



2024

**BUSINESS &
SUSTAINABILITY
REPORT**

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VIMA GROUP

Over the past 30 years, the **VIMA Group** has worked to maintain a gradual and steady growth, establishing itself as a leading global player in the sector.

Our commitment to our customers and suppliers, coupled with the expertise accumulated over the years, has earned us the trust of the world's top hotel chains, renowned restaurants, and internationally prominent supermarket chains.

All of this is made possible by the **passion, effort and dedication of our team of collaborators and associates**, who carry out their work with the highest level of professionalism across all departments of the Group.

Our efforts are focused on our commitment to supporting sustainable food sources as a key element in the protection of the world's resources.



Vision

To become the **leading provider of high-quality food** by encouraging manufacturers and producers around the world to **embrace sustainable practices** that prioritize **environmental stewardship and community well-being** as integral to their production processes.



Mission

Source the highest-quality foods globally to support our clients with a strong and diverse portfolio of products, encompassing existing categories and the development of new ones in line with evolving consumer trends. We are dedicated to **understanding consumers** and the dynamics of each market we serve while **helping our clients grow their businesses**.

Foster an organization with the highest professional standards by **creating sustainable employment opportunities** to help improve the standard of living in the countries where we operate.

Partner with global and local organizations to advance meaningful initiatives aimed at **creating, developing, and protecting resources in a sustainable way, around the world**.



Commitment

At **VIMA Group** we see sustainability as a fundamental pillar for the future of our planet and our society. For this reason **we dedicate ourselves to integrating sustainable practices** across all of our operations, from production to distribution, reducing our environmental footprint and promoting social welfare in all our activities.

In addition to our commitment to the environment, **we are equally dedicated to the well-being of the communities where we operate**. Through corporate social responsibility programs, we support initiatives that promote education, nutrition, and economic development in these communities, thereby contributing to their long-term growth and prosperity.







Values



Our values are the foundation of everything we do, guiding our decisions, actions and relationships both inside and outside the organization.



VIMA Group was created on the principles of **Quality, Trust, Respect and Sustainability**.

At **VIMA Group** we view our work as more than just managing a food company, **we see it as a force for positive transformation in the industry, committed to sustainability and the well-being of both people and the planet**. We are proud of the legacy we have built and excited about the future we continue to shape, leading the way to a healthier, more sustainable world through our products and actions.


1  **QUALITY:** Upholding the highest quality standards, we strive to offer **the best products** while providing **exceptional service** to our clients. We are committed to **excellence at every stage of the process**, from the selection of ingredients to the production process and customer service.

2 
 **TRUST:** Our clients' **satisfaction and well-being are at the heart of what we do**. We are committed to understanding their needs and exceeding their expectations with **exceptional products and services**.

4 
 **SUSTAINABILITY:** We are deeply committed to ensuring our actions positively impact the world around us. Accordingly, **we endeavor to minimize our environmental footprint** by fostering responsible practices across our supply chain and actively contributing to the sustainable development of the communities in which we operate.


3  **RESPECT:** We value diversity and inclusion, and **strive to create an inclusive work environment** where tolerance and understanding guide all of our actions and relationships, be they with clients, employees, suppliers, or community members. We believe that **respect is the cornerstone of building strong and harmonious relationships**, both within and beyond the company. Furthermore, we recognize the importance of **operating in a responsible manner**, safeguarding our natural resources and minimizing our environmental impact.



02

STAKEHOLDERS

STAKEHOLDERS

At VIMA Group, we know how important it is to engage all stakeholders as a **fundamental element in advancing our sustainability initiatives**. These stakeholders play a key role in our ability to understand and address the different environmental and social challenges in all our activities.



We are committed to being accountable to our stakeholders, both internal and external, in a responsible, transparent, and regular manner. This report serves as our communication with the various parties concerned regarding our commitments, objectives, and goals, as well as the progress made in their fulfillment.



Stakeholders



Clients



Employees



Product and service providers



Business partners



Local communities



Sectorial, environmental and other organizations



Government, administrations and other regulatory bodies



Media and communications

SUSTAINABILITY

Sustainability, care and respect for the environment are a fundamental part of our values. **We firmly believe in the need to generate sustainable food sources for the future**, ones whose primary objectives are the preservation of natural resources and the communities around us.

We see the food industry as a foundational pillar for building profitable and responsible business policies that protect our environment and mitigate the impact on it. For this reason, **environmental conservation is integrated transversally into our business model alongside the promotion of social and economic welfare in our areas of influence.**



Dual materiality analysis

A materiality analysis has been conducted to lay the foundation for a strong sustainability policy in line with **VIMA Group's** core values. Through this process, we've identified the key aspects of our operations that have a significant impact on environmental, social, and economic dimensions.

This analysis has enabled us to focus our resources on areas where we can generate the maximum impact for our stakeholders, thus aligning our actions with their expectations and needs. This approach provides us with a solid framework for developing effective sustainability strategies and **building a more sustainable, prosperous future for all.**

We have reviewed both internal and external sources, conducted surveys, held interviews, and hosted workshops with key stakeholders (clients, employees, suppliers). The results are outlined in the following table (*see next page*).

The double materiality approach has helped us prioritize areas for action. The commitment of the Executive Committee and the involvement of key stakeholder representatives have been instrumental in the strategic and communicative management of these critical issues.



Dual materiality analysis



ENVIRONMENT



PEOPLE



COMMUNITY



GOVERNANCE



Recyclable and sustainable packaging	Job creation	Sourcing and quality of products supplied	Ethical conduct and integrity
Sustainable infrastructures	Professional development and talent retention	Supply chain traceability	Transparency of information and communication with stakeholders
Energy efficiency and management	Diversity, inclusion and equal opportunities	Food safety	Regulatory compliance and responsible practices
Emissions management and carbon footprint reduction	Employee training and development	Supplier accountability and verification	Reputation and corporate image
Responsible and sustainable supply chain	Competitive, fair, and equitable salary	Consumer health and nutrition	Responsible marketing and communication
Sustainable sourcing and origin of resources		Consumer education	Commitment to clients
Biodiversity and ecosystem protection, environmental care and animal welfare		Local community development. Investment in the community	Customer service
Sustainable fishing and aquaculture		Respect for human rights	
Protection of aquatic ecosystems (rivers and oceans)			

Objectives



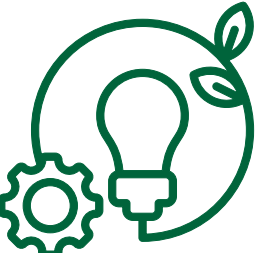




Our objectives are in line with the **United Nations' 2030 Sustainable Development Goals (SDGs)**, and **we have committed to the UN Global Compact** by adopting its ten principles. These principles provide a comprehensive framework for sustainability—ranging from respect for human rights and fair labor practices to environmental protection and anti-corruption.



In this context, the material issues have been categorized into 7 broad groups, each connected to the **Sustainable Development Goals (SDGs)** as follows:



Material Issues	Definition	SDGs
 <p>Sustainable packaging</p>	<ul style="list-style-type: none"> • Sustainable and recyclable packaging 	
 <p>Energy efficiency</p>	<ul style="list-style-type: none"> • Energy efficiency and management • Sustainable infrastructures • Emissions management • Carbon footprint reduction 	 



Objectives



	<h4>Sustainable sourcing</h4>	<ul style="list-style-type: none"> • Responsible and sustainable supply chain • Sustainable sourcing and origin of resources • Protection of biodiversity and ecosystems. Environmental care and animal welfare • Sustainable fishing and aquaculture • Protection of aquatic ecosystems (rivers and oceans) 	
	<h4>Human capital development</h4>	<ul style="list-style-type: none"> • Job creation • Professional development and talent retention • Diversity, inclusion and equal opportunities • Employee training and development • Competitive, fair, and equitable salary 	
	<h4>Sustainable supply chain management</h4>	<ul style="list-style-type: none"> • Sourcing and quality of supplied products • Supply chain traceability • Food safety • Supplier accountability and verification 	
	<h4>Commitment to society</h4>	<ul style="list-style-type: none"> • Consumer health and nutrition • Consumer education • Local community development and investment • Respect for human rights 	
	<h4>Value chain management and corporate governance</h4>	<ul style="list-style-type: none"> • Ethical conduct and integrity • Transparency of information and communication with stakeholders • Regulatory compliance and responsible practices • Commitment to clients • Customer service 	

ENVIRONMENT

Sustainable packaging

At VIMA Group, our priority is to **minimize the environmental impact of our packaging**. We strive to design packaging that is not only efficient in terms of preserving and protecting our products, but also **eco-friendly**. Our goal is to continually improve our packaging, upholding our **commitment to sustainability and environmental responsibility**. This includes increasing the use of recycled paper or paper sourced from **certified origins such as the Forest Stewardship Council (FSC)**, adopting biodegradable or compostable plastics, and incorporating other sustainable materials.



04

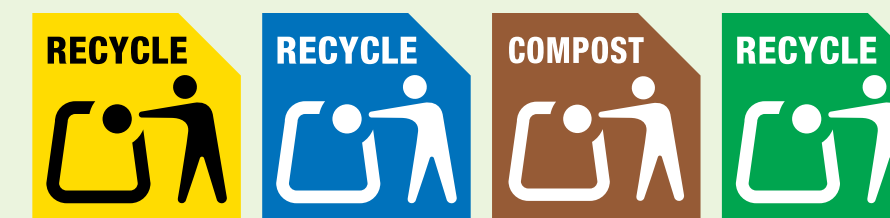
ENVIRONMENT

- 4.1. Sustainable packaging
- 4.2. Energy efficiency
- 4.3. Sustainable sourcing

Sustainable packaging

In the last year, we have undertaken a major initiative to refresh our corporate image, which includes a **comprehensive review of our packaging**. This project aims not only to reduce packaging consumption, but also **to ensure that it is sustainable and environmentally friendly**.

This initiative is coupled with enhanced consumer communications **focused on waste reduction through prevention, recycling, and reuse activities**.

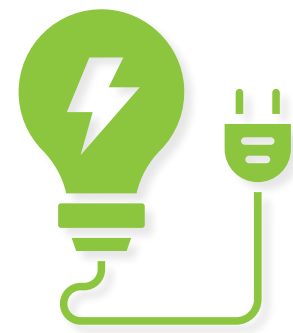


PLASTIC
100%
RECYCLABLE

Energy efficiency

At **VIMA Group**, we are **committed to the responsible use of energy** in all aspects of our value chain. We work diligently **to reduce greenhouse gas emissions to help mitigate the effects of climate change**. This commitment drives our actions toward a more sustainable and environmentally conscious future.

The Group's largest direct energy consumption is categorized into the following:



Electricity consumption

Primarily for powering refrigeration facilities and office operations.



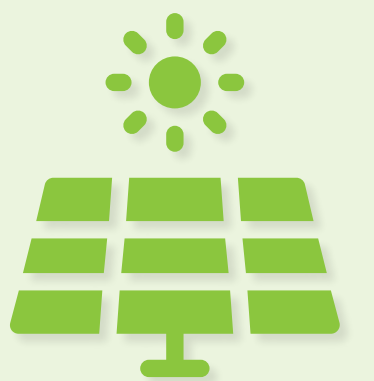
Fuels

For the operations of our internal fleet of vehicles, using both gasoline and diesel.

Our goal is **to optimize energy usage throughout our operations** to reduce consumption and minimize our environmental impact. We've set an ambitious target to cut both direct and indirect emissions. This includes **an ongoing search for maximizing energy efficiency and reducing waste**.

In line with our sustainability strategy and carbon footprint reduction, **we are implementing solar panel** projects to harness renewable, clean energy. These projects will allow us to leverage renewable, clean solar energy to power parts of our refrigeration facilities in the Dominican Republic, **aiming for a 28.7% reduction in electricity consumption by 2026**.

Additionally, **we are dedicated to raising awareness and training our employees** to foster a culture of energy efficiency throughout the organization including regular training sessions for all staff and new hires.



Sustainable sourcing

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In addition to our commitment to the environment, we are equally concerned about the well-being of the communities where we operate.

”

At **VIMA Group**, we consider it essential **to ensure that the resources we use come from sustainable sources**. We integrate the principles of environmental, social and economic sustainability at every stage of our sourcing process to ensure that the highest ethical and environmental standards are met. **We work closely with our suppliers to achieve these goals aiming to promote responsible practices throughout our supply chain and contribute to a more sustainable and equitable future for all.**

Protecting biodiversity and ecosystems, as well as promoting environmental care and animal welfare, are core elements of our corporate responsibility. We are deeply committed to preserving the diversity of life on Earth and ensuring that our operations do not negatively impact natural ecosystems. To address these concerns, we implement policies and practices that foster biodiversity conservation and ecosystem preservation throughout our activities.

Sustainable sourcing

This includes adopting sustainable practices in our primary fishing products, evidenced by achieving **Marine Stewardship Council (MSC)** and **Aquaculture Stewardship Council (ASC)** certifications for the Group in 2020 with a subsequent recertification in 2023. The Group's objective is to increase operations with certified fisheries and sustainable aquaculture products from **5% to 10% over the next 3 years**.

Over the past year, we have focused on expanding the marketing of products under the **Best Aquaculture Practices (BAP)** certification program. We aim to increase our certified references **by 2% to 4% by 2025**.

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We strive to minimize our environmental impact by promoting responsible practices throughout our supply chain and contributing to the sustainable development of the communities where we operate.
”



Sustainable sourcing



In addition, we actively participate in **The Ocean Cleanup project** whose main objective is **to clean the oceans of plastic waste and thus to reduce the impact on biodiversity and protect ecosystems**. The accumulation of plastic waste in the oceans represents a serious threat to marine life, as it can be ingested by marine animals, causing both physical and chemical harm, as well as disrupting natural habitats.

By removing plastic waste from the oceans, **The Ocean Cleanup project reduces the risk of contamination and its adverse effects on marine biodiversity**. This initiative benefits a wide variety of species, including fish, seabirds, marine mammals, corals and other marine organisms.

The Ocean Cleanup project also helps raise awareness about the importance of protecting the oceans and encourages behavioral changes to reduce plastic waste generation and promote more sustainable practices.

PEOPLE

Human capital development

We consider **people the essential and fundamental pillar for the development of the organization's activities**. We foster a **diverse and multicultural workplace** that values all groups equally. Our priority is **to build a safe, healthy and flexible work environment** where our employees can thrive while maintaining a balance between work and personal life.

We believe that a safe work environment is fundamental to the employee well-being and productivity. As such, we have implemented measures to ensure safety in the workplace.



Human capital development



Our workforce

90%

permanent



13%

have 6-10
years of
seniority



12%

have 11-
15 years of
seniority



By analyzing data, we invest in continuous development, offering long-term career growth in a supportive professional setting.

Additionally, we contribute to the communities where we have influence and activity by consistently creating job opportunities. Our organization is growing and **we have incorporated 79 new collaborators in the last year.**

Our commitment to the growth of our team includes a strong emphasis on ongoing training. We recognize that training and learning are crucial for both individual and collective success, as well as for the continual improvement of our processes and services.



+500

employees
worldwide



Human capital development

In our organization, **we value and encourage talent retention as part of our culture.** We believe that providing our employees with opportunities for professional growth and advancement not only benefits them as individuals, but also strengthens our team and contributes to the company's overall success. In the last year, **12 employees received internal promotions** in recognition of their outstanding performance and contributions.

Diversity and inclusion are crucial to our workforce. We respect and celebrate individual differences, promoting an environment where everyone feels welcome and valued, regardless of origin, gender, sexual orientation, ethnicity, or any other characteristics. Over the last year, **the number of women in leadership roles has increased by 60%.**



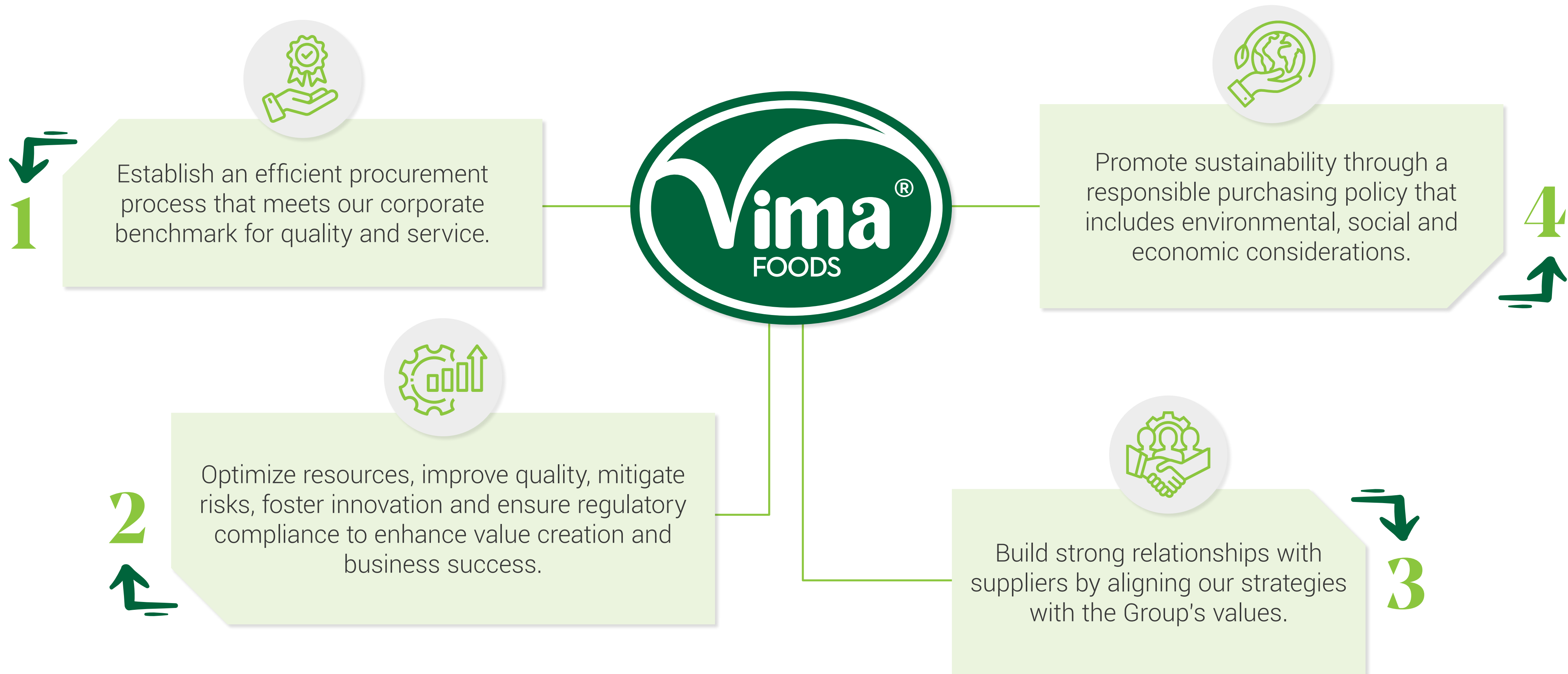
COMMUNITY

Sustainable supply chain management

The raw material procurement process is one of the key aspects of our business strategy and plays a significant role in our sustainability policy. We are committed to continually evolving to meet the latest environmental, social, and economic trends, while maintaining our primary objectives.



Our main objectives



Sustainable supply chain management

At **VIMA Group**, conduct **thorough evaluations and ongoing monitoring of all our suppliers** to ensure compliance with the highest standards of quality and food safety. Our procedures align with globally recognized standards, such as those set by the **Global Food Safety Initiative (GFSI)**, including **BRC** and **IFS** certifications. This meticulous process ensures excellence across all aspects of our products and to maintain our customers' confidence in the safety and quality of our food.

The **close collaboration between the Purchasing and Quality departments**, at the corporate level, **facilitates the optimization of the procurement process** through effective management and improvement of internal processes, supported by key performance indicators (KPIs) for our suppliers. These KPIs allow us to categorize suppliers and analyze potential deviations, and proactively take corrective actions to improve performance.



Sustainable supply chain management

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We promote responsible practices across our supply chain to contribute to the development of a more sustainable and equitable future for all.

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Our facilities in the **Dominican Republic and Mexico** are certified **ISO 9001:2015** establishing an effective quality management system focused on customer satisfaction and compliance with legal and regulatory requirements.

Our **Almafrio SRL** and **VIMA Dominicana SRL** centers have recently achieved a significant milestone in their commitment to security and efficiency in the supply chain by **obtaining ISO 28000 certification**. This accomplishment makes them the first and only entities in the Dominican Republic to attain this distinction.

AENOR

 QUALITY
MANAGEMENT

ISO 9001

AENOR

 SUPPLY
CHAIN SECURITY

ISO 28000

A commitment to society

At VIMA Group, we are dedicated to fighting poverty and promoting equal opportunities for everyone. We implement training programs within the communities we serve, promoting healthy habits and encouraging personal development of our consumers and their families.

We recognize the transformative power of sports as a way to promote a healthy lifestyle, encourage teamwork and strengthen community ties. For this reason, we actively support sports in all its forms, both within and beyond our organization.

Furthermore, **we are dedicated to reducing food waste**. By implementing efficient and responsible food management practices, we strive to minimize waste and maximize the use of available food resources in all our facilities.

“
We support initiatives that promote education, nutrition and economic development in these communities, thereby contributing to their long-term growth and prosperity.
”



GOVERNANCE

Value chain management and corporate governance

The highest governance body within **VIMA Group** is the **Executive Committee**, which is responsible for the strategic direction of the Group. This includes setting policies and operational guidelines, developing initiatives that drive growth and innovation, ensuring resource management is handled effectively, and maintaining clear and transparent communication within the Group.

The Executive Committee is composed of the **Executive Vice President (Víctor Moro Morrós-Sarda)**, **Chief Executive Officer (Edelmiro Iglesias)** and **Managing Director (Manuel Nuñez)**. The Committee meets weekly with key representatives from each department to outline the main objectives, guidelines, and policies on environmental, social, and economic matters. These meetings ensure diligent, ethical, and transparent conduct in all areas of the organization's operations.



Value chain management and corporate governance



ORGANIZATIONAL STRUCTURE

Executive Committee

Víctor Moro Morrós-Sarda
Executive Vice President

Edelmiro Iglesias
Chief Executive Officer

Manuel Nuñez
Managing Director



RESPONSABILITIES

Executive Committee

- 1** Strategic leadership for the Group
- 2** Define policies and guidelines to steer operations
- 3** Develop initiatives that drive growth and innovation
- 4** Ensure effective resource management
- 5** Facilitate clear and transparent communication throughout the organization

Value chain management and corporate governance

The Executive Committee oversees the **development, approval, and updating of organizational objectives, mission and value statements, strategies, and policies related to economic, environmental, and social matters**. Decisions are communicated to the entire workforce through multiple channels such as the corporate newsletter “VIMA Connection”.

Similarly, **100% of the workforce has direct access to the members of the Executive Committee** in order to establish a two-way dialogue that addresses their needs and concerns.

The Executive Committee also defines the Group's core values and ensures that these values are upheld through a **Code of Ethical Conduct**. This code is based on principles of **integrity and transparency, respect for human rights, environmental sustainability, corporate social responsibility and legal and regulatory compliance**. In addition, the Purchasing department ensures ethical compliance in the supply chain by guaranteeing that our suppliers and business partners meet the same ethical and sustainable standards.

In 2024, VIMA Dominicana achieved certification from the **Business Alliance for Secure Commerce (BASC)**, which focuses on enhancing security in supply chains and international trade.

Moreover, our facility in the Dominican Republic has been recognized as an **Authorized Economic Operator (AEO)**, reflecting its commitment to supply chain security and compliance with both customs and security regulations. We plan to obtain this certification at our Mexico headquarters in 2024.



BUSINESS ALLIANCE FOR SECURE COMMERCE



Operador Económico Autorizado
República Dominicana

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Our efforts are focused on supporting sustainable food sources as a key element in protecting global resources.

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