

Nutritional Technologies S.A.C (GRI 2-2)

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> HACE SOSTENIBILIDAD

Naltech's 2024 Sustainability Report was written, designed and laid out following the advice of AC Sostenibilidad S.A.C.

www.acsostenibilidad.com





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Víctor CamachoGeneral Manager
Nutritional Technologies S.A.C. (Naltech)

OUR SUSTAINABILITY ROADMAP

(GRI 2-22)

Dear stakeholders

Here at Naltech, we are passionate about sustainable development. Hence our purpose is "To create nutritional, efficient and cutting-edge solutions that will boost aquaculture in a way that is sustainable and that strengths the trust our clients place in us."

In 2024, we took practical steps towards fulfilling our purpose by completing key technological upgrades to our extrusion lines. This enabled us to increase our production capacity, improve energy efficiency and reduce our environmental impact.

Owing to these strides in technology, we now offer 100 % extruded balanced feeds that deliver more efficient nutrition, enhance digestibility and reduce feed conversion rate in species such as shrimp and trout. These products, which are more stable in water, minimize nutrient loss and organic waste generation, thereby reducing the pollutant load in water bodies and promoting more sustainable farming systems.

Using technology to gain efficiency and become kinder to the environment is about more than just improving the bottom line. It's about supporting our vision of fostering aquaculture productivity with less environmental impact and the responsible use of natural resources. At the same time, we increased our presence in Peru and Ecuador, the world's largest shrimp producer, and now, we can follow our clients' growth more closely and respond more quickly to the demands of the sector.

None of this would be possible without the commitment of our team. At Naltech, we strive to create a work environment in which our employees can thrive, add value and grow alongside us. Their dedication is essential to delivering a sustainable, innovative and reliable solutions to our clients.

We hold BAP (Best Aquaculture Practices) and HACCP certifications, which endorse our commitment to sustainable, safe and high-quality production practices. To ensure these standards are maintained, we work with vetted suppliers who offer carefully selected raw material and inputs and share our commitment to environmental responsibility and traceability.

This Sustainability Report reflects our ongoing commitment to innovating responsibly, reducing our environmental footprint, and continuously improving the development of solutions that promote excellence and sustainability in regional and global aquaculture.

Thank you for being part of our journey. We will continue to move forward by building innovation, responsibility and trust into our operations.

OUR SUSTAINABILITY MANAGEMENT JOURNEY IN 2024



The second update of our **Enviromental Impact Statement (EIS) for our Huaura Plant** has been completed.



The carbon footprint of all our operations was 1.34 tCO₂e/t.



3.74 tons
of waste recovered at our
Huaura plant.



Economic value created: 33 million PEN.



59 438 tons

of feed was produced for the aquaculture sector.



2024 sales revenue:

253 million PEN



11.7 %

EBITDA.



91%

of our procurement budget was allocated to local suppliers.



80 %

of our employees are proud to work for our company.



4,599

hours engaged in training.



30,000 PEN

was earmarked for donations.

CHAPTER



CHAPTER

01

1. We are Naltech

(GRI 2-1)

We are Nutritional Technologies S.A.C. (Naltech S.A.C.), a company specializing in the production of 100 % extruded feed for aquaculture. We operate in Peru and Ecuador. Through our brand, Aquatech, we provide high-quality nutritional solutions for shrimp and fish that combine cost efficiency, advanced technology, and high production standards. Our solutions are backed by our many years of experience in the industry.

We are committed to promoting aquaculture in a sustainable manner and responding quickly and efficiently to the needs of our clients. We uphold ethical standards and respect the environment at every stage of the production process. Our highly trained team enables us to innovate and develop excellent nutritional solutions.

1.1. Our purpose, mission and vision statements, and values

At Naltech, we believe that true success is built on a solid foundation of shared values and unwavering commitment. This is why we uphold the principles that guide our work every day:

PURPOSE



To create nutritional, efficient and cutting-edge solutions that will boost aquaculture in a way that is sustainable and that strengths the trust our clients place in us.

VISION



To be the most dependable partner in providing nutritional aquaculture solutions that contribute to the sector's success and sustainable growth.

MISSION



To serve and satisfy our clients in an agile way by offering cutting-edge nutritional solutions that provide high added value and having committed and engaged collaborators.

INTEGRITY



We lead by example

Our values

COMMITMENT



We are all NALTECH

LOVE FOR OUR COUNTRY



United for the common good

PASSION FOR EXCELLENCE



Exceptional quality

1.2. Our history



2001

Company incorporation.



2003

The company ventures into the balanced aquaculture feed market.



2012 - 2013

Implementation of extrusion line N° 2 - installation of CNG station.



2019

The third production line was implemented. This led to an increase in extrusion line production capacity.

Entry into the Ecuadorian market.



2016

AcuaHuara and Naltech announce their strategic merger to strengthen the aquaculture sector.



2014

Entry into the Peruvian shrimp feed market.



2023

Relaunch of the brand in Ecuador.



2024

Production record broken: 59,438 tons.

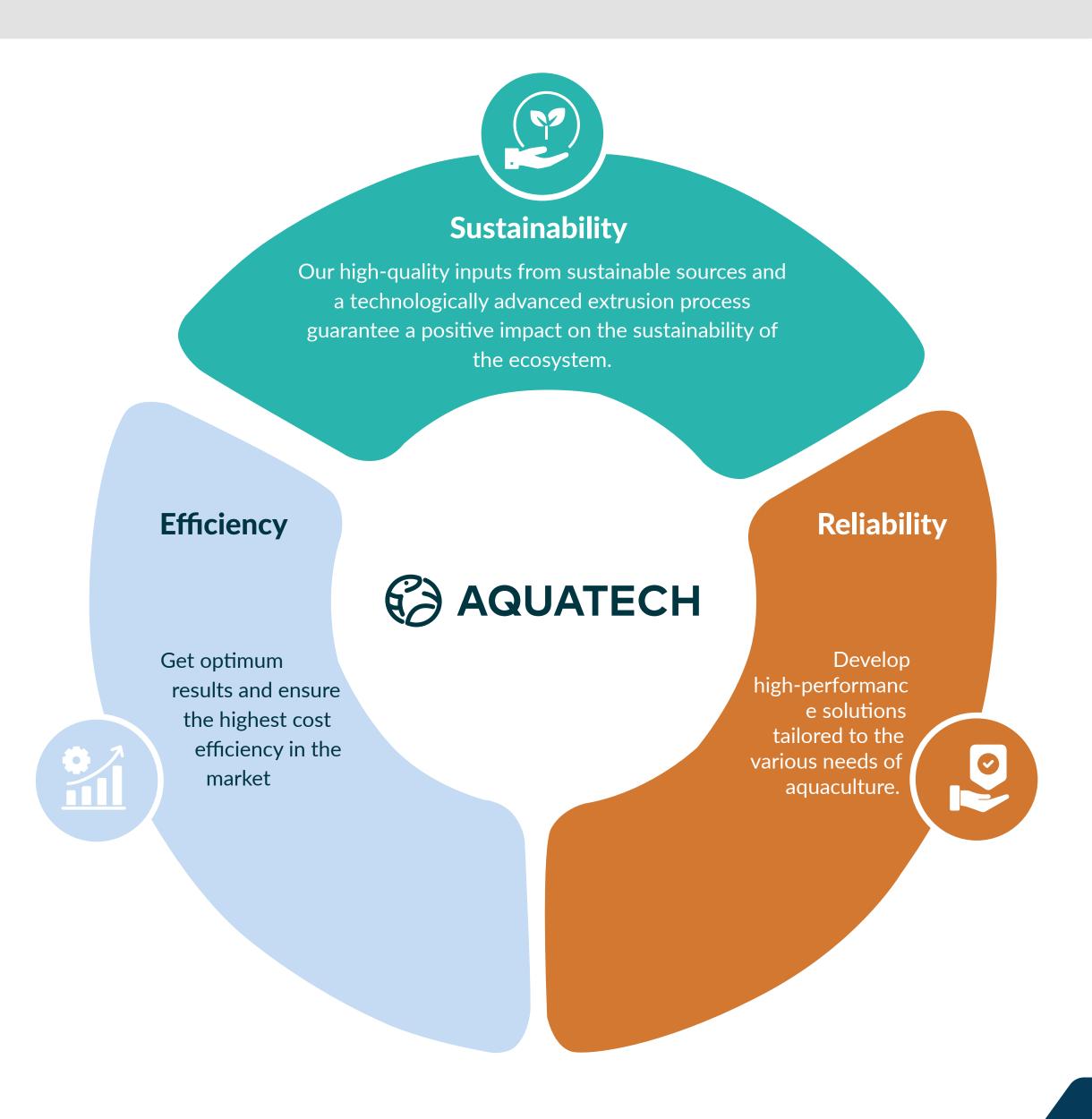
1.3. Our brands and products

We guarantee the high quality and safety of our products, which are formulated with select ingredients to optimize animal growth, health and welfare. Thus, we provide comprehensive feeding solutions and services.

Aquatech: hallmark of quality

At Naltech, we develop sustainable solutions for aquaculture production with a focus on resource efficiency and animal welfare. In line with this approach, we have developed Aquatech: our line of balanced extruded feed designed to optimize the growth and health of fish and shrimp. Its precise formulation ensures efficient nutrition, improves feed conversion rate and promotes more responsible production, providing our clients with a better cost-benefit ratio and reducing environmental impact.





AQUATECH Products - Shrimp Portfolio

We use high-quality raw materials and advanced extrusion technology to offer a highly digestible, sustainable feed that reduces environmental impact and improves farming output.

AQUATECH CLASSIC Fast-growing feed ideal for low- and medium-density breeding systems.



Aquatech is more than a brand – it is our commitment to efficient and sustainable development aquaculture.



AQUATECH Feeding guide - shrimp

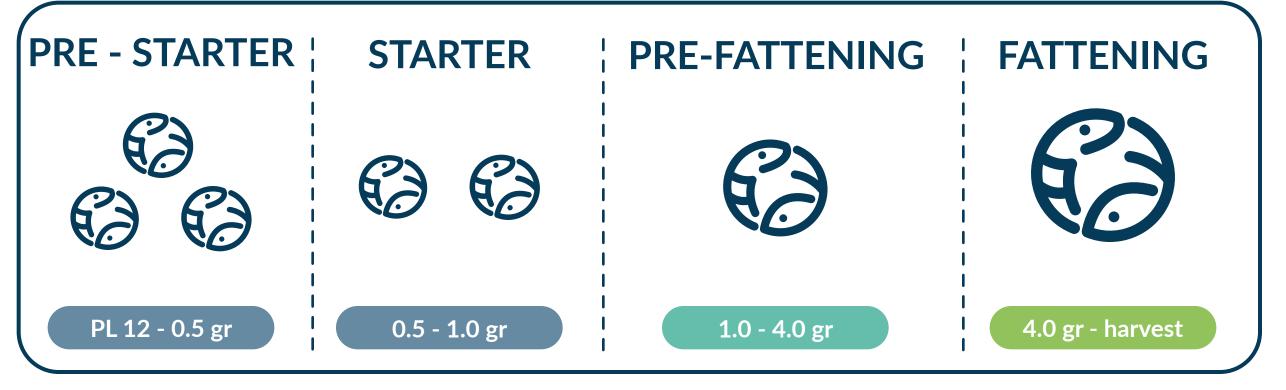
AQUATECH ©
Supreme

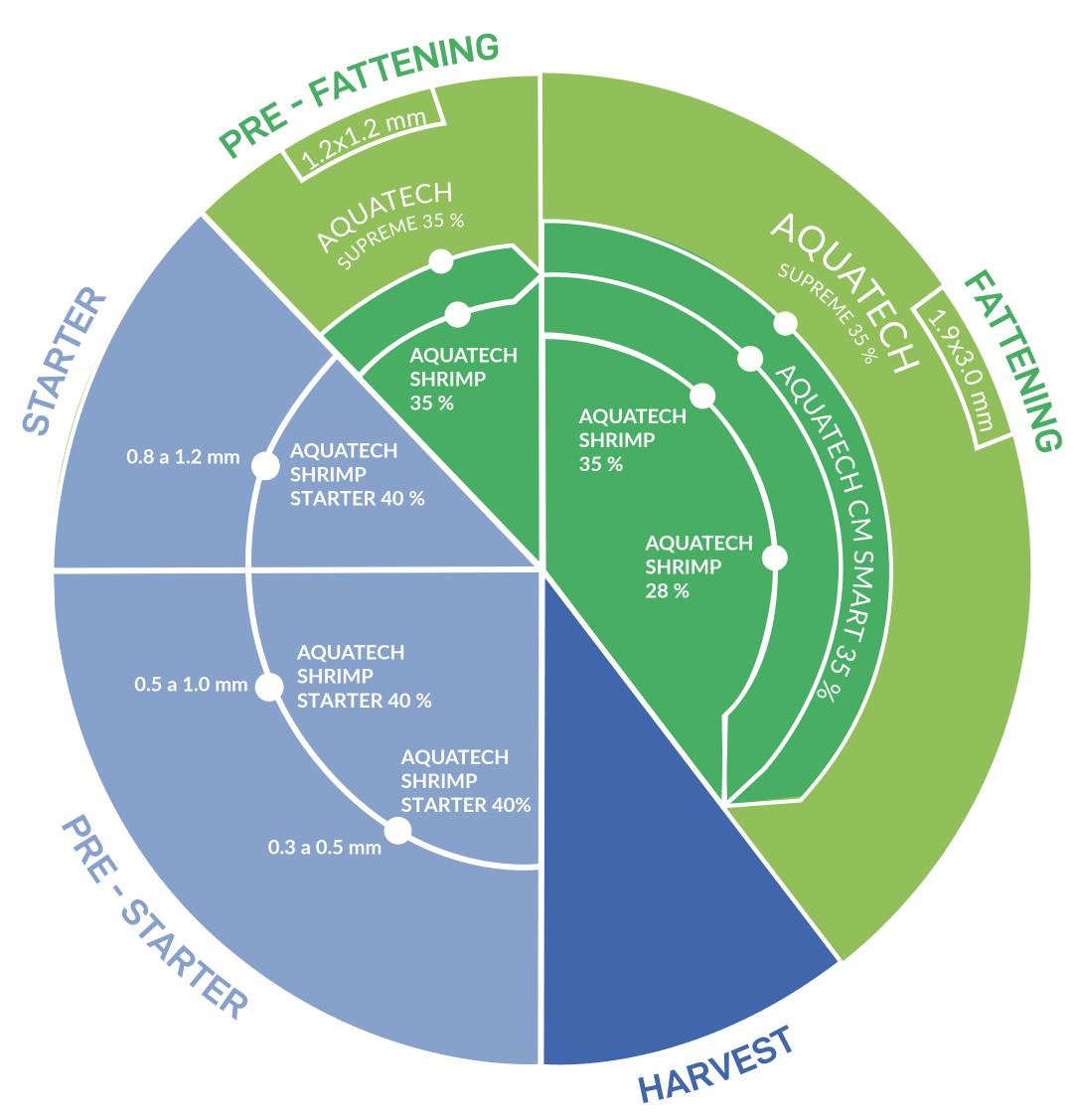
AQUATECH ©

AQUATECH ©

Classic

Smart





AQUATECH Products - Trout Portfolio





© AQUATECH Feeding guide -trout

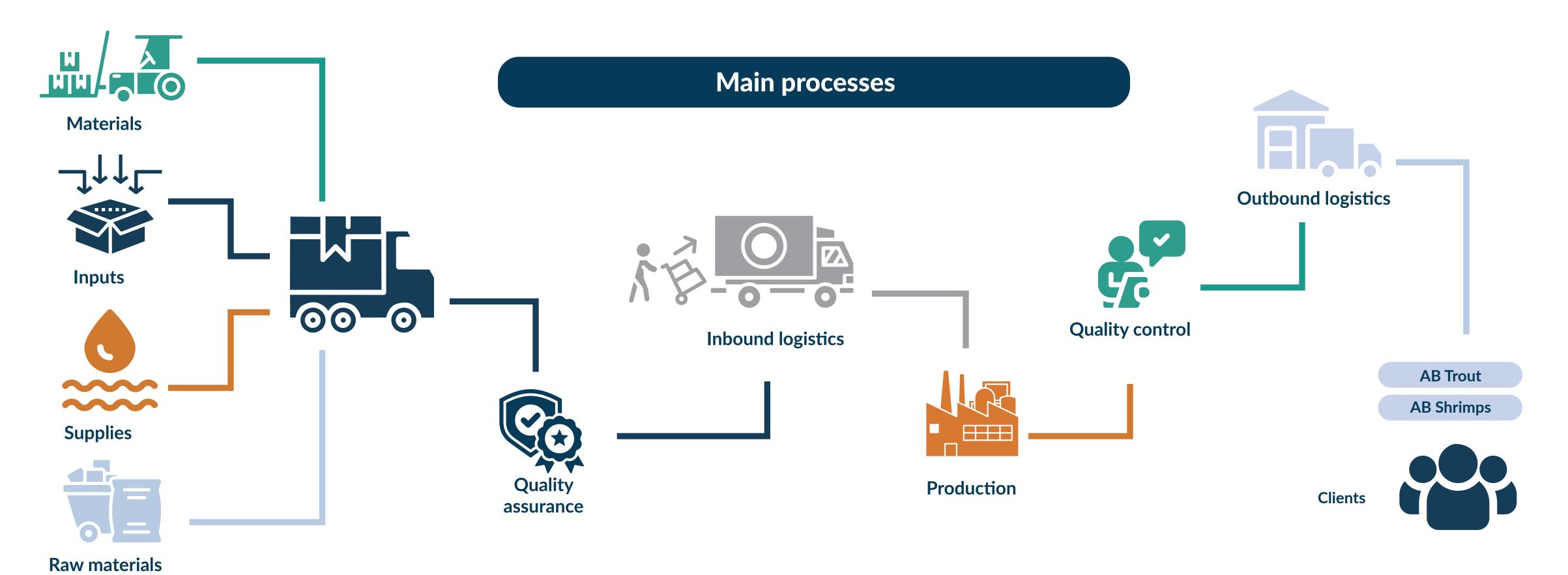
AGUATEGU	Stage Girth (mm)			Water Temperature (°C) / Feed Rate (%)						
AQUATECH		Girth (mm)	Weight (gr)	Length (cm)	8	10	12	14	16	18
Peces 55 SSL	Pre-start	0.3 a 0.5	0.1 - 0.4	Hasta 5.0	4.5	5	5.7	6.2	6.7	7
Peces 55 SSL	Pre-start		0.4 - 1.5	Hasta 5.0	3.8	4	5	5.8	6	6.5
Peces 50 SSL	Start		1.5 - 5.0	5.0 -8.0	2.9	3.3	3.9	4.5	4.8	5.2
Peces 45 SSL	Ctout	1.5 x 2.0	5.0 - 12.0	8.0 - 110	2.5	2.8	3.2	3.6	4	4.2
Peces 45 55L	Start	1.5 X 2.0	12.0 - 20.0	11.0 - 13.0	1.9	2.2	2.5	3.2	3.6	3.8
Peces 42 SMART (TLH)	Growth	2.5 x 2.5	20.0 - 50.0	13.0 - 17.0	1.5	1.7	2	2.6	3.2	3.4
Peces 42 SMART (TLH)	Growth 4.0 x 4.0	40×40	50.0 - 100.0	17.0 - 21.0	1.3	1.5	1.8	2.2	2.8	3.2
Peces 42 SIVIART (TLIT)		100.0 - 150.0	21.0 - 23.0	1.2	1.4	1.6	2	2.2	3.8	
Peces 40 SMART (TLH)	Finishing / Pigmenting 8.0 x 6.0 8.0 x 8.0	6.0 x 6.0	150.0 - 300.0	23.0 - 29.0	1.1	1.3	1.6	1.8	2	2.2
		8.0 x 8.0	300.0 - 600.0	29.0 - 36.0	0.9	1	1.2	1.3	1.5	1.7

1.4 Value chain

(GRI 2-6)

Each process within our value chain represents a fundamental link in the production of our products. Well-defined and optimized processes not only improve operational efficiency but also facilitate decision making and ensure that products or services meet the highest quality standards.

Our detailed and integrated approach to the supply chain clearly demonstrates our commitment to operating with excellence and responsibility. We aim to have a positive impact on society and the environment throughout all operational phases.



1.5. Economic performance

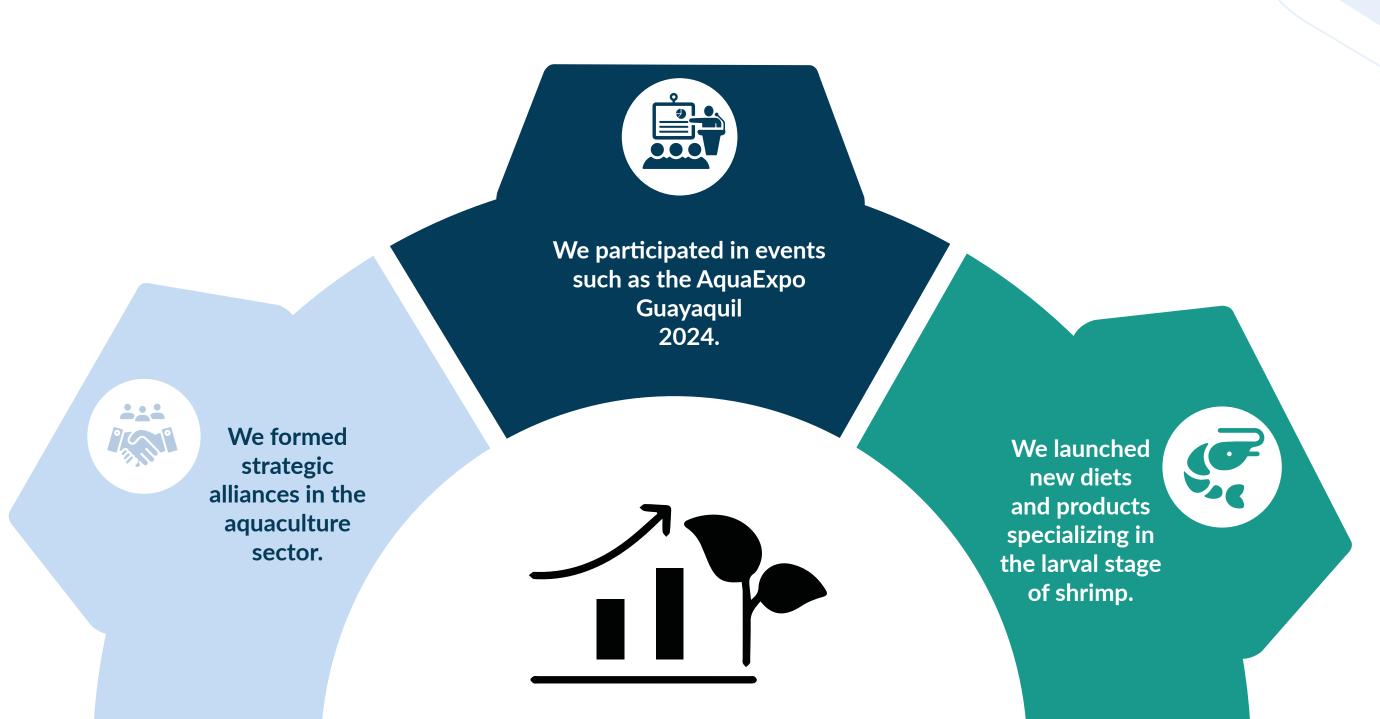
(GRI 3-3) (GRI 201-1)

Transparency lies at the heart of our economic management as it builds trust with our stakeholders. Through open communication and responsible management, we are accountable and can identify opportunities to strengthen our market presence and minimize risks. With this in mind, in early 2024 we conducted a detailed survey to map aquaculture species in production, identify regions with high potential and define expansion strategies that will enable us to grow sustainably and competitively.

In the course of this strategy, during 2024 we advanced several initiatives for our growth and sustainability:

Our supply chain plays a key role in optimizing and improving processes, while mitigating the financial risks associated with double materiality.

Our strategic focus encourages cost control and promotes continuous improvement, within a model of operational excellence.





These actions have boosted the growth of our strategic client base and increased demand for our specialized products.



Financial results 2024



11.7 % de EBITDA.



33 million PEN

in economic value generated.



60 % of our turnover

comes from exports to Ecuador.



40% of our revenues

comes from the Peruvian market.



59,438 t

of feed was produced for the aquaculture industry.



+ 380,000 PEN in salaries and employee benefits.



30,000 PEN

in donations.

1.6. Our operations

Warehouses



PERÚ

- Lima
- Tumbes



ECUADOR

- Arenillas

Offices

Lima Polo Hunt, Santiago de Surco, Lima.

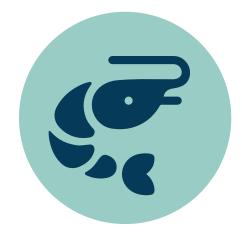
Administrative offices where our management team operates.



Extruded feed plant

Vegueta-Mazo, Huaura, Lima.

This site houses three warehouses for the storage of raw materials and inputs that are used exclusively for finished shrimp and fish products.



Warehouse for finished shrimp products.



Warehouse for finished fish products.





CHAPTER

02

2. We are building a sustainable future

(GRI 3-1)

Our commitment to sustainability extends beyond business management. We aim to have a positive social and environmental impact through all our activities. To this end, we have conducted a materiality analysis to help us identify and prioritize the issues that are most relevant to the company. This provides a clear and transparent overview of our management strategy for 2024.

Materiality

1



- Stakeholders play a key role in the analysis of a business context, as they influence, and are influenced by, an organization's decisions, strategies and results. Involving them in this analysis enables us to gain a better understanding of the internal and external landscape, identify risks and opportunities, and enhance strategic decision-making.
- Benchmarking with four companies.
- Review of national standards and reports.

2



- Selection of the most relevant material issues for the company.
- Correlations were made between the company's material issues and the GRI Standard, additionally business-specific indicators (IPN) were created.
 To this end, expert opinion was sought.

3



- Meeting with each management and leadership team to identify preliminary material issues.
- Evaluation of each preliminary material issue focusing on the business and stakeholders.
- Meeting with the Executive Committee for validation of material issues.

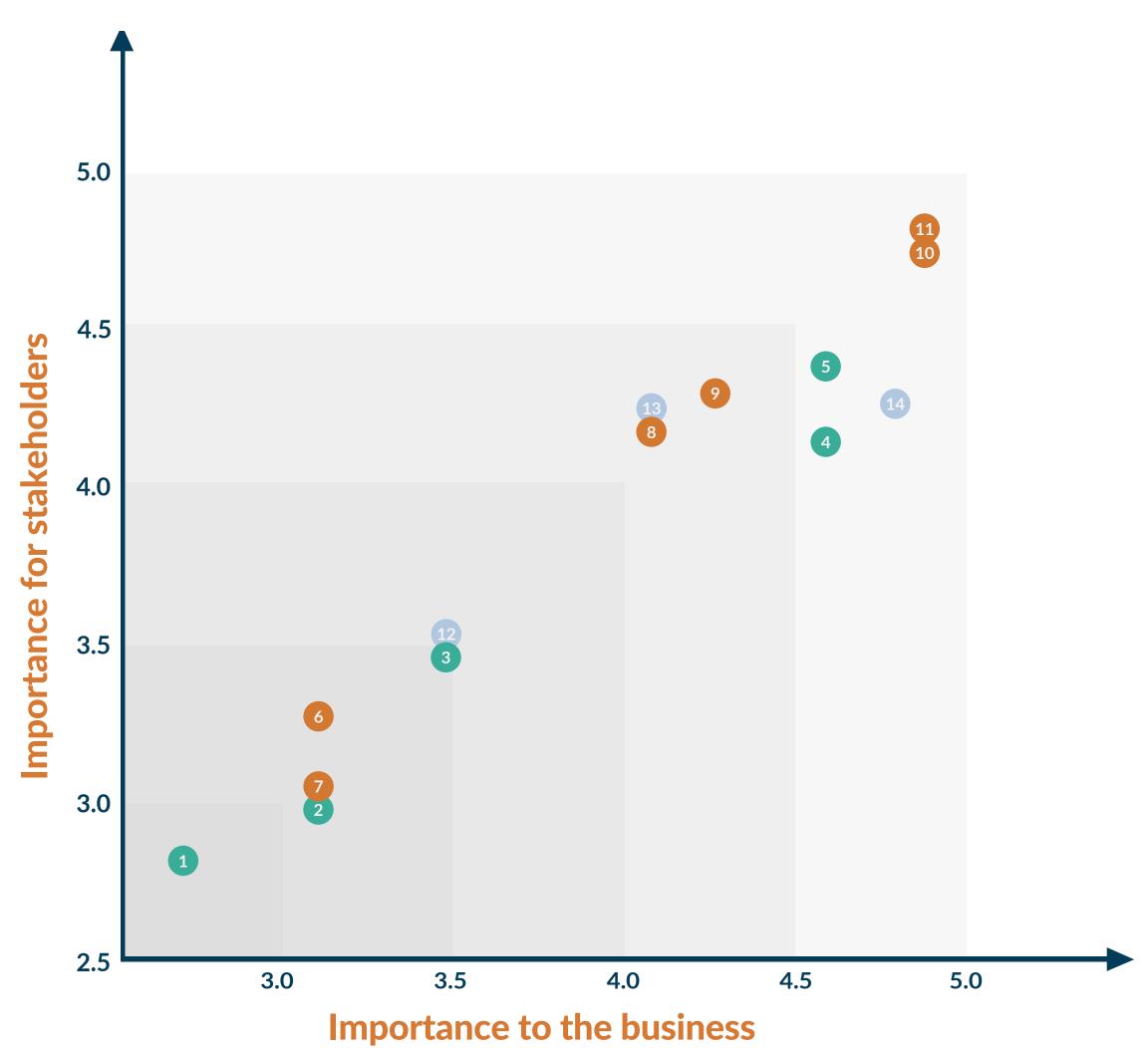
Material issues

Through the materiality process, we identified 14 material topics representing 33 GRI content items and three business-specific indicators (IPN), as detailed below: (GRI 3-2)

N°	Material subject	GRI content	Coverage	Stakeholder
1	Emissions management	GRI 305-1, GRI 305-2 GRI 305-3	Internal and external	Community, environment and partners
2	Energy management	GRI 302-1	Internal and external	Community, environment and partners
3	Waste management and circular economy	GRI 306-1, GRI 306-2 GRI 306-3, GRI 306-4 GRI 306-5	Internal and external	Community, environment and partners
4	Water and effluent management	GRI 303-1, GRI 303-2 GRI 303-3, GRI 303-4 GRI 303-5	Internal and external	Community, environment and partners
5	Supply chain traceability	GRI 13	Internal	Collaborators and shareholders
6	Supplier management and development	GRI 204-1	Internal and external	Collaborators and suppliers
7	Community development	GRI 413-1	External	Communities

N°	Material subject	GRI content	Coverage	Stakeholder
8	Attracting, developing, and retaining talent	GRI 401-1, GRI 404-1 GRI 404-2	Internal	Collaborators
9	Advice and support to clients	IPN 3	External	Clients
10	Health, safety and wellness	GRI 403-1, GRI 403-2 GRI 403-3, GRI 403-4 GRI 403-5, GRI 403-9	Internal	Collaborators
11	Quality and safety	GRI 416-1	Internal y external	Employees, clients and shareholders
12	Ethics, compliance and anti-corruption	GRI 201-1, GRI 205-1 GRI 205-2, GRI 205-3	Internal	Shareholders
13	Nutrition and product development	IPN 1	Internal y external	Employees, clients and shareholders
14	Efficiency and digital transformation	IPN 2	Internal	Collaborators and shareholders

Materiality chart



ENVIRONMENTAL



- L. Emissions management
- 2. Energy management
- 3. Waste management and circular economy
- . Water and effluent management
- 5. Supply chain traceability

SOCIAL



- 6. Supplier management and development
- . Community development
- 8. Attracting, developing, and retaining talent
- Advice and support to clients
- 10. Health, safety and wellness
- 11. Quality and safety

GOVERNANCE



- 12. Ethics, compliance and anti-corruption
- 13. Nutrition and product development
- 14. Efficiency and digital transformation



Environmental focus

Quality is closely linked to caring for our planet. Because we care, we have continued to raise our environmental standards. We have updated the Environmental Impact Statement (EIS) of our Huaura Plant for the second time, measured our carbon footprint in Peru for the first time, and recovered 3.74 tons of waste as part of our path towards circular economy. Additionally, we implemented an innovative water balance system to manage water use responsibly. We are continuing to turn our impact into concrete actions that will lead to a more sustainable future.

Related material topics:

- Emissions management
- Energy management
- Waste management and circular economy
- Water and effluent management
- Supply chain traceability



Social focus

Human talent is the driving force behind Naltech. From day one, we have doubled down on our meritocratic management model and our recruitment of highly qualified individuals. To support their professional growth, we offer continuous training programs in leadership, soft skills, and specialized technical training, all of which are aligned with our strategic objectives. (GRI 402-2)

In the course of 2024, we refined our employee benefits and cultivated a robust preventive culture, thereby attaining full compliance with occupational health and safety regulations. (GRI 403-1 to GRI 403-10) As a result, our work climate score increased to 73%, reflecting a positive, safe and participatory work environment.

Our impact also transcends the organization. As part of our commitment to the communities, we donated 30,000 PEN to social programs, and participated in initiatives such as 'Ayni', which improves the quality of life for senior citizens, and 'Bomberoton', which involved delivering certified fireproof clothing to support the work of volunteer firefighters (GRI 413-1).

These actions form part of our vision for integral sustainability: creating an environment in which talent development and social responsibility go hand in hand.

Related material topics:

- Supplier management and development
- Community development
- Attracting, developing, and retaining talent
- Advice and support to clients
- Health, safety and wellness
- Quality and safety



Governance focus

We operate under the principles of integrity and transparency, strictly complying with current regulations and promoting an ethical organizational culture. Our commitment to these principles is reflected in the implementation of our Code of Ethics and Integrity, our Anti-Bribery Policy, and our Conflict-of-Interest Policy. These key instruments guide our business decisions and relationships.

Our commitment to quality and food safety is evidenced by our internationally recognized certifications: HACCP and BAP. Furthermore, we only work with MarinTrust certified suppliers of hydrobiological ingredients. This ensures that raw materials such as whole fishmeal (anchoveta) and fish oil (salmon) are sourced responsibly and are fully traceable.

Each feed formula is designed to meet the nutritional requirements of our clients, guaranteeing safe and effective, customized solutions for aquaculture.

Thanks to our responsible and integrated management approach, our EBITDA reached 11.7% in 2024, while our production of balanced feed for aquaculture exceeded 50,000 tons.

Related material topics:

- Ethics, compliance and good business practices.
- Nutrition and product development.
- Efficiency and digital transformation.

2.1. Stakeholders

(GRI 2-29)

Our stakeholders play a vital role in defining our strategy and developing our operations. Through open and transparent dialogue, we strengthen mutual trust and align our actions with the expectations and needs of our stakeholders in mind. This constant communication streamlines strategic decision-making, enables us to anticipate potential challenges, and optimizes our ability to adapt to a dynamic environment, ensuring efficient and sustainable management.





2.2. Partnerships for sustainability

(GRI 2-28)



Lima Chamber of Commerce



Chamber of Commerce and Production of the Province of Huaura



National Service of Industrial Work Training (SENATI)



National Aquaculture Society (SNA)



Community Support Association (AYNI)



Bishopric of Huacho





CHAPTER

03

3. Corporate governance

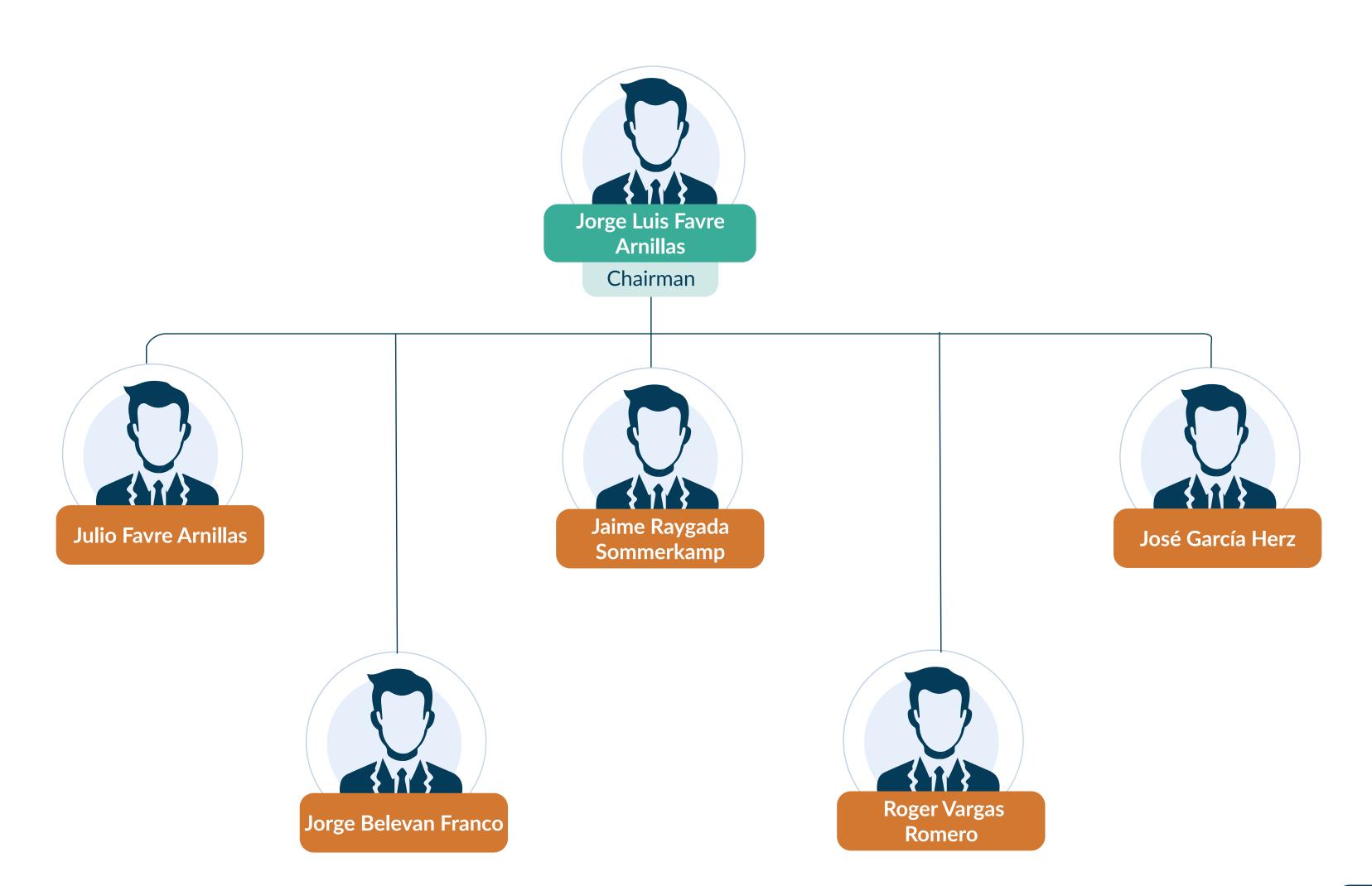
Board of Directors

(GRI 2-9) (GRI 2-10) (GRI 2-11)

Our corporate governance structure is designed to ensure efficient decision-making that is aligned with our strategic objectives, based on the principles of transparency and accountability. This model enables us to act with dexterity, adapt to environmental changes and manage our resources efficiently.

The Board of Directors plays an essential role in this process. They meet monthly to oversee our corporate strategy, evaluate our performance and ensure the effective execution of our policies, while maintaining high ethical standards and accountability.

To promote objective strategic decision-making and in line with the UK Corporate Governance Code's best practices, 65 % of board members are independent directors. This structure strengthens our corporate governance and underscores our commitment to transparency and effective management.



Management

Our management team is made up of seven managers who are responsible for the company's overall management. Their responsibilities include streamlining decision-making processes, ensuring all divisions are aligned with our strategic objectives and overseeing operational performance to optimize efficiency and ensure compliance with national and international goals.



Víctor Camacho General Manager



David ArévaloCommercial Manager Ecuador



Ricardo Beaumont Logistics Manager



Guiliana Yong Nutrition Manager



Management



Jenny Salinas Administration and Finance Manager

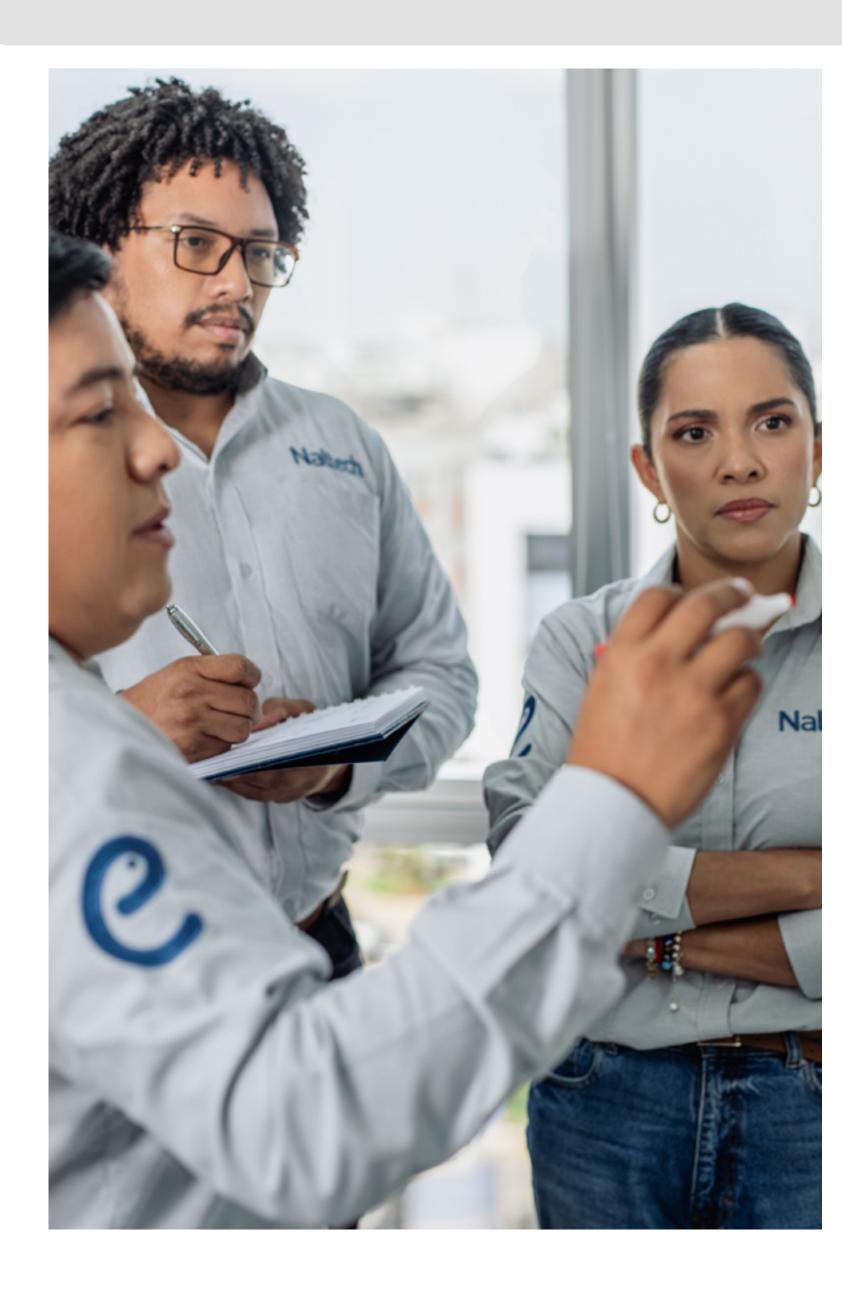


Diana Talavera Human Resources Manager



Joel NatoProduction Manager



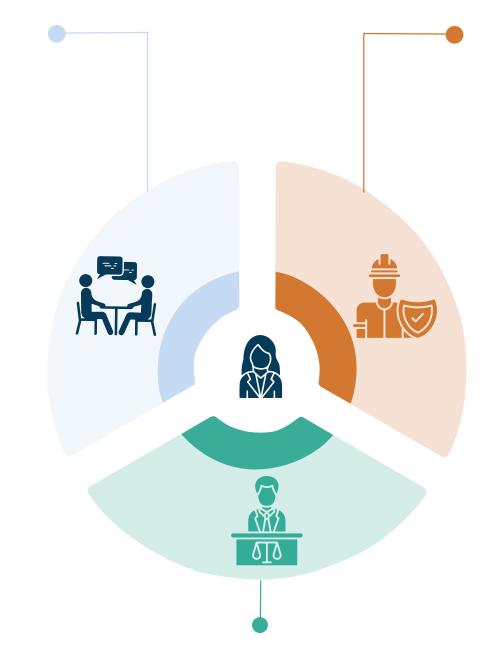


Our committees

(GRI 2-12) (GRI 2-13)

Executive Committee

- The Executive Committee is highest strategic decision-making body, responsible for approving and supervising key issues that significantly impact the company.
- Its main function is to ensure that business strategies align with corporate objectives, driving efficient, sustainable, growth-oriented management. The ExCom also plays a fundamental role in evaluating and adjusting strategic initiatives, ensuring decisions are based on accurate information and that the company can adapt to a dynamic landscape.



Sexual Harassment Intervention Committee

- This committee is regulated by Law No. 27942. The membership of this multi-stakeholder committee is renewed every two years.
- The committee's main duties are: investigating sexual harassment complaints, issuing reports to Human Resources, and implementing protective and preventive measures.

Occupational Health and Safety Committee

• This committee promotes a safe working environment and advises on, and supervises compliance with, internal occupational health and safety regulations. To this end, the OHSC formulates and recommends improvements to working conditions, convenes meetings to assess progress and urgent situations, supervises compliance with regulations, carries out periodic inspections and promotes preventive management. It also approves the Internal OHS Regulations, the Annual OHS Program, the Annual Training Plan and the Annual OHS Service Program, thereby ensuring the effective implementation of the adopted measures.

3.1. Ethics and anti-corruption

(GRI 2-23)

We are firmly committed to maintaining the highest ethical standards in all our operations, which are built on integrity, transparency and respect for the law. As part of our corporate vision, we work tirelessly to prevent corruption and promote responsible business practices, fostering an environment of trust and fairness.

Through specific policies and a strong organizational culture, we ensure that our employees act in accordance with these principles, contributing to the creation of a more just and sustainable future for all our stakeholders.



Code of Ethics and Integrity

(GRI 2-23) (GRI 2-24)

We have a Code of Ethics and Integrity which sets out the conduct guidelines for all our employees, regardless of their position or location. The Code provides a framework for decision-making and the handling of situations that could impact both the company and individuals. It aims to nurture a culture founded on principles of respect, honesty, efficiency and innovation. Strict compliance with this Code is essential to protect our valuable reputation. Our reputation is a valuable asset that distinguishes us and strengthens our competitiveness in the marketplace. Therefore, compliance with the Code is mandatory, and any non-compliance may result in disciplinary action in accordance with the applicable regulations.

This document is based on eight fundamental principles that guide the behavior of our stakeholders, ensuring that all actions are carried out with integrity and transparency. These principles include protecting people's health and safety and representing the company responsibly.







We are environmentally responsible.



We safeguard information, goods and assets.



Principles of conduct



company.

We reject all forms of fraud, bribery and corruption.



We conduct ourselves wholesomely in the market.



We avoid any conflict of interest.

Anti-bribery policy

(GRI 2-23)



Our Anti-Bribery Policy aims to prevent, detect, investigate and punish crimes related to bribery, corruption, collusion, influence peddling, money laundering and financing of terrorism, thus ensuring an environment of transparency and regulatory compliance. This document promotes the fundamental values described in our Code of Ethics and Integrity, as well as in our Conflict of Interest Policy.

Conflict of Interest Policy

(GRI 2-23)



Our Conflict of Interest Policy establishes specific guidelines and procedures for the timely and effective identification and management of actual or potential conflicts of interest that may arise during the course of work activities or business operations. With this in mind, it provides specific examples to help collaborators and stakeholders recognize and manage situations that could affect the company commercially, economically, or in any other way, thereby compromising ethics and transparency at personal and corporate levels.

Training in ethics

(GRI 205-1) (GRI 205-2)



We encourage all our employees to recognize and adopt our ethical guidelines. To this end, we communicate our commitments and procedures on an ongoing basis.

Offices	Employees trained in anti-corruption policies and procedures (GRI 205-2)					
Offices	Management	Deputy-management and head offices	Administrative personnel	Operating personnel		
Lima	4	2	8	-		
Vegueta	2	10	73	94		
Tumbes	-	1	4	-		
Ecuador	1	1	5	-		
Huancayo	-	-	1	-		
Puno	-	-	1	-		
Total	7	14	92	94		

We are currently in the process of identifying risks in order to strengthen our integrity policies to ensure a working environment based on trust and responsibility.





CHAPTER 04



4.1. Our team

(GRI 2-7)

The talent and diversity of our team are essential to our growth and the achievement of our goals. In 2024, our vision and strategic objectives were driven by 200 employees, who were distributed across different regions.

Office	S	ex	Total	
Offices	F	M	Total	
Huancayo	1	-	1	
Lima	6	7	13	
Planta	35	139	174	
Puno	1	-	1	
Tumbes	-	5	5	
Ecuador	-	6	6	
Grand total	43	157	200	

Retention, turnover and new hires

In 2024, we reinforced our talent attraction, screening and retention strategies to ensure job stability and the sustainable growth of our company. With this in mind, we took action to ensure fairness and transparency at each stage of the process, promoting optimal working conditions in a favorable organizational environment.



Personnel Recruitment Procedure.



Hiring local talent.

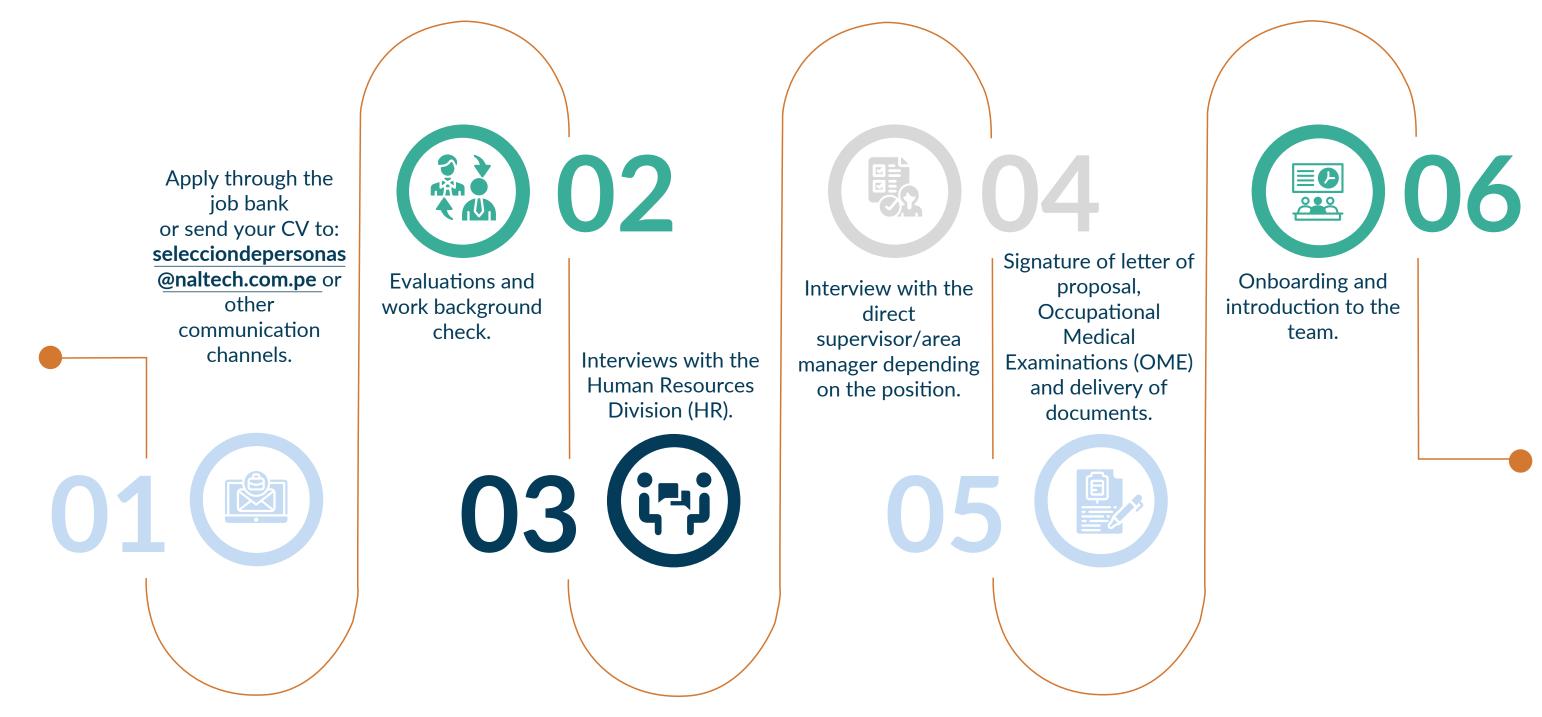


Evaluation of standardized benefits.



Collaboration with the Employment Center of Peru's Ministry of Labor and Employment Promotion (MTPE) looking to hire professionals from the Norte Chico region.

Our recruitment process is structured to ensure the selection of suitable personnel:



Talent retention is an organizational priority. To retain our talent, we improve employee benefits, reinvigorate our work climate, and implement professional development plans. To ensure that we are meeting our objectives, we established a turnover indicator of ≤ 7 %, which we continuously monitor.

New hires by age, gender and location, 2024 2024 (GRI 401-1)												
					O	ffices						
Age group	Hua	ura	Liı	ma	Pu	no	Tum	bes	Huai	ncayo	Ecu	uador
	Н	M	Н	М	H	M	Н	М	Н	М	Н	М
Under 30 years of age	23	8	-	1	-	-	1	-	-	-	-	-
Between 31 and 40 years old	10	1	-	-	-	1	1	-	-	-	-	-
Between 41 and 50 years old	6	-	1	-	-	-	-	-	-	-	-	-
Between 51 and 60 years old	-	-	-	-	-	-	-	-	-	-	-	-
Over 61 years of age	-	-	-	-	-	-	-	-	-	-	-	-
Total	39	9	1	1	-	1	2	-	-	-	-	-

We implement strategies focused on attracting, hiring and supporting the wellbeing of our collaborators under a structured selection process and ongoing evaluation of employee benefits. We prioritize local recruitment to create opportunities within the community and carry out regular evaluations of our work climate to identify areas for improvement and strengthen team commitment. Additionally, we develop talent retention programs centered on training, professional development, and enhancing working conditions to foster a stable and appealing work environment.

To ensure the effectiveness of these strategies, we conduct constant monitoring by using:



Key indicators, such as passing the probationary period and tenure.



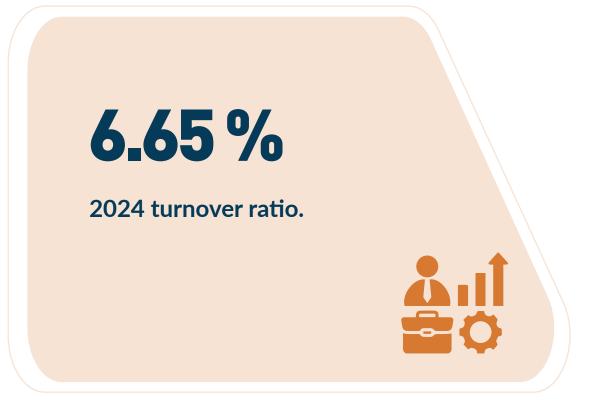
Work climate surveys to measure satisfaction employee commitment.



Analysis of results to make timely adjustments to our policies and procedures, based on feedback from the team.

The analysis of this data allows us to identify trends and evaluate the effectiveness of our actions, ensuring that our retention strategies are aligned with the needs of our employees and the company's objectives.





4.2. Talent development

(GRI 404-1) (GRI 404-2)

We encourage the growth of our team through career paths and a structured continuous training program. In coordination with management, we identify training needs and design the Annual Training Program, which establishes the contents, the frequency of the sessions and the target audience.

This plan includes certification topics, as well as technical and soft skills topics, guaranteeing training aligned with the company's requirements.



We ensure that our training initiatives respond to the challenges of the environment and strengthen the performance of our team.





Responsible water management



Correct management of solid waste



Occupational ergonomics



Sexual harassment in the workplace



Personal hygiene

To ensure effective results, we conduct the following training actions:

We keep our Annual Training Plan up to date and carry out continuous monitoring of its implementation to ensure compliance.

Plant shutdowns are our opportunity to carry out intensive training sessions with operating personnel in accordance with the topics defined in the plan.

Our goal is to achieve 90 % participation compliance, thereby ensuring the ongoing development of our team.

We are committed to the growth and employability of our team by providing continuous training programs designed to build the capacities of our collaborators, help them adapt to market changes, and support them at every stage of their professional development. To this end, we take the following actions:

Technical training

Various courses at SENATI and other educational entities to ensure that our employees are kept up to date with the latest trends and best practices in their areas of responsibility.



Soft skills programs

Effective communication, leadership, and time management..



	Personnel training (Peru and Ecuador)						
Professional category	Me	en	Women				
	Number of trained personnel	Training hours	Number of trained personnel	Training hours			
Management	4	49	3	30			
Sub-management, heads and departments	12	460	3	152			
Administrative staff	52	1 801.5	36	1 322			
Operational staff	89	776	2	8			
Total	157	3 086.5	44	1 512			

We assess the level of learning and reinforce the development of our collaborators at the end of each training session. If necessary, we provide additional training and reassessments to ensure their effective understanding of, and ability to apply, knowledge. This process follows the guidelines set out in the Personnel Onboarding and Training Procedures.



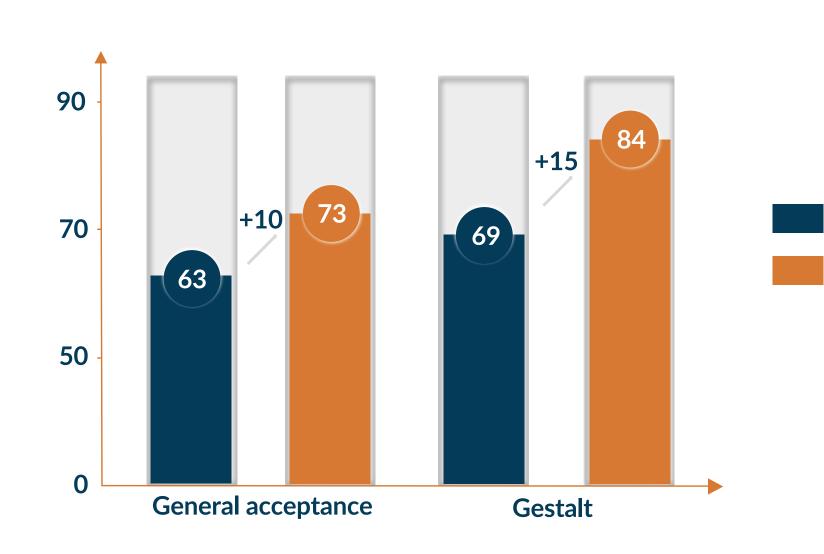


4.3. Work climate and organizational culture

In line with our organizational culture, we conducted our Work Climate Survey in 2024. We achieved a 93 % response rate and a 10-point increase in our organizational climate compared to 2023.

A key aspect of the survey is the Gestalt dimension, which assesses employees' overall perception of the company. In this indicator, we achieved a 15-point increase compared to the previous year, showing a significant improvement in satisfaction and sense of belonging.

Work Environment Assessment



At Naltech, we continue to raise our standards. Compared to 2023, we have made significant progress, which is reflected in our results and our company's commitment and vision for the future.



Note:

2023

2024

General acceptance: Organisational Climate Note

Gestalt: General feeling of the organisation 'All things considered, I would say this is a great place to work.'

Naltech benefits

As part of our commitment to well-being and equity, we ensure that each member of our team enjoys fair and balanced employment benefits, reflecting our recognition of their performance, commitment and contributions to the company's growth.

In 2024, we promoted various initiatives and programs aimed at improving our collaborators' experience by promoting their professional development and strengthening our organizational culture.



Professional development

Training plan: this is prepared annually and is aimed at developing the specific technical competencies of the different management areas. The purpose of the training plan is to broaden the knowledge and skills of our collaborators according to their role.



Health and safety

Medical campaigns: we help our collaborators to take care of their health by organizing talks and medical and vaccination campaigns.



Economic and financial

- **School loans:** are available for the purchase of school supplies. This loan can be repaid in up to three interest-free installments.
- **Purchase of products:** receive special discounts for being a collaborator of the Redondos Group and the payment can be made from the payroll at the end of the month.
- Loans for health emergencies: are offered to support our collaborators in facing unforeseen health expenses for themselves or their immediate family members. These loans can be repaid over a period of up to one year in interest-free installments.
- Educational loans: we support our collaborators in continuing their higher education, which is directly related to their work position. These loans can be repaid interest-free in up to one year.
- Housing loans: to support our collaborators in improving their basic housing conditions (security, access to utilities). These loans can be repaid interest-free in up to one year.



Celebrations

- Celebrations of special dates: we love to celebrate significant dates with our employees, so we commemorate the following holidays:
 - Labor Day
 - Mother's Day
 - Father's Day
 - National Holidays
 - Naltech Anniversary
 - Christmas and New Year's Eve
- Birthdays: our employees can take half a day off on their birthdays to celebrate with their families.



4.4. Occupational health and safety

(GRI 2-1) (GRI 403-1)

Safety is a fundamental pillar of our management. We enforce a culture of prevention that is backed by our Integrated Management System Policy, which establishes basic guidelines to protect the lives and health of our collaborators, suppliers and visitors in all areas and workplaces.

Our commitment to safety is aligned with current regulations. We comply with the following guidelines:

Law 29783



Ministerial Resolution 375-2008-TR



Supreme Decree 024-2016-MINAM

To ensure a safe environment, we have a Safety and Health Management System for People (SGSSP, in Spanish), strengthened with our Annual Training Plan and specific programs, which include the following tools for the identification and control of hazards in our operations:







We have a strict process for identifying hazards and evaluating risks, which involves creating and updating the IPERC matrix for each work center. This process relies on the active participation of collaborators from each area, making use of their experience to ensure the information is accurate and relevant. The collected data are analyzed and recorded in the matrix to assess activities, hazards and risks. Any necessary improvements are made before submission to and approval by the People, Health, and Safety Committee.



We strive to foster a culture that prioritizes the health and safety of our employees.

(GRI 403-4)

We have a People, Health, and Safety Committee, made up of three company representatives and three employee representatives, which meets monthly. The committee's main function is to promote occupational health and safety, advise on and oversee the compliance with the company's Internal Occupational Health and Safety Regulations, and the national legislation in force thus contributing to the welfare and protection of all collaborators.

Participation of our collaborators

(GRI 403-2) (GRI 403-4)

We encourage the participation of our collaborators through actions based on our SGSSP, which allows us to ensure a safe and controlled work environment:

- Internal Occupational Safety and Health Regulation (SSP, in Spanish), which recognizes the right of employees to report unsafe conditions or acts.
- Ideas en Accion´ program, where collaborators can suggest improvements to safety, production and quality.
- During the daily five-minute safety talks, the comments and suggestions of our employees are considered for the continuous improvement of the SGSSP.
- Updating and preparation of the IPERC matrix, as well as drills and training according to the People Health and Safety Plan and the Annual SSP Program.

It should be noted that during health and safety onboarding, employees are informed of their right to refuse to work in the event of an imminent risk to their physical integrity. This right, supported by the SSP Regulation, ensures that no task is performed without adequate safety measures.

Improvement implemented

Goals and objectives

Indicators to evaluate progress

Measures to prevent or mitigate negative impacts



With the incorporation of SSP We seek to disseminate and apply inspectors who accompany our the Safety and Health Management our employees perform their duties collaborators and processes. safely and comply with established standards.



operations at all times, 24 hours a System for People (SGSSP), day, 7 days a week, ensuring that all according to the reality of the

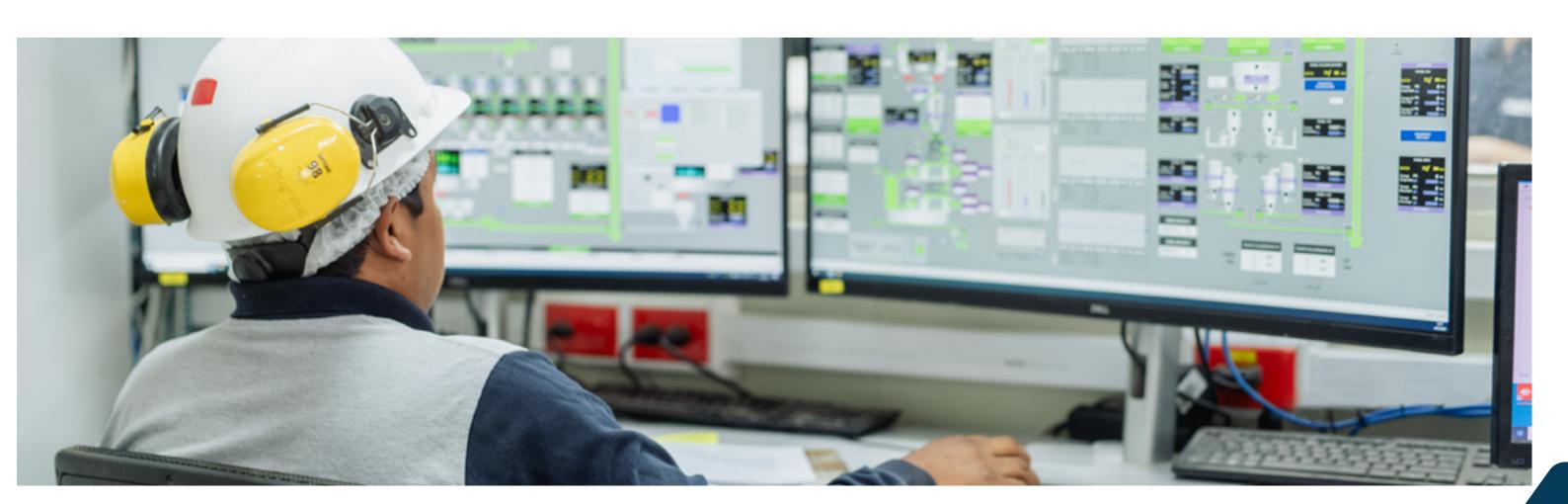


- Frequency index Severity index Accident rate Training provided
 - Inspections carried out in relation to those scheduled.

Drills conducted



- Updating of SSP management tools such as the IPERC matrix.
- Application of the Safety Plan, which details the measures to be adopted in the event of real and potential impacts.
- Use of the Contingency Plan to respond to emergencies.



We act with diligence

(GRI 403-2) (GRI 403-3) (GRI 403-5) (GRI 403-9) (GRI 403-10)

We are committed to running a sustainable and high-quality business, where the anticipation and prevention of occupational risks are fundamental to achieving our goals. To this end, we have a formal procedure for investigating accidents and incidents, based on a structured process of root and basic cause analysis. This approach enables us to identify areas for improvement and implement corrective measures to enhance safety across our operations.

To manage risks in our operations, we use the IPERC matrix, a key tool for identifying hazards, assessing their severity and defining control measures according to the established hierarchy. This allows us to reduce risks at each workstation and ensure a safe environment.

We ensure that our employees know and correctly apply the use of personal protective equipment (PPE), the Contingency Plan, our Integrated Management System Policy, the Internal Occupational Health and Safety Regulations (RISSP, in Spanish) and the IPERC matrix itself.

As part of our preventive actions, the personnel must fill out work permit forms i.e., Analysis of Safe Work (ATS, in Spanish) and Permission in Writing for High Risk Work (PETAR, in Spanish) before starting any activity. These permits require the approval of the relevant division, the area of the job and the Safety division, thus ensuring compliance with the established protocols. Safety is everyone's commitment, so these measures apply without exception to all our employees.

We also have an Annual Occupational Health and Safety Training Program, which covers various topics related to risk prevention and the protection of our team. As part of this program, we provide specialized training in:



Training in work at height



Hot work



Confined spaces



Safe forklift operation



Fire fighting



Handling of fire extinguishers



Evacuation in case of emergency



Continuous improvement

We promote continuous improvement through initiatives that foster creativity and operational efficiency. For example, in 2024, we launched the first edition of 'Ideas en Acción', a program designed to encourage our employees to develop innovative solutions that optimize processes, enhance safety and reduce costs.

As a result, significant improvements were identified and implemented in material reuse, process automation, and equipment optimisation. Among the noteworthy initiatives, we recognise the best ideas in action, highlighting their achievements.



Best ideas in action - II!



54 total ideas created



8 participating divisions



4U

ideas implemented



5

categories

These projects reflect our team's commitment to excellence and sustainability, strengthening our culture of innovation and continuous improvement. With these achievements, we reaffirm our focus on the active participation of our employees to generate positive impacts on the company and our environment.





CHAPTER

5. Our sustainable value chain

(GRI 3-3) (13.23)

In our value chain, every process is essential. We apply rigorous controls at every stage to minimize risks and ensure that products meet our clients' requirements.

Efficient supplier management ensures the traceability of inputs. We focus on continuous improvement as a means of increasing our competitiveness, raising our standards constantly. For us, safety and quality are non-negotiable. We act with discipline and commitment, because we know that every detail matters.

5.1. Food safety

(GRI 3-3) (GRI 416-1)

Food safety is the cornerstone of our mission: to offer products of the highest quality. Our Integrated Management System Policy represents the basis of an organizational culture that prioritizes safety, quality and continuous improvement. This culture is strengthened through continuous training, initiative-taking risk management and the implementation of advanced technologies. In addition, we conduct periodic audits and work with suppliers aligned with our commitment to excellence and sustainability.

Commitment to food safety and quality

Our approach to food safety is based on the implementation of the Hazard Analysis and Critical Control Point (HACCP) system, a key tool in our operations. This system allows us to identify, evaluate and control significant risks throughout the entire production process, from the reception of raw materials to processing and final packaging. Each stage has been carefully designed to prevent any form of contamination.

In 2024, we strengthened this commitment by analyzing 100% of our raw material, consolidating a solid foundation for advancing our safety standards. By 2025, we will implement a sampling scheme based on statistical analysis to optimize risk detection and control.

Quality is one of our core corporate values. We understand it not only as a standard to be met, but also as a commitment to excellence. This principle guides our daily work and drives us to maintain high levels of performance, enabling us to comply with strict international standards and to offer reliable products at the forefront of the market.



Continuous training and safety culture

Continuous training of our personnel is fundamental to maintaining and reinforcing our safety culture. We regularly conduct training programs covering a variety of related topics, such as personal hygiene and specific food safety procedures. Training is a vital tool to empower our employees and ensure that everyone understands their role in maintaining our standards.



Effective supplier management

Our supplier management is rigorous and transparent. Each supplier must pass a thorough evaluation process before being approved as a partner. This process includes periodic audits, homologations and performance evaluations to ensure compliance with our high food safety standards. In addition, we constantly test your products and processes, thus guaranteeing the quality and safety required by our commitments and those of our clients.



Technological advances in food safety

Investing in state-of-the-art technology is crucial for improving our food safety processes. That is why we are developing the implementation of our wet chemistry laboratory, which will equip our facilities with advanced technology by 2025.



Proactive incident management

We established a rapid response protocol to manage any safety-related incident. Our team is prepared to act effectively in the event of any warning sign, managing the situation as quickly and efficiently as possible, in order to minimize any possible impact.





Auditing and certifications

Internal and external audits, i.e. Best Aquaculture Practices (BAP) and Hazard Analysis and Critical Control Points (HACCP) systems, as well as those conducted by our clients, are regular components of our food safety strategy. These certify our compliance with national and international regulations and help us identify areas for development and align with the best international practices.



Our safety culture is constantly evolving, allowing us to raise quality standards, strengthen our clients' trust and consolidate our leadership in the industry.



This certificate ensures that operations directly and indirectly related to aquaculture (aquaculture farms, processing plants and aquafeed factories) meet the highest standards of sustainability and food safety.



This certificate ensures food safety at all stages of the production chain, from raw material procurement to final distribution.

5.2. Animal safety and welfare

Our approach to food management is based on the precise and continuous improvement of our nutritional formulations. Our goal is to guarantee the highest quality products.



We work on the collection and constant updating of nutritional data, allowing adjustments to the nutritional formulations and ensuring consistency in the delivery of essential nutrients.



We promote the use of functional ingredients that strengthen the animals' health and optimize their development throughout the breeding process.



Commitment to sustainable aquaculture nutrition

Our sea shrimp product lineup offers differentiated solutions – Classic, Smart and Supreme – designed to adapt to our clients' diverse production needs. To ensure optimal performance, we recommend applying a standardized test protocol. For trout feed, we have a specific line designed to promote adequate pigmentation in line with our clients' market objectives.

We recognize that factors such as feeding conditions and pond management can have a 50 % -70 % impact on the effectiveness of the results. Therefore, we value the diversity of approaches applied by our clients and the feedback they share with us, which is essential for the continuous improvement of our formulations.

In order to strengthen our commitment to sustainable and efficient aquaculture, we implemented key strategies such as:

- Precision formulation, which guarantees the presence of essential nutrients in each pellet, promoting healthy and efficient growth.
- Incorporation of functional ingredients designed to strengthen the immune system and support the animal's overall health throughout its life cycle.

These initiatives demonstrate our commitment to the sustainability of the aquaculture sector. They ensure that our products contribute to responsible and efficient production, in line with the principles of animal welfare and food safety.

We analyze our raw materials for nutritional, microbiological and contaminant levels to guarantee quality and efficiency. We optimize costs by controlling protein and fat levels, and we are constantly improving analysis times to make production more competitive.



Training in the responsible and efficient use of our products

As part of our commitment to sustainability and capacity building, we implemented training programs in 2024 aimed at optimizing the use of our products, with a particular focus on aquaculture nutrition. These initiatives are designed to enhance the technical expertise of our clients and partners, encouraging more efficient and responsible practices that align with sustainability principles.

The trainings combine theoretical sessions with practical training in the field and are structured under a visual and modular approach that facilitates progressive learning. This method allows a better understanding and application of the contents, adapting to different levels of experience.

In order to ensure continuous improvement of our programs, we conduct periodic evaluations and collect direct feedback from participants. This information is used to adjust contents, methodologies and formats, thus ensuring an increasingly relevant and effective training offer, aligned with the needs of the sector.

5.3. Supply chain traceability

(GRI 312)

As part of our Logistics Policy, we are constantly focused on improving the management of supplies to guarantee operational continuity, through efficient and responsible purchasing strategies. As part of our commitment to sustainability and supply chain safety, we hold international certifications such as BAP (Best Aquaculture Practices) and HACCP (Hazard Analysis and Critical Control Points). These certifications support our responsible practices and help us to maintain operational excellence in response to market demands.

During 2024, we made progress in strengthening our logistics infrastructure at the Huaura Plant, a key action to sustain our growth. Our Key milestones include expanding storage capacity and optimizing inventory management, initiatives aimed at ensuring efficient supply in line with our strategic objectives. In terms of

supplier management, we implement annual audits in external plants, ensuring compliance with high quality, sustainability and safety standards. In addition, we have implemented a solid Quality Plan, which includes sampling and laboratory analysis procedures for the validation of critical inputs.

As part of this system, we have implemented a traceability mechanism designed to mitigate risks thus allowing the identification and control of potentially compromised inputs in our production processes. In the event of any deviations or possible contamination, we activate protocols for raising complaints with suppliers and, if necessary, recall the product from the market to guarantee consumer safety at all times. Finally, we reaffirm that constant monitoring and close collaboration with our business partners are key to strengthening our processes, promoting continuous improvement and ensuring a resilient and transparent supply chain.

We have strengthened our processes and operations and consolidated our reputation as a reliable, integrity-driven and sustainability-committed company thanks to our close collaboration with our business partners and commitment to quality and business ethics.



Periodic audits



We request information from suppliers

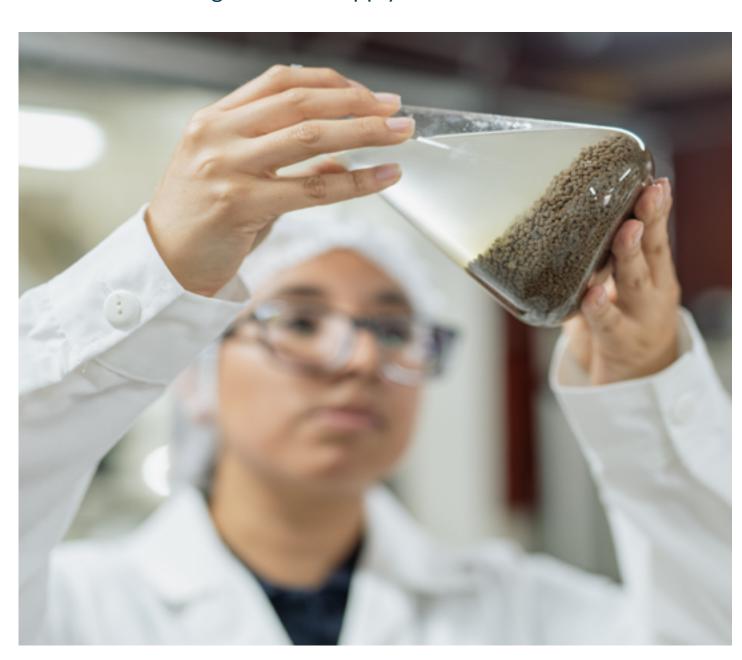


We keep a record of events

These measures allow us to systematically evaluate the performance of our suppliers and inputs, which facilitates the continuous updating and adjustment of our Quality Plan according to the level of risk identified. This approach strengthens our internal processes and ensures compliance with high standards in supply chain management.

We guarantee that our raw materials are of high quality

In line with our commitment to sustainability and traceability, we guarantee that all our raw materials are sourced from responsible, certified suppliers. We work with hydrobiological ingredient suppliers that hold the Marin Trust international certification, which ensures that our entire fishmeal (anchoveta) and fish oil product line meet rigorous sustainability, food safety and traceability standards. This certification enables us to trace the origin of our products back to the certified processing plant and the corresponding FAO fishing zone (zone 87, up to 16°S), thereby reinforcing transparency and control throughout our supply chain. MarinTrust certification



endorses that our hydrobiological ingredient suppliers adhere to criteria such as: sustainable fishing practices, food safety and environmental responsibility.

To ensure compliance with these principles, we implement a continuous process of verification of the validity and conformity of our suppliers' MarinTrust certification, complemented by internal evaluation and follow-up actions.

We implemented a traceability system with lot codes and electronic records.

We conduct audits and inspections to verify fishing and processing practices.

Our quality
management
systems interfaces
with those of
our suppliers to
ensure information
continuity
throughout the
supply chain.

Periodic reviews to ensure the certificates are valid.



We implement action plans for non-compliances detected in audits.

Responsible sourcing and continuous improvement in the supply chain

During 2024, we bolstered the incorporation of sustainability criteria within our soybean supply chain. Consequently, 50% of our consumption of this input was supported by international responsible production programs, such as **Round Table on Responsible Soy (RTRS)** credits.

To optimize our operational efficiency, we implemented improvements in digital documentation processes. In addition, we encourage our suppliers to obtain international certifications that ensure greater traceability and accountability throughout the supply chain.



We promote sustainability in the procurement of raw materials, ensuring that our suppliers share our values of quality, transparency and environmental responsibility. By sourcing fishmeal and fish oil responsibly from certified reduction fisheries and soy ingredients from sustainable, verified sources, we are realizing our vision of a sustainable, transparent supply chain committed to the best environmental practices.

5.4. Boosting local suppliers and efficient supply chain management

(GRI 204-1)

Collaboration with local suppliers plays a key role in our sustainable business model strategy. By prioritizing their participation in significant operations at our sites, we actively contribute to the development of the regional economy, foster local employment and strengthen our ties with nearby communities. During 2024, we evaluated the impact of our actions through key performance indicators, which allow us to monitor the efficiency of our commercial and logistics management. Among the main achievements are:

- The optimization of logistics and operating costs has led to significant savings.
- Successful completion of audits certifying quality and best practices at supplier facilities.
- Development of new suppliers, inclusion of alternative inputs that have improved the nutritional value of our products.

These actions are part of our comprehensive approach to accompany business growth, promoting a resilient and competitive supply chain that is aligned with our sustainability principles.

91 %
of the procurement budget allocated to Peruvian suppliers.





The reorganization of the Sales and Operations Planning (S&OP) process allowed us to optimize the cycle of monthly coordination meetings, improve performance indicators and enhance supply and packaging procurement planning.





Raw material evaluation and control

In order to ensure quality, safety and efficiency in our production processes, we perform an integral analysis of the raw material at nutritional, microbiological and contaminant levels. This approach allows us to optimize costs by controlling key parameters such as protein and fat, while shortening analysis times, contributing to a more competitive and sustainable production.

¹ A "local" company means a supplier of goods or services whose fiscal domicile is in Peru. (GRI 204-1)

² Significant operating locations are those facilities that, as a result of their activities, generate revenues and produce finished products for marketing.(GRI 204-1)



CHAPTER 06

6.1. Nutritional innovation and development of sustainable solutions

(GRI 3-3) (IPN 1)

Our focus is on developing animal feed that integrates nutritional quality, production efficiency and environmental sustainability. By optimizing our formulations and ensuring compliance with international standards, we guarantee products that maximize performance and meet the demands of today's market.

Our specialized Animal Nutrition team continuously monitors health and production environments to identify improvement opportunities and drive innovation.

We also offer customized solutions for clients facing specific challenges. We design tailored proposals through detailed technical and economic analyses that optimize profitability, production performance, and resource use efficiency. These solutions are reviewed and approved by the Executive Committee to ensure they are effective, innovative and competitive in the market.

In partnership with our clients, we conduct field trials that enable us to refine our formulations and verify their effectiveness in different breeding conditions. This technical collaboration has strengthened our position as a strategic partner in the Peruvian and Ecuadorian markets, providing nutritional solutions that deliver proven results and added value.

Our strategic focus remains on product formulation, refinement and continuous improvement, supported by advanced technology and efficient management methodologies. We prioritize the use of sustainable inputs, ensuring the traceability of each component, and optimizing the use of resources through structured annual, monthly and weekly planning of raw materials. This planning enables us to anticipate variations in demand, minimize waste, and guarantee a stable and responsible supply.

Looking ahead, we reaffirm our commitment to continuous improvement, innovation and operational efficiency. These pillars will continue to be fundamental to maintaining the quality, competitiveness and sustainability of our nutritional offerings in an ever-changing and increasingly demanding environment.



In order to maintain consistency with our commitments to sustainability, quality and innovation, any modification to our formulas is rigorously evaluated by Nutrition Management in coordination with key areas. This structured process ensures traceability of decisions, compliance with corporate guidelines and responsible change management.



6.2. Client support and specialized technical support

(GRI 3-3) (IPN 3)

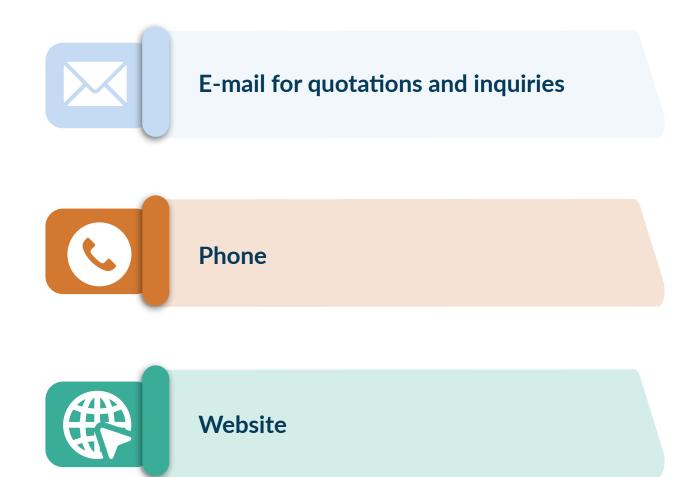
Client support is a fundamental pillar of our commitment to operational excellence and stakeholder satisfaction. For this reason, we work to offer a close, agile and efficient service, accompanying our clients in all stages of the process: from the reception of the order to the post-sale, providing specialized technical advice and timely responses.

In 2024, we expanded our strategic client base and optimized our internal processes, reducing response times for urgent technical queries to less than 48 hours. This improvement reflects our focus on initiative-taking and personalized attention as part of a comprehensive service experience.

Looking ahead, we will continue to strengthen our support capabilities, especially in the technical management of new products, in order to guarantee a smooth, effective experience aligned with market expectations.



Our support channels



Inquiries, incidents and client relations management

We have a structured and efficient process for managing doubts and queries, supported by a specialized technical team, detailed follow-up systems and optimized turnaround time. This approach allows us to provide an agile professional support, contributing to a satisfactory experience for our clients.

In case of possible failures in products or services, we apply a comprehensive process that includes constant monitoring, technical analysis, implementation of corrective and preventive actions, and transparent communication with the client. This system reinforces trust, promotes continuous improvement and ensures the quality of our solutions.

Although we do not conduct formal satisfaction surveys on a regular basis, we evaluate the client experience through direct communication channels, post-training follow-up and systematic incident analysis. This hands-on approach allows us to identify opportunities for improvement, strengthen our relationship with clients and respond proactively to their needs.



We optimize the use of our client support channels through staff training. Our objective is to guarantee fast and clear responses, as well as 24/7 WhatsApp support for emergencies happening outside working hours upholding quality and business ethics.

6.3. Efficiency and digital transformation

(GRI 3-3) (IPN 2)

In an increasingly dynamic and demanding industrial environment, innovation and technology play a key role in optimizing processes, reducing downtime and improving product quality. Throughout 2024, we are committed to the implementation of advanced digital solutions that allow us to operate more efficiently and strengthen our ability to adapt to market changes and the needs of our clients.

To consolidate our technological strategy, we developed and implemented several initiatives aimed at automating and optimizing processes, such as:



Implementation of the KVM module in SCADA L3 client, optimizing process control and supervision.



Modification of PID control and integration with centralized SCADA, improving system stability and efficiency.



Implementation of the IIOT module for data transmission to the cloud, enabling real-time monitoring and more agile decision making.

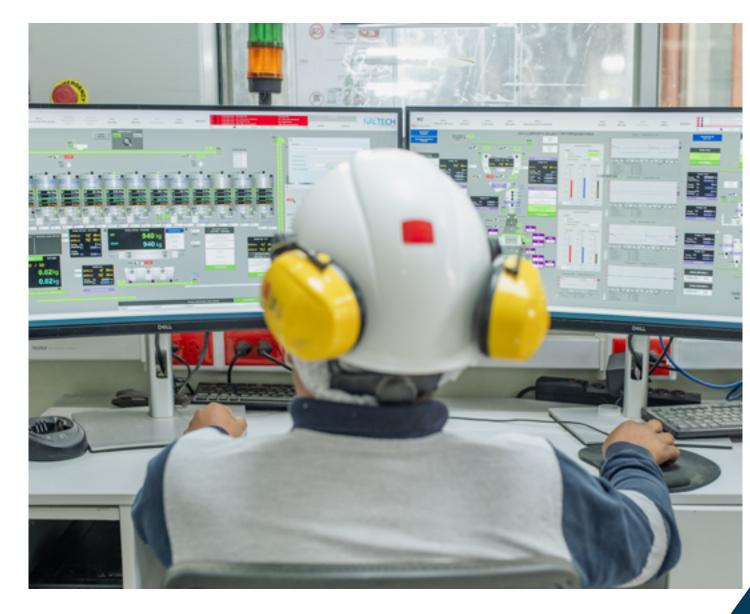




Development of a Centralized Data platform, integrating key information for trend analysis and process optimization. Each of these projects has been designed with the objective of improving operational efficiency, minimizing manual interventions and ensuring more precise control of our processes.

The progress achieved in 2024 demonstrated the positive impact of innovation and digitalization on our operational efficiency and competitiveness. The integration of advanced technologies has allowed us to reduce costs, minimize downtime and improve product quality, consolidating our commitment to excellence.

Going forward, we will continue to strengthen our digital transformation strategy, exploring new technologies that allow us to anticipate market trends and further optimize our processes. Our focus will continue to be on automation, continuous improvement and the development of innovative solutions that drive the company's sustainable growth.





CHAPTER

7.1. Communication and wellness

(GRI 2-25)

We foster an environment of open dialogue with our employees and the community. We ensure that their concerns and suggestions are heard and addressed. To this end, we have various communication channels that promote participation and social welfare.



For the community



- Our suggestion box is located at the main entrance of our plant and is open to the public so that anyone can submit proposals or concerns that contribute to the continuous improvement of our social initiatives.
- Our complaints and claims channel is accessible through the link: https://naltech.com. pe/canal-de-etica/, which seeks to guarantee a transparent and secure process for receiving concerns or irregularities.



In the workplace



- We maintain a complaints and suggestions box in our plants to providing an additional means for internal communication.
- The Occupational Health and Safety Committee holds hold monthly meetings so that employee representatives present observations and proposals for improving working conditions.

Internally



 Annual Social Welfare Program: Integration activities are developed every month to promote commitment and cohesion among our employees.

Training focused on minimizing the environmental impact of our operations and ensuring responsible performance aligned with our sustainability strategies.

As a strategy, we encourage direct communication between employees and their managers or area leaders, promoting an environment of trust and collaboration. We also have a Staff Suggestions and Complaints Procedure, which structures and formalizes the management of any internal request. These actions reflect our commitment to a culture of transparent and participatory dialogue, strengthening both our relationship with the community and the well-being of our team. (GRI 2-25)

7.2. Community actions

At Naltech, we understand that our success is not only measured by our business achievements, but also by the positive impact we make in the communities where we operate. Therefore, in Peru and Ecuador, we are actively working to be the driver of change, implementing initiatives aligned with our sustainability and social responsibility strategies. Although our location does not directly adjoin communities, we maintain a supportive and strategic approach in our support actions, ensuring that we respond to the priority needs of our surroundings.

Through our way of doing business and our commitment to the community, we seek to generate shared value, contributing to the well-being and progress of our environment. In this sense, we design 2024 social responsibility programs focused on meeting the needs and strengthening the quality of life of the most vulnerable groups.

AYNI

The initiative focuses on providing financial support for their nursing home in Huacho. This program aims to improve the quality of life for older adults in situations of extreme vulnerability by ensuring adequate living conditions.





At the corporate level, our social programs are centralized through our NGO, Asociación de Apoyo Social AYNI, ensuring that the initiatives have a structured and sustained impact over time.

BOMBEROTON 2024 (FIREFIGHTERATHON)

The program is aimed at supporting Huacho's Fire Department No. 20. Through this initiative, we are contributing with FIRE COMMAND-certified fireproof clothing to ensure that firefighters have the appropriate equipment to respond to emergencies safely and efficiently.

Huacho's community and surrounding areas

are directly benefited.







CHAPTER

08

8. Our commitment to the planet

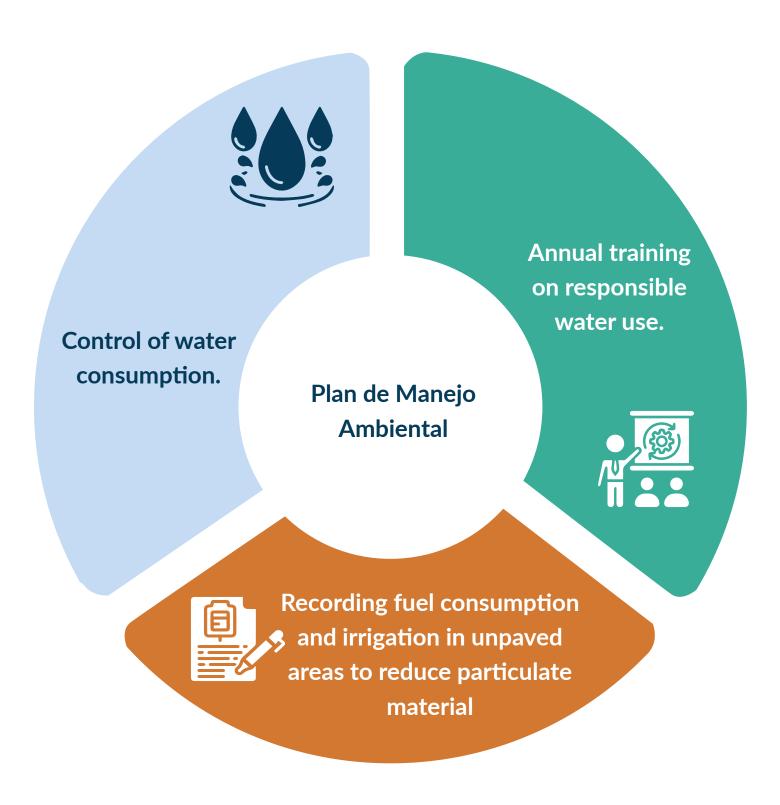
(GRI 2-25)

At Naltech, environmental management is a fundamental pillar of our business model. For this reason, we are constantly working to strengthen our strategies and processes to minimize our impact on the environment and promote the responsible use of natural resources.

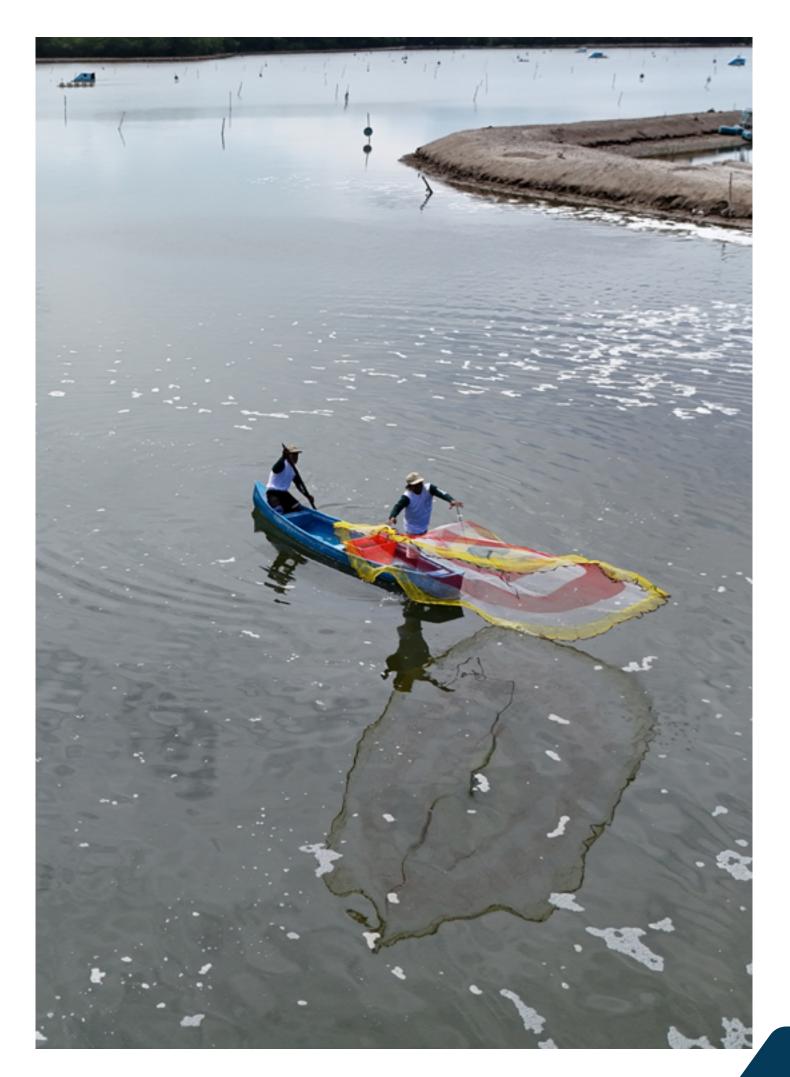


In 2024, we updated our
Environmental Impact Statement
(EIS) for the Huaura Plant for the
second time, strengthening our
commitment to continuously
improve our environmental
performance.

In compliance with Directorial Resolution No. 00719-2024-PRODUCE/DGAAMI, we consolidated our Environmental Management Plan. In addition, we perform preventive maintenance at the wastewater treatment plant, treatment ponds, noise generating equipment and boilers.



To ensure compliance with these commitments, we implemented a biannual Environmental Monitoring Program, which evaluates air quality, environmental noise, atmospheric emissions, domestic and industrial effluents, and surface water quality at strategic points. In addition, we apply root cause identification processes, follow-up and inspections of environmental matrices, and continuous monitoring of key parameters, which allows us to effectively manage impacts.



Our environmental approach includes the active participation of our employees. Through training and specialized programs in water management and solid waste recovery, we promote the efficient and responsible use of resources. The following are the main environmental management training courses implemented in 2024:

			Trained personnel 202	4			
Subject	Administration	Quality	People management	Logistics	Maintenance	Production	Total
Water quality	-	2	-	-	-	25	27
Personnel hygiene	10	9		8	8	59	94
Food safety and pest control	-	1	-	-	-	30	32
Handling of chemical products	1	9	1 -	4	4	4	24
Solid waste management	0	-	-	-	-	28	28
Total number of participants	11	21	1 -	12	12	146	205

Finally, we maintain constant communication with our stakeholders through reports and corporate mail, facilitating the review and continuous improvement of our environmental management mechanisms.

8.1. Energy management

(GRI 302-1)

Energy resources are essential to our operations, both at the administrative and production levels. Its efficient management optimizes our processes and directly benefits our stakeholders. Energy efficiency is therefore a key pillar of our environmental commitment.

Under this premise, we apply procedures based on our business model, which allows us to ensure a responsible and sustainable use of resources:



Production plant

Energy management is the responsibility of the maintenance area, with follow-up by the electrical maintenance supervisor.



Satellite warehouses

Energy management is overseen by warehouse supervisors.

Energy consumption, 2024					
			C	Office	
Type of energy	Units	Santa Anita	Tumbes	Pitahaya (Ecuador)	Huaura
Fuel from non-renewable sources	gal	-	668.19	38 580	159 171 474.331
Electricity	watt-hours	432 000	9 940 000	-	9 653 323 000

Note.

At our Huaura Plant, we have 440 and 220 voltage consumption meters, which allow us to identify the energy consumption of our processes and administrative work.



8.2. Emissions management

(GRI 3-3) (GRI 305-1) (GRI 305-2) (GRI 305-3)

We have guidelines and mechanisms in place to ensure responsible environmental management. Within this framework, during 2024 we set out to calculate our emissions in accordance with the ISO 14064-1 standard, the Greenhouse Gas Protocol and the recommendations of the Intergovernmental Panel on Climate



By measuring our carbon footprint for the first time, we reaffirmed our commitment to sustainability and laid the groundwork for more efficient environmental management.

Change (IPCC). The analysis included the main greenhouse gases (GHG): carbon dioxide (CO2), methane (CH2), nitrous oxide (N2O), hydrofluorocarbons (HFCs) and sulfur hexafluoride (SF2); however, only CO2, CH4 and N2O gas emissions associated with our operations were detected. The methodology applied was based on information and emission factors from recognized sources, such as the Department for Environment, Food and Rural Affairs of the United Kingdom (DEFRA, 2021), the IPCC and the specific factor for electricity emissions in Peru, provided by the Peru Carbon Footprint Platform.

Emissions by scope, 2024	
Emissions	2024 (tCO ₂ eq)
Scope 1	5 255.25
Biogenic emissions	-
Scope 2	1 763.29
Scope 3	72 928.63

Note. For the calculation of the data, CO2, CH4 and N2O gases were considered. We standardized data collection processes to have more reliable data.



El Ministerio del Ambiente del Perú le otorga a

NUTRITIONAL TECHNOLOGIES S.A.C - NALTECH S.A.C.

El reconocimiento "Huella de Carbono Perú" Nivel 1:

Por calcular las emisiones de Gases de Efecto Invernadero utilizando la herramienta Huella de Carbono Perú.

Periodo: 2024



Lima, 23 April 2025

8.3. Water management

We adopt a water management approach based on the reduction of water consumption and efficiency in its use, aligned with our internal policies and environmental commitments. Through our environmental management system, we evaluate the impacts throughout our production chain in relation to water consumption, ensuring continuous monitoring and the implementation of measures that favor its sustainability.

Water consumption

(GRI 3-3) (GRI 303-1) (GRI 303-3) (GRI 303-5)

In Huaura, the water used comes from an open cut subway well, authorized by Directorial Resolution No. 330-2018-ANA-AAA-CAÑETE-FORTALEZA, with an annual exploitation license of 58,341.60 m³. The extracted water is stored in tanks and subjected to a disinfection process with 7.5 % sodium hypochlorite before being distributed to the production plant and administrative areas.

After use, the water is directed to specific treatments according to its origin: domestic and industrial. The discharge of industrial wastewater is authorized by Directorial Resolution No. 1520-2024-ANA-AAA. CF, while treated water from domestic use is reused to irrigate green areas within the plant.

On the other hand, at our Pitahaya and Tumbes sites, we have access to the public drinking water network, which is used exclusively for administrative activities, such as toilets and sinks.

The following are the water consumption data for 2024, according to location:

Water consumption, 2024					
D-4-!I		Offices			
Detail	Pitahaya (Ecuador)	Tumbes	Huaura		
Total water consumption (megaliters)	0.057	27.592	57.826		

It should be noted that Huaura has flow meters at the outlet of the groundwater well, allowing daily monitoring of consumption by shifts (day and night) for efficient control of the resource.



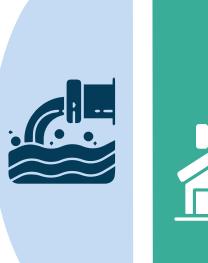
Wastewater management

(GRI 303-2) (GRI 303-4)

For wastewater management at our Huaura site, we follow international standards that guarantee compliance with quality parameters

Industrial wastewater

- We rely on the General Environmental Guidelines (30-04-07) of the International Finance Corporation of the World Bank (IFC/WB), which establish effluent limits for water bodies.
- Concentrations of pH, temperature (T), total suspended solids (TSS), total dissolved solids (TDS), oils and fats (Ac and G), five-day biochemical oxygen demand (BOD5), chemical oxygen demand (COD), methylene blue active substances (MBAS), total coliforms (TC), total nitrogen (TN), total phosphorus (TP), sulfates (SO4) and sulfides (S-2) are monitored every six months.



Domestic wastewater

 We apply Royal Decree 1620/2007, which establishes the legal regime for the reuse of treated water for urban uses. Biannual monitoring evaluates parameters such as intestinal nematodes, Escherichia coli, suspended solids and turbidity, ensuring the quality of treated water. In **Huaura**, we implemented a flow meter in the discharge of treated industrial wastewater, allowing us to accurately record the volume discharged in cubic meters (m³) into the irrigation channel. At the Tumbes site, the facilities are connected to the public sewage system, which guarantees proper disposal of wastewater without discharging it into bodies of water.

It is important to note that we monitor the parameters required by the Ministry of Production (PRODUCE), which follow the accreditation of the parameters regulated by the National Institute of Quality (INACAL) for discharge points. This allows us to ensure compliance with current regulations and sustainability in water management.



The following table shows the volumes of discharges registered during 2024 from our Huaura site:

Water discharge, 2024	
Indicator	Office
Indicator	Huaura
Industrial wastewater treated (megaliters)	13.14

8.4. Waste management

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

At Naltech, we specialize in the production of balanced feed, so proper waste management is essential to preserve food safety and the quality of our products. Under this premise, we adopt a preventive approach that allows us to minimize risks and optimize our processes.

To reinforce our environmental commitment, we have an Environmental Impact Statement supported by a Directorial Resolution issued by the Ministry of Production. This document details the waste generated in our plant and the measures implemented for its control.



Focus on waste management

- Proper segregation of waste.
- Optimal maintenance of warehouses.
- Prevention of accumulations that may affect the environment

We integrate this management into our administrative decisions, ensuring the necessary budget allocation to execute planned activities and continuously improve our performance.

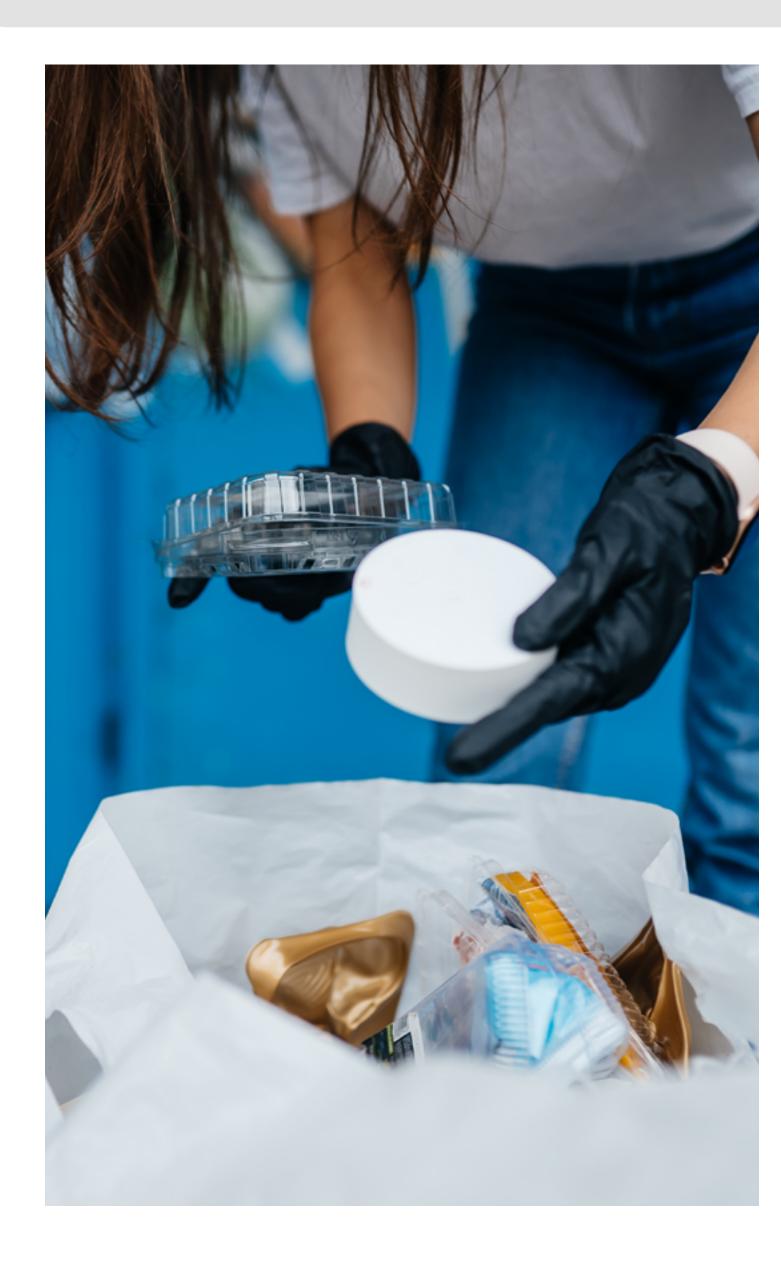
Specifically, waste at our Huaura Plant comes from operational and administrative activities as well as from work performed by contractors within our facilities. For its proper management, we have an Integral Storage and Control System, which allows us to guarantee a safe and responsible disposal, complying with the applicable environmental and regulatory standards.

In the following table, we detail the waste generated during 2024, according to the type of waste, at our Huaura office:





Waste generated, 2024	
Type of weets	Offices
Type of waste	Huaura
Non-hazardous	487.5 t
Dangerous	1.47 t



Our environmental management and sanitation team oversees waste management from generation to final disposal. We collaborate with approved operators for the collection, transportation and disposal of hazardous and non-hazardous waste, which must be authorized by the Ministry of the Environment to ensure regulatory compliance and traceability. To ensure efficient and transparent management, we collect information through the certificates issued by these companies.

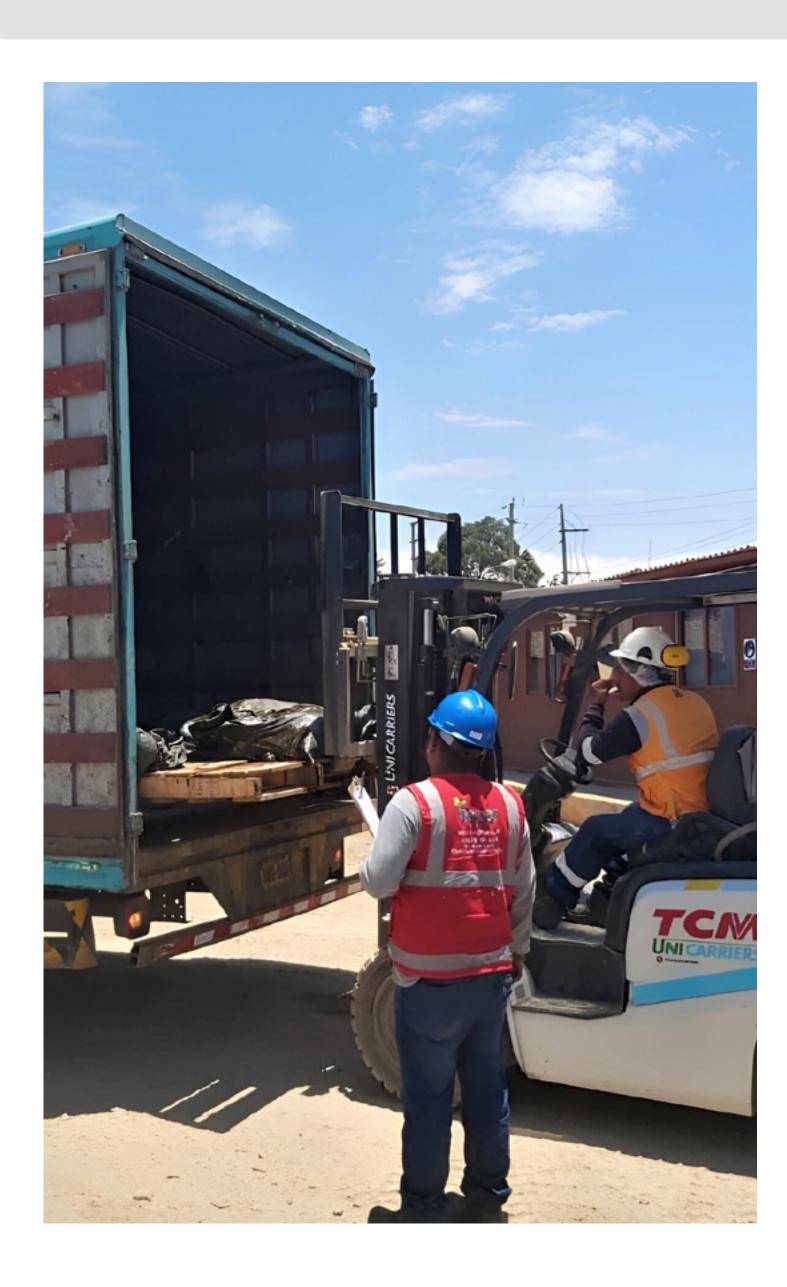
Non-hazardous, non-usable waste is managed directly by the Municipality of Vegueta, which is responsible for its collection, transport, and final disposal in a sanitary landfill with the appropriate sectoral authorizations.

We conduct this activity on a weekly basis, maintaining strict segregation in the plant and in the auxiliary areas to optimize its use. (GRI 306-2)

Usable non-hazardous waste is collected, transported and marketed by approved waste operators.

We also implemented a control matrix based on recorded weights through a control system based on the weight recorded by scales, and we manage exit guides to document the volumes generated and ensure the correct tracking of waste until its final disposal. In 2024, we centralized waste management at the operational level, focusing on maintaining the order and cleanliness of the waste storage areas.

We rigorously coordinate the frequency of waste collection in order to improve transfer times and ensure a more efficient use of resources.



We report annually on the generation and recovery of solid waste in order to comply with regulatory requirements. By the end of 2024, in our Huaura Plant, we obtained the valorization index:

Waste	not destined for disposal, 2024
Valuation method	Waste generated (t)
	Non-hazardous waste
Composting	3.74
Total	3.74

The commercialization of usable waste follows a structured process of segregation and proper storage. This allows waste to be accounted for, recording its weight and quantity prior to sale. To ensure regulatory compliance, this management is carried out through a Solid Waste Operating Company (EO-RS) duly authorized by the Ministry of the Environment (MINAM).

Semi-solid waste from domestic wastewater treatment, as well as pruning leaves and other waste from green areas, are stored in appropriate containers according to their characteristics. They are then transported by an EO-RS to a reuse center, where they are processed into compost. It is important to note that these centers have the corresponding authorizations from MINAM, ensuring an environmentally responsible management of these wastes.

With regard to hazardous and non-hazardous waste from our Huaura Plant, we have specific procedures in place to ensure its final disposal:

Waste for disposal, 2024				
Method of elimination	Waste generated (t)			
Non-	hazardous waste			
Landfill	44.23			
Subtotal	44.23			
Hazardous waste				
Landfill	1.47			
Subtotal	1.47			
Total	45.7			

In 2024, we strengthened our environmental management through the following initiatives focused on waste management:



We properly manage 100 % of our waste, ensuring the maintenance of order and cleanliness in the production plant.



We optimize the level of segregation and conditioning in central waste warehouses.



We expanded the waste storage area, which is currently in the design phase, and increased the number of ecological points to improve waste segregation in the work areas.

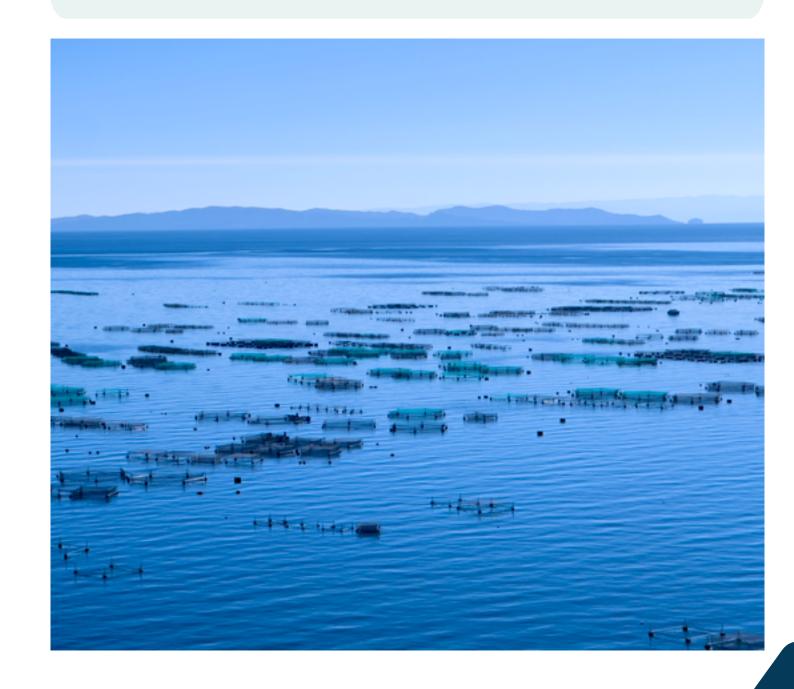


We strengthened the capabilities of our team through an annual training program for operational and administrative personnel.

2025 Action Plan



For next year, we will prioritize the optimization of waste storage and control. Among our main actions, we propose expanding central storage spaces, strengthening staff capacities through specialized training, and updating the Waste Management Plan, evolving it into a Comprehensive Waste Minimization Plan.





GRI CONTENT INDEX

Statement of use

NUTRITIONAL TECHNOLOGIES S.A. C has reported the information contained in this GRI Content Index in accordance with the GRI Standards for the period ranging from January 1, 2024, to December 31, 2024.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	SDG
	The organization and its disclosure practices		
	2-1: Organizational details	Page 7	-
	2-2: Entities included in the organization's sustainability reporting	NUTRITIONAL TECHNOLOGIES S.A. C	-
	2-3: Reporting period, frequency and contact point		-
GRI 2: General Content 2021	Activities and collaborators		
	2-6: Activities, value chain and other business relationships	Page 14	-
	2-7: Employees	Page 36	-
	2-8: Workers who are not employees	This information is omitted because it is confidential.	-

Actividades y colaboradores

GRI Standard	Disclosure	Location	SDG
	Governance		
	2-9: Governance structure and composition	Page 28	-
	2-10: Nomination and selection of the highest governance body	Page 28	-
	2-11: Chair of the highest governance body	Page 28	-
	2-12: Role of the highest governance body in overseeing the management of impacts	Page 31	-
	2-13: Delegation of responsibility for managing impacts	Page 31	-
	2-16: Communication of critical concerns		-
GRI 2: General Content 2021	Strategy, policies, and practices		
	2-23: Policy commitments	Pages 32, 33	-
	2-24: Embedding policy commitments	Page 32	-
	2-25: Processes to remediate negative impacts	Pages 60, 63	-
	2-26: Mechanisms for seeking advice and raising concerns	Page 34	-
	2-28: Membership associations	Page 26	-
	Stakeholder engagement		
	2-29: Approach to stakeholder engagement	Page 25	-

GRI Standard	Disclosure	Location	SDG
	Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 19	-
	3-2 List of material topics	Page 20	-
	Ethics and compliance		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 15	-
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Page 15	SDGs 8, 9
	205-1: Operations assessed for risks related to corruption	Pages 33, 34	SDGs 8, 16
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	Page 33	SDGs 8, 9
	205-3: Confirmed incidents of corruption and actions taken	Page 34	-
	Supplier management and development		
GRI 3: Temas Materiales 2021	3-3: Management of material topics	Page 49	-
GRI 204: Prácticas de abastecimiento 2016	204-1: Proportion of spending on local suppliers	Page 54	SDGs 8

GRI Standard	Disclosure	Location	SDG
	Energy management		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 63	-
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Page 65	SDGs 7, 8, 12, 13
	Water and effluents management		
GRI 3: Material Topics 2021 GRI 303: Water 2020	3-3: Management of material topics	Page 67	-
	303-1: Interactions with water as a shared resource	Page 67	SDG 6
	303-2: Management of water discharge-related impacts	Page 68	SDG 6
	303-3: Water withdrawal	Page 67	-
	303-4: Water discharge	Page 68	-
	303-5: Water consumption	Page 67	SDG 6
	Emissions management		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 66	_
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Page 66	-

GRI Standard	Disclosure	Location	SDG
GRI 305: Emissions 2016	305-2: Indirect (Scope 2) GHG emissions	Page 66	-
GRI 303. EIIIISSIOIIS 2010	305-3: Other indirect (Scope 3) GHG emissions	Page 66	-
	Waste management and circular economy		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 69	-
	306-1: Waste generation and significant waste-related impacts	Page 69	SDG 12
	306-2: Management of significant waste-related impacts	Pages 69, 70	SDG 12
GRI 306: Waste 2020	306-3 Waste generated	Page 69	SDGs 3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	Page 69	SDGs 3, 11, 12
	306-5 Waste directed to disposal	Page 69	-
	Attracting, developing, and retaining talent		
GRI 3: Material Topics 2021	3-3: Management of material topics		-
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Pages 37, 38	-
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Page 39	-

GRI Standard	Disclosure	Location	SDG
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 39	
	Health, safety, and wellness		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 44	-
	403-1 Occupational health and safety management system	Page 44	SDGs 3, 8
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 44, 45, 46	SDGs 3, 8
GRI 403: Occupational health	403-3 Occupational health services	Page 44	SDGs 3, 8
and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 45	SDGs 3, 8
	403-5 Worker training on occupational health and safety	Page 46	SDGs 3, 8
	403-9 Work-related injuries	Page 46	SDGs 3, 8
	403-10 Work-related ill health	Page 46	-
	Community development		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 23	_
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	Page 23	SDGs 5, 8

GRI Standard	Disclosure	Location	SDG
	Supply chain traceability		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 49	-
GRI 13: Agriculture, aquaculture, and fisheries	13.23: Supply chain traceability	Page 49	-
	Quality and safety		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 49	-
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 49	SDGs 5, 9, 11

GRI Standard	Disclosure	Location	SDG
	Business-specific content		
	Nutrición y desarrollo de producto		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 56	-
Business-specific content	IPN 1: Nutrition and product development	Page 56	-
	Efficiency and digital transformation		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 58	-
Business-specific content	IPN 2: Efficiency and digital transformation	Page 58	-
	Asesoría y acompañamiento a clientes		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 57	-
Business-specific content	IPN 3: Advice and client support	Page 57	-