

2024



# SUSTAINABILITY REPORT

[WWW.TAMPAMAID.COM](http://WWW.TAMPAMAID.COM)





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# Introduction

*At Tampa Maid Foods, sustainability is more than an initiative-- it's a long-term strategic pillar that informs our business decisions. It's our commitment to both responsible operations and long-term value creation.*

Our approach-centered on People, Products, and Planet-guides us in managing operational risk, strengthening our brand, and driving value. Throughout 2024, our actions have reinforced Tampa Maid's leadership in responsible seafood production, supply chain transparency, and corporate stewardship.

We believe that integrating ESG (Environmental, Social, and Governance) principles into our core strategy positions us for future growth, profitability, and competitive differentiation in a rapidly evolving food industry.

# People | *Nourishing Lives, Empowering Communities*

Our people-centric approach fosters a resilient, motivated workforce while enabling long-term operational continuity and productivity.

In 2024, we invested significantly in workforce development, workplace safety, and community engagement—three areas that align directly with labor retention, brand reputation, and social license to operate.

Donation  
**\$3.5** MILLION

*Our **\$3.5 million** donation to One More Child is more than a philanthropic gesture - it enhances our community goodwill, particularly in the state of Florida, where we have deep roots. Our sizable food contribution helped provide nutritious meals to children in need, fostering healthier communities and promoting sustainable practices in food distribution.*



Simultaneously, our historic reduction in Total Recordable Incident Rate (TRIR) has resulted in fewer disruptions, lower injury-related costs, and increased employee morale. We continue to embed wellness into our culture, ensuring Tampa Maid remains an employer of choice. Initiatives like our tobacco-free policy and onsite health fairs show our proactive approach to managing healthcare-related costs while improving productivity and employee satisfaction—metrics that have clear implications for our long-term cost structure and risk profile.

# Products | *Innovation for a Better Future*

## ESG SCORE



*Our product strategy has evolved with the growing demand for transparency, clean labels, and responsible sourcing.*

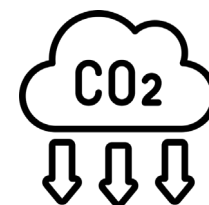
In 2024, we reformulated multiple flagship products to eliminate High Fructose Corn Syrup and artificial colors. This transition not only meets consumer demand but also enhances our brand equity.

Sourcing plays a critical role in our ESG performance. We now source nearly 80% of our seafood from suppliers certified by the Marine Stewardship Council (MSC) or Best Aquaculture Practices (BAP), mitigating reputational risk while positioning ourselves to meet regulatory and customer ESG mandates.





# 7%



# REDUCTION

in Paperboard

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Moreover, our packaging optimization program—marked by a 7% reduction in paperboard—delivers both environmental and financial benefits. Lighter, more efficient packaging reduces shipping costs and carbon emissions while improving storage density. This continuous improvement mindset underscores our commitment to operational efficiency, cost savings, and measurable ESG impact.

# Planet

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## *Protecting the Environment for Generations to Come*

*Our environmental efforts in 2024 were centered around supply chain efficiency and waste minimization—areas where sustainability and cost reduction intersect.*

Through the strategic consolidation of six warehouses into two regional hubs near our Lakeland plant, we significantly cut fuel usage, reduced carbon emissions, and improved fulfillment times. Transitioning from Less-Than-Truckload (LTL) to multi-drop distribution loads further enhanced our logistics model, allowing us to deliver more volume with fewer resources. These logistics improvements are not only environmentally impactful—they also strengthen our margins by reducing variable transportation costs.

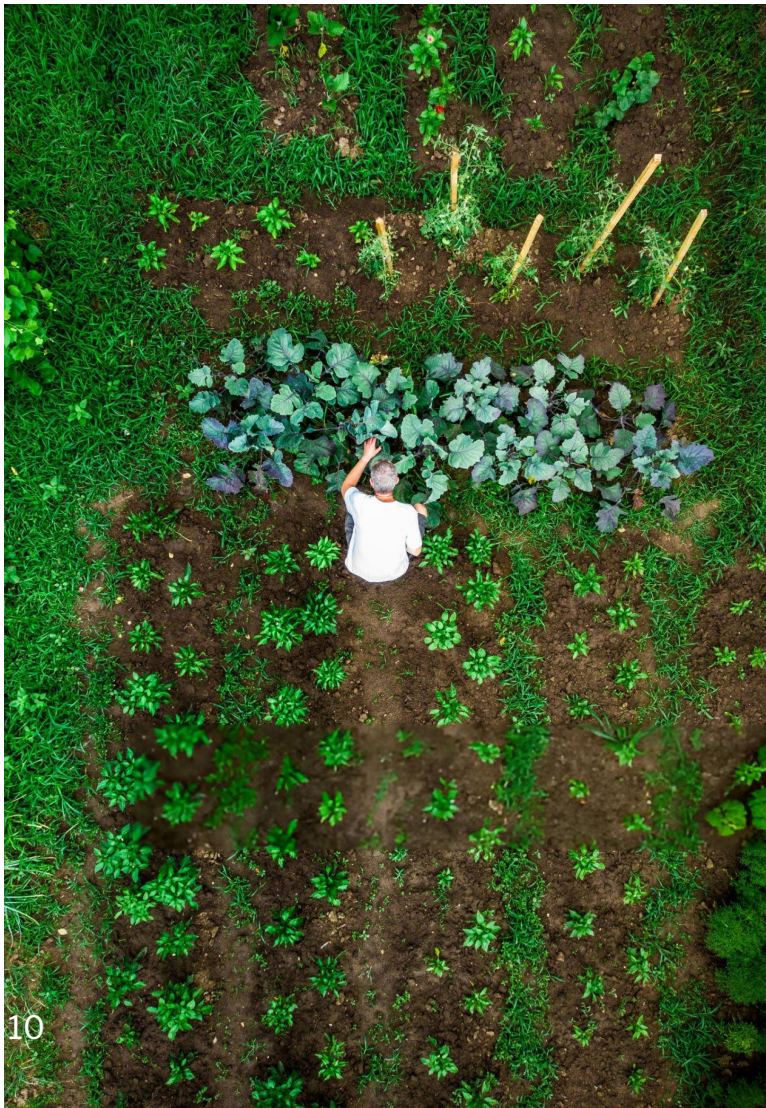




Equally important is our resource circularity program. In 2024, we repurposed over two million pounds of food byproducts by redirecting them into pet food and animal feed markets. This initiative exemplifies how waste can be transformed into revenue streams while enhancing our sustainability credentials. As we reduce waste, improve water stewardship, and pursue zero-waste-to-landfill targets, we're also adapting to evolving external expectations around environmental performance and operational transparency.

# RESOURCE CIRCULARITY

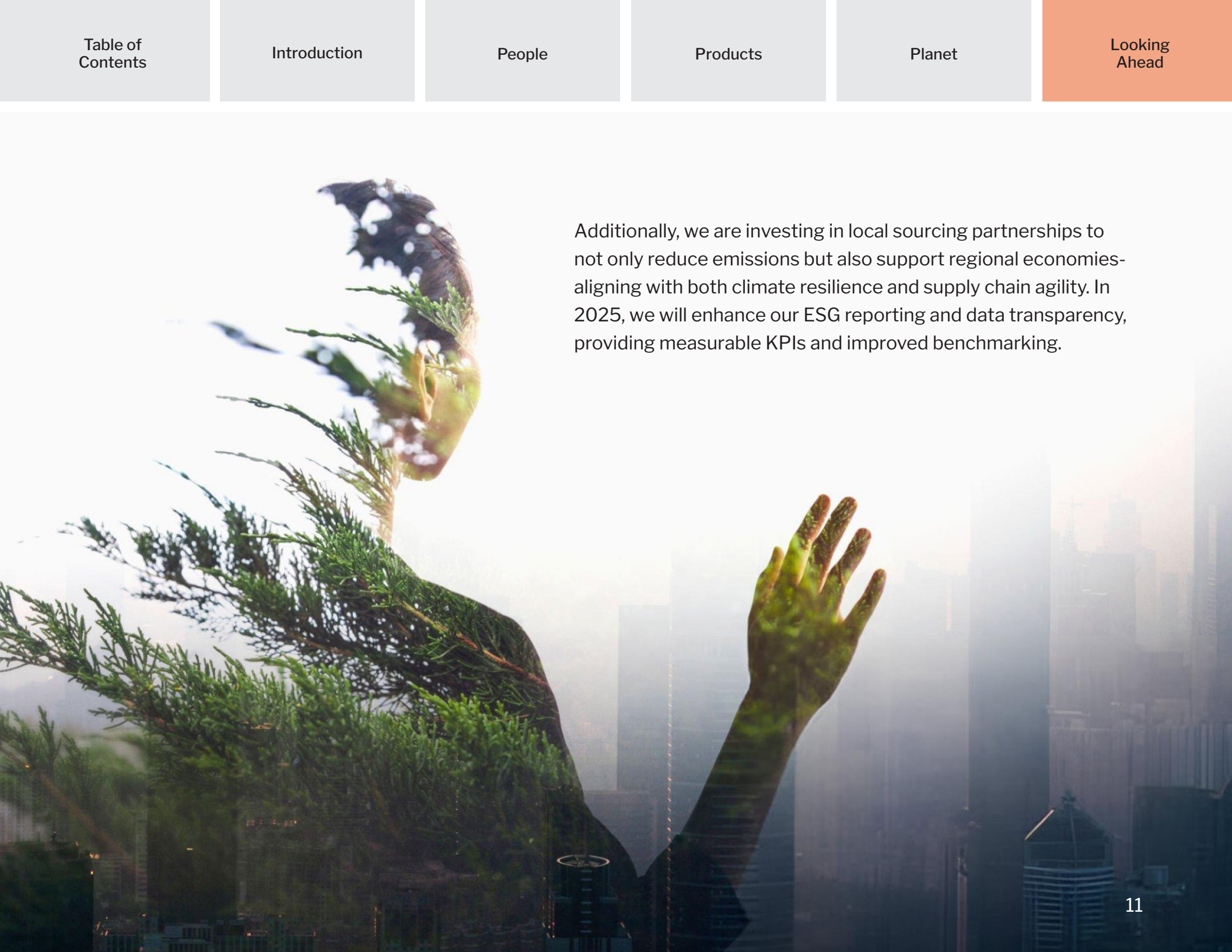
# Looking Ahead | 2025 and Beyond



*Looking forward, our sustainability roadmap is designed to deepen impact while aligning with industry-leading ESG standards and investor expectations.*

We've committed to ambitious, time-bound goals, including achieving 90% waste diversion from landfills and sourcing 100% of seafood from certified sustainable sources by 2030. We are also focused on improving water stewardship through a targeted 10% reduction in water usage, supported by smarter processing systems, leak detection technologies, and behavioral change campaigns.





Additionally, we are investing in local sourcing partnerships to not only reduce emissions but also support regional economies—aligning with both climate resilience and supply chain agility. In 2025, we will enhance our ESG reporting and data transparency, providing measurable KPIs and improved benchmarking.



# Conclusion

Sustainability is not a separate strategy—it is our strategy. Tampa Maid Foods has embraced ESG as a long-term business imperative that supports value creation, operational resilience, and stakeholder trust. We understand that modern investors are looking for companies with purpose, transparency, and a plan for sustainable growth. In 2024, we laid a strong foundation.

In 2025 and beyond, we are raising the bar—strengthening our commitments, sharpening our focus, and ensuring every action we take serves both people and profits. We thank our employees, and partners for their continued trust and support as we advance our shared vision for a more sustainable and successful future.







# GREEN IMPACT



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