Process to determine material topics	Page. 91		
	3-2 List of material topics	Page. 91		

Gri Code	Discloser Title	Location	Comments	GRI Sector Standard Reference Number
GRI 201: Economic Performance 2016				
	3-3 Management of material topics	Pages. 29, 57		
	201-1 Direct economic value generated and distributed	Page. 57		
	201-3 Defined benefit plan obligations and other retirement plans	Page. 57		
GRI 202: Market Presence 2016				
	3-3 Management of material topics	Page. 59		
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page. 59		13.15.3
	202-2 Proportion of senior management hired from the local community	Page. 18		
GRI 302: Energy				
	3-3 Gestión de los temas materiales	Page. 50		
	302-1 Consumo de energía			
GRI 303: Water and Effluents				
	3-3 Management of material topics	Page. 44		13.7.1
	303-1 Interactions with water as a shared resource	Page. 44		13.7.2
	303-2 Management of water discharge-related impacts	Page. 44		13.7.3
	303-3 Water withdrawal	Page. 44		
	303-4 Water discharge	Page. 44		
	303-5 Water consumption	Page. 44		13.7.6

Gri Code	Discloser Title	Location	Comments	GRI Sector Standard Reference Number
GRI 304: Biodiversity				
	3-3 Management of material topics	Page. 39		13.3.1
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page. 39		13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity	Page. 39		13.3.3
	304-3 Habitats protected or restored	Page. 39		13.3.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page. 39		13.3.5
GRI 306: Waste 2020				
	3-3 Management of material topics	Page. 47		13.8.1
	306-1 Waste generation and significant waste-related impacts	Page. 47		13.8.2
	306-2 Management of significant waste-related impacts	Page. 47		13.8.3
	306-3 Waste generated	Page. 47		13.8.4
	306-4 Waste diverted from disposal	Page. 47		13.8.5
	306-5 Waste directed to disposal	Page. 47		13.8.6
GRI 401: Employment				
	3-3 Management of material topics	Pages. 61, 62		
	401-1 New employee hires and employee turnover	Page. 61		
	401-2 Benefits provided to full-time employees that are not provided to part-time employees	Page. 62		
	401-3 Parental leave	Page. 62		

Gri Code	Discloser Title	Location	Comments	GRI Sector Standard Reference Number
GRI 403: Occupational Health and Safety				
	3-3 Management of material topics	Pages. 70, 72		13.19.1
	403-1 Occupational health and safety management system	Page. 70		13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	Page. 72		13.19.3
	403-3 Occupational health services	Page. 74		13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page. 80		13.19.5
	403-5 Worker training on occupational health and safety	Page. 81		13.19.6
	403-6 Promotion of worker health	Page. 78		13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page. 70		13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page. 70		13.19.9
	403-9 Work-related injuries	Page. 72		
	403-10 Work-related ill health	Page. 72		13.19.11
GRI 413: Local Communities				
	3-3 Management of material topics	Pages. 68, 82		13.12.1
	413-1 Operations with local community engagement, impact assessments, and development programs	Page. 68		13.12.2.
	413-2 Operations with significant actual and potential negative impacts on local communities	Page. 82		13.12.3
Topics from applicable Sector Standards considered not material				
Food safety				
	3-3 Management of material topics	Page. 29		13.10.1
Supply chain traceability				
	3-3 Management of material topics	Page. 29		13.23.1






APPENDIX



APPENDIX 1

List of material topics

Dimension	Material Topics	Thematic Content
 Economic	Economic Performance	Direct economic value generated and distributed. Obligations of defined benefit plans and other retirement plans.
	Market presence	Ratios of standard entry-level salary by gender compared to the local minimum wage. Market Presence Proportion of senior executives hired from the local community.
 Environmental	Water and Effluents	Water withdrawal Water discharge Water consumption
	Biodiversity	Operational sites owned, leased, or managed within or adjacent to protected areas or areas of high biodiversity value outside protected areas Protected or restored habitats Species listed on the IUCN Red List and national conservation lists whose habitats are affected by operations
	Energy	Energy management
	Waste	Management of waste-related impacts
 Social	Employment	New employee hires and turnover Employee benefits for full-time employees Parental leave
	Health and Safety at Work	Coverage of the occupational health and safety management system Occupational illnesses and injuries
	Local Communities	Operations with local community engagement, impact assessments, and development programs

APPENDIX 2

Principles of the Global Reporting Initiative (GRI 1: Foundations 2021)

Accuracy: The organization must present information that is correct and sufficiently detailed to allow an assessment of its impacts.

Balance: The organization must present information without bias and provide a fair representation of its negative and positive impacts.

Clarity: The organization must present information in a manner that is accessible and understandable.

Comparability: The organization must select, compile, and present information systematically to facilitate both the analysis of changes in its impacts over time and the comparison of these impacts with those of other organizations.

Completeness: The organization must present sufficient information to enable an assessment of its impacts during the reporting period.

Sustainability Context: The organization must present information on its impacts within the broader context of sustainable development.

Timeliness: The organization must present information on a regular schedule and make it available in time for users to make decisions.

Verifiability: The organization must collect, record, compile, and analyze information in such a way that it can be examined to determine its quality.

APPENDIX 3

Glossary of terms used (GRI 1: Foundations 2021)

Value Chain: The various activities carried out by the organization, and by entities upstream and downstream from it, to bring the organization's products and services from conception to final use.

Local Community: Individuals or groups of individuals who live or work in areas that are affected or could be affected by the organization's activities.

Sustainable Development/Sustainability: Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Employee: A person who has an employment relationship with the organization, in accordance with national practice or legislation.

Stakeholders: Individuals or groups that have interests which are affected or could be affected by the organization's activities.

Impact: Any effect the organization has or could have on the economy, the environment, or people—including effects on human rights—which may in turn indicate its (negative or positive) contribution to sustainable development.

Highest Governance Body: The governance body with the highest authority within an organization.

Child: A person under the age of 15, or under the age of completion of compulsory schooling, whichever is higher.

Mitigation: Measures taken to reduce the severity of a negative impact.

Reporting Period: The period of time covered by the information presented.

Supplier: An upstream entity in the organization's supply chain that provides a product or service used in developing the organization's own products or services.

Business Relationships: The relationships the organization has with business partners, entities in its value chain (including entities beyond the first tier), and any other entity directly linked to its operations, products, or services.

Material Topics: Topics that represent the organization's most significant impacts on the economy, the environment, and people, including impacts on human rights.



SUSTAINABILITY REPORT

YEAR 2024

