

ESG REPORT 2022



BLUE

STAR

PART 01 | A New Blue Star | pag 4-9

About This Report: 2020-2022.....4
Message from the CEO.....5
2020: COVID-19 Response.....6
The Public Offering: Who We Are Now.....7

PART 02 | Sustainable Endeavors | pag 10-33

Our ESG Focus: Goals & Actions.....11
LIVE CRAB ON DEMAND - RAS.....15
Steelhead Salmon: Taste of BC.....19
Soft Shell Crab feat. Coastal Pride.....21
Governance.....32

PART 03 | Results | pag 34-45

Milestones.....35
SASB Disclosure.....36
GRI Index.....37

CLOSING STATEMENT | pag 46-47



**A NEW
BLUE STAR**

ABOUT THIS REPORT

★ 2020-2022 ★



Our second sustainability report, narrates **Blue Star Foods Corp (NASDAQ:BSFC)** 2020-2022 journey from 2020 until 2022, as one of the most complex times for any international brand. Starting on the end point of our last report, this document uncovers the latest initiatives as an integrated ESG seafood company that processes, packages and sells high-value seafood products.

With presence among South East Asia and North America, as well collaboration with some European partners, BSFC continues to utilize best-in-class technology, in both resource sustainability management and traceability, and ecological packaging.

The Company now owns and operates the oldest continuously operating Recirculating Aquaculture System (**RAS**) full grow-out salmon farm in North America, through Taste of BC, located in British Columbia, currently operating a facility in Nanaimo on Vancouver Island where more than 50 cohorts of an approximate 10,000 fish each have been stocked. All cohorts have grown at or beyond targets since September 2019. **Production at this facility for 2020 was 103% of the company's target of 100 tons of fish with more than 98% of that production** meeting or exceeding market specifications for size, taste, texture and other quality markers, such as "sushi grade." In 2021, weekly harvests are being maintained with similar results although market demand continues to outpace supply.

The reporting framework prescribed in the Global Reporting Initiative (GRI) Standards as well as the Sustainability Accounting (SASB) Standards is applied throughout this publication. GRI is an independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. The Sustainability Accounting Standards Board (SASB) connects businesses and investors on the financial impacts of sustainability. SASB Standards enable businesses around the world to identify, manage, and communicate financially material sustainability information to investors. SASB Standards are industry specific and are designed to be decision-useful for investors and cost-effective for companies.

This report is validated by internal audit and approved by senior management. Unless otherwise stated, operational data refers to performance in processing plants in the United States of America and Canada with data comparison from previous periods and also including a list of material topics.

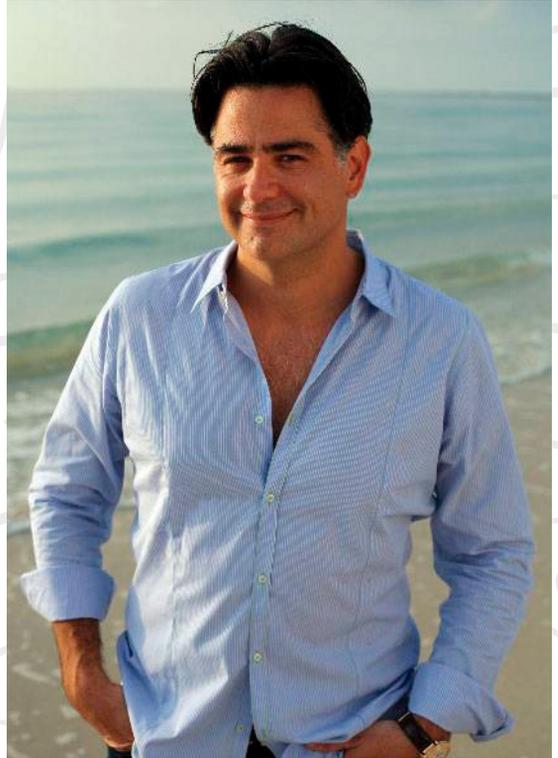
The content of this report was defined following the impacts of our value chain on different stakeholders, including suppliers, customers, governments, local communities and civil society. We also engaged external experts with our team for their insights. **The report addresses items of significant importance to BSF's business strategy.**

MESSAGE FROM THE CEO

“We don’t believe there’s
such thing as a small effort,
our philosophy is about
**healing the planet
one pound at time”**



John Keeler, Founder & Executive Chairman



Throughout the past 26 years, sustainable development has been at the core of our business strategy and brand ethos. For Blue Star, sustainability is not just a trend or clever growth tactic; it is central to our operations, a mainstay of growth and innovation.

Naturally our focus on ESG has grown stronger than ever, especially now when many of our biggest obstacles to growth are on the sustainability front. The looming effects of climate change and unsustainable production are the most significant issues that we face. The hardships of some seafood workers who work for exploitative operators is another critical concern that affects the reputation of our industry as a whole.

2020: COVID 19 RESPONSE

The COVID-19 pandemic presented a number of challenges in 2020. However, despite disruptions to the business, Blue Star Foods continued to prioritize the safety of our employees and partners above all. In 2020, **Blue Star Foods Corp established a multitude of safety protocols ranging from the introduction of mask requirements, hand washing stations, travel restrictions, and the provision of frequent communications to employees to help keep everyone informed and safe.**

We established additional protections designed to maintain the safety and wellbeing of our team members. This included an enhanced, structured sanitation schedule, the development and execution of a personal protective equipment (PPE) strategy to ensure access to critical materials for all employees, and the retention of a third-party service that implemented temperature checks at facilities. Our COVID-19 defense practices included contact tracing and support for employees who were exposed to or contracted the illness.

Lastly, the company developed a health navigation service to monitor changes to COVID-19 regulations and requirements and to launch an employee hotline to offer direct assistance when needed. The health navigation service also began engaging consumer packaged goods (CPG) partners to lay the groundwork for access to vaccinations in 2021.



Masks provided to all employees, contractors & visitors at all locations.



Temperature screenings in places at all sites.



Enhanced hand washing protocol & hand sanitizer made readily available.



Masks provided to all employees contractors & visitors at all locations



Training protocols implemented to ensure employee & food safety.



Enhanced sanitation protocols & COVID supply process established.



Incentives for employees, including supplemental pay and additional paid leave.



Registering our sites as essential workplaces.



Established work from home guidance for all office employees; controlled access to offices, limiting capacity 25%.



IT resources available to support work from home.



Suspended non-essential business travel.



Established return to office task force to ensure employee safety.



Dedicated to providing essential food to our costumers & consumers.



Streamlined production schedules.



Training protocols implemented to ensure employee & food safety.



Training protocols implemented to ensure employee & food safety.

THE PUBLIC OFFERING: WHO WE ARE NOW

Blue Star Foods is an international seafood company that imports, packages and sells refrigerated pasteurized crab meat and other premium seafood products. We source blue and red swimming crab meat mainly from **Indonesia, the Philippines, Sri Lanka and China, and distribute our products in the United States, Canada, and various countries in Europe.**

We began operations in 1995 and follow a total societal impact business model. We fully consider the good of everyone involved in our supply chain at every step of the production and distribution processes. We are a founding member of the National Fisheries Institute (**NFI**) Crab Council and work with the World Health Organization (**WHO**) and the Food and Agriculture Organization (**FAO**) in realizing the Sustainable Development Goals that cover fisheries and seafood production.



As of August 2021, Blue Star Foods Corp filed about 4 million in company securities with the Securities and Exchange Commission (**SEC**) which was subsequently amended and declared effective on November 2nd, 2021. The offering is being made only by means of a written prospectus that forms a part of the registration statement. A preliminary prospectus relating to the offering was filed with the SEC and is available on the SEC's website at www.sec.gov. The final prospectus relating to the offering was later filed by SEC.

The pricing of its underwritten public offering of 800,000 shares of common stock at a public offering price of \$5.00 per share, before deducting underwriting discounts, commissions and other related expenses. In addition, the company granted the underwriters a 45-day option to purchase up to an additional 120,000 ordinary shares at the public offering price, less underwriting discount and commissions.

The common shares were listed on the Nasdaq Capital Market under the symbol “BSFC”, started trading on Wednesday, November 3rd , 2021. Proceeds from this have been used to provide funding for general corporate purposes, including working capital, operating expenses, and capital expenditures.

Immediately after the closing of the public offerings, the company announced the submission of an application for aquaculture license to the Department of Fisheries and Oceans (**DFO**) seeking approval of a land-based salmon farm. The proposed facility in Campbell River, BC will annually produce 1500MT of head on gutted Steelhead Salmon which is equivalent to **13 million meals of sustainably raised salmon**.

The cutting-edge facility will use Taste of BC's module based recirculating aquaculture system (**RAS**). Construction is anticipated to commence **Q2 2023 with an investment of approximately \$33 Million USD**.

The proposed site is co-located with a local distillery and barley farm. The 380-acre site features abundant fresh water with capacity for future expansion. The salmon farm will operate with zero discharge off-site by capturing the water and nutrient discharges from the facility to fertilize the adjacent crops.

By January 2022, TBC released its key operating performance metrics (from July 1 st , 2021, through December 31 st , 2021) with the hopes to help shareholders understand their Recirculatory Aquaculture System business more clearly. The company previously announced certain operating results for the six months ending June 30 th , 2021, on July 20 th , 2021 and the metrics continue to be announced every 6 months.

At the beginning of February 2022, BSFC commenced operations of its Soft-Shell Crab Recirculatory Aquaculture Systems (RAS) division. Following on the completion of the previously announced acquisition of certain assets of Gault Seafood, LLC ("Gault") in December 2021. The Blue Star Soft Shell Crab RAS division is focused on using its newly acquired technology to harvest the Atlantic Blue Crab during its off-season.

"The fresh soft-shell crab product is largely unavailable to consumers for 7 months out of the year, and has a pretty narrow harvest window" said Frank Lubkin, President of Coastal Pride (a division of Blue Star). "What we are aiming to do is to apply the unique technology acquired from Gault and start scaling up production in a pretty significant way in Beaufort, South Carolina."

The end of the first quarter of 2022 saw the company announcement of the financial and operational results for the year ended December 31, 2021, adding that its 2022 revenue was estimated to be at least **\$5 Million**, representing over 100% growth from the same period of 2021 which was later confirmed to actually be **\$5.3 Million** for a final revenue growth of 114%, among other key financial highlight:

• **Gross profit increased 62% to \$0.5 million**

• **Net loss increased 120% to \$1.0 million - included a total of \$ 0.7 million in non-cash or one-time non-recurring expenses**

• **Adjusted EBITDA loss increased 122% to \$0.4 million**

• **Positive EBITDA from the three operating subsidiaries of \$27,967**

• **Totals assets increased 28% to \$20.4 million**

Moving forward, at the end of June, the company keeps its foot pressed on the gas for its Soft-Shell Crab RAS Facilities by selecting HTH Engineering & Equipment LLC and signing a multi-phase engineering contract with HTH to provide planning, design and consulting services to create a new facility that, when fully built, will be able to harvest over 220,000 dozen a year of Soft-Shell Atlantic Blue Crab.

The new operation will be in South Carolina, replacing the existing operational footprint in Beaufort County, South Carolina. HTH Engineering & Equipment LLC is a division of HTH Aqua Group, and provides technical services for small, medium and large aquaculture systems. This includes cost-modeling, construction management, R&D prototypes, demonstration and training, and large-scale commercial production systems.

PROJECT TIMELINE



Up to the date of publishing of this compilation, the company has reported a revenue growth of 79% for the first half of 2022 and extend their multi-year relationship with Sysco Foods, the world's largest broadline food distributor with more than 600,000 clients in a wide array of fields, and Avendra North America's leading hospitality procurement services provider.



**SUSTAINABLE
ENDEAVORS**

OUR ESG FOCUS:

GOALS & ACTIONS

In 2018, we set ambitious environmental goals for 2020. Since then, we have monitored our progress against these goals and developed solutions internally to meet them.

In our 2020 **ESG** Report, we communicated our progress towards these goals, noting that challenges at the end of 2019 resulted in increases in energy and water intensity and decreases in landfill diversion rates at our facilities. The graphic below identifies our 2020 targets and the progress made against the 2018 baselines.

Our progress towards achieving our 2020 goals was further impacted by the global COVID-19 pandemic. COVID-19 drastically changed the supply and demand landscape for food products and thus, food manufacturers.

Necessary stay-at-home orders beginning in March 2020 shifted food consumption from restaurants to homes, lowering the demand for some food service products and other product categories sold through our food away-from-home sales channel. At the same time, unusually high production demand for other product categories primarily sold through our retail grocery sales channel led to longer production schedules. Access to nutritious and affordable food options was especially critical to support the health of our consumers. We remained committed to meeting our customers' needs in those challenging times. As 2020 progressed, we dedicated substantial operating time and resources to rebuilding our inventory levels towards the end of the year.

We recognize that our efforts to achieve our 2020 goals were limited by the impacts of the COVID-19 pandemic. To ensure that our **ESG** performance progress continued, **BSFC** is using this report to bridge its previous goals into the 2025 ESG goals. This approach allows us to continue to advance the environmental and sustainability work that began in 2018, while also expanding that effort to social and governance objectives as well.

Energy

Our industry's business continuity requires stable energy and fuel inputs to ensure consistent and safe food production, refrigeration, and packaging. The events of 2022 highlighted this need especially, as unpredictable global conditions affected every part of our value chain. However, energy production and consumption also contribute to climate change and pollution. We recognize that reducing our energy and carbon footprints is our responsibility as a manufacturer, as well as an opportunity for us to realize energy cost savings and other benefits. In 2022, we focused our efforts on improving our performance and disclosure to help meet our climate change and energy use goals.

The energy related improvements by 2022 with our RAS Building Insulation Procedures, which consisted in insulating 16000sq ft fabric building to retain heat in winter months, account for an estimated 7500 kWh of electrical savings.



We plan to build upon our energy and emissions reduction efforts in 2022 to help meet our climate and energy goals by 2024. We have committed to reducing our greenhouse gas emissions intensity (Scope 1 and 2 emissions) **by 5% in 2024 against a 2022 baseline, as well as working with our suppliers to complete a Scope 3 assessment and set a reduction goal by the end of 2024.**

■ Water

Water is an important resource for all aspects of our value chain, from the water needed to grow key commodity ingredients to the water used for cleaning, cooking, and processing ingredients and production supporting processes at our facilities. We utilize water in our sanitation processes to clean our equipment and facility; a cornerstone of our food safety and quality strategy and our commitment to a safe and sanitary work environment for our team members. We also recognize that water is vital to communities and biodiversity where we operate as well as globally. Water scarcity is a possible consequence of climate change, one which would significantly impact our operations, team members, customers, and consumers. We are committed to reducing our water footprint and to making our products and processes more sustainable and less resource intense.

With TOBC Input Water Tracking and Reduction project which comprehended the period of 2022 resulted on an estimated 1 MM gallons of water use reductions through implementation of several SOP that helped us standardize every process towards achievable and measurable goals.



We plan to continue our water efficiency efforts beyond 2022 to meet our water goal by 2024. **We have committed to reducing our water intensity by 10% by 2024 against a 2022 baseline.**

Waste

According to the United Nation's Intergovernmental Panel on Climate Change Climate and Land report, food loss and waste accounted for approximately 8 to 10% of global greenhouse gas emissions from 2010 – 2016. About 25-30% of global food waste occurs during production, post-harvest handling, and storage, with the rest occurring at the processing, distribution, and consumption stages. It is therefore important that companies like BSFC identify and implement opportunities to reduce their operational food processing waste as part of their ESG strategy. We understand the importance of reducing waste from our operations and are committed to making our products more sustainable.

From 2022, we had a organic waste reduction of 30MT per year. This was achieved primarily through plant-led improvements to reduce the amount of waste sent to landfills which was repurposed by local farm.



We plan to expand our recycling and waste reduction programs to more of our facilities in 2022. We have set a goal to achieve a company-wide landfill diversion rate of 85% by 2024. Additionally, THS established a 2030 goal that is focused on reducing food loss waste generated by its manufacturing locations **by 50% by 2030 as of the World Resources Institute (WRI) 10x20x30 Foodloss Waste initiative.**

■ ENVIRONMENTAL PERFORMANCE

Our efforts to achieve our **2022** goals laid the foundation for a larger and broader sustainability **agenda at BSFC**. In 2020, we set a series of ESG goals that include several focused, trackable, and **measurable metrics we are committed to meeting by 2024**. These goals are now the focus for our company's sustainability agenda and promote a continued commitment to operating our business in a sustainable and environmentally responsible fashion.

■ 2024 GOALS

We recognize our responsibility to do better and to set meaningful targets to track our environmental and sustainability performance. A key step taken in **2020** was the development of Agenda **2024**, BSFC's ESG strategy for the next five years. As part of this strategy, we set measurable goals on key issues to improve our **ESG** performance and reduce our environmental and carbon footprints. Our environmental goals include targets around climate and energy, water management, waste management, and sustainable packaging. We are committed to achieving these goals by 2024 **(and 2028 respectively)**, and are actively developing internal roadmaps, milestones, and metrics to help drive progress towards our goals.

■ LIVE CRABS ON DEMAND – RAS

Coastal Pride Company, LLC, a wholly owned Division of Blue Star Foods, has the experienced personal to develop a RAS soft crab "shedding", molting facility that will be capable of controlling the molting cycle of pre-molt crabs "peelers". Walter Lubkin, 85, operated the largest soft crab facility in the southeast for several years which was owned by Coastal Seafoods. It was a **RAS** system which had the ability to heat the water so they could shed crabs during cold months.

Molting crabs need to be in 68 degrees f. water to be able to molt. This system operated February through October. They bought pre-molt crabs from Florida through New Jersey. This system was sold when Coastal Seafood closed in 1991. With the experience gained in this facility the Lubkin family discovered how to completely control the molting cycle of Atlantic Blue Crabs. **It is that secret knowledge that Coastal Pride and Blue Star Foods would like to exploit. Once put in production Blue Star will apply for a patent for the unique system.**

Because of the ability to control molting the facilities will be able to operate at very high margins.

See attachment # 1. The advantage we will have over other shedding facilities is that they have to sell the live crabs as they molt regardless of what the market is. There are three months of the year, May, June and July that the market is over supplied and the operators have to sell their production to turn the crabs into cash. Most of their sales are to wholesale distributors on consignment that make quick returns. These wholesalers sell to restaurants. All shedding facilities buy the pre-molt crabs from independent crab fishermen and they demand quick payment. There are a few shedding facilities that have the capital to freeze their production instead of selling on the open market during these months but most do not have that capability because of the lack of capital.

Live soft crabs have a shelf life of 7-8 days. They can be transported by truck or plane. They are sold in special trays and boxes. The soft crabs sell by the dozen. On a glutted market they can be sold for as little as \$18.00 a dozen and on a tight supply market they can be sold for as high as \$84.00 per dozen. With our ability to control the molting cycle we would hold molting until we can get at least \$48.00 per dozen. The end market for most of the bigger live crabs are for white table cloth restaurants and are considered a gourmet dish. There is a larger demand for soft crabs from the middle of the week through the weekend.

The market on Sunday, Monday to wholesale distributors can be \$10.00-\$15.00 lower than the market Wednesday, Thursday, Friday and Saturday.

A small percentage of the pre-molt crabs purchased from the fisherman are in the late stage of the molting cycle and they need to be allowed to finish molting. Depending on the market some of the crabs will need to be frozen. Another small percentage of the crabs come out of the molt in a very weak condition and they also need to be frozen. Most of the frozen crabs are sold nationally to institutional distributors such as Sysco and US foods. Coastal Pride has a secret method of freezing both soft crabs and hard crabs so that even an expert cannot tell them from fresh crabs. Coastal Pride is currently selling lager hard crabs for \$5.00 each using this secret method to "Crab House Restaurants" in Baltimore Maryland and Philadelphia, Pennsylvania.

The Atlantic Blue crab, Callinectes Sapidus, is the best flavored swimming crab in the world. We have this specie of crab in America along the east coast from New Jersey to Florida and along the gulf coast to the border of Mexico. This specie is also available along the east coast of Mexico, Venezuela, Columbia, and along the west coast of Africa. There is a possibility to expand to those countries in the future.

The production of these plants will be marketed by both Coastal Pride and Blue Star. Coastal will sell mostly live crabs and some frozen crabs to institutional distributors such as Sysco and US Foods where they sell Lubkin's brand crabmeat. Blue Star will mostly sell frozen crabs to institutional distributors and retail outlets such as Walmart where they already furnish them with their Blue Star crabmeat.

Frozen and fresh soft crabs are sold in five different sizes. The larger crabs are the most in demand and are sold at higher prices than the smaller crabs. Most of the pre-molt crabs purchased are female crabs that are ready for their last molt and their first mating. These are females that have been waiting to molt and mate since the water temperature dropped in November. These adult females produce Whales and Jumbos. They are caught in wire traps that are baited with large males. The females go into the traps seeking to mate with the male crabs. This mating season is triggered in the spring when water temperature approaches 68 degrees F. **The water temperatures reach these degrees in Florida and the gulf coast in February, March in Georgia, April in South Carolina, May in North Carolina, June in Virginia, July in Maryland, August in New Jersey. In countries like Venezuela and Colombia they do not have the large periods of molting like the east coast of America because their water temperature stays above 68 degrees year around.** By having the ability to inventory pre-molt crabs in out systems we will be able to produce soft crabs after November. During this time, we should be able to get \$ 60.00 or more per dozen for the live soft crabs.

The frozen market for frozen soft crabs reaches a top of around \$40.00 for the larger crabs. Normally the frozen market is weakest as soon as the fresh season is over because producers have a need to turn inventory into cash. Because of our method of producing "frozen crab as good as fresh crabs" we should be able to get much better prices for our frozen crabs than the others on the market.

We intend to buy or lease an established successful RAS system that is profitable to get started in the soft crab business. We will use this facility to use for contacts for purchasing pre-molt crabs, sales markets, and the brief employment of the owner to train the personal we hire to operate the system. There is the possibility of retaining some of the help that is working at the facility. We intend to use this facility to study how to add our technology to the current system. We will hire an engineering firm and water quality experts to design a state-of- the art facility that will allow controlling the molting cycle and the ability to inventory pre-molt crabs to supply the system when the availability from typical sources is not adequate to keep the system at capacity. Once we operate the new facility for six months, we can install possible improvements that can be made in the next plant. and will start the process for building additional facilities. We anticipate that we will build up to five plants along the east coast and gulf coast of the United States. After that we could look at the other countries that have the same species of crab that we have here.



RAS PROCESS OVERVIEW

The main requirement will be a building with loading dock height approximately **20-30,000** square feet with at least 12 ft. sealing. It needs to be insulated. 34 of space needs to be divided into three separate rooms with separate recirculating systems. One of the rooms needs to be twice the size of the other two. There needs to be a large cooler to hold up to 700 soft crab cases and is big enough to use a forklift inside, a storage area for packing supplies. A processing area to size and pack the sheded crabs for live sales and for processing for frozen sales.

There needs to be two backup power systems, each, capable of running the whole facility. Three straight refrigerated trucks. Each crab holding rooms needs to have heating and cooling systems capable of holding the rooms between 45 degrees F and 85 degrees F. There will be a need for **1200 4 X 8 fiberglass** tanks and plumbing for the water recirculating system. Will need larger tanks capable of holding 2000 gallons of water plus tanks that can hold 1000 gallons of water for biological filters. Will need stainless steel tables for the packing room. Will need scales and banding material. One Forklift, two pallet jacks.

Main indicators are:

Avg. cost of pre-molt crabs	\$1.00
Avg. survival rate through molting	80 %
Avg. cost of dozen soft crabs 16/\$1.00	\$ 16.00
Avg. cost of packaging & delivery	\$ 3.55
Avg. cost capital cost, labor, overhead	\$ 4.45
Avg. total cost to produce a doz. soft crab	\$ 25.00

OPERATION:

Production is figured at 50% of capacity for 12 months with 5 days per week of production.

July August, September and October:

500 dz x 5 days x 17 weeks = 42,500 dz X
\$48.00 per dz = **\$ 2,040,000**

November, December, January, February and March:

500 dz x 5 days x 21 weeks = 52,500 dz x
\$60.00 per dz = **\$ 3,150,000**

April, May and JUNE:

500 dz X 5 days X 12 weeks = 30,000 dz X
\$36.00 per dz = **\$ 1,080,000**

TOTAL SALES FOR THE YEAR:

\$ 6,270,000

TOTAL COST FOR THE YEAR:

125,000 dz x \$25.00

\$ 3,125,000

TOTAL PROFIT BEFORE TAXES

\$ 3,145,000

THIS IS A 50.159 % MARGIN

This business could be expanded to 3 other plants scattered on the east and gulf coasts. This would produce **\$25,080,000 in sales and \$ 12,580,000 in pretax profit.**

STEELHEAD SALMON: TASTE OF BC AQUAFARMS



Steelhead salmon are a unique species. Individuals develop differently depending on their environment. All wild steelhead salmon hatch in gravel-bottomed, fast-flowing, well-oxygenated rivers and streams. Some stay in fresh water all their lives and are called rainbow trout. Rainbow trout are unusual in that there are two forms which sometimes share the same habitat. The anadromous form called “**Steelhead**” migrate to the ocean, though they must return to fresh water to reproduce. Steelhead salmon that migrate to the ocean typically grow larger than the ones that stay in freshwater.

They then return to freshwater to spawn. Steelheads are vulnerable to many stressors and threats including blocked access to spawning grounds and habitat degradation caused by dams and culverts.

Steelheads also tend to be more silvery than the freshwater Rainbow form. Lake and stream dwellers tend to be lighter as well. River dwelling Rainbow Trout are generally darker and more brilliant. In all habitats, Rainbow’s backs varies from blue or green to a yellow-green or brown. They always have dark spots on their heads, backs, bellies and across their dorsal fins and caudal fins, a famed attribute of true trout. (Rainbow Trout are considered to be the best example of true trout know at this time) Rainbows also have a red or pink streak that runs from the gill cover to the caudal fin, inspiring their name. **Steelhead usually lack the pink stripe and have chrome-colored sides.**



Unlike other Pacific Salmon, Rainbow Trout and Steelhead do not necessarily die after spawning (they may spawn as many as four times). All Pacific Salmon, including male Steelhead, undergo changes when spawning or migrating to spawn. They change color, head and mouth shape. Steelhead populations and rainbow trout populations can and do interbreed at different levels. It is possible for the offspring of rainbow trout to become anadromous and for the offspring of steelhead to develop a resident life history.

Rainbows range from 12 to 36 inches in length. Steelhead grow longer, ranging from 50 to 122 cm (20 to 48 inches) in length. Steelhead range in weight from 2.5 kg to 10 kg (5.5 – 22 pounds).

The freshwater form is called “Rainbow Trout”, based on the broad red band along their sides. Steelhead are exactly the same species as Rainbow Trout. However, the difference is anadromy. After going to sea, their color changes, including loss of the red band. They stay at sea for 1-4 years, and return to fresh water to spawn. Rainbows stay in fresh water their whole lives.

RANGE & HABITAT

The rainbow trout is a species of salmonid native to tributaries of the Pacific Ocean in Asia and North America as well as much of the central, western, eastern, and especially the northern portions of the United States. The ocean going (anadromous) form (including those returning for spawning) are known as steelhead, or ocean trout (Australia).

MARKET DESCRIPTION

Rainbow trout and Steelhead are popular in western cuisine and are both wild caught and farmed for food. It has tender flesh and a mild, somewhat nutty flavor. However, farmed trout and those taken from certain lakes have a pronounced earthy flavor which many people find unappealing; many shoppers therefore make it a point to ascertain the source of the fish before buying. Steelhead are farmed, primarily in British Columbia and in Chile. Steelheads’ meat is pink like that of a salmon, and is more flavorful than the light-colored meat of a Rainbow Trout.

TASTE OF BC AQUAFARMS INC.

TBC is a family operated company located in Nanaimo, British Columbia, Canada. Incorporated in 2010, the company operates the oldest continuously operating Recirculating Aquaculture System (RAS) full grow-out salmon farm in North America. As pioneers in the RAS industry, Taste of BC has proven their technology. Their “Little Cedar Falls” brand Steelhead Salmon has been on the market since 2013, and now is known as a premium land grown, sustainable Salmon. The Company is a member of Ocean Wise.



Taste of BC Aquafarms was one of the first land based recirculating aquaculture systems in the world to grow salmon on land to market size for food consumption. Steve and Janet Atkinson, owners of Taste of BC Aquafarms took up the challenge for the development of the model farm in BC Their goal was to transform their low tech, low producing, trout and sturgeon farm into an efficient state-of- the-art commercially viable production aquafarm. In 2012, they assembled a broad based team of stakeholders and partners increase the funding needed.

“Community Futures financing has been an important part of this venture,” notes Atkinson. This venture simply did not fall into the scope of conventional financing. The Atkinson’s found themselves with a great business plan, a large government grant (\$450,000) and lots of equity in several properties yet banks and other financial institutions would not lend due to the unproven nature of the business. “Community Futures lent on the strength of the project, the proponents and the security”, notes Atkinson.

In June 2021, TBCA was acquired by BSFC subsequently choosing a property in Deep Bay, British Columbia (B.C.) as the location for its new land-based recirculating aquaculture system **(RAS)** steel-head salmon farm.

This venture will support TBC’s strategy to meet its expansion goals. Simultaneously, it aligns with its core values of sustainable, low carbon emission seafood production by utilizing renewable, low-cost hydro electricity. “Our strategy of replicated modular expansion allows us greater flexibility in site selection in contrast to businesses that are looking to build 10,000 metric-ton **(MT)** facilities or larger,” said Ben Atkinson, CEO of TBC. “This first property meets all of our criteria for the



next phase of our expansion. This will be the first location for our 1,500 MT facility already in progress and will potentially support up to 4,500 MT annual production.”

TBC IN NUMBERS

By July 2021, Taste of BC Aquafarms, Inc. released key operating performance metrics, for the previous 6 months ending June 30th, 2021, to help shareholders understand their Recirculatory Aquaculture System business more clearly.

The main metrics are as follows:

<p>Average Fish Harvest Weight</p>	<p>Average Harvest Downgrade Percentage</p>	<p>Average Feed Conversion Ratio (FCR)</p>
<p>2.218Kg</p> <p>The company targets a minimum of weight of 2kg for its Steelhead Salmon product. Each specific fish species has a different target weight, and for reference, open net Atlantic Salmon generally has an average harvest weight target weight of approximately 4.5kg (1)</p>	<p>1.36%</p> <p>This metric measures the number of fish at harvest that we did not bring to market at full price in the last stage of the lifecycle. .</p>	<p>1.08Kg Feed/Kg</p> <p>Versus the industry standard for open net FCR of 1.2 KG feed/kg (1). "Taste of BC has a proven methodology and many years of experience growing fish that people really enjoy consuming," said John Keeler, CEO of Blue Star Foods Corp. He further continued, "We encourage investors in the space to look at our operating metrics and compare them to other RAS farm projects."</p>

Being mindful of their environmental impact TBC closely follows on their ESG statistics.

ESG ITEM	DESCRIPTION	ESG GOAL 2024
<p>Fresh Water Use</p>	<p>Taste of BC Aquafarms uses fresh water along with specialized water treatment facilities to produce its Steelhead Salmon. There is no risk of water scarcity in the location Taste of BC operates at or its proposed expansion location. In 2021, 16 million gallons of fresh water was withdrawn from surface water wells. This is equivalent to approximately 108 gallons of freshwater per pound of salmon produced.</p> <p>Taste of BC Aquafarms operate under an exemption from section 6 of the Environmental Management Act. Water leaving the production facility has solids removed, filtered, and pumped into a constructed wetland located on site for remediation. Water effluent is contained on site with no offsite impact.</p>	<p>Keep this standard.</p>

ESG ITEM	DESCRIPTION	ESG GOAL 2024
<p>Power</p>	<p>Raising salmon in land-based recirculation aquaculture facilities requires significant electricity supply to operate pumps, aeration equipment, and heat pumps. Taste of BC utilizes best-in-class equipment and employs novel facility designs to lessen each facility energy requirements.</p> <p>In recognition of the potential GHG emissions of its operations, Taste of BC prioritizes locations serviced by renewables. Our current and proposed expansion are serviced by BCHydro who state, "Over 98% of the power we generate is from clean, renewable sources."</p> <p>In 2021, Taste of BC's facility consumed a total 657MWh of electricity.</p>	<p>Keep this standard for these facilities and 5% reduction in expansion facilities.</p>
<p>Animal Respiration</p>	<p>Based up annual fish oxygen consumption of ~60MT kg. Produced CO2 should be 1:1 equivalent.</p> <p>A core piece of system design criteria uses established salmon respiration rates. We need to know how much oxygen each animal needs throughout their life cycle so we can design systems that can adequately supply at all times. Upon a little further numbers checking, for each gram of O2 that a fish consumes, they will respire 1.375g of CO2. We know through calculation that we will need to supply fish with 60000Kg of Oxygen per year to meet our production. $60000\text{kg} \times 1.375 = 82500\text{kg CO}_2$</p>	<p>Keep this standard.</p>
<p>Feed, Fish, Eggs Transport</p>	<p>eCO2 from feed production is the largest greenhouse gas input into RAS farming. Salmon farming converts feed into high quality proteins much more efficiently than other meat production. Production of feed used in salmon farming is the greatest contributor to carbon emissions from Taste of BC. In 2021, Taste of BC achieved excellent feed conversion rates exceeding averages industry wide.</p> <p>Taste of BC has selected diets with very low to no pelagic fish inclusion rates to lessen impacts on wild fish stocks and ocean ecosystems. The farm's feed supplier, Skretting, sources raw materials using sustainability criteria to minimize deforestation and other environmental impacts.</p>	<p>Continue to monitor and assess direct and indirect carbon footprint of diets used and prioritize fish welfare and lowest possible environmental impact. Continue to exceed industry average of 1.2kg feed/kg fish.</p>
<p>Waste Management</p>	<p>Taste of BC's facility is able to efficiently capture fish feces from discharge water. Sludge is processed in our effluent management system to further remove additional water and is transported to local farmers. Taste of BC's partnership with farmers diverts 29 MT (100% of waste effluent) dry matter fish sludge annually from landfills to fertilize locally grown crops.</p>	<p>Planned expansion facility will incorporate alternative technology allowing greater sludge dewatering. During seasons that fertilizer is needed on adjacent crops, it will be used immediately. In off-season times, sludge will be composted with spent grains from a nearby distillery for use in spring and summer months.</p>

ESG ITEM	DESCRIPTION	ESG GOAL 2024
<p>Labor and Employment Practices:</p>	<p>Taste of BC provides opportunities for internship positions with local universities. Taste of BC has a commitment to provide a healthy and safe workplace. Management maintains open communication with employees to identify risks and develop solutions to maximize employee safety. Taste of BC provides employees extended health benefits covering prescription drugs, dental benefits, paramedical services, mental health services, short- and long-term disability insurance.</p>	<p>Keep or improve this standard.</p>
<p>Operational Risk Management</p>	<p>Successful operation of Taste of BC's facility requires skilled workforce with relevant education/training and experience for their expected duties. Taste of BC's recirculating aquaculture systems require tight control of life support systems to ensure optimum fish welfare. Robust standard operating procedures(-SOPs) are in place and reviewed regularly to identify shortcomings and modify as required. Staff are trained on SOPs and have copies available for reference. Regular reviews of risk profiles and mitigation strategies are conducted. Redundant systems and layers of backup systems are implemented to mitigate risk to fish welfare. Taste of BC has implemented a fish health management plan that prioritizes the welfare and humane treatment of livestock up to date with most recent recommendations outlined in Canada's Code of Practice for the Care and Handling of Farmed Salmonids(2021). Taste of BC's aquaculture system excludes parasites and other fish pathogens compared to other production methods. Stringent biosecurity and disinfection protocols are implemented to reduce risk of pathogen introduction.</p>	<p>Keep or improve this standard.</p>
<p>Ethics and Compliance</p>	<p>Salmon farming in Canada is subject stringent licensing and monitoring practices. Taste of BC meets or exceeds all license and environmental requirements for land-based aquaculture in British Columbia. Taste of BC participates in Aquaculture Industry Advisory Panel (FLAIAP) to assist in ensuring good governance and supports sound policy development and decisions.</p>	<p>Taste of BC is approaching a period expected growth. To maintain ethical standards and ensure effective communication, Taste of BC will Develop and Implement an official Code of Ethics and Compliance.</p>
<p>Equality</p>	<p>Committed to fostering a culture of diversity and inclusion. Taste of BC has a hiring policy prohibiting discrimination of BIPOC or gender.</p>	<p>Taste of BC will prioritize providing opportunities for marginalized populations in internship or hiring opportunities to increase diversity.</p>

Taste of BC started modeling their larger facility of 1,500 metric tons to meet the same operating metrics as our existing 80 Ton capacity farm in order to scale this in a significant way over the next several years, with an internal goal of 21,000 metric tons by 2028.

SOFT SHELL CRAB (SSC)

FEAT. COASTAL PRIDE



Soft shell crabs (SSC) are actually "hard shell crabs" that are going through the molting process, this is not a separate species, they are simply regular crab that are going through the "molting" process which is when the hard shell grows about **30 percent**, having to be shed into a new soft one that will subsequently harden.

Worldwide SSC is harvested everywhere from Malaysia and Thailand to Japan going through Europe all the way to America, but the world renown Atlantic Blue Swimming Crab belongs mostly to the US, as seen in the along the Gulf Coast of Texas, Louisiana, Mississippi, Alabama, and Florida.

Among the top rated harvested as soft shell crab are mud crabs, widely used in **South East Asia, the Japanese blue crab, also known as Portunus trituberculatus, velvet crabs of the coast of Malaga in Spain, but the most prominent and best rated species due to its taste it's the Atlantic Blue Swimming Crab or Callinectes sapidus.**

Soft shell crab season starts in spring through fall along the Gulf Coast, it usually starts in early April and runs through October or early November with slightly shorter seasons along the Chesapeake and East Coast.

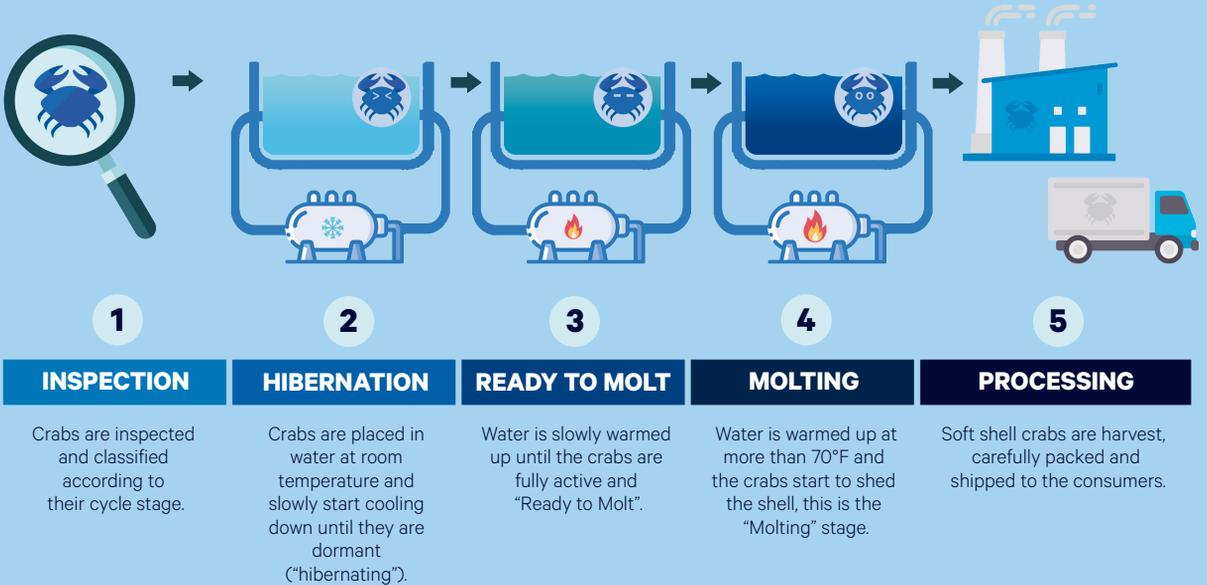
Soft shell crabs are not in season during the winter months, when we see very few crabs after the water temperature drops below 50°F.

BSFC's project focus on the regular molting patterns of the *Callinectes Sapidus* better know as Atlantic Blue Crab, as there is a clear understanding of this process in the aquaculture community for many years.

To initiate the molting process, the crab releases enzymes which separate its old shell from the underlying skin. Over the course of several weeks, the crab then grows a new, soft, paper-like shell under the old shell.

The crab then ingests enough water to bloat itself, loosening the old shell. With the aim to disrupt the market by being able to provide soft shell crab off season, our revolutionary technique delays growth, respiration, and metabolism in order to hold the livestock with minimal need for filtration, feed, and water usage. During each stage, phase indicators of growth, respiration, and metabolism will be tracked using a variety of in field and laboratory measurements to adapt the environment accordingly.

■ FLOW DIAGRAM



Due to the molting process confers **SSC** a superior taste by comparison to similar products, when **Atlantic Blue Swimming Crab (ABSC)** molt out of their old, hard shell and in a stage before their new shell has hardened the amount of enzymes enriching the meat. At that exact moment they hold all the crab flavor without any of the hassle of prying meat from its sharp, thick shell, it's basically seafood in its most perfect state.

The Atlantic Blue crab, is the best flavored swimming crab in the world. We have this specie of crab in America along the east coast from New Jersey to Florida and along the gulf coast to the border of Mexico.

This specie is also available along the east coast of Mexico, Venezuela, Colombia, and along the west coast of Africa. Due to this our possibilities to expand in the near future are endless.



■ COASTAL PRIDE INC.

Coastal Pride, Inc. is a South Carolina based company that has specialized on importing and selling crabmeat since 1992. The Lubkin family has three generations of experience with crabmeat. **Their primary labels is Lubkin's (Portunus Pelagicus) and Lubkin's First Choice (Portunus Haanii) from China.**

CP sells over **2 million** pounds of pasteurized and fresh crabmeat each year, **comprising 85% of our crabmeat sales**, they also bring in fresh meat from Venezuela and Mexico. Coastal Pride searched in Thailand, Indonesia, Mexico, Venezuela and China for plants with knowledgeable management and the proper facilities to furnish them with the best crabmeat available. These plants pack meat to certain specifications so that every time a customer opens a can they will consistently receive the same high quality crabmeat. All of the plants that pack CP meat are **HACCP** certified.

Blue Star Foods acquired Coastal Pride Company, an importer of crabmeat from Mexico and Latin America, in late November 2019. Coastal sells more than two million pounds of pasteurized and fresh crabmeat annually.

The acquisition of Coastal, made via Blue Star's wholly-owned subsidiary, John Keeler & Co., was for USD 394,622 (EUR 356,000) in cash, plus promissory notes worth a combined USD 710,000 (EUR 641,000), and

Blue Star has a long-term strategy to build a vertically integrated, geographically diverse, multi-species, sustainable seafood company. We took great care in determining which company we should partner with first, and we believe Coastal Pride is the ideal first acquisition for our company.

Blue Star has traditionally been very strong in providing consistent and premium Portunus species from Southeast Asia to the marketplace while Coastal Pride has been very strong in their sourcing of Callinectes species from Mexico and South America.

On a combined basis, we expect to be a one-stop-shop for customers who want major categories of pasteurized & fresh crabmeat under the same umbrella. The Lubkin family has been running Coastal Pride for two generations lead by their patriarch, Walter Lubkin Jr., who has created an impressive company that **BSFC is building upon. Coastal Pride has developed tremendous value in their brands, including Lubkin’s Coastal Pride, Lubkin’s First Choice and Lubkin’s Good Stuff, which are known in our industry as premium and well-respected products.**

Coastal Pride continues to independently manage our business, with operating and financial synergies with **BSFC**. These synergies can be found throughout the value chain, from sourcing, processing, financing, compliance, traceability and sales.

CP & BSFC are leveraging on business analytics to help us grow the business faster with a clearer picture on how to navigate this marketplace.

In December 2021, Blue Star Foods Corp., announced that it has signed a term sheet to acquire certain assets of Gault Seafood, LLC (“Gault Seafood”), a Recirculatory Aquaculture Systems (**RAS**) company with unique technology focused on harvesting the Atlantic Blue Crab during its off-season. Gault Seafood has been in operation for close to 20 years and is based in Beaufort, South Carolina.

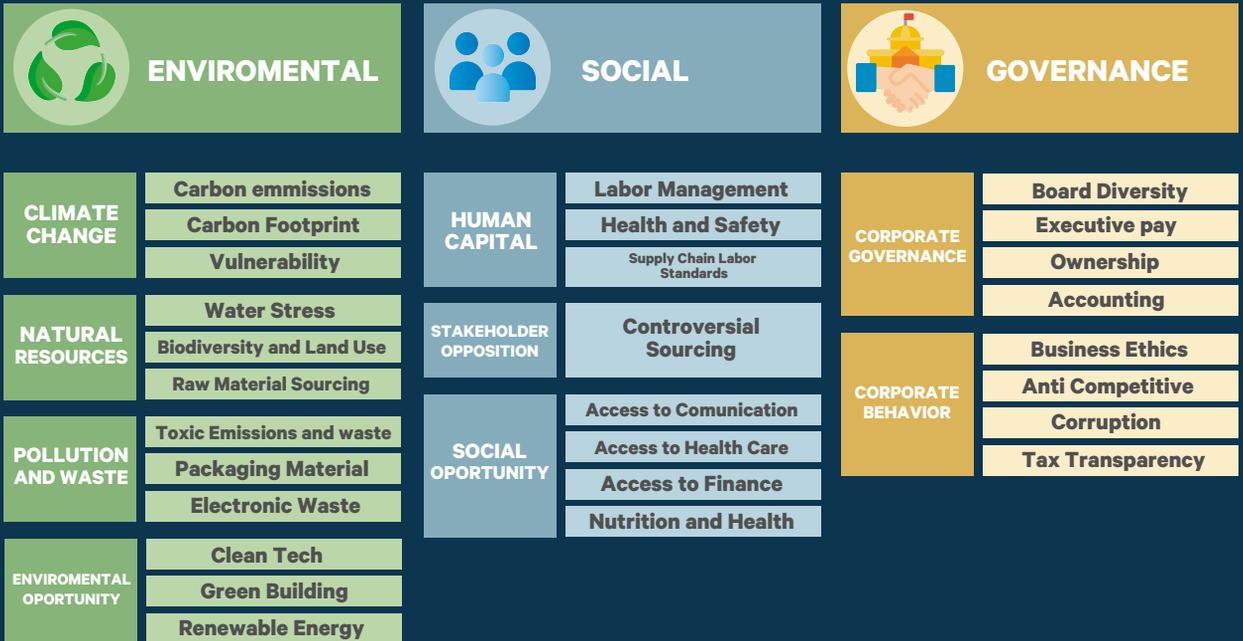
The Gault Seafood team has developed a special RAS technology that will allow **BSFC** to modify the molting cycle of the Atlantic Blue Crab and therefore be able to harvest them in the off-season. The existing crab season starts in March in Louisiana, and moves slightly northward every couple of weeks until you hit September in New Jersey. Outside of this window, it’s almost impossible to get any of this product and bring it to the North American market. We believe with this technology, we will be able to satisfy consumer’s desire to enjoy the Atlantic **Blue Crab all year long.**

The acquisition of Gault Seafood follows an M&A strategy established by BSFC, which is to acquire new innovative technologies, or companies where we can layer in our sustainable resource management model, or that diversifies our offering of marine protein species. This will be BSFC third acquisition in 2 years, and it shows our history of our being able to successfully identify, acquire and operationally integrate new companies into our organization.”

By February 2022, BSFC commenced operations of its Soft-Shell Crab Recirculatory Aquaculture Systems (RAS) division. The Blue Star Soft Shell Crab RAS division is focused on using its newly acquired technology to harvest the Atlantic Blue Crab during its off-season.

COASTAL PRIDE'S ESG FRAMEWORK

Blue Star is committed to improving shareholder value. We will only do so through the highest standards of governance in a way that is beneficial to the natural habitats that supply our products and the people who work hard to obtain these products for us. We define sustainability as the ability to meet our needs today without compromising the ability of future generations to meet theirs. This is better comprised through the ESG which implies **3 main pillars:**



Our expectations with regards to ESG accountability for BSFC SSC RAS division are as follows:

ESG Item	2024 ESG Goal
<p>GHG Emissions</p>	<p>GHG Emissions will be very low as our recirculating system will have four different temperature streams which will allow to save energy and run the utilities at a lower capacity. All this sums up in more operational efficiency, lower cost and lower consumption of resources. The main drivers of GHG emissions will be chiller, heat pumps, water pumps, mechanical filters, skimmers, cold storage and HVAC.</p>
<p>Water and Waste Management</p>	<p>Our recirculatory aquaculture system (RAS) will have a 95% - 98% efficiency. Needing mostly makeup water for evaporation for a total of 50,000 gallons of water a year. We are minimizing our solid waste disposal by processing the discarded shells into fertilizer. – We are incorporating a water pretreatment system to treat the effluent water before discharging in the city sewer. This will reduce the impact in the municipal wastewater treatment facility.</p> <p>We are working closely with the environmental department to design a state-of-the-art wastewater pretreatment system. As part of the building purchasing process, we recently obtained a draft “wastewater discharge permit” by the South Carolina environmental department SCDHEC. This document sets the guidelines for wastewater pretreatment before discharging in the municipal sewer.</p>
<p>Ecological Impact</p>	<p>We are mitigating the traditional soft shell crab operation impact by being able to molt more male crabs and hard crabs that are not in the mating season. These two factors will help grow the wild population of Atlantic blue crab. Additionally, a second phase of the project will include a hatchery to grow our own crabs and minimize, even further, the impact on the wild crab population all of this is detailed on our proprietary Bio-production plan.</p>
<p>Labor and Employment Practices</p>	<p>The crab shedding operation is very meticulous and you need to have well trained labor for it. It is in our best interest to have all best practices implemented to benefit our employees. This will result in a healthy operation and a well-established employer-employee relationship.</p>
<p>Operational Risk Management</p>	<p>System and operation automation and well-trained personnel will help mitigate any operational risk. The automation consists mainly in monitoring the system and the environment conditions, additionally I'm working on having an automated sequence to achieve each stage of molting (growth) on the crabs and reduce risks and human error.</p>
<p>Equality</p>	<p>80% of the personnel employed in the pilot facility are women, from Latin America.</p>

GOVERNANCE



Executive Team



John Keeler
Chairman & CEO

Named Best CEO in Sustainable Seafood Industry by European CEO Magazine.

2017 Speaker at "The Economist World Ocean Summit".



JC Dalto
Member



Nubar Herian
Member



Jeffrey Guzy
Member



Sylvia Alana
CFO



Tim McLellan
Member



Trond Ringstad
Member



Blue Star Food Board of Directors is accountable for the development, establishment, and review of appropriate policy in these areas. Best practice is targeted through appropriate management objectives and structures. Our shareholders play a significant role in corporate governance. Blue Star constitution bestows formal responsibility for voting at Annual General Meetings and in alternative forums, voting on Board proposals that, in accordance with the constitution, require shareholder ratification.

We fiercely protect our reputation and market position by having a zero tolerance policy against dubious or unethical corporate behavior, our code of ethics comprehends business principles, anti-competitive practice regulation, anti-corruption and tax transparency. The full commitment of the board of directors, in conjunction with the senior managers of the organization, is required to be socially responsible. In this sense, leadership does not reside with an individual **(the CEO)** within the organization but with all of those at the apex of corporate power and control.

Board Diversity

In the last years, BSFC has increase the attention into the diversity of their board of directors for both executive and non-executive board members which has become a key issue of corporate governance. This have been highlighted the benefits both in terms of efficiency and better monitoring.

The Diversity (of gender, nationality, age, professional background) in BSFC executive team has broaden the debate within the boards and help to avoid the danger of "groupthink"; increase creativity and innovation; improve problem solving; promote the exchange of ideas, providing new insights and perspectives to the board.

Corporate Governance

In order to ensure corporate governance, BSFC has created a strong and comprehensive Code of Ethic and several governance committees dedicated to monitor important governance aspects such as compensation, audit and member nomination:

• Code of Business Conduct and Ethics

Intended to focus the directors, executive officers, and employees on areas of ethical risk, provide guidance to directors, executive officers and employees to help them recognize and deal with ethical issues, provide mechanisms to report unethical conduct, and help foster a culture of honesty and accountability.

• Audit Committee

Established to: (a) represent and assist the Board in its oversight responsibilities regarding the Company's accounting and financial reporting processes, the audits of the Company's financial statements, including the integrity of the financial statements, and the independent auditors' qualifications and independence; (b) oversee the preparation of the report required by Securities and Exchange Commission ("SEC") rules for inclusion in the Company's annual proxy statement; (c) retain and terminate the Company's independent auditors; (d) approve in advance all audit and permissible non-audit services to be performed by the independent auditors; (e) approve related person transactions; and (f) perform such other functions as the Board may from time to time assign to the Committee.

• Compensation Committee

Responsible for the overall design, approval and implementation of the executive compensation plans, policies and programs for officers and other key executives of the Company. The Committee has been established to: (a) assist the Board in seeing that a proper system of long-term and short-term compensation is in place to provide performance oriented incentives to attract and retain management, and that compensation plans are appropriate and competitive and properly reflect the objectives and performance of management and the Company; (b) assist the Board in discharging its responsibilities relating to compensation of the Company's executive officers; (c) evaluate the Company's Chief Executive Officer and set his or her remuneration package; (d) make recommendations to the Board with respect to incentive compensation plans and equity-based plans; and (e) perform such other functions as the Board may from time to time assign to the Committee.

• Nomination Committee

Accountable for: (a) assisting the Board in determining the desired experience, mix of skills and other qualities to provide for appropriate Board composition, taking into account the current Board members and the specific needs of the Company and the Board; (b) identifying qualified individuals meeting those criteria to serve on the Board; (c) proposing to the Board the Company's slate of director nominees for election by the shareholders at the Annual Meeting of Shareholders and nominees to fill vacancies and newly created directorships; (d) reviewing candidates recommended by shareholders for election to the Board and shareholder proposals submitted for inclusion in the Company's proxy materials; (e) advising the Board regarding the size and composition of the Board and its committees; (f) proposing to the Board directors to serve as chairpersons and members on committees of the Board; (g) coordinating matters among committees of the Board; (h) proposing to the Board the slate of corporate officers of the Company and reviewing the succession plans for the executive officers; (i) recommending to the Board and monitoring matters with respect to governance of the Company; (j) overseeing the Company's compliance program; and (k) such other functions as the Board may from time to time assign to the Committee.



RESULTS

MILESTONES



SASB DISCLOSURE

Amid increased investor interest in the Sustainability Accounting Standards Board (**SASB**) disclosure framework, we are providing a mapping of existing disclosures made by Mondelēz International to the SASB framework.

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE
Energy Management	FB-PF-130a.1	Data: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable (GJ, %)	24
Water Management	FB-PF-140a.1	Data: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress (1,000 m ³ , %)	23
	FB-PF-140a.3	Discussion & analysis: Description of water management risks and discussion of strategies and practices to mitigate those risks	23
	FB-PF-250a.2	Data: Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	24
Health & Nutrition	FB-PF-260a.1	Data: Revenue from products labeled and/or marketed to promote health and nutrition attributes (\$)	23
Ingredient Sourcing	FB-PF-410a.2	Discussion & analysis: List of priority food ingredients and discussion of sourcing risks due to environmental and social consideration	23
	FB-PF-440a.2	Discussion & analysis: Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	24
Activity Metric	Activity Metric 1	Number of production facilities (#)	23/26

The GRI Standards represent global best practice for reporting publicly on a range of economic, environmental and social impacts. Sustainability reporting based on the Standards provides information about an organization's positive or negative contributions to sustainable development.

The GRI Standards is a modular system of interconnected standards. **Three series of Standards support the reporting process:** the GRI Universal Standards, which apply to all organizations; the GRI Sector Standards, applicable to specific sectors; and the GRI Topic Standards, each listing disclosures relevant to a particular topic. Using these Standards to determine what topics are material (relevant) helps organizations to achieve sustainable development.

Disclosure	Description	Page
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	4
102-2	Activities, brands, products, and services	4
102-3	Location of headquarters	48
102-4	Location of operations	23/26
102-5	Ownership and legal form	4
102-6	Markets served	4
102-7	Scale of the organization	4
102-8	Information on employees and other workers	32
102-9	Supply chain	ir.bluestarfoods.com
102-10	Significant changes to the organization and its supply chain	ir.bluestarfoods.com
102-11	Precautionary Principle or approach	4
102-12	External initiatives	bluestarfoods.com
102-13	Membership of associations	bluestarfoods.com
STRATEGY		
102-14	Statement from senior decision-maker	5
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	bluestarfoods.com
GOVERNANCE		
102-18	Governance structure	32
102-30	Effectiveness of risk management processes	33

STAKEHOLDER ENGAGEMENTS

102-40	List of stakeholder groups	bluestarfoods.com
102-43	Approach to stakeholder engagement	32

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	ir.bluestarfoods.com
102-46	Defining report content and topic Boundaries	4
102-47	List of material topics	2
102-49	Changes in reporting	4
102-50	Reporting period	4
102-51	Date of most recent report	4
102-52	Reporting cycle	4
102-53	Contact point for questions regarding the report	48
102-54	Claims of reporting in accordance with the GRISTandards	4
102-55	GRI content index	38
103-02	The management approach and its components	32

ECONOMIC PERFORMANCE

201-1	Direct economic value generated and distributed	8
201-2	Financial implications and other risks and opportunities due to climate change	18

ENERGY

302-1c	Energy Consumption from Renewable Sources	12
302-3c	Total Energy per kilogram Shipped	12
302-4a	Natural Gas Energy Reduction	12
302-4b	Electrical Energy Reduction	12

WATER

303-3	Water recycled and reused	13
303-1b	Municipal Water (City) Usage per kilogram shipped	13/23

BIODIVERSITY

304-2	Significant impacts of activities, products, and services on biodiversity	23
304-3	Habitats protected or restored	23

EMISSIONS

305a	Total Scope 1&2 GHG Emissions (CO2 Equivalents)	12
305-5	Reduction of GHG Emissions	12

EFFLUENTS AND WASTES

306-1a	Flow to municipal waste water treatment plant	14
306-1b	BOD loading	14
306-2k.2	Material Composted	14

SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	New suppliers that were screened using environmental criteria	4
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LOCAL COMMUNITIES

413-1 Operations with local community engagement, impact assessments, and development programs

19/21/26

SUPPLIER SOCIAL ASSESSMENT

414-1 New suppliers that were screened using social criteria

21/26

CUSTOMER HEALTH AND SAFETY

416-1 Assessment of the health and safety impacts of product and service categories

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MARKETING AND LABELING

417-1 Requirements for product and service information and labeling

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CLOSING STATEMENT



The ESG goals, projects, initiatives, and strategies described in this report are aspirational; as such, no guarantees or promises are made that these goals, projects, initiatives and strategies will be met or successfully executed. Furthermore, data, statistics, and metrics included in this report are non-audited estimates, not prepared in accordance with generally accepted accounting principles (**GAAP**), continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees or subject to future revision. This report uses certain terms, **including those that GRI and SASB or others refer to as “material” or “key” to reflect the issues or priorities of the Company and its stakeholders.** Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting. For purposes of this report, the materiality standard is different than the materiality standard applied under federal securities laws and issues identified as material for purposes of this report may not be considered material for Securities and Exchange Commission (**SEC**) reporting purposes.

The information covered in this report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, projects, initiatives, and strategies and related business and stakeholder impacts. These statements can be identified by words such as “future,” “anticipate,” “believe,” “estimate,” “could,” “can,” “may,” “target,” “goal,” “commit,” “plan,” “will,” “would,” and similar terms and are based on management's current expectations and beliefs concerning future developments and plans and their potential effects on the Company and its subsidiaries. These statements involve risks and uncertainties, many of which are beyond our control and are difficult to predict, are not guarantees for future performance, and actual results may differ materially from any future results expressed or implied by the forward-looking statements. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the **SEC**, including in the “Risk Factors” and “Management's Discussion and

Blue Star Foods Corp understands the urgent importance of identifying, monitoring, and mitigating climate-related risks to our business. Physical and transition risks from climate change can impact our future financial performance and business continuity, and we are committed through our ESG strategy to mitigating those risks.

Blue Star Foods Corp will continue to focus on strong **ESG** performance and providing high-quality, sustainably-focused products for our customers and the communities they serve.



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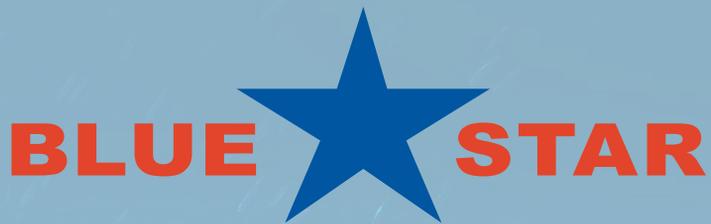
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bluestarfoodscorp



www.bluestarfoods.com



HEAD OFFICE

3000 NW 109 Avenue Miami, FL 33172 USA

Toll Free 1-888-ONECRAB (663-2722)

Main Phone 1-305-836-6858

Main Fax 1-305-836-6859

Customer Service Fax 1-305-503-0880

Direct Fax 1-305-513-5767

info@bluestarfoods.com