

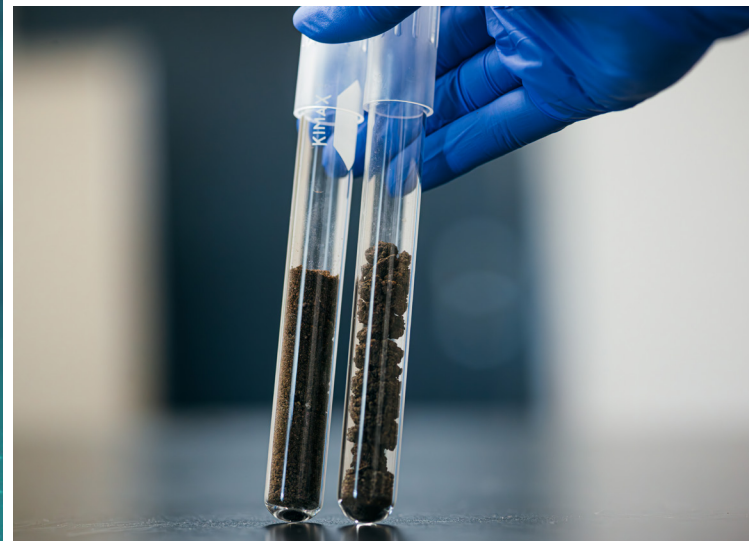


ACADIAN™
SEA BEYOND

Sustainability Report

2026

Prepared by: Parametrix



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An underwater photograph of a kelp forest, showing various types of seaweed and kelp stalks in shades of green and brown, set against a blue, slightly hazy water background. The scene is captured from a low angle, looking upwards through the water.

1

INTRODUCTION

Shaped by the Sea, Committed to Shared Value

Letter from the CEO

Over the past 40 years, Acadian Seaplants has grown from a small Atlantic Canadian company into a global leader in sustainably harvested marine resources for the benefit of plants, animals, people, and the planet. What has remained constant is our deep connection to the ocean, our respect for the ecosystems that sustain us, and our conviction that long-term business success depends on the health of our environment and the well-being of the communities we serve.

Our work spans three interconnected areas: **Plant Health**, where our seaweed-based biostimulants help farmers grow more resilient crops and improve soil health; **Animal Wellness**, where our natural products enhance the nutrition, health, and performance of livestock and companion animals; and **Human Wellness**, where our seaweed-derived ingredients bring nutritional, functional, and health benefits through nutraceuticals and supplements to people around the world.

In each of these areas, the challenges we face—climate change, biodiversity loss, and pressures on food and health systems—are also opportunities for us to lead. By enhancing regenerative and climate-smart agricultural practices, supporting sustainable aquaculture, and creating innovative health-promoting products for plants, animals, and people, we are using the best of science, technology, and tradition to meet urgent global needs.

This sustainability report is both a reflection of our heritage and a vision for our future. It reflects decades of dedication. Building a business model where innovation, responsibility, and stewardship are inseparable. This vision commits us to go further: to be more transparent, more ambitious, and more accountable in ensuring our growth contributes positively to the health of all of us.

We are committed to reducing our carbon footprint, protecting marine ecosystems, advancing responsible harvesting, fostering coastal community resilience, and developing solutions that contribute to healthier plants, animals, and people. This report represents more than a set of targets, it is a statement of who we are—a company shaped by nature, built on relationships, and committed to creating sustainable inputs for our customers, our partners, our employees, and the planet.

I invite you to join us on this journey. To partner with us, challenge us, and help us demonstrate that doing what's right for the planet is also what's best for plants, animals, people, and business.

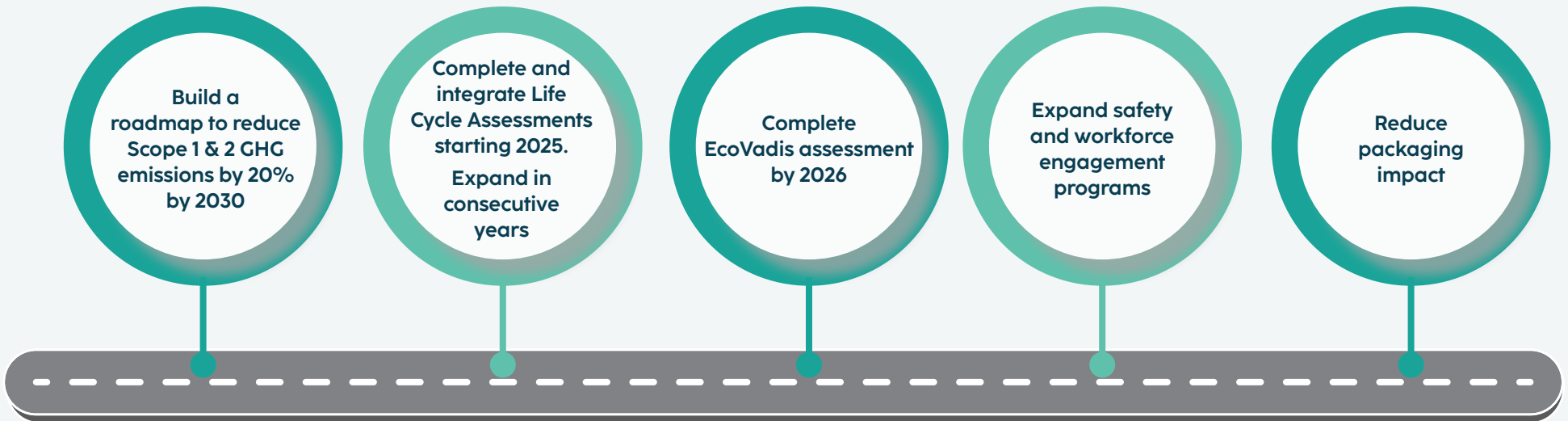
Together, we can build a thriving blue economy that sustains life above and below the waterline.

We Sea Beyond.

Nelson Gibson
CEO, Acadian Seaplants Limited



Roadmap for 2025-2030



This target anchors Acadian’s decarbonization strategy and demonstrates accountability to customers seeking low-carbon inputs. It builds on 2024 GHG baselines and energy audits across 15 global sites.

Actions include expanding biomass heat-recovery, electrifying the Cornwallis facility, and adopting Mechanical Vapor Recompression to dramatically cut process energy use.

Life Cycle Assessments (LCAs) embed life-cycle thinking into every product line, quantifying impacts from harvesting to manufacturing to packaging. **This initiative builds the data foundation for climate and circularity metrics.**

Over time, LCAs will inform product redesign, packaging, and sourcing decisions—aligning environmental intelligence with innovation and growth.

EcoVadis benchmarking formalizes Acadian’s sustainability credentials within a globally recognized rating system. The assessment will validate performance across environment, labor, ethics, and procurement—key to building credibility with multinational clients.

Safety is a defining value for Acadian, anchored by its 100% participation Near Miss Program. **The next phase will deepen engagement**—rolling out new training modules, conducting engagement surveys, and enhancing feedback channels.

These steps will continue to foster a culture of inclusion, respect, and empowerment across global operations, supporting retention, productivity, and trust.

Acadian’s packaging strategy focuses on circularity. Lightweight mono-material HDPE jugs, 75%-recycled cartons, and participation in Cleanfarms and ACRC recovery programs already set a high bar. **The next stage will evaluate innovative materials and establish circularity key performance indicators (KPIs)**—reducing waste and communicating the brand’s environmental story more clearly to customers.

Creating Shared Value

OUR APPROACH—DELIVERING VALUE FOR PLANTS, ANIMALS, PEOPLE, AND THE PLANET

At Acadian Seaplants, our business is built on a simple truth: when the ocean thrives, so do we. We create value for our business by creating value for society. That means ensuring our work benefits the ecosystems we depend on, the communities we are part of, and the industries we serve.

Our operations span the full journey from ocean to market, and our products incorporate and support sustainability.

For healthy crop production, we provide farmers with seaweed-based biostimulants that improve plant health, soil quality, and resilience to climate stress, supporting the global shift to regenerative and climate-smart farming systems.



Creating Shared Value with Regenerative Agriculture

HEALTHY SOIL, HEALTHY PLANET— BIOSTIMULANTS IN REGENERATIVE AGRICULTURE

The path to a healthier planet begins with the soil beneath our feet. Nearly one-third of the world's soil is degraded, and in Europe alone, over 60% of farmland is at risk.

If agriculture is to produce 50% more food by 2050 without exhausting our natural resources, regenerative practices are essential.

Our seaweed-based biostimulants help turn soil from a state of degradation to restoration. By stimulating natural processes in plants and soil, they:

- **Contribute to increases in organic matter and soil carbon**—boosting fertility and long-term resilience.
- **Enhance microbial diversity**—supporting rhizosphere health and nutrient cycling.
- **Improve root systems**—enabling crops to access more water and nutrients, even under heat or drought stress.
- **Keep soil structure and reduce erosion and runoff**—protecting landscapes while improving water efficiency.

The science is clear: Acadian biostimulant technologies increase soil respiration, microbial activity, and mycorrhizal fungi colonization—biological drivers of healthier, more productive soils.

WHAT REGENERATIVE AGRICULTURE DELIVERS

When integrated with best practices such as no- or reduced-till farming, cover crops, and crop diversity, biostimulants amplify the value of regenerative agriculture. Farmers benefit through higher yields, increased nutrient and water use efficiency, and reduced costs. The planet benefits from carbon sequestration, reduced greenhouse gas emissions, improved water quality, and stronger biodiversity.

As part of our efforts to support regenerative agriculture, Acadian participates in the “4 per 1000” Initiative: Soils for Food Security and Climate, which invites partners to implement concrete actions for soil carbon storage.

Healthy soil makes for a healthy planet.



Advancing Animal Wellness Through the Power of Seaweed

We bring over four decades of seaweed expertise to improve the health, resilience, and productivity of animals. Our Animal Wellness division leverages the natural bioactives in ***Ascophyllum nodosum*** to deliver solutions that support immunity, stress management, and productivity—helping livestock and companion animals thrive in sustainable ways.

BUILDING IMMUNITY AND GUT HEALTH

Rich in prebiotic compounds, our seaweed supports a balanced gut microbiome, improving gastrointestinal function and enhancing immune competence. This results in healthier animals with stronger resistance to pathogens, improved digestive effectiveness, and better long-term productivity.

MANAGING ABIOTIC STRESS

From heat waves to transport challenges, animals face numerous stressors that can impact performance and welfare. Our seaweed contains polysaccharides and antioxidants that strengthen resilience, protect against oxidative stress, and support animals during critical production periods.

DRIVING ANIMAL PRODUCTIVITY

Performance and value are central to animal agriculture. Our natural ingredients help optimize feed efficiency, support growth and body condition, and sustain milk and meat quality. By strengthening reproductive performance and overall productivity, Acadian Animal Wellness contributes to healthier herds and greater value for producers.



We believe that healthier animals mean healthier food systems. By delivering natural, science-based solutions rooted in the power of seaweed, we are supporting animal health, farmer success, and a more sustainable future.



Human Wellness

Certified Seaweed Solutions for a Healthier World

In Human Wellness, we supply seaweed that contribute to better weight management, longevity, gut health, and overall well-being for nutraceutical and cosmetic companies..

We believe that wellness begins with what nature provides. Our **Human Wellness division** brings decades of seaweed expertise to create natural, high-quality ingredients that support healthier living. From functional foods and supplements to nutraceuticals, our seaweed delivers trusted performance backed by the most rigorous certification standards in the industry.

CERTIFIED QUALITY, TRUSTED GLOBALLY

Acadian is the **most certified human-grade seaweed supplier in the world**. Every product lot is tested to ensure safety, purity, and consistency, giving our customers confidence in the quality of the ingredients they bring to consumers. This commitment has earned us long-standing partnerships with respected global brands who value traceability and science-driven assurance.

OUR PROMISE

- **Sustainability**—Harvested and produced with respect for marine ecosystems.
- **Certifications**—More certified than any other human-grade supplier.
- **Quality**—Rigorous testing ensures consistency and safety.
- **Reputation**—Decades of trust with global partners and customers.

Our Wellness Certifications



Wellness for people, rooted in the power of the ocean.

We are committed to advancing global health with seaweed-based ingredients that are as sustainable as they are effective.

This commitment is brought to life through our **Sea Beyond vision**—where the health and wellness of plants, animals, and people is strengthened by nature and elevated by science. United by purpose, we go beyond boundaries, leading with innovation to regenerate ecosystems, empower well-being, and create lasting impact for generations to come.

Our **shared value framework** connects three priorities in our business model:

- 1. Ocean Stewardship**—Protecting and regenerating the wild seaweed beds we harvest from, ensuring they remain abundant and healthy for future generations.
- 2. Community Prosperity**—Supporting the coastal communities where we operate by providing stable employment, investing in skills, and working in partnership with local stakeholders.
- 3. Sustainable Innovation**—Applying science and technology to create products that address global challenges in agriculture, food, and health, with measurable environmental and social benefits.

This report marks the start of our public commitment to measuring and reporting on our progress. It is the foundation we will build on year after year, setting clear goals, tracking our performance, and holding ourselves accountable to the high standards we set.

Ocean Stewardship



Community Partnership



Sustainable Innovation





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WHO WE ARE

Our Business and Our Purpose

Company Overview

Founded in 1981, Acadian Seaplants has grown from a pioneering maritime enterprise into the world's leading seaweed-based solutions company.

GLOBAL OPERATIONS

From our headquarters and harvesting, production, and extraction facilities in **Atlantic Canada** to our operations in the **United Kingdom**, we optimize the value chain from ocean to market.

Our R&D operations include:

- A **Formulation Centre of Excellence in Malvern, UK**, dedicated to developing advanced, high-performance biostimulant formulations tailored to global market needs.
- Our **longstanding R&D Centre in Cornwallis, Nova Scotia**, a hub of marine science expertise driving innovation, product performance, and sustainability advancements.
- Our **extraction facilities in Nova Scotia** where sustainably harvested seaweed is transformed into powerful, science-backed ingredients.

These facilities, along with our harvesting operations, processing plants, and global distribution network, ensure we deliver consistent quality, traceability, and innovation to customers worldwide. Our research and development programs draw on decades of marine science expertise and global collaboration to continually push the boundaries of product performance and sustainability leadership.

Acadian at a glance

40+ years of experience
founded in 1981



80
countries
worldwide



5

manufacturing and production facilities
focused around key harvesting areas,
including Canada and the UK

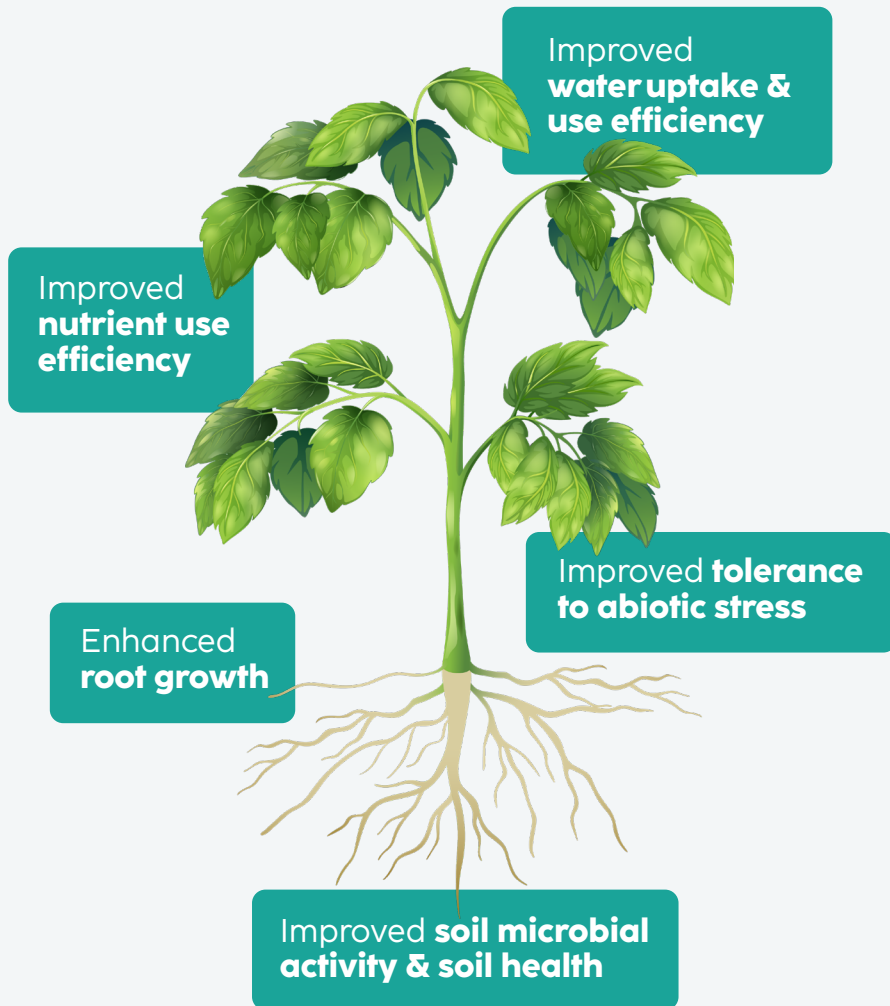


sustainable processing-
harvesting and extracting



400+
employees
worldwide

The Acadian Effect



SCIENCE-DRIVEN INNOVATION

Our products are built on **40 years of rigorous research with over 250 peer-reviewed studies**, validated performance, and a deep understanding of the biological and environmental systems they serve. This science-driven approach ensures every solution we deliver meets the highest standards for efficacy, safety, and sustainability.

SUSTAINABILITY AS A BUSINESS ENABLER

Sustainability is not a separate initiative—it is embedded in how we operate. Our long-standing commitment to responsible seaweed harvesting, ecosystem regeneration, and community prosperity has made sustainability both a differentiator in the marketplace and a driver of long-term business growth. By protecting the resources that sustain us, we ensure that Acadian Seaplants, our partners, and our planet can thrive together for generations to come.

The background of the slide features a silhouette of two men shaking hands against a sunset sky. The sun is low on the horizon, creating a bright glow and lens flare. The overall color palette is dominated by dark blues and greens, with the white text providing high contrast.

3

HOW WE LEAD

Strategy and Governance

Governance and Oversight

Strong governance is central to Acadian Seaplants' commitment to sustainability. We recognize that meaningful progress on environmental, social, and economic performance requires clear accountability, leadership, and cross-functional collaboration.

BOARD AND MANAGEMENT OVERSIGHT

Sustainability is overseen at the highest levels of our organization. Led by our CEO, the **Executive Leadership Team** is responsible for aligning sustainability priorities with corporate strategy and ensuring resources are allocated to deliver on our commitments.

SUSTAINABILITY COMMITTEE

To ensure coordinated action, Acadian Seaplants has established a **Sustainability Committee**, sponsored by our Chief Operating Officer. The Committee brings together leaders from across the business to integrate sustainability into day-to-day decision-making, set targets, and monitor progress against goals.

The Committee is comprised of:

- **Vice President, Resource Management**—Stewarding sustainable harvesting practices and ecosystem regeneration.
- **Vice President, Manufacturing**—Ensuring responsible operations and continuous improvement in efficiency, safety, and environmental performance.
- **Global Food Value Chain Manager**—Ensuring our sustainability roadmap aligns with the evolving requirements of food and beverage multinationals.

- **Resource Management Scientist**—Bringing scientific expertise to support ecosystem health and biodiversity protection.
- **Global Director, Communications**—Integrating MIT sustainability training to drive transparency, stakeholder engagement, and sustainability reporting.
- **Chief Financial Officer**—Ensuring sustainability is aligned with financial discipline and long-term value creation.
- **Director, Global Engineering**—Embedding sustainability into infrastructure, innovation, and operational design.
- **Director, Strategic Procurement**—Ensures sustainability objectives are embedded into procurement policies, governance processes, and performance tracking across our supply chain.

ACCOUNTABILITY AND INTEGRATION

The Sustainability Committee meets monthly to review progress, assess risks, and prioritize actions. Outcomes are reported to the Executive Leadership Team, ensuring oversight and accountability at every level of the organization.

By embedding sustainability governance into our corporate structure, we ensure that sustainability is not a side initiative, but a **core business enabler**—guiding how we innovate, operate, and create value for plants, animals, people, and the planet.

Materiality and Key Themes

In 2024-2025, Acadian engaged Parametrix to support the development of a materiality framework designed to reflect both Acadian’s deep-rooted values and the evolving landscape of sustainability expectations. **Materiality in sustainability is the process of identifying, assessing, and prioritizing the Environmental, Social, and Governance elements that have a significant impact on a company and its stakeholders**, guiding strategic decisions and sustainability reporting. This collaborative process involved a series of strategic working sessions engaging Acadian’s senior leadership and cross-functional sustainability committee, with Parametrix facilitating alignment across business units and stakeholder perspectives.

Parametrix conducted internal reviews, guided peer benchmarking, and drew connections to customer sustainability priorities, and emerging disclosure frameworks. The result is a materiality matrix that is both authentic to Acadian’s mission—serving plants, animals, people, and the planet—and forward-looking in its resonance with global sustainability trends.

Key themes integrated into our materiality matrix:

- Climate action and product-level mitigation potential
- Biodiversity and regenerative marine ecosystems
- Water stewardship, waste reduction, and circularity
- Workforce wellbeing and local community prosperity
- Ethical governance and supply chain responsibility
- Science-based innovation for food, feed, and health systems

This matrix is foundational to our sustainability strategy, guiding both near-term reporting priorities and long-term impact goals. We will review our progress annually against our key themes, both internally and externally through transparent communication with the UN Global Compact. As part of this commitment, we have set a goal to reduce scope 1 and 2 GHG emissions by 20% by 2030 from a 2024 baseline year. We are also advancing our first EcoVadis assessment, ensuring that our performance is measured against globally recognized benchmarks for sustainability.

Alignment with Global Frameworks and Standards

Acadian’s materiality framework is explicitly aligned with internationally recognized sustainability principles and reporting standards. As a signatory to the United Nations Global Compact, Acadian supports the Ten Principles across human rights, labor, environment, and anti-corruption, and is committed to transparent reporting on its progress.

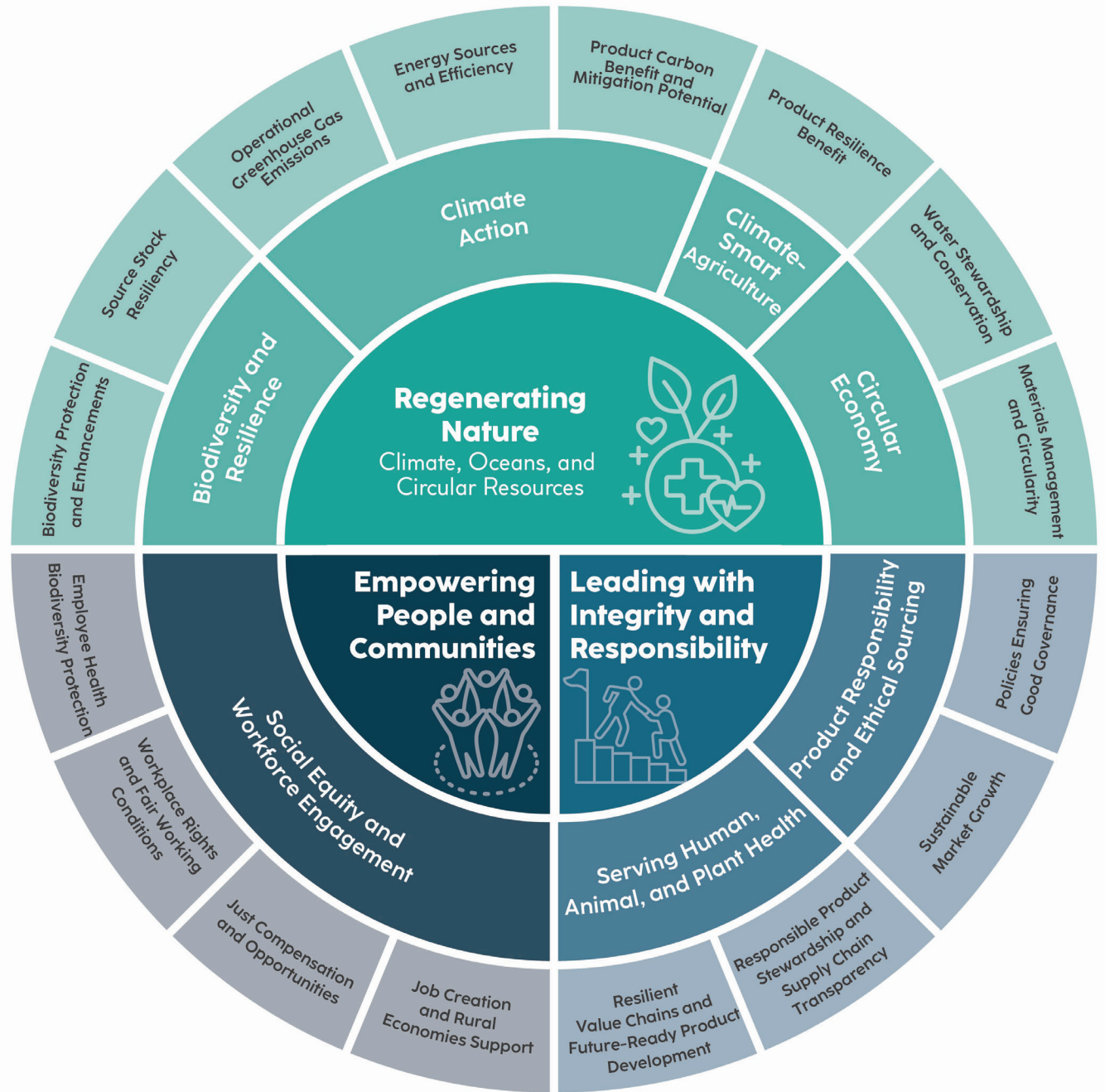
Our material topics also align with multiple UN Sustainable Development Goals (SDGs), particularly:



Our governance, labor, environment, and sustainable procurement practices are actively aligning with EcoVadis expectations, as we prepare for participation in their formal ratings process.

Finally, Acadian's annual disclosure under Canada's Modern Slavery Act reflects our commitment to ethical labor practices across the value chain. Our Supplier Code of Conduct, launched in 2023, outlines our policies on forced labor, child labor, and fair working conditions, and is paired with a supplier qualification and audit program now being scaled across our network.

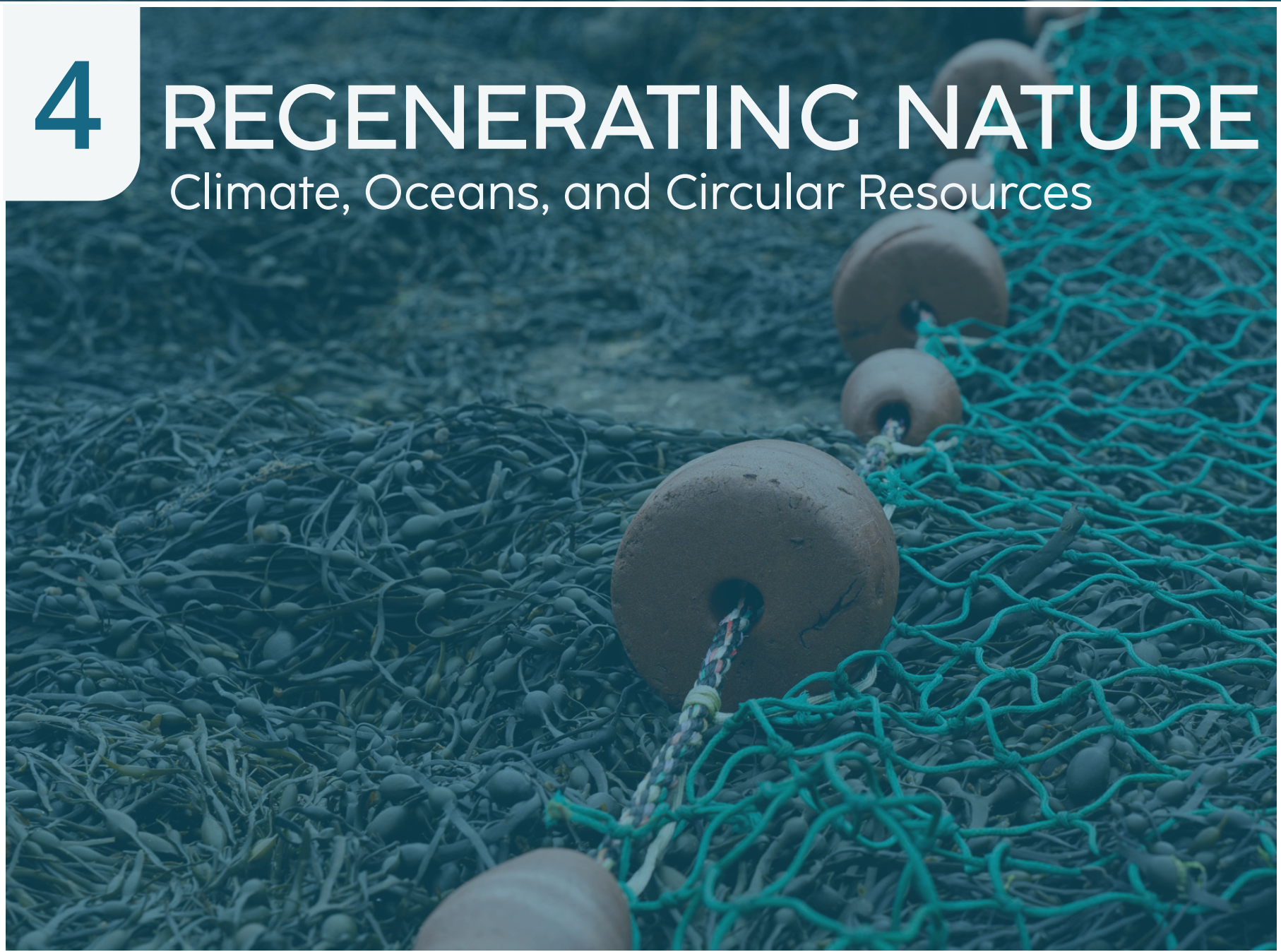
Acadian Materiality Framework



4

REGENERATING NATURE

Climate, Oceans, and Circular Resources



Materiality Framework: Regenerating Nature



Biodiversity and Resilience

Biodiversity Protection and Enhancements
Source Stock Resiliency
Product Resilience Benefit



Climate Action

Operational GHG Emissions
Energy Sources and Efficiency
Product Carbon Benefit and Mitigation Potential



Climate-Smart Agriculture

Product Resilience Benefit



Circular Economy

Water Stewardship and Conservation
Materials Management and Circularity



Biodiversity and Resilience

OUR APPROACH

Biodiversity and marine resilience are at the core of Acadian's relationship with the ocean. We harvest wild *Ascophyllum nodosum*, a naturally occurring, regenerative seaweed using methods that support habitat regeneration, carbon cycling, and marine ecosystem balance. Our practices ensure that harvesting stimulates regrowth, and avoids ecosystem degradation.

STRATEGIC IMPORTANCE

Seaweed habitats are both vital carbon sinks and biodiversity hotspots. Our customers, especially those with climate and biodiversity targets, are increasingly focused on the upstream impacts of their ingredients. Sustaining ocean health is also key to preserving the intertidal zone's ecological role and ensuring long-term viability of our seaweed resource.

Every ton of seaweed harvested by Acadian absorbs approximately 362 kg of CO₂ from the water, equivalent to the emissions from a one-way flight from Canada to Hawaii. At the same time, each ton removes 4.17 kg of nitrogen and 0.26 kg of phosphorus from the water, helping mitigate local eutrophication and acidification. These contributions strengthen the resilience of marine habitats.

CURRENT POSITION

Today, we annually harvest only about 25% of the available seaweed, a deliberate choice that reflects our conservative, science-based management philosophy. Our Resource Science team continuously monitors biomass levels and marine community structures before, during, and after harvest in all locations. This ensures that ecosystems remain healthy and no biomass depletion occurs. Decades of monitoring confirm that our practices maintain the long-term viability of *Ascophyllum nodosum* beds, while also supporting the marine animals and habitats that rely on them.



Climate Action

OUR APPROACH

Climate action is essential for long-term business resilience. At Acadian Seaplants, engineering excellence is a key driver of our sustainability strategy. By rethinking how we design and operate our facilities, we are focused on reducing our GHG footprint while improving efficiency and resilience across our operations.

STRATEGIC IMPORTANCE

As a company deeply connected to the ocean and the land, we are uniquely exposed to the impacts of climate change—from rising sea levels, acidification, and extreme weather events to agricultural shifts driven by drought, heat, and soil degradation. Our customers—especially those in food and agriculture—are setting bold decarbonization targets and expect suppliers like Acadian to help them deliver on climate commitments.

CURRENT POSITION

In 2024, we completed a company-wide GHG emissions inventory covering 15 global sites focusing on the operational scopes 1 and 2, which cover fuels and energy use. Initial results and additional metrics are in the SASB table at the end of this report.

Heat Recovery Expansion

One of our largest ongoing engineering projects is the expansion of our woody biomass heat recovery system. This upgrade is expected to increase heat conversion efficiency by 30–40%, reduce fuel use and lower emissions while ensuring stable, renewable energy for our production processes. By harnessing more energy from each unit of locally-harvested woody biomass, we extend the benefits of renewable inputs and displace higher-carbon alternatives in that region.

Cornwallis Facility Electrification

At our Cornwallis, Nova Scotia facility, we are taking major steps to replace fossil fuels with intensive steam generation for cleaner, more efficient electrical systems. The transition will shift efficiency from a 1:3 ratio to as high as 1:10, reducing reliance on propane and lowering overall GHG emissions. This transformation, coming online in 2025, represents a critical milestone in our decarbonization pathway.

First-of-Its-Kind Technology in the Seaweed Sector

We are proud to be the first, to our knowledge, in the global seaweed sector to deploy Mechanical Vapor Recompression (MVR) evaporative technology. This innovative system recycles and reuses energy within our processes, dramatically reducing the need for external heat input. By investing in MVR, we are not only lowering emissions but also setting a new standard for energy efficiency and sustainability in marine plant processing.

Acadian has a 2030 goal **to reduce overall emissions by 20% from a 2024 year baseline.**

Emissions Management Strategies

1 Track emissions by source and opportunity

- Conduct energy audits at key facilities to identify cost-effective efficiency and electrification opportunities.
- Strengthen data systems for real-time tracking of emissions sources. Water and energy use vary by site and are under review as part of a lifecycle assessment effort. We are developing a facility-level resource use baseline and circularity scorecard.
- Research and share results on the prevented and sequestered carbon from our products. *Products absorb suspended CO₂ in the water and reduce acidification.*

2 Create goals and a roadmap to mitigate emissions

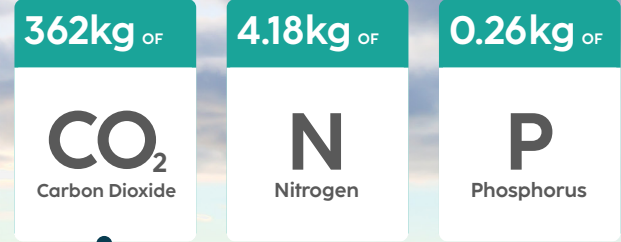
- Develop a GHG reduction roadmap and meaningful goals in place for 2030.
- Explore renewable energy purchasing and on-site generation (e.g., wind feasibility assessments).

3 Report

- Report on emissions internally more frequently.
- Evaluate alignment with the Science Based Targets initiative (SBTi) and assess readiness for target submission.

Keeping carbon at bay

Every tonne of seaweed we harvest has absorbed:





Climate-Smart Agriculture

OUR APPROACH

Our responsibility goes further than reducing our own emissions. As a company rooted in marine science, we recognize the unique role our **biostimulants** play in addressing climate change in agriculture.

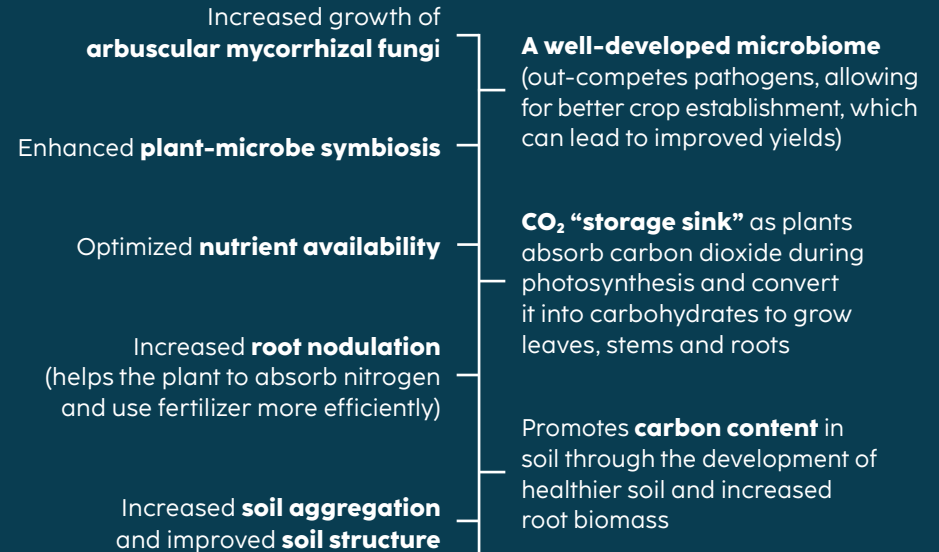
Support Resilient Crops—By priming, protecting, and curing plants against abiotic stressors such as heat, cold, and water scarcity, our solutions help farmers maintain yields under increasingly unpredictable weather conditions. This reduces the risk of crop loss and supports global food security.

STRATEGIC IMPORTANCE

For Acadian, **climate action is both mitigation and adaptation.** Mitigation means reducing our operational footprint through innovative engineering and sustainable practices. Adaptation means ensuring that our customers—farmers, food companies, and producers worldwide—have access to **climate-smart tools** that help them adapt to volatile conditions while contributing to long-term sustainability.

By aligning ocean stewardship with soil health and climate resilience, Acadian demonstrates how marine-based solutions can deliver measurable impact from the shoreline to the field. Together, we are proving that the path to lower emissions and greater resilience runs throughout our value chain and our products.

How Acadian biostimulants improve soil micro-biodiversity





Circular Economy

Smart Use of Materials and Water

OUR APPROACH

Each product we create carries with it a responsibility—not just to deliver performance for our customers, but to ensure that the way we package, transport, and recover those products contributes positively to the circular economy. By integrating recyclability into design, reducing unnecessary material, and collaborating with partners worldwide, we're helping build a circular economy where resources are preserved and value is regenerated.

Closing the Loop on Primary Packaging

Our story begins with the packaging most familiar to our customers: our 5L and 10L liquid jugs. By designing them with mono-material HDPE, we increase the likelihood that every jug will be recycled and reintroduced into established recycling streams. This choice removes one of the biggest barriers to recycling—mixed materials—and reflects our commitment to keeping plastics in circulation rather than in landfills.

Smarter and Lighter Secondary Packaging

The boxes that carry our products are designed with purpose. Made with 75% recycled content (50% PCR) and fully recyclable themselves, our corrugated cartons are undergoing a transformation. We are actively working to reduce their weight by 15% without sacrificing strength or product protection. Less weight means fewer resources consumed in production and reduced emissions during transport—proving that even the humble shipping box can make a difference.

Partnering for Industrial Packaging Solutions

On larger scales, sustainability requires collaboration. That's why we choose partners that offer recovery and recycling programs. These initiatives extend the life of industrial containers, reducing waste while ensuring our customers receive products safely and reliably.

Recycling Programs Around the World

Beyond design, we take responsibility for recovery. Acadian is a proud participant in programs like the Ag Container Recycling Council (ACRC) in the U.S. and Cleanfarms in Canada, both of which ensure agricultural containers are collected, recycled, and given new life. We also support Container Management Schemes in North America, India, Mexico, and New Zealand, and will continue to expand as new programs emerge. These initiatives keep plastics in motion, and out of oceans, soils, and landfills.

Water and Effluent Water Usage

Water leaves our site through two primary pathways: as regulated effluent to the municipal wastewater treatment plant and as water embedded in a by-product stream. Before discharging to the municipal system, water quality is carefully verified through pH measurement, a laser-based optical check, and visual clarity confirmed using a sight glass camera. The by-product stream consists of the insoluble fraction of seaweed remaining after extraction. Although it appears as a sludge, this material is highly hygroscopic and contains more than 80% water. It is trucked off-site and beneficially applied to farmers' fields, supporting circular resource use.

STRATEGIC IMPORTANCE

At Acadian, we see packaging not as a byproduct, but as an opportunity—to tell our sustainability story, to lead by example, and to ensure that every step of our journey delivers impact beyond the crop.

Efficient use of water, energy, and materials not only reduces our environmental footprint but also supports resilience in the face of rising input costs and tightening regulations. Our global customers increasingly expect suppliers to demonstrate a closed-loop mindset and minimize impact through innovation.

FUTURE DIRECTION

- Evaluate packaging innovations to further progress sustainable materials used
- Evaluate water risk at priority sites and identify conservation opportunities
- Identify waste valorization strategies and options to reuse byproducts
- Set measurable KPIs for resource efficiency and circularity across facilities



5

EMPOWERING PEOPLE AND COMMUNITIES



Materiality Framework Empowering People and Communities



Social Equity and Workforce Engagement

Employee Health and Safety

Workplace Rights and Fair Working Opportunities

Just Compensation and Opportunities

Job Creation and Rural Economies Support



Social Equity and Workforce Engagement

OUR APPROACH

Our people are at the heart of everything we do. Protecting and supporting our workforce means more than compliance—it means fostering a culture of respect, equity, and wellbeing. We are committed to fair treatment, inclusive practices, and have a policy of zero tolerance for unsafe or unethical labor conditions across our global operations and value chain.

Acadian's operations are deeply connected to coastal communities, especially those in Atlantic Canada and the UK. Our approach to community engagement includes local hiring, long-term harvesting licenses governed by local regulatory bodies, resource co-management, and partnerships with rural stakeholders.

STRATEGIC IMPORTANCE

A healthy, empowered workforce is essential for our continued success. From harvesting teams in coastal regions to staff in labs and offices around the world, our people's knowledge and dedication drive innovation, product quality, and customer value. Maintaining a safe, inclusive, and fair workplace strengthens retention, enhances productivity, and reinforces our compliance with evolving global labor standards.

Sustaining strong relationships with the communities where we operate is critical to our social license, cultural respect, and business continuity. Community-based harvesting also supports local economies, preserves traditional knowledge, and fosters stewardship of natural resources.

CURRENT POSITION

We have implemented a Business Code of Conduct that includes clear commitments to human rights, non-discrimination, and occupational safety. We identified the need for a confidential, anonymous reporting line for ethics and safety concerns, which was implemented in 2018. All submitted reports go directly to our Human Resources Department and the Executive Chairman of the company and are promptly investigated. Details on our key performance metrics for safety, training, diversity and other topics can be found in the table at the end of the report.

FUTURE DIRECTION

- Roll out targeted safety training programs across company
- Conduct employee engagement and workplace equity assessments
- Expand supplier screening and monitoring for labor practices
- Continue to create annual UN Global Compact Progress Report

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Safety: A Core Value at Acadian

For us, safety is more than a policy—it is a core value that guides everything we do. Protecting our people, our communities, and our operations is fundamental to how we define success.

One of the most important ways we live this value is through our Near Miss Program. This proactive system encourages every employee to identify and report potential hazards before they become incidents. By focusing on prevention, we strengthen a culture of accountability, teamwork, and care for one another.

We are proud to report 100% employee participation in our Near Miss Program. This achievement demonstrates that safety is truly embraced at every level of our organization—from the field to the factory to our offices worldwide.

By reaching full engagement, we are not only preventing accidents but also building a safer, stronger, and more resilient company for the future.

**AT ACADIAN, SAFETY IS NOT OPTIONAL.
IT IS WHO WE ARE.**

6

LEADING WITH INTEGRITY AND RESPONSIBILITY



Materiality Framework

Leading with Integrity and Responsibility



Ethical and Responsible Business Practices

Policies Ensuring Good Governance
Sustainable Market Growth



Product Responsibility and Ethical Sourcing

Responsible Product Stewardship and Supply Chain Transparency
Resilient Value Chains and Future-Ready Product Development



Ethical and Responsible Business Practices

OUR APPROACH

Ethical conduct and compliance are foundational to how we operate, partner, and grow. Our approach to business integrity includes codes of conduct, anti-bribery practices, grievance mechanisms, responsible marketing, and data protection measures. We are committed to upholding high standards of transparency, accountability, and corporate ethics across our global operations and value chain.

STRATEGIC IMPORTANCE

Our stakeholders—from multinational customers to community partners—expect us to act with integrity and fairness. Ethical business practices are not only required for regulatory

compliance, but are also vital to secure trust, safeguard reputation, and fulfill our role as a responsible leader in the global bio-inputs and wellness industries.

CURRENT POSITION

We have adopted a Business Code of Conduct that outlines expectations for employee behavior, including provisions for human rights, conflict of interest, and anti-corruption. In 2023, we implemented a Supplier Code of Conduct with explicit standards for labor practices, safety, and ethics. Acadian also publishes an annual Modern Slavery Act report and maintains a global whistleblower hotline for anonymous reporting of concerns.

FUTURE DIRECTION

- Explore EcoVadis assessment to benchmark and verify performance
- Expand supplier audits to include ethics and labor risk assessments
- Develop targeted employee training on ethics, anti-bribery, and workplace behavior
- Strengthen privacy and cybersecurity protocols as part of ongoing risk management



Product Responsibility and Ethical Sourcing

OUR APPROACH

Product stewardship at Acadian means designing and delivering science-based biological solutions that support productivity while respecting planetary boundaries. Our approach prioritizes the development of products that benefit plants, animals, and people through improved performance, reduced environmental impact, and regenerative potential. We aim to lead in innovation by balancing efficacy, safety, and sustainability.

STRATEGIC IMPORTANCE

Customers—including major global food, agriculture, and nutrition companies—are under growing pressure to demonstrate the sustainability of their products and supply chains. Our ability to offer proven, nature-based solutions that support resilience is a differentiator. Responsible innovation also helps us manage regulatory risks, meet evolving standards, and secure long-term market relevance.

CURRENT POSITION

Our seaweed extracts are backed by more than 40 years of science and over 250 peer-reviewed publications demonstrating improved crop yields, stress tolerance, root growth, and soil health. All products are derived from sustainably harvested seaweed and manufactured under audited quality systems. We collaborate with leading researchers and institutions and regularly publish findings in respected journals. We adopt product labeling and third-party certification opportunities (e.g., OMRI, CE Mark).



FUTURE DIRECTION

- Complete life cycle assessments (LCA) for priority products to quantify environmental impacts.
- Engage 3rd party companies to verify data for soil health and regenerative agriculture.
- Invest in research that links our products to climate-smart and regenerative agriculture outcomes.
- Strengthen engagement with customers to align innovation with downstream ESG targets.

This year, Acadian began the implementation of a **cradle-to-gate Life Cycle Assessment** to build an internal understanding of our environmental impact. The LCA provides a data-driven framework to measure the energy, water, and material inputs associated with our seaweed-based biostimulants, as well as the GHG emissions linked to our operations and value chain.

By establishing this baseline, we are equipping our teams with the insights needed to identify hotspots, prioritize GHG emission reduction opportunities, and make more informed decisions that align with our sustainability commitments. This foundational work marks an important step in embedding life cycle thinking into our strategy and ensuring that our growth is grounded in transparency and accountability.

A hand wearing a blue nitrile glove is holding two clear glass test tubes. The test tubes are filled with a dark, granular substance. The background is a solid blue color. The text '7 TRACKING OUR PROGRESS' is overlaid on the image.

7

TRACKING OUR PROGRESS

Performance Metrics

Acadian is committed to transparency in reporting, using best practices and common terms. This report forms the cornerstone of our efforts to track and report on key metrics for sustainability. The Sustainability Accounting Standards Board metrics report on the issues deemed material for agricultural operations. As Acadian has a unique structure, we expect additional metrics addressing our other business avenues to be included in the future.

Diversity and Equal Opportunity Metrics

Diversity	33.6% Whole Company 23.8% Leadership
Annual Turnover Rate	11%
Use of Overtime in Manufacturing	75 hours per person
Employees Trained on Health and Safety	100%

Facility Metrics

Total Waste Generated	501 metric tons
Total Waste Diverted	45 metric tons
Total Hazardous Waste	None
Diversion Rate	9%

SASB Metrics

Metric	Category	Code	2024 Results
Topic: GHG Emissions			
Gross Global Scope 1 Emissions	Quantitative	FB-AG-110a.1	17,081 MT CO ₂ e
Discussion of long- and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	FB-AG-110a.2	Sustainability Report, page 19
Topic: Energy Management			
1) Operational energy consumed 2) Percentage grid electricity 3) Percentage renewable	Quantitative	FB-AG-130a.3	1) Total energy use 273,623 gigajoules 2) 100% grid electricity 3) 0% renewable
Topic: Water Management			
1) Total water withdrawn 2) Total water consumed 3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	FB-AG-140a.1	1) Water withdrawals 13.7M cubic meters. 99% of withdrawals are seawater returned to ocean. 2) Total water consumption is not currently tracked to calculate for consumption by evaporation. 3) Zero consumption in regions with water stress. No regions have water stress according to WRI Aqueduct
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and analysis	FB-AG-140a.2	Sustainability Report, page 21 (water and effluent)
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	FB-AG-140a.3	Zero

SASB Metrics, cont'd

Topic: Workforce Health and Safety			
1) Total recordable incident rate (TRIR) 2) Fatality rate 3) Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	FB-AG-320a.1	Not publicly reported
Topic: Environmental and Social Impacts of Ingredient Supply Chain			
1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard. 2) Percentage by standard	Quantitative	FB-AG-430a.1	1) Sustainability Report, page 7. 100% of products carry a third-party certification. 2) Percentage of total products by standard is not publicly reported.
Suppliers' social and environmental responsibility audit (1) non-conformance rates and (2) associated corrective action for (a) major and (b) minor non-conformances .	Quantitative	FB-AG-430a.2	100% of suppliers sign the Acadian code of conduct. Suppliers are not currently audited for compliance.
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing.	Discussion and analysis	FB-AG-430a.3	Sustainability Report, pages 17 and 28
Topic: Ingredient Sourcing			
Identification of principal crops and description of risks and opportunities presented by climate change.	Discussion and analysis		Sustainability Report, page 17
Percentage of agricultural products sources from regions with high or extremely high baseline water stress.	Quantitative		Zero