

ACME SMOKED FISH CO.

CITIZENS *of* SEAFOOD

2023 SUSTAINABILITY REPORT



commitments, and our planet by putting social responsibility and sustainability at the center of our decisions.

Lox

30 GEM STREET, BROOKLYN, NY 11222
718.383.8585
INFO@ACMESMOKEDFISH.COM

on,
with
—just as

commitments, and our social responsibility and the center of our decisions.

READY TO ENJOY - DIG IN

READY

WHOLE SMOKED *Whitefish*

WILD-CAUGHT WHITEFISH FROM THE GREAT LAKES AND LAKE WENNEGOUGON IS BRINED AND SMOKED TO A GOLDEN COLOR

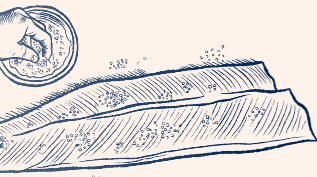


WHITEFISH SALAD

PROTEIN-RICH BLEND WITH CREAMY MAYO DELIVERS A SUBTLY SMOKY FLAVOR.

HOT-SMOKED *"Kippered"* SALMON

CURED IN WET BRINE BEFORE BEING SMOKED AND FULLY BAKED AT 145 DEGREES FAHRENHEIT.

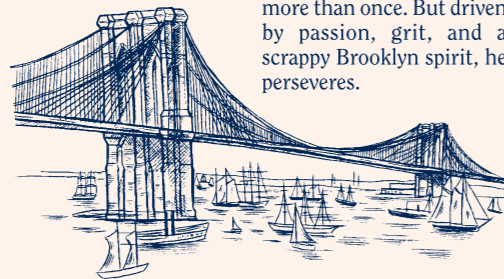


KEEP REFRIGERATED AT 38°F OR BELOW



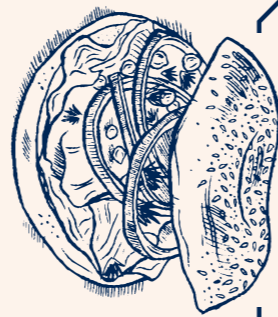
OUR ROOTS

After immigrating from Russia, Harry Brownstein hits the streets of Brooklyn with a horse-drawn wagon and a plan: to create his own smoked fish business. He starts small, distributing fish from the local smokehouses to stores throughout the city. But he dreams big, forging partnerships and making first forays into manufacturing with an eye toward the future. He faces stiff competition and fails more than once. But driven by passion, grit, and a scrappy Brooklyn spirit, he perseveres.



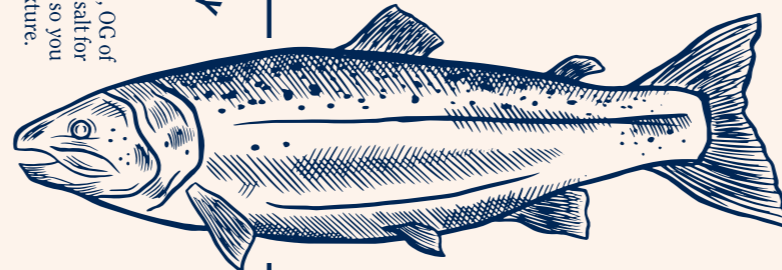
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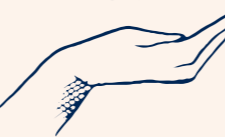
Lox is the old-world, old-school, OG of the appetizing platter. Brined in salt for at least four weeks. Sliced thin so you can savor its supremely silky texture.

GENUINE SALTY *Lox*



NOVA IS YOUR quintessential smoked salmon, plain and simple. Trimmed by hand, seasoned with care, lightly smoked, one batch at a time—we've done for over 100 years.

SMOKED NOVA *Salmon*



— FOUR — GENERATIONS

FAMILY OWNED & OPERATED TO CREATE ONLY THE BEST

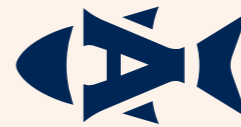
We're hooked on crafting the finest smoked fish, one batch at a time. It's a family tradition. We hope we can be part of yours.

Wow THEM WITH QUALITY

CITIZENS OF SEAFOOD

We strive to do right by our people, our communities, and our planet by putting social responsibility and sustainability at the center of our decisions.

WILD CAUGHT *Herring*



BRINGING PEOPLE TOGETHER THROUGH GREAT FOOD EXPERIENCES



Fish Friday

WHOLE SMOKED *Whitefish*

THIS WILD-CAUGHT WHITEFISH FROM THE GREAT LAKES AND LAKE WENNEGOUGON IS BRINED AND SMOKED TO A GOLDEN COLOR

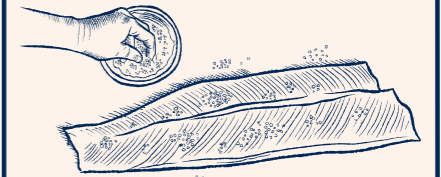


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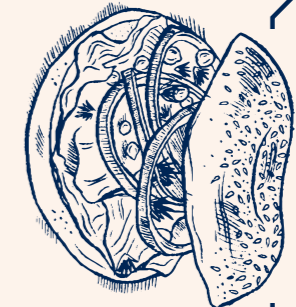
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A LETTER FROM ACME'S LEADERSHIP

If this is your first introduction to Acme Smoked Fish Corporation, welcome. For four generations, Acme has been a family-owned seafood company dedicated to providing the highest quality smoked fish specialties from our Brooklyn, New York headquarters and locations across the U.S., Chile, and Denmark. In 2021, we introduced the Citizens of Seafood value into our business to capture our commitment to environmental and social responsibility throughout Acme's operations.

Last year, we wrote about how our Citizens of Seafood corporate value was more than just window dressing, but rather a serious commitment to bring sustainability to the forefront of our decision-making as a business.

2023 saw increased participation and support for this effort, with teammates from across the company contributing to efficiency improvements, cost savings, and added accountability within our sustainability workstreams. Together, we investigated our supply chain to identify fish species we're sourcing that are vulnerable to environmental and social risks; we transformed

packaging waste into recyclable revenue; we expanded the scope of our climate impact work to include our global partners in Chile; and we deepened our engagement with this work through regular reporting and all-hands updates.

We know that doing right by our planet, people, and communities is the only way to achieve success and mitigate the risks that are inherent within the industry. Acme has never operated under the maxim of "growth at all costs." Instead, our ambition has always been tempered by our dedication to food safety, quality, and tradition.

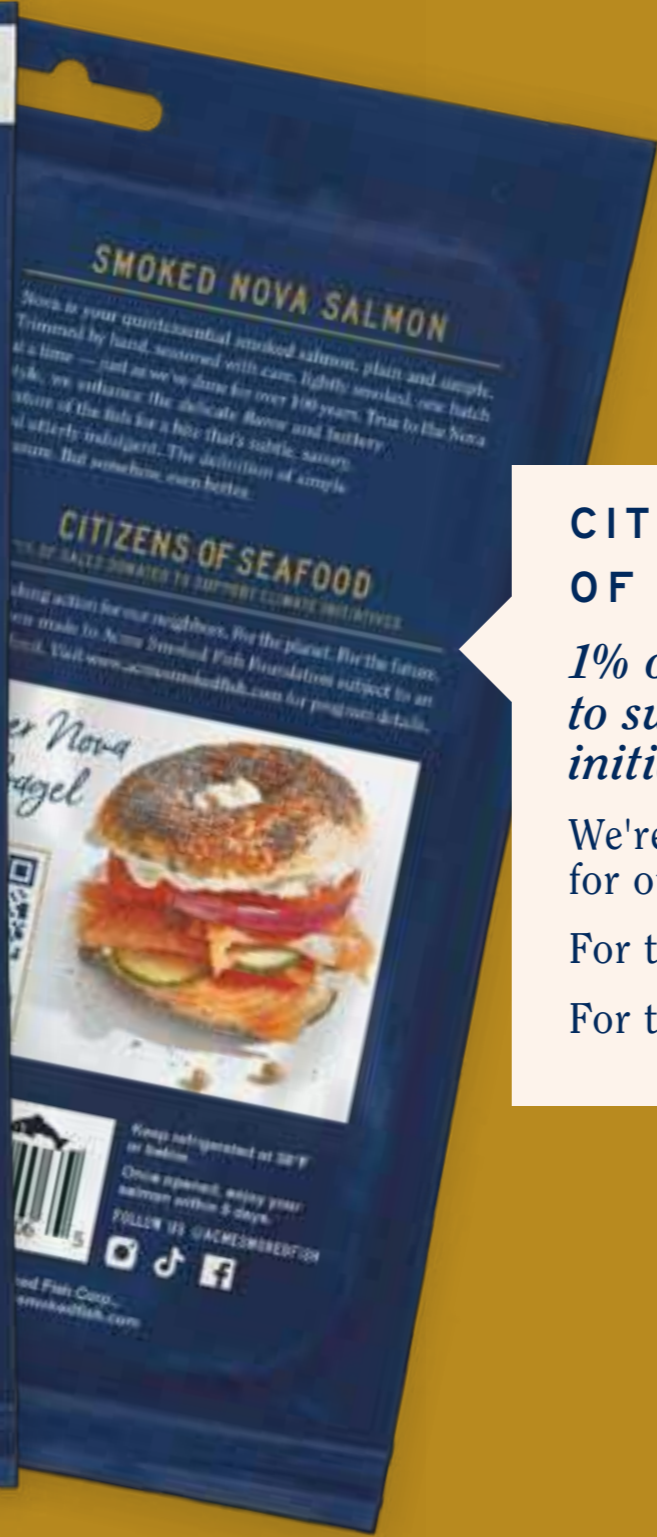
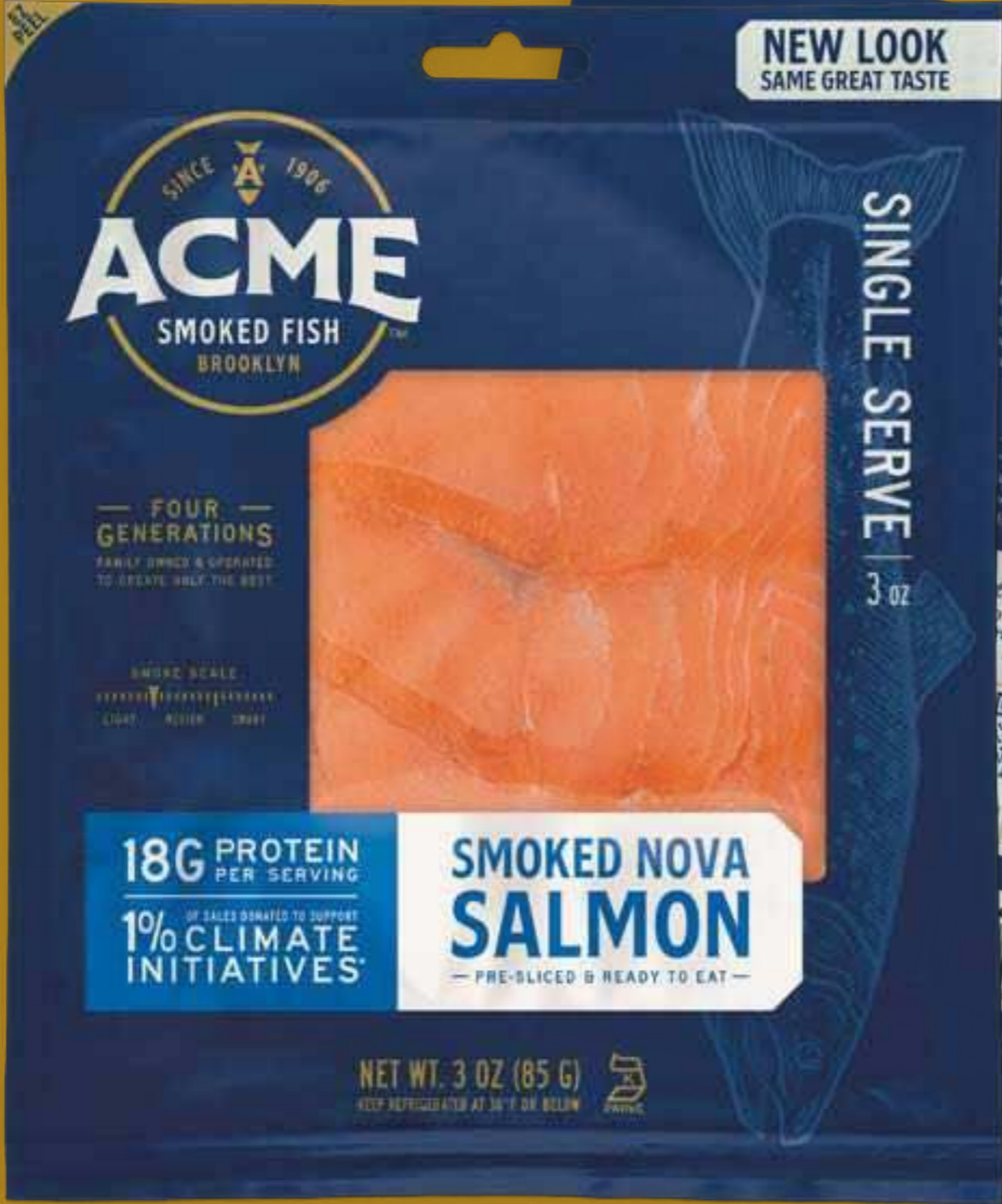
When it comes to sustainability, we recognize that it is not an obstacle to growth, but rather a catalyst for it. We view our investment in Citizens of Seafood as an enormous opportunity to drive positive impact within our supply chains, demonstrate our leadership across the seafood industry, and connect to a growing demand from customers for more responsible practices and products. Along with our commitment to craft and our Brooklyn grit, sustainability is our "special sauce."



EDUARDO CARBAJOSA, CEO







CITIZENS OF SEAFOOD
1% of sales donated to support climate initiatives.
 We're taking action for our neighbors.
 For the planet.
 For the future.

NEW. BLUE. ACME

How Acme's New Branding is Embracing Sustainability

Fellow Citizens of Seafood,

Over one hundred years ago, my great-grandfather, Harry Brownstein founded Acme Smoked Fish Corporation. He decided on the name “Acme” because he wanted to be listed first in the Yellow Pages (if you don’t know what the Yellow Pages are, ask an elder). There was no strategy for marketing—through hard work and a commitment to quality, he simply wanted to be the go-to guy for great smoked fish in New York.

Acme continues to be known within the trade as the quality-driven, customer-focused source for smoked fish in the United States. For most people outside the industry, however, we are still a best kept secret. But we believe that the passion, thought, and care that goes into bringing delectable smoked seafood from the ocean to the table is an important story to tell, and we’re finally ready to share it with the world.

That’s why, in 2023, we embarked on an ambitious project to refresh the Acme brand and bring it up to date. Our new logo is inspired by the sea, which is at the heart of what we do here at Acme. We brought a rich blue color into the design, while adding a wave through all the letters. We believe this brings new energy to who we are, while also paying tribute to our heritage. With a modern look and feel, our new packaging and website is filled with how-to guides, recipes, and information about where our fish comes from. As the “friendly experts” of smoked fish, we take decades of industry knowledge and synthesize it into easy-to-follow instructions to help you to create memorable food moments with the important people in your life. As our tagline states, it’s “Out with the old, in with the blue.” But while there are plenty of exciting new developments at Acme, one thing will always remain the same—our commitment to sustainable, delicious, ready-to-eat seafood that’s rooted in the traditions we have preserved for generations.

We’ve always known that great food brings people together and strengthens our connections to one another, and we want to continue spreading this joy as the new, blue, Acme. We acknowledge that as we grow, so does our impact on the ecosystems and supply chains in which we operate. Critical to addressing this impact is investing in responsible stewardship of our planet for our friends, families and of course, fish. Through our Citizens of Seafood commitment, we measure the impact on our people, communities, and the environment to ensure a more sustainable future. This annual report details our progress over the past year, and I am pleased to be able to share the wins and the challenges we’ve faced in working towards our goals.

To further activate those goals, we are committing 1% of sales from our new Acme brand cold smoked retail items to support climate initiatives through the Seafood Industry Climate Awards (SICA). These awards are funded through the Acme Smoked Fish Foundation (read more about it on our website) and seek to promote industry efforts to tackle climate-related threats and support efforts towards decarbonization, as well as ensure a more equitable future. You can find this commitment label sitting proudly on the front of our new packaging.

Thank you for being a Citizen of Seafood and for joining us on our journey to build a legacy of great food experiences for generations to come.

Warmly,



ADAM CASLOW, MANAGING PARTNER



CITIZENS OF SEAFOOD SUMMARY

PRIOR REPORTS have introduced the "why" behind our sustainability work, as well as the people without whom progress to date would not have been possible. This year, we have maintained our people-centric approach towards sustainability, with the addition of new insights we've gained through research and data collected over the past twelve months. After several years of benchmarking our operations, we are ready to leverage this information to shape decision-making throughout our business and drive positive change across our industry.

In this year's report, you will see the results of the investments we have made to date, with specific, measurable, achievable, relevant, and time-bound (SMART) goals outlined to supercharge progress across our four pillars: raw material sourcing, climate impact, waste reduction, and people and community. At Acme, our focus on environmental stewardship and social responsibility is encapsulated in our corporate value called Citizens of Seafood.

In 2023 we grew our team and, subsequently, our impact. We forged new partnerships with like-minded organizations in the seafood industry; joining Sea Pact last April and participating in the first cohort of the Gender Equality Dialogues run by Seafood and Gender Equality (SAGE). We set ambitious internal goals with stakeholders across all four sustainability pillars, and tracked our progress in monthly reports and bi-annual company-wide updates to foster transparency and accountability for our work.

Waves continue to rock the seafood industry, and there is so much more work to be done. Issues such as traceability, human rights due diligence, the future of aquaculture, and climate change are just a few of the challenges we are tackling. At Acme, we are grateful to be supported by incredible colleagues at every level of the organization who are passionate about our products and are committed to leading by example. In this way, we can all contribute to continuous improvement and being true to our values as Citizens of Seafood





SUSTAINABLE DEVELOPMENT GOALS

In 2015, the UN published 17 **SUSTAINABLE DEVELOPMENT GOALS (SDGs)**, a shared vision for a future of peace and prosperity for people and the planet. Acme continues to seek alignment with these efforts in the areas most applicable to our line of business and we are committed to monitoring and reporting on our progress.



4 - QUALITY EDUCATION Acme Smoked Fish Foundation's Education Fund supports the families of U.S.-based Acme employees by providing annual scholarships to pursue educational goals after high school or the successful completion of a GED. In Chile, Acme developed a partnership with a school for students with disabilities, donating equipment, and supporting a workforce development program.

5 - GENDER EQUALITY In 2023, Acme joined the Gender Equality Dialogues, a program run by Seafood and Gender Equality (SAGE) offering leaders in the seafood industry a collaborative, supportive space as they drive the transition to a more equitable future for all. Acme recognizes the major gender equality issue within the seafood industry and seeks to play a role in increasing their representation.

9 - INDUSTRY INNOVATION AND INFRASTRUCTURE In the second year of Acme's Seafood Industry Climate Awards—supporting early-stage efforts to reduce the industry's carbon footprint—three recipients in North America and two recipients in Chile received a total of \$265,000 in grants to support projects that address carbon reductions and increase diversity within the seafood industry.

12 - RESPONSIBLE CONSUMPTION AND PRODUCTION Utilizing a 2021 packaging baseline, Acme has been working to increase recyclable content, reduce space in packaging, and minimize our overall consumer packaging, systematically reducing waste to create a circular economy.

13 - CLIMATE ACTION Through the 1% for Climate Initiatives program, 1% of sales from all Acme brand cold-smoked salmon retail products are donated to support climate initiatives through the Acme Smoked Fish Foundation's Seafood Industry Climate Awards. This program reaffirms Acme's commitment to be Citizens of Seafood in every aspect of our business and engages our customers in our efforts to decarbonize the seafood industry and create a more sustainable future for ourselves and our planet.

14 - LIFE BELOW WATER Acme is committed to sourcing seafood responsibly. Through our partnerships with GSSI, Sea Pact, and direct engagement with our suppliers on challenging issues such as traceability and social responsibility, Acme is working hard to improve the health of fisheries, aquaculture operations, and the people that work and depend on them.



FOUR PILLARS OF SUSTAINABILITY

RAW MATERIAL SOURCING

We source our fish from responsible farms and fisheries because when we invest in sustainable seafood, we invest in our shared future.

WASTE REDUCTION

By increasing recyclable content, minimizing overall consumer packaging and driving efficiencies in our operations, we're systematically reducing waste and working to build a circular economy.

CLIMATE IMPACT

Whether we're analyzing data to understand our carbon footprint or innovating our global operations to reduce emissions, we prioritize our planet with every action.

PEOPLE + COMMUNITY

We're investing in a bright future for our employees, their families, and the neighborhoods and communities where we work.





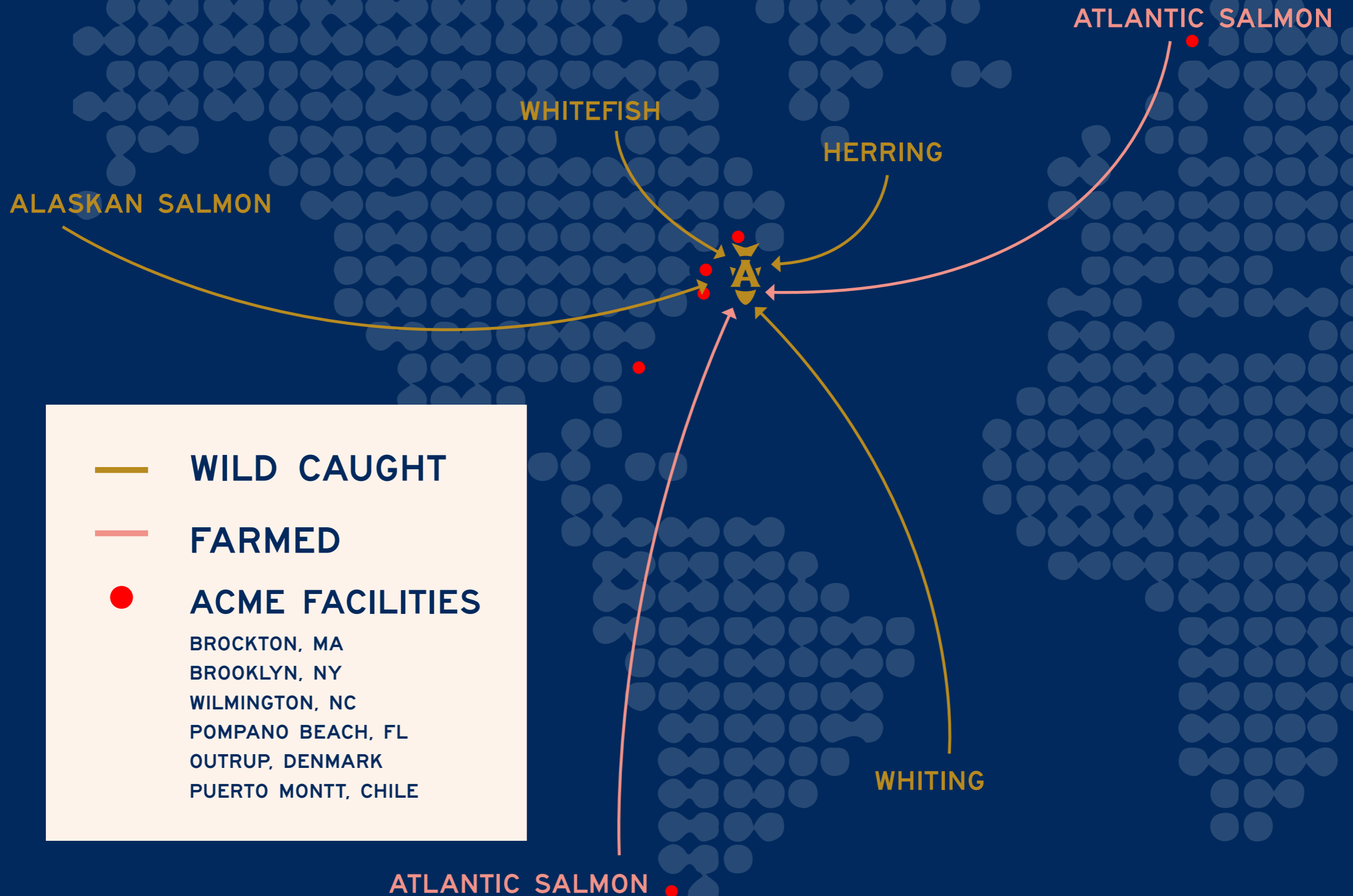
An aerial photograph showing a large number of salmon swimming in shallow, clear water over a rocky riverbed. The salmon are densely packed and appear to be moving in a coordinated fashion. The water is a light brownish-green color, and the rocks are dark and jagged. The salmon have a vibrant pinkish-red color on their sides and a darker, almost black, color on their heads and tails. The overall scene is dynamic and captures a natural phenomenon in a river.

RAW MATERIAL SOURCING

SOURCING HIGH-QUALITY, RESPONSIBLY-HARVESTED SEAFOOD is core to our business—after all, it's the fish in Acme Smoked Fish Corporation. Through diligent efforts and collaborations with our trusted suppliers and fisherfolk, we've solidified our mission to elevate transparency and traceability within our supply chain.

By prioritizing sourcing from responsibly managed fisheries and aquaculture operations, we're not only ensuring the highest quality products for our customers, but also upholding our commitment to ethical and environmentally sound practices.







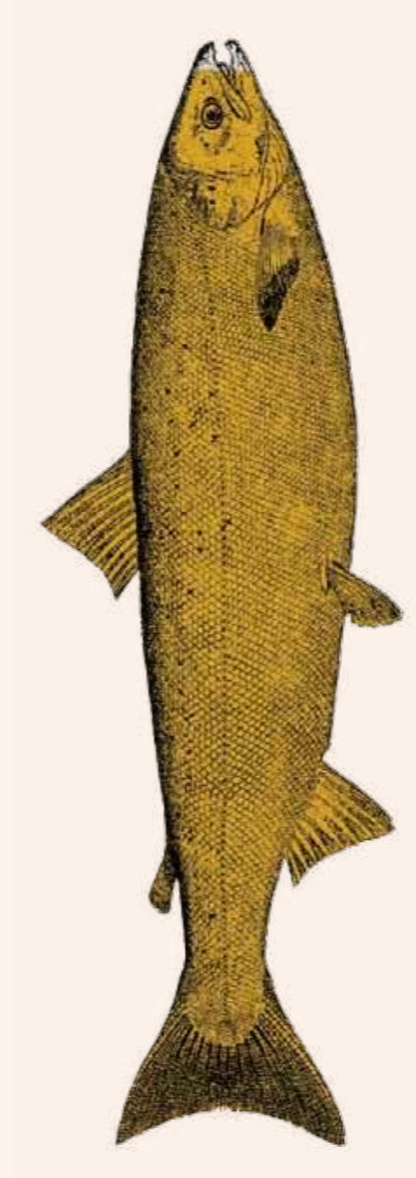
In 2023, Acme successfully transitioned our traceability platform to utilize Trace Register's TR-5 software. This upgrade aligns with the Global Standards on Seafood Traceability (GDST) and is in compliance with the Food and Drug Administration's Food Safety Modernization Act (FSMA) Section 204 regulations surrounding seafood monitoring and full-chain traceability recordkeeping. Acme acknowledges the complexities of the seafood supply chains we source from and is committed to adopting measures that increase the accountability and reduce the risk of illegal, unreported and unregulated (IUU) fishing practices. We are proud to be leading the industry by adopting these measures ahead of the FDA's 2026 deadline, and are engaging our suppliers to comply with our standards.



SOURCING CERTIFIED SEAFOOD

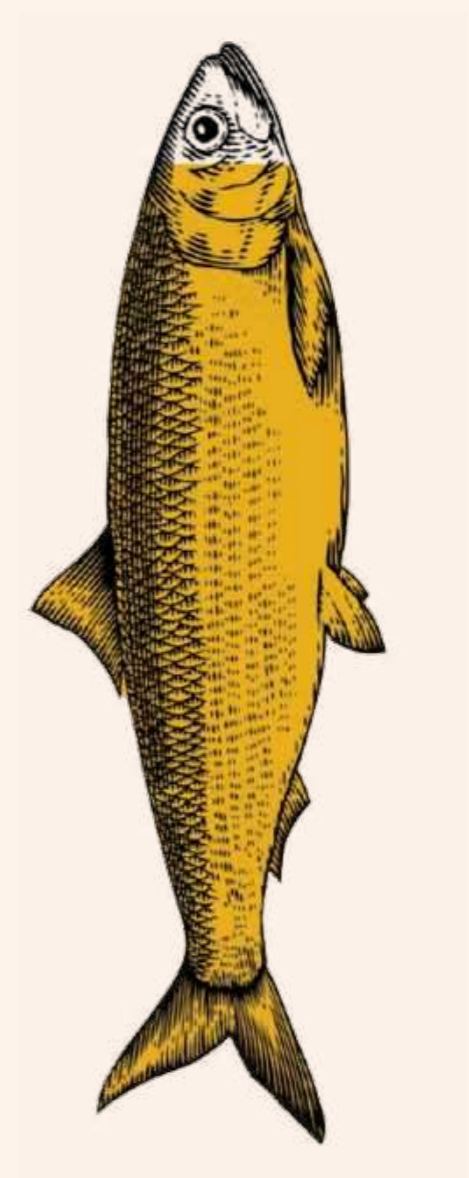
ACME'S TOP FIVE SPECIES BY VOLUME

To ensure our fish meet stringent sustainability criteria, we continue to rely on the Global Sustainable Seafood Initiative (GSSI) as a trusted framework for evaluating seafood certification schemes, offering a transparent and science-based approach to assessing sustainability practices within the seafood industry. Acme also supports fisheries, in particular small-scale fisheries, that do not yet meet the requirements of credible third-party certifications or standards but are participating in time-bound Fishery Improvement Projects (FIPs) or are otherwise actively engaged with Acme for science-based targeted improvement.



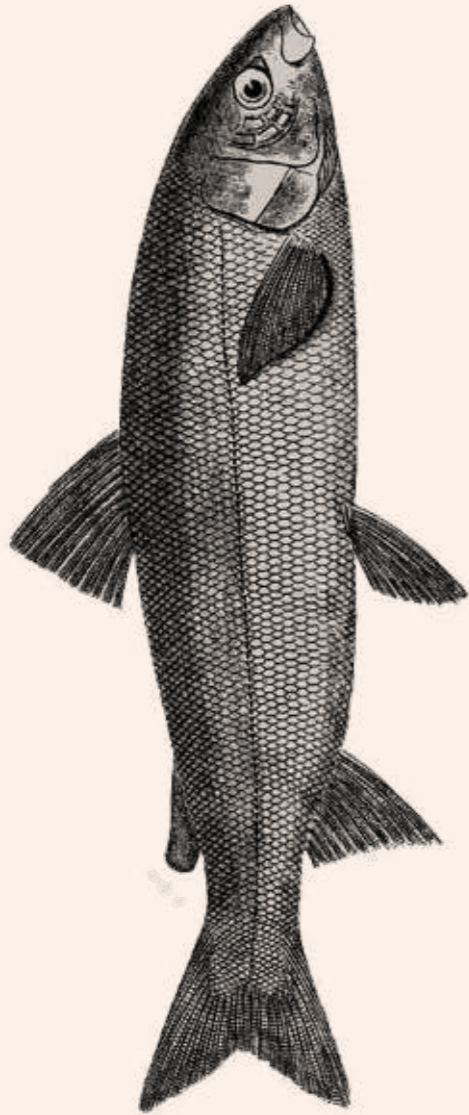
Atlantic Salmon

99% GSSI BENCHMARKED



Herring

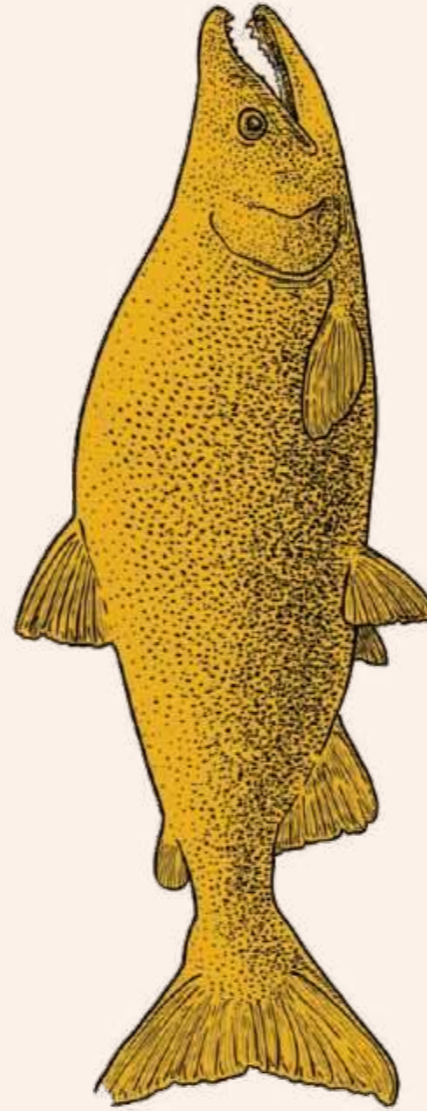
85% MSC CERTIFIED



Lake Whitefish

NOT CERTIFIED

Read more about our engagement with the Lake Whitefish fisheries on the following page.



Sockeye

100% MSC CERTIFIED



Whiting

100% IN A FISHERY IMPROVEMENT PROJECT (FIP)



THE LATEST WITH LAKE WHITEFISH

As the largest purchaser of Lake Whitefish by volume in the United States, Acme is deeply invested in the sustainability and health of those fisheries. You can track our progress over the years by reading the updates in our [2021](#) and [2022](#) Citizens of Seafood reports.

A lesson that we continue to learn throughout our engagement with the lake whitefish industry towards continuous improvement is that change takes time. 2023 had plenty of reminders of that lesson, but also a recognition that progress is well underway.

In Manitoba, Canada—where the Lake Winnipeg fishery is Acme’s largest source for fresh lake whitefish—there is significant federal and provincial funding for third-party assessments and certification efforts, though collective buy-in from the fishing stakeholders has been slow.

However, through sustained advocacy efforts and increased market demand for eco-certified fish, some fishing communities—notably, Poplar River, a First Nation reserve located on the east side of Lake

MELVIN WHITEWAY AND CAMERON MCCLEOD
OF THE MATHESON ISLAND FISHERMEN’S CO-OP
PULL IN LAKE WHITEFISH ON LAKE WINNIPEG.



Winnipeg—are taking the first steps towards certification in the region by participating in a pre-assessment. Additionally, the Lake Winnipeg Indigenous Commercial Fishers Inc and the Province of Manitoba have submitted a pre-assessment for the other four lake whitefish fisheries on Lake Winnipeg, with results expected in Spring 2024.

To further cement our commitment to source sustainable seafood from the Manitoba fisheries, in 2023 Acme signed the [Fish Forward](#) initiative, pledging to preferentially source certified freshwater fish when available from the province. The stakeholders in Manitoba, including Indigenous Services Canada, the Province of Manitoba, and the Marine Stewardship Council, were encouraged by Acme’s endorsement of the Fish Forward program and see it as a strong show of support for the work they are doing.

Towards the end of the year, the reports in Manitoba were

encouraging, with sufficient funds and additional capacity being added to implement the work required to advance certification, including science, outreach, coordination and administration.

Changing climates are clearly impacting the fisheries, most notably through rising water temperatures and reduced ice coverage on Lake Winnipeg. The provincial government has responded by adapting the fishing season opening and closing dates to lessen commercial fishing pressure.

In an attempt to diversify our sources of lake whitefish, Acme also began engaging with stakeholders connected to the Great Lakes of the U.S. With fresh fish being available through the

winter months of 2023, Acme purchased more lake whitefish from Lake Erie, Lake Huron, Lake Michigan, and Lake Superior than in previous years. By diversifying with Great Lakes lake whitefish, we’re hoping to satisfy demand when Lake Winnipeg is in an off-season.



We are proud to be partnering with the following organizations to help guide our sustainability journey!



GSSI

Acme has been a member of the Global Sustainable Seafood Initiative (GSSI) since 2021, believing that clear and trustworthy standards are necessary for navigating the complexities of eco-certifications and requirements within the seafood industry.

Acme has also supported GSSI's Seafood MAP project, which serves to bridge the market gaps between seafood purchasers and small-scale producers across the globe through an inclusive digital platform.

In 2023, Acme joined the Benchmark Integrity Committee to further our engagement with GSSI and contribute directly to developing and applying the sustainability standards to certification schemes seeking to meet the benchmark requirements.

To learn more about GSSI and their work, [click here](#).





SEA PACT

Sea Pact was formed in 2013 as a pre-competitive collaboration of North American seafood companies committed to responsible sourcing and driving sustainability within the industry.

Sea Pact leverages its collective impact to support sector-based sustainability improvements, promote responsible aquaculture, and push for social responsibility. Through project funding, members also support existing efforts across the world that align with these strategic priorities.

Acme joined Sea Pact in Spring 2023 as its tenth member and is proud to be serving on the executive committee for 2024 and 2025.

To learn more about Sea Pact and its members, [click here](#).



SEAFOOD AND GENDER EQUALITY (SAGE)

In 2023, Acme was invited to join the first cohort of the Gender Equality Dialogues (GED), a year-long workshop hosted by SAGE to engage leaders within the seafood industry to work on increasing gender-based diversity across their organizations. Acme is halfway through our GED journey towards making measurable and actionable commitments, and is grateful for the leadership of SAGE in providing valuable resources to address this important issue within the seafood industry.

To learn more about SAGE, [click here](#).





PACKAGING + WASTE REDUCTION

RECOGNIZING THE IMPORTANCE of minimizing our environmental impact wherever we can, Acme has implemented several strategies in 2023 to reduce waste throughout its production processes. As we continued to gather baseline data on our overall waste streams this past year, we also made some great headway by optimizing packaging materials to minimize excess consumption, implementing robust recycling programs, and finding opportunities to repurpose manufacturing byproducts, such as converting fish trimmings into nutrient-rich compost.

By increasing the recyclable content in our consumer packaging, and exploring innovations in biodegradable materials we're getting closer to crafting a circular economy with our products, and systematically reducing waste.

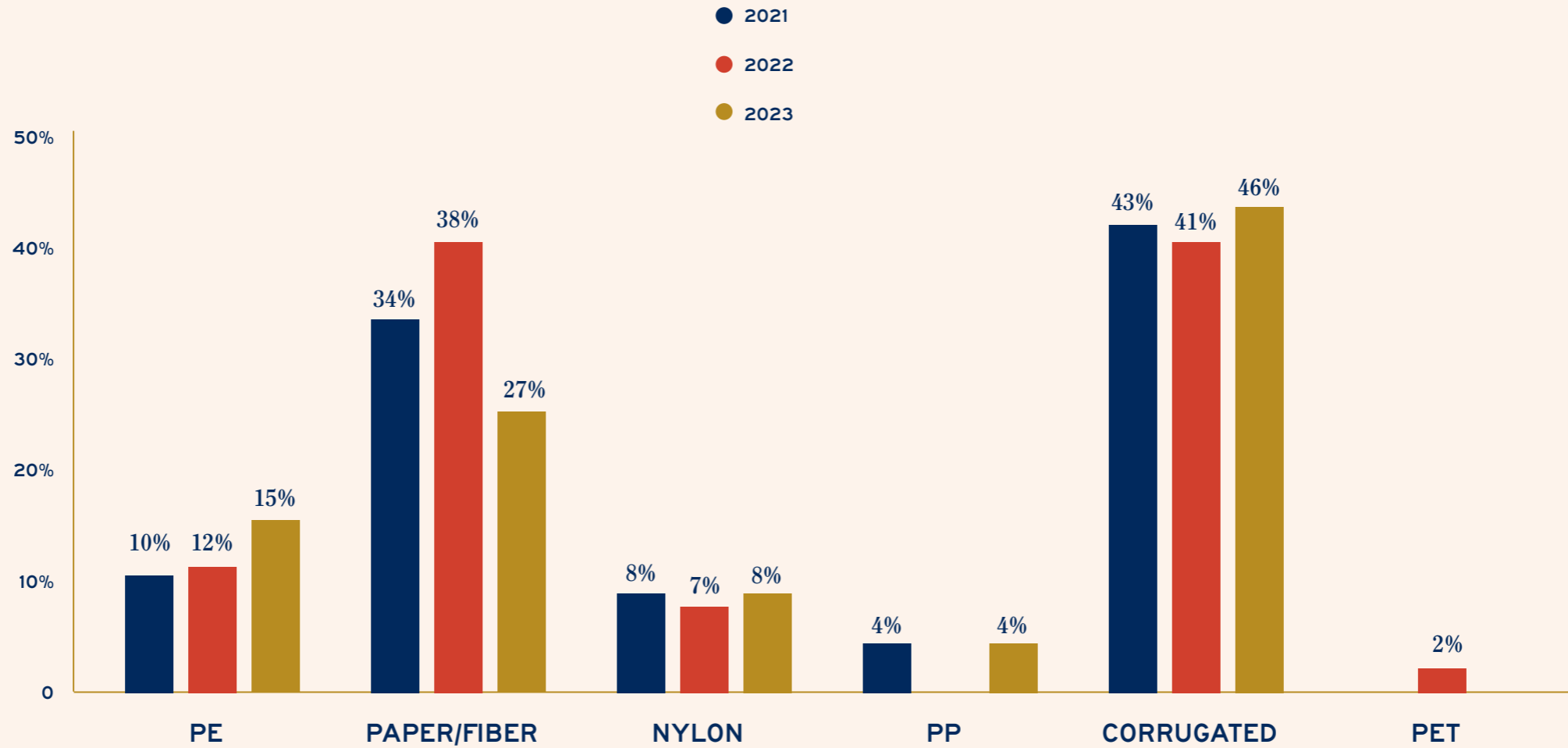


PACKAGING ANALYSIS

Our vision of Acme's packaging improvements is aligned with the UN Sustainable Development Goals to minimize waste, increase recyclable content, and decrease overall packaging usage. We aim to provide sustainable packaging to our customers and consumers without compromising food safety and product quality.



2021-2023 TOTAL PACKAGING USAGE BY WEIGHT



COMPOSTABLE: 1%
NON-RECYCLABLE: 39%
RECYCLABLE: 60%



WEIGHING IN ON WASTE REDUCTION

Through optimizations large and small, our team has found efficiencies in the production process that help to minimize organic waste and increase yields. For example, when Tyler Jackson replaced the rollers on the trimming machine, he saw an immediate 2% increase of product throughout the facility—a huge leap given the volume of fish that is processed in Acme’s Wilmington, North Carolina plant. Now they plan on replacing the rollers every two years as preventative maintenance, with their eye trained to other improvements that can be made facility-wide.

“North Carolina is the biggest facility at Acme,” Tyler says. “If we can make some influential changes here, then they will naturally translate to all of the other facilities.”

—

With a background in innovation engineering, Holly Leung, Product Development Scientist, spends her time trying to figure out where she can make the most impact—not only creating new food products, but prioritizing strong examples of sustainability.

Holly has developed some of Acme’s most popular products while using inventive food science techniques and experimenting with new flavors. She has also focused on whole-fish utilization, a process that maximizes the yield of the fish—thereby increasing margins, sending less organic waste to landfill, and avoiding the greenhouse gas emissions associated with decomposition in landfill. Acme’s sweet and salty salmon candy product is one example of her delicious innovations.



SAM LOPANE AND HOLLY LEUNG
OF PRODUCT DEVELOPMENT
ON FISH FRIDAY IN BROOKLYN.



“There’s a lot of new territory that’s uncharted and it’s great when we’re able to be more flexible with our raw material,” Holly says. “If we can find opportunities to upcycle byproducts and find creative uses for delicious fish, we’ll have done our job.”

—

From 2022 to 2023, Acme Chile nearly doubled its rate of recycling from 50% to 95% in large part due to the efforts of **Marcela Suárez Rojas**, Head of Certifications and Environment.

By focusing on the circular economy of the operations in Puerto Montt, Marcela worked on establishing new and dedicated stakeholders to give organic and packaging material a new life. The end result? The amount of recyclable material in the facility has doubled and only five percent of total waste is ending up in the landfill.

“A big part of this effort has been focusing on education, for both the customers and Acme employees,” Marcela said. “It can be a challenge to get buy-in, but if you show them that these changes are being taken seriously, there will be a commitment on their part.”

—

As the Environment, Health and Safety Director, **Brandon Sproles** oversees operations, runs OSHA programs, and works to keep everything—and everybody—safe at all of the U.S. manufacturing plants.

Brandon is also passionate about contributing to the Citizens of Seafood value through championing waste reduction efforts—and it turns out that waste reduction at Acme is not just fish trim and packaging. In 2023, Brandon established a recycling program for universal waste in North Carolina, and then rolled it out across our Massachusetts, Florida and New York facilities. Universal waste includes fluorescent light bulbs, computer batteries, aerosol cans, five-gallon plastic buckets, and the list goes on.

His goal for 2024?

“I want to try really hard to recycle something new at each site,” he said. “There are lots of small and innovative ways we all can work together to achieve this objective to keep as much as we can out of the landfill.”



INCREASING RECYCLABILITY



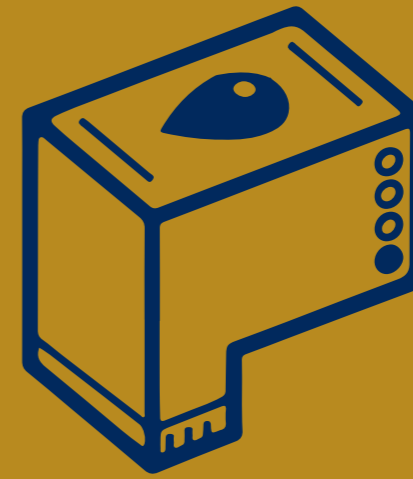
210 lbs

Flourescent bulbs



225 lbs

Batteries



42 lbs




Printer Cartridges




Our universal waste recycling program has already been successfully diverting materials from landfill across our facilities.



WASTE REDUCTION & PACKAGING INITIATIVES FOR 2024

We're setting ambitious goals for this coming year to reduce, reuse, and recycle all materials used in our manufacturing and packaging workstreams.

GOAL	INITIATIVES	
REDUCE AND REPURPOSE NON-ORGANIC WASTE	RECYCLE 100% OF POLYSTYRENE FROM ACME'S ENTIRE SUPPLY CHAIN	
	RECYCLE OFFICE WASTE AT ALL PLANTS	
	TRANSITION TO COST EFFECTIVE SUSTAINABLE PACKAGING BY PILOTING TWO NEW CONSUMER-FACING PACKAGING MATERIALS THAT ARE COMPOSTABLE / RECYCLABLE	

-  ON TRACK TO ACHIEVE GOALS
-  POSSIBLE TO ACHIEVE GOALS
-  UNLIKELY TO ACHIEVE GOALS





CLIMATE IMPACT

An aerial photograph of a coastal wetland or marsh area. A prominent, winding waterway or channel flows through the landscape, which is a mix of dark green and brownish vegetation. The foreground shows a wide, light-colored sandy or silty bank. The background features a vast expanse of water meeting a sky filled with dramatic, layered clouds in shades of blue, grey, and white. The overall scene conveys a sense of natural complexity and environmental impact.

IN 2022, WE BEGAN QUANTIFYING the carbon emissions impact of Acme's operations and published the results in last year's report. That was the first step in learning where we stood relative to comparable manufacturing businesses and understanding how to prioritize our areas of impact.

We're now pleased to announce that we have developed a global baseline measurement of greenhouse gases that includes all four Acme facilities across the U.S. and Acme Chile. Working with Greenticket, a Chile-based environmental consulting firm, this process equips us with the information to make ambitious yet realistic carbon reductions goals year over year, as well as demonstrate our leadership in environmental stewardship within the seafood industry. In the following pages, you'll get a glimpse at some of the data and analysis that we're using to make important decisions for our company and for the planet.

We recognize the urgent need for action and are proud to play our part in mitigating climate change. As we continue to innovate and adapt, we remain dedicated to driving positive change and ensuring a more sustainable future for generations to come.

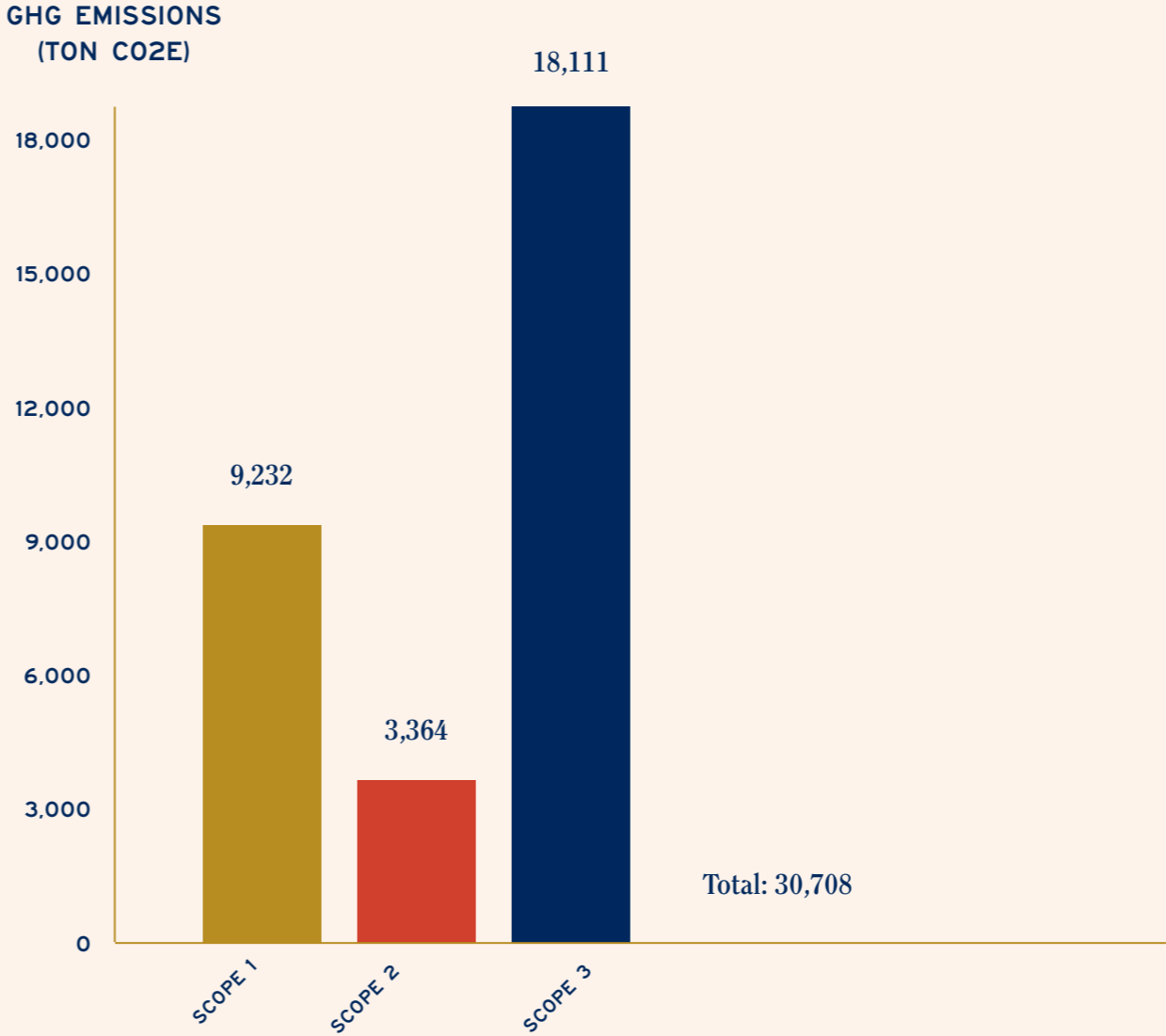


2022 GREENHOUSE GAS ANALYSIS

In 2023, in an effort to create a strategic global approach to sustainability, Acme Smoked Fish Corporation commissioned Greenticket to develop a baseline measurement of all four Acme facilities across the U.S. and Acme Chile using data from the prior year. Greenticket is an environmental consulting firm based in Chile with expertise in evaluating the carbon footprint of the Chilean salmon aquaculture industry, making them a perfect partner for measuring Acme’s operations and the relevant industry-specific variables.

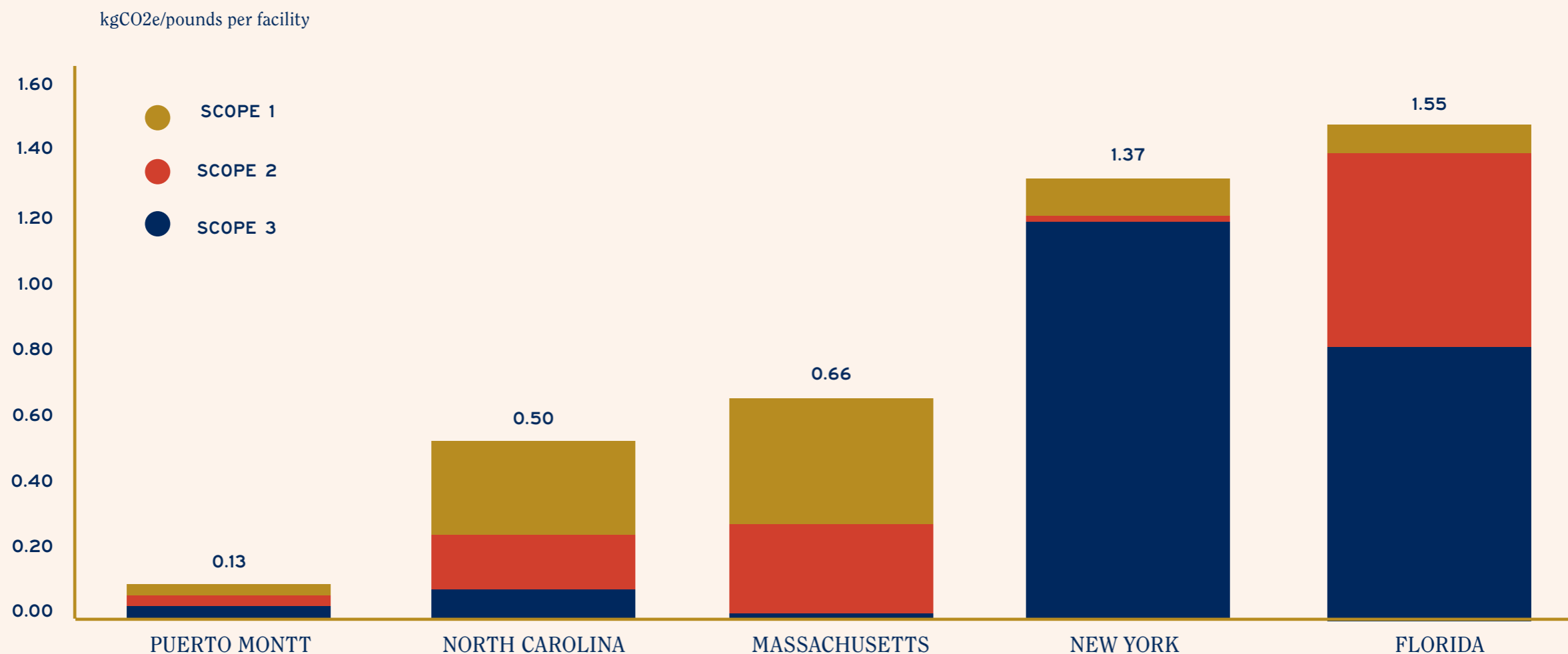
TOTAL GREENHOUSE GAS EMISSIONS IN 2022, BY SCOPE

- SCOPE 1: FUEL AND REFRIGERANT GASES CONSUMPTION
- SCOPE 2: ELECTRICITY CONSUMPTION
- SCOPE 3: IMPORTS OF RAW MATERIALS, DOMESTIC LOGISTICS MOVEMENTS, PACKAGING OF FINISHED GOODS, WASTE MANAGEMENT, USE OF OFFICE MATERIALS, AND CORPORATE FLIGHTS.



EMISSIONS INTENSITY BY FACILITY

In assessing emissions intensity per pound of finished product by facility, it becomes clear that North Carolina and Puerto Montt stand out for their performance, registering low indicators of 0.50 and 0.13 kg CO₂e/pound, respectively. These figures firmly establish them as frontrunners in operational efficiency when compared to other Acme facilities. In contrast, Florida lags in efficiency, marked by the highest rate of emissions with 1.55 kg CO₂e/pound per finished product.



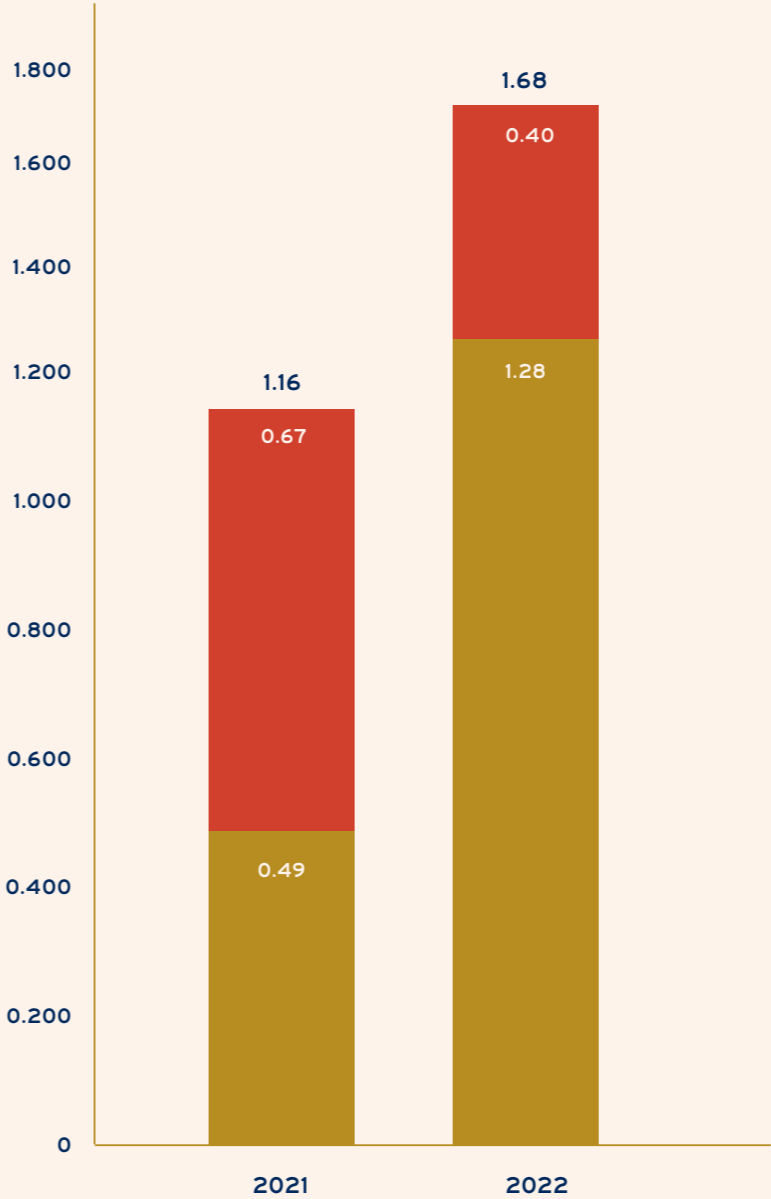
This graph illustrates emissions per pound of finished product by facility



TOTAL EMISSIONS INTENSITY 2021 + 2022

The graph below shows the year over year comparison in carbon emission intensity (kgCO₂e/pound) for the New York, North Carolina, Massachusetts, and Puerto Montt facilities, i.e. measuring the relative efficiency of Acme's operations in carbon emissions over time. We are investigating the difference between 2022 compared to 2021 to pinpoint whether this change in relative efficiency is reflective of Acme's operations or if it reflects inconsistencies in our measurement.

- SCOPE 1
- SCOPE 2



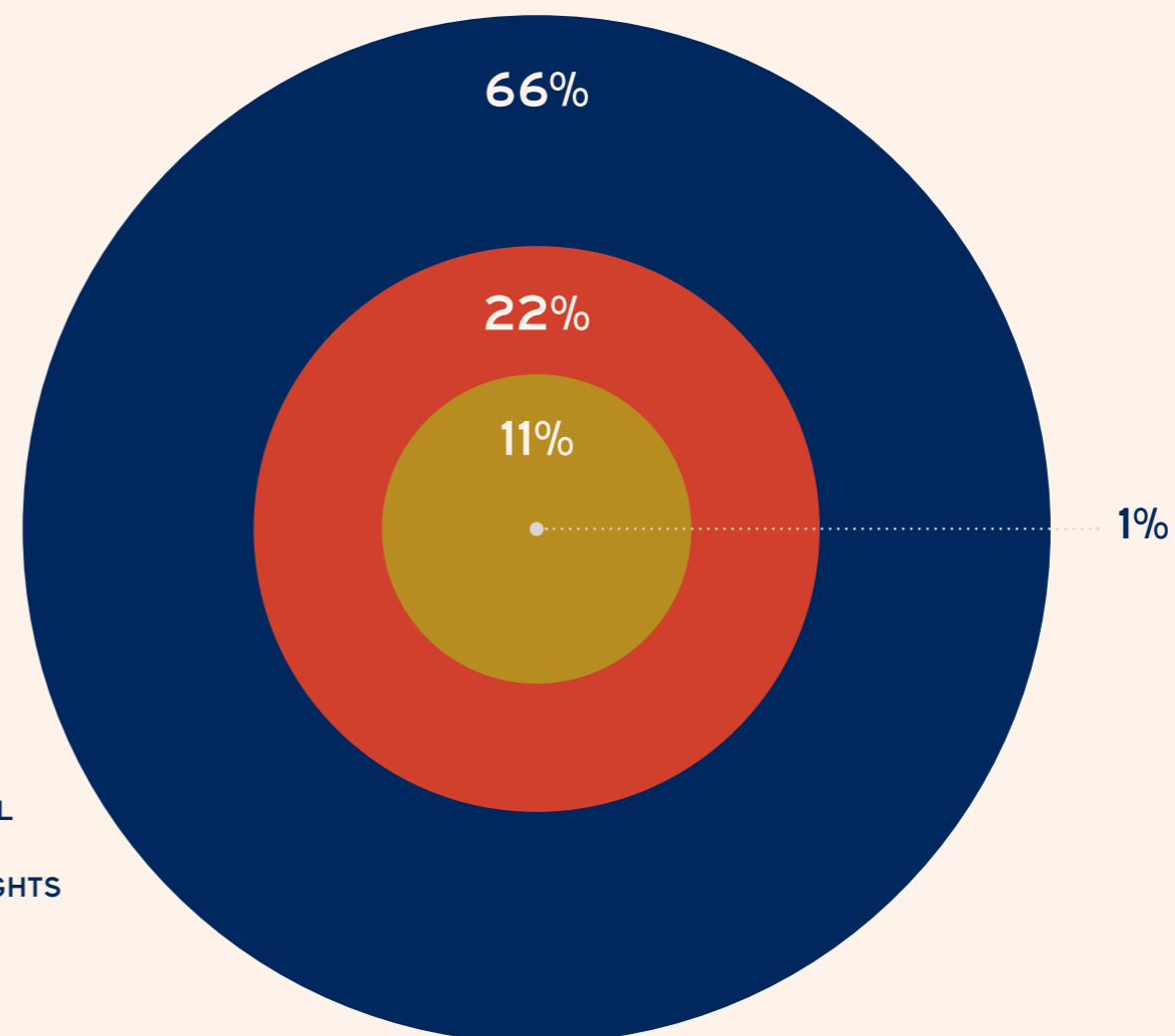
This graph shows a comparison on Scope 1 & 2 (kgCO₂e/Pounds of Finished Good)



DISTRIBUTION OF SCOPE 3 EMISSIONS BY TYPE OF SOURCE

Scope 3 accounts for the majority of greenhouse gas emissions in Acme's 2022 footprint, representing 59% of the total and generating 18,111 tCO₂e. It is primarily attributed to the large logistics network that transports raw materials from Acme Chile to manufacturing facilities in the U.S., and finished goods from Acme's plants to customers and distributors. Overall, this accounts for 11,657 tons of CO₂e, or 66% of emissions.

- LOGISTICS
- PACKAGING
- WASTE DISPOSAL
- CORPORATE FLIGHTS





IF WE EVER GET INTO
A FENDER BENDER,
WE HOPE IT'S WITH
A BAGEL TRUCK.


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EMISSION EQUIVALENCES OF LAST MILE LOGISTICS

Acme's fleet of trucks delivers smoked fish specialties across the country



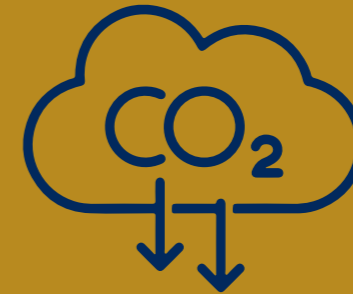
579,167

Miles Driven



29,613

Gallons of Fuel



580,196

Pounds
of Carbon Emissions

=



23

Trips around the world



4

Filled 737 Jet Planes



13,150

Trees need planting
to offset the
Carbon Emissions



The following recommendations were proposed by the Greenticket team, in consultation with Acme's engineering department, in order to address realistic opportunities to reduce carbon emissions across Acme's global operations.

SCOPES 1 & 2

1. Investigate the opportunities of transitioning to renewable energy sources for in-house power generation to reduce the consumption of fossil fuels across the company's facilities. This transition represents the potential to reduce 7,500 tons of CO₂e between diesel, LPG and natural gas usage, corresponding to 22% of 2022 total emissions.
Note: As of Q3 2023, Acme has evaluated the costs and benefits of installing solar in our North Carolina and New York facilities. At this time, high cost barriers are preventing Acme Smoked Fish Corp from moving forward with these implementations.
2. Analyze the cost of retrofitting existing R404/R507A refrigeration systems to a more Global Warming Potential (GWP)-friendly and efficient R448/R449A refrigerant which has approximately 60% less GWP than current system refrigerants. *Note: This transition is currently being implemented in one of Acme's refrigeration systems in New York, and throughout the upgraded Florida facility.*
3. Provide ongoing training to refrigeration technicians and maintenance personnel on energy efficiency, sustainability, climate change, waste management, and circular economy.

SCOPE 3

4. Promote the sale of products produced with frozen raw material and which are associated with lower emission factors for transportation (i.e. cargo ship versus air transit).

REDUCTIONS PLAN

Acme is developing a carbon reductions plan that aligns with a globally-recognized science-based standard and will prioritize achieving net-zero emissions by 2050 for all viable activities within our supply chain. For any residual emissions, we will invest in solutions that neutralize the remaining carbon through permanent removal or storage. We commit to publishing this plan in 2025, after completing another annual greenhouse gas assessment of our 2023 operations. Additional data will be meaningful to understand the coefficients of carbon intensity and production as Acme grows as a business.

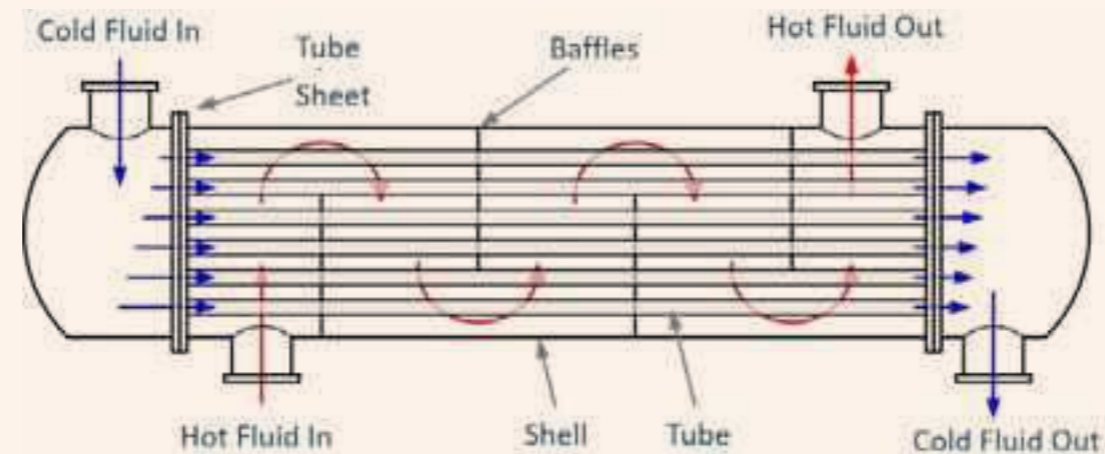




DENMARK LEADS THE WAY

We're working to reduce climate impact at a global scale and our colleagues at Norlax in Denmark are helping us to make big changes, starting with energy efficiency enhancements. 2023 saw record-high electrical prices in Europe, instability with freight logistics, and ever-changing regulations, making these upgrades simultaneously more challenging and also more critical. To lower energy costs, Norlax implemented a tube heat exchanger which takes hot water used for cleaning and heating and repurposes it for the refrigeration and freezing systems. This seemingly simple technology has had a dramatic effect on gas usage, decreasing energy consumption by 65% year over year.

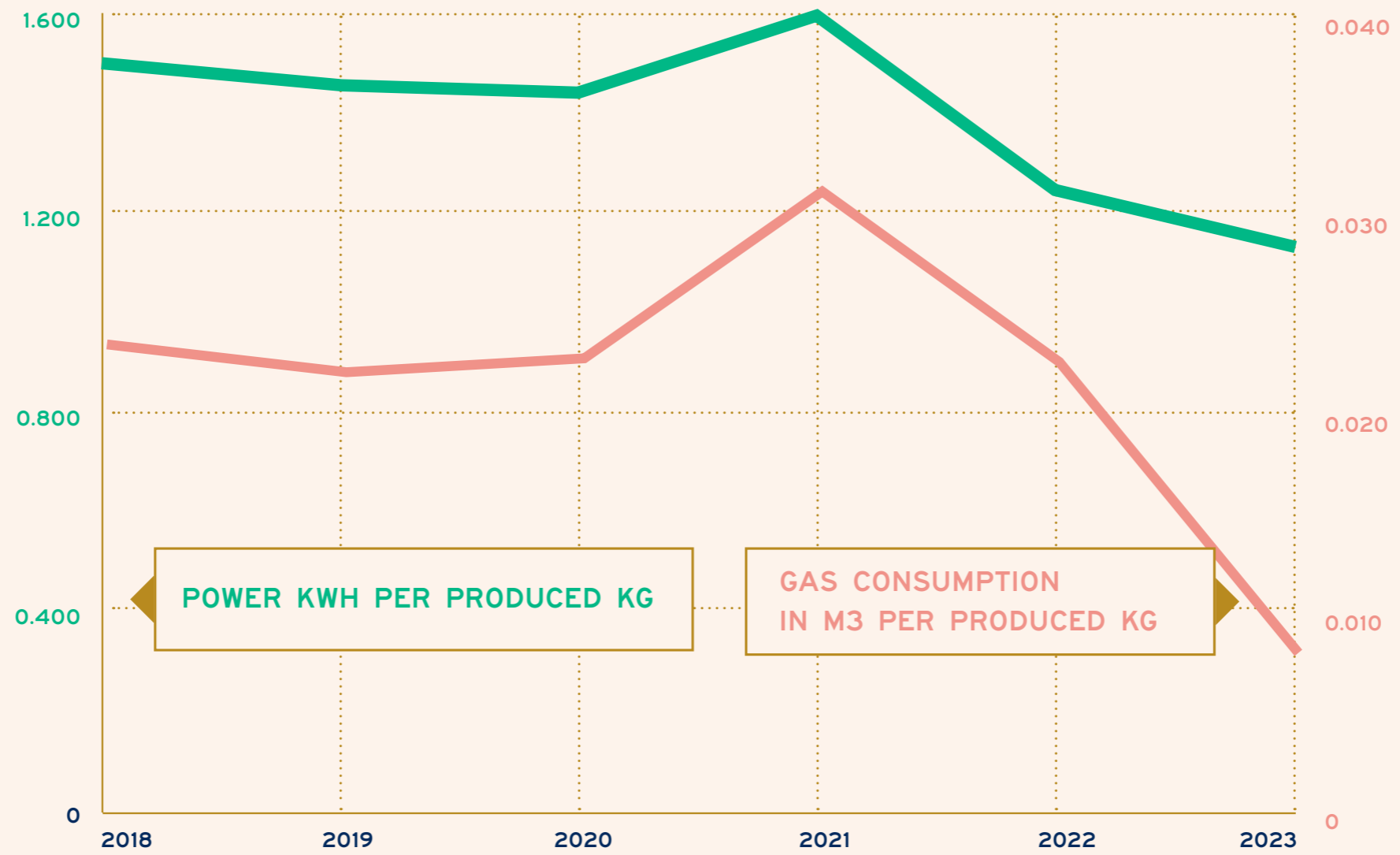
“We are continuously working to decrease the amount of energy that we are using compared to the amount of kilowatts we are producing,” said Ole Clemensen, Executive Chairman of Norlax. “It makes so much sense to save where we can, and when prices come down again, then we still will have saved energy.”



Tube heat exchanger



POWER + GAS CONSUMPTION AT NORLAX





SALMON VERSUS OTHER PROTEINS

One of Acme's largest suppliers in Chile conducted a cradle-to-grave lifecycle assessment with Greenticket to measure the true impact of salmon farming, accounting for factors such as feed, infrastructure, transportation, waste, and all inputs necessary to produce one pound of product. The total impact in carbon dioxide equivalent emissions for salmon production is 1.9 kgCO₂e/lb. This number represents the emissions associated with producing 1 pound of raw material. Acme's carbon footprint assessment begins where this measurement ends – i.e., from when the raw material arrives at Acme's facility for processing, through the delivery of finished goods at our customer's locations.

Greenticket conducted a comparison of the carbon emissions intensity of producing 1 pound of farmed salmon to producing 1 pound of other popular proteins, such as chicken, pork, and beef. See the diagram on the next page for the breakdown.



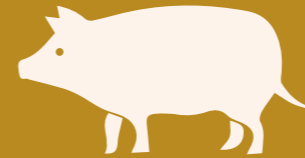
1.9

kgCO₂e/lb



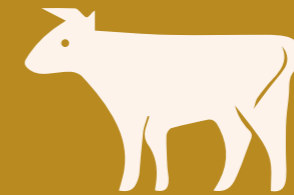
3.1

kgCO₂e/lb



5.5

kgCO₂e/lb



13.6

kgCO₂e/lb





**PEOPLE
+ COMMUNITY**

AT ACME, WE CALL OURSELVES “CITIZENS OF SEAFOOD,” because we understand that as citizens, we are all connected through our shared responsibility to one another and our planet.

In 2023, we came together to celebrate our people and uplift our community. Under the administration of the Acme Smoked Fish Foundation, the Education Scholarship Program supported the family members of Acme employees, providing scholarships to twelve remarkable students, from first-generation scholars to those in diverse fields such as nursing and aerospace engineering. We were able to grow the Seafood Industry Climate Awards in its second year to fund more innovation that aims to reduce carbon emissions and increase diverse representation within the seafood sector in North America and Chile.

By fostering strong connections, actively engaging with our employees and communities, and supporting meaningful projects, we not only strengthen our company culture but also contribute to the greater good, building a brighter, more inclusive future for all.



EMPLOYEE & COMMUNITY ENGAGEMENT

PART OF BEING A CITIZEN OF SEAFOOD includes a commitment to citizenship. At Acme, we are citizens of our planet, our communities, and our people. We are grateful that our team members are people who look for opportunities to do good, to get involved, and give back. And have some fun while they're at it. There were many of those opportunities in 2023.

In April, a Brooklyn crew helped spruce up our neighborhood for **Earth Day**—building planters, picking up trash, and leaving the streets of Greenpoint better than we found them. Over the summer, the neighborhood turned into a dance floor for our annual **summer BBQ**, a chance to eat, cut loose, and spend some quality time with one another. In Wilmington, team members sweated it out for a great cause: a **5K run** to help raise awareness and funds for programs helping breast cancer patients in southeast North Carolina.

And of course, we continue to show up for our communities. In September, Brandon Sproles and Tyler Jackson represented Acme at the **Ocean Innovation Conference** hosted by the University of North Carolina at Wilmington. Last February, in collaboration with Utopia Bagels in New York, we brought hundreds of people out to Bryant Park in Midtown Manhattan to celebrate **National Bagels and Lox Day** with free bagel sandwiches. And as always, **Fish Friday** continues to be a community centerpiece, bringing together fish lovers to Gem Street weekly for wholesale prices, Gary's Specials, and plenty of friendly faces.





CLOCKWISE FROM TOP-LEFT: EARTH DAY CLEANUP IN BROOKLYN; RUN FOR THE TA TAs 5K IN WILMINGTON; ANOTHER HAPPY FISH FRIDAY FAN; SUMMER BBQ ON GEM STREET.



ACME
SMOKED FISH™
FOUNDATION



THE ACME SMOKED FISH FOUNDATION U.S. EDUCATION SCHOLARSHIPS

Education changes everything. It unlocks passions, amplifies impact, and forges the connections that will shape our shared tomorrow. We've seen firsthand how widening the gateway to education creates meaningful opportunities for individuals. We've also seen how it ripples out, empowering families and communities to improve their lives—and the world we share.

Scholarship awardees receive \$1,000 and are chosen based on their experience and educational goals. We select applicants with a proven background of volunteerism, employment, or entrepreneurship, along with a clear plan for their education's impact and support from a community member. We also prioritize applicants who are the first in their families to pursue post-secondary education.



SICA

SEAFOOD INDUSTRY
CLIMATE AWARD

Now celebrating its second year, the Seafood Industry Climate Awards (SICA) is Acme Smoked Fish Foundation's signature program, with a singular purpose of identifying the most promising solutions that will lower the carbon footprint of the seafood industry and increase the leadership role of women and minority communities. Awards are made in both North America and Chile.

More than two dozen strong applications were received in North America, addressing a wide range of challenges within the seafood industry, from ghost gear to animal welfare, workforce development and emissions reductions, policy solutions and much more. Selected by a panel of industry judges, the initiatives this year are all led by women and each recipient will receive a \$70,000 grant to support their project.

In Chile, twenty-two applications were considered from various companies, startups, NGOs, community organizations, and academic institutions. They were first evaluated by a technical committee that selected five projects, and then reviewed by an expert jury that selected the final two winners. The first-place winner will receive an award of \$25,000 and the second-place winner will receive \$15,000.

[ABOUT THE 2023-2024 AWARD RECIPIENTS >>](#)



NORTH AMERICA

MINORITIES IN AQUACULTURE



Minorities in Aquaculture (MIA) was founded in 2020 by Imani Black, an African American oyster farmer building a career in the rapidly-growing aquaculture industry. The organization was created by a vision of more diverse and inclusive aquaculture sectors. In 3 years, MIA has educated underrepresented demographics about the environmental benefits of aquaculture & growing a viable career pipeline. Their goal is to create long-lasting diverse stewards, employees and innovators that strongly impact the industry for the future.



NORTH AMERICA

PINE ISLAND REDFISH

Pine Island Redfish is a saltwater, land-based Recirculating Aquaculture System (RAS) producing redfish in Southwest Florida. Their RAS system brings home production of a native fish, almost harvested to extinction. Rather than relying on imports, Pine Island Redfish meets the demand of this popular species while also establishing a more circular food system. The RAS facility captures and reuses the nutrient profile of the seawater to grow halophytic plants such as sea purslane and red mangrove. This addresses management of waste from marine culture, raising plant species that are integral to shoreline stabilization and carbon sequestration.



NORTH AMERICA

VIABLE GEAR



Viable Gear is a mission-driven startup founded in 2021 in Portland, Maine to provide sustainable products to ocean harvesters in support of a healthier ocean. These products are developed from Viable Gear's seaweed-based material alternative, intended to replace the traditional petroleum-based plastics like nylon and polypropylene, that are used in the fishing and aquaculture industries.



Photo credit: Chris Cary Photography, Portland, ME





DRYER



CHILE - FIRST PLACE

DRYER CHILE

Dryer Chile is a company from the Los Lagos Region that seeks to solve the problem of waste in the mussel farming industry. Specifically, mussel meat that is discarded without being marketed ends up in landfills and translates to an economic cost for the industry and for the environment, through the generation of carbon emissions by the transfer and disposal of organic matter. The aim of this project is to create a more circular economy by upcycling this organic waste and generating a dehydrated “mussel flour” with high nutritional value that can be sold for various uses.



CHILE - SECOND PLACE

BIOKEIKRUK

The startup Biokeikruk, from the Magallanes and Chilean Antarctica Region, aims to address the serious problem of plastic pollution in the oceans, incorporating the fungi kingdom to the seafood industry through the design and installation of biodegradable buoys in cultivation centers and other facilities. The jury pointed out the emerging nature of this project, opening the field of applied research of fungi in the substitution of plastics used in various operations, opening an avenue of relevant innovation.



The U.S. grantees were chosen by a panel of judges from across the seafood industry:

CRISTIAN ANDLER, Cofounder, Green Ticket

AMANDA FOSTER, Corporate Citizenship Manager at TD Bank Foundation

CARI MCCALL, Sr. Strategic Sourcing Specialist, Walt Disney Parks & Resorts

STACY SCHULTZ, Director Marketing and Sustainability Coordinator, Fortune Fish and Gourmet, and Board Member of SeaPact Foundation

SID SHAFIN, Plant Engineer, Acme Smoked Fish

ROB SNYDER, Chief People and Sustainability Officer, Acme Smoked Fish and Acme Smoked Fish Foundation

BRI WARNER, Chief Executive Officer, Atlantic Sea Farms

The technical committee and jury for ACME Chile's climate award included:

FRANCO ADAM, CEO, ACME Chile

ADOLFO ALVIAL, Executive Director, Club de Innovación Acuícola

CRISTIAN ANDLER, Cofounder, Green Ticket

JULIO BRINTRUP, Executive Director, CIR Los Lagos

ANETTE KROHN, Manager, Endeavor Patagonia

ESTEBAN RAMÍREZ, CEO, Intesal

DANIEL SILVA, Science and technology journalist, MEGA

CRISTIÁN SOLÍS, CEO, B2B Media Group



Support for the Seafood Industry Climate Award comes from Acme Smoked Fish Corp. as well supporters including TD Bank, Northside Packaging, Feature Foods International, Buckhead Capital Corp., Eastern Quality Foods, Rampart Insurance Services, Margolin Winer & Evens, LLP, Cole Scholtz P.C., Marc Brownstein, and Larry & Pam Tarica.

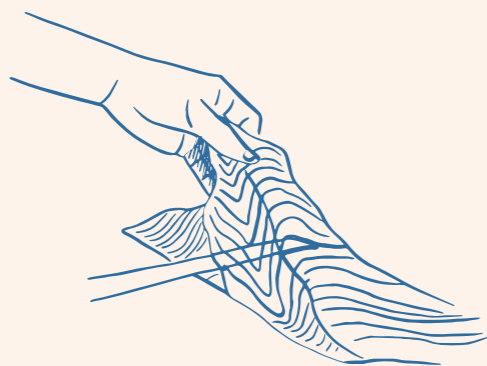


ACME SMOKED FISH VALUES



Improving is Winning

We're hungry to learn more, welcoming every day as an opportunity to improve our craft, sharpen our skills, and do better for our community.



Wow Them with Quality

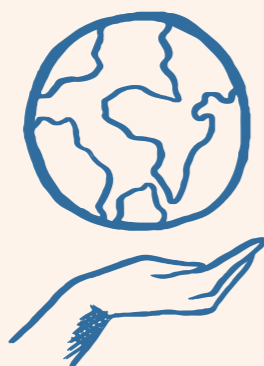
We hold ourselves accountable to exceed expectations and deliver the highest quality outcomes across everything that we do.





Pass the Passion

We're obsessed with bringing passion to the table, celebrating our traditions, and inspiring each other to innovate.



Citizens of Seafood

We're committed to turning the tides against climate change—innovating our practices to craft a sustainable, socially responsible future for our people, our products, and our planet.



Every Relationship Matters

From passionate conversations with our coworkers to deli-counter chats with our community, we put our all into every interaction. We're not just here to craft the best smoked fish—we're here to craft genuine connections and meaningful experiences.



ACME VALUES AWARDS

In 2023, we launched the first annual Values Awards, highlighting eleven team members across Acme's four facilities in North America and five employees in Acme Chile who stood out for their outstanding contributions and nominations from multiple peers. These were employees who were always willing to go the extra mile to help raise the bar on quality, who radiated positivity with their infectious smiles, who were hands-on problem solvers, and who had the patience and dedication to be great mentors and motivators.



FRANKLIN RICHARDS

Production Associate, NC

The grand prize winner was Franklin Richards, a production associate in North Carolina. Over his five years at Acme, he consistently showcased unparalleled reliability and dedication. He remains ever-pleasant to his team and embodies exceptional work ethic.





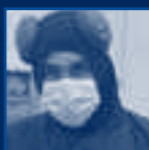
The Improvers



ALBERTO RODRIGUEZ
Line Lead, NC



DANIELLE KELLY
AR/AP Manager, FL



ERVIIN MORETTI
Production Foreman, Chile



The Wowers



ALYSSA MCFARLAND
Production Manager, MA



MARIAM KELLEY
Customer Service Representative, NY



GUILLERMO VERA
QA Monitor, Chile



The Passionates



GREGORY MORALES
Packing Crew, NY



MARY ARMSTRONG
Production Associate/Mentor, NC



LUCIO CABEZA
Warehouse Supervisor, Chile

The Citizens



HOLLY LEUNG
Product Development Specialist, NY



TOMMY CAPPIELLO
Production Manager, NC



OSVALDO ZANZANA
Wastewater Operator, Chile



The Connectors



ERICA JACOBS
Senior QA Technician, NC



JESSICA LEIVA
Production Associate, NC



PATRICIA LEVIL
Human Resources Manager, Chile





CERTIFICATIONS



The Best Aquaculture Practices certification system ensures that aquaculture practices are followed using standards that are socially and environmentally responsible. The program combines site inspections and ample sampling with sanitary controls, therapeutic controls, and traceability. Acme is committed to working with salmon suppliers that adhere to BAP standards.



The Aquaculture Stewardship Council is an independent non-profit organization and labeling organization that establishes protocol on farmed seafood while ensuring sustainable aquaculture. The ASC provides sustainable and responsible aquaculture producers with a stringent certification and labeling scheme guaranteeing to consumers that the seafood they are purchasing is sustainable for the environment, and socially responsible.



The Marine Stewardship Council is a certification organization that works with fisheries, seafood companies, scientists, and conservation groups around the world to promote best environmental practices. Many of Acme's wild caught seafood is MSC certified.





GLOBALG.A.P. is a brand of smart farm assurance solutions developed by FoodPLUS GmbH in Cologne, Germany, with cooperation from producers, retailers, and other stakeholders from across the food industry. These solutions include a range of standards for safe, socially and environmentally responsible farming practices. Acme uses the GLOBALG.A.P. Integrated Farm Assurance (IFA) standard in its application to salmon aquaculture.

Monterey Bay Aquarium **Seafood Watch**

Seafood Watch is a sustainable seafood advisory list, and has influenced similar programs globally. It is best known for developing science-based seafood recommendations that consumers, chefs, and business professionals use to inform their seafood purchasing decisions. Seafood Watch standards for aquaculture, fisheries, and salmon-specific fisheries undergo regular review and revision to ensure the latest science and best management practices are incorporated.





EU ORGANIC: European Union regulations on organic farming are designed to provide a clear structure for the production of organic goods across the whole of the EU. This is to satisfy consumer demand for trustworthy organic products while providing a fair marketplace for producers, distributors and marketers. The organic logo gives a coherent visual identity to EU produced organic products sold in the EU. This makes it easier for EU based consumers to identify organic products and helps farmers to market them across all EU countries.



Organic Denmark is an association of Danish companies, farmers, professional kitchens and consumers making them the largest representative of the organic food industry in Denmark. They have successfully brought together the entire organic sector in Denmark comprising 200 companies in a coordinated marketing strategy and are instrumental in helping smaller companies to work professionally with retail.

KOSHER AND QUALITY STANDARDS



BRCGS is an international certification body for food safety and meets the requirements of the Global Food Safety Initiative. Widely regarded as the benchmark for best practices in the food industry, BRCGS certification demonstrates adherence to high standards of quality and safety in food processing.



KOF-K is a globally recognized kosher food certification organization that requires its certified producers to meet the rigorous standards of kosher food preparation. Only products and services meeting these stringent standards are permitted to display the KOF-K symbol.





Thank you
to all Acme Smoked Fish Co.
team members who are working on sustainability.

EDITOR

Alex Golub

PRODUCER

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DESIGNER

Maeve O'Regan

DESIGN CONSULTANT

Marla Perelmuter

WITH THANKS

Rob Snyder, Adam Caslow, Jacob Tupper,
Holly Leung, Tyler Jackson, Brandon Sproles,
Marcela Suárez Rojas, and Maddie Pink

We would also like to thank our partners at
Bristol Bay Regional Development Association
for contributing photography to the report.



social responsibility and sustainability at the center of our decisions.

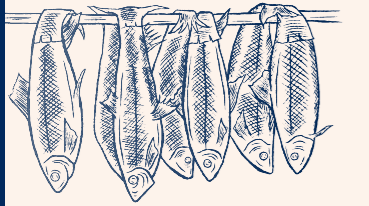
social responsibility and sustainability at the center of our decisions.

READY TO ENJOY - DIG IN

READY TO ENJOY - DIG IN

WHOLE SMOKED *Whitefish*

THIS WILD-CAUGHT WHITEFISH FROM THE GREAT LAKES AND LAKE WINNIPEG IS BRINED AND SMOKED TO A GOLDEN COLOR

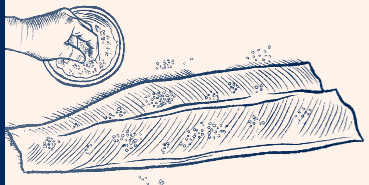


WHITEFISH SALAD

PROTEIN-RICH BLEND WITH CREAMY MAYO DELIVERS A SUBTLY SMOKY FLAVOR.

HOT-SMOKED *"Kippered"* SALMON

CURED IN WET BRINE BEFORE BEING SMOKED AND FULLY BAKED AT 145 DEGREES FAHRENHEIT.

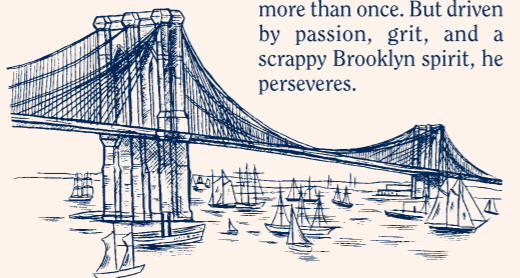


KEEP REFRIGERATED AT 38°F OR BELOW



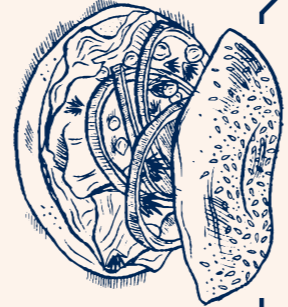
OUR ROOTS

After immigrating from Russia, Harry Brownstein hits the streets of Brooklyn with a horse-drawn wagon and a plan: to create his own smoked fish business. He starts small, distributing fish from the local smokehouses to stores throughout the city. But he dreams big, forging partnerships and making first forays into manufacturing with an eye toward the future. He faces stiff competition and fails more than once. But driven by passion, grit, and a scrappy Brooklyn spirit, he perseveres.



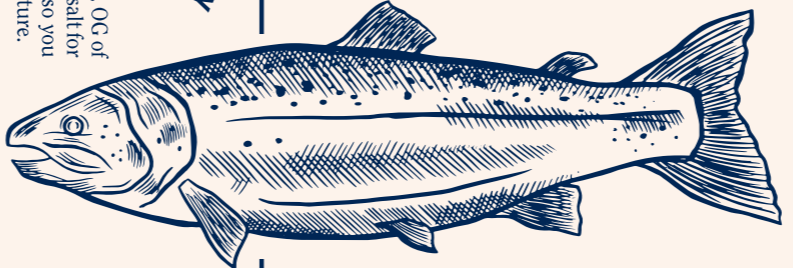
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718.383.8585
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Lox is the old-world, old-school, OG of the appetizing platter. Brined in salt for at least four weeks. Sliced thin so you can savor its supremely silky texture.

Lox GENUINE SALTY



Nova is your quintessential smoked salmon, plain and simple. Trimmed by hand, seasoned with care, lightly smoked, one batch at a time—just as we've done for over 100 years.

Salmon SMOKED NOVA



— FOUR —
GENERATIONS
FAMILY OWNED & OPERATED
TO CREATE ONLY THE BEST

We're hooked on crafting the finest smoked fish, one batch at a time. It's a family tradition. We hope we can be part of yours.

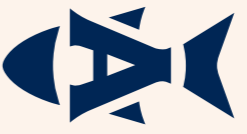
Wow
THEM WITH QUALITY

CITIZENS OF SEAFOOD

We strive to do right by our people, our communities, and our planet by putting social responsibility and sustainability at the center of our decisions.

READY TO ENJOY - DIG IN

WILD
CAUGHT
Herting



BRINGING
PEOPLE
TOGETHER
THROUGH GREAT
FOOD EXPERIENCES



*Fish
Friday*

WHOLE SMOKED *Whitefish*

THIS WILD-CAUGHT WHITEFISH FROM THE GREAT LAKES AND LAKE WINNIPEG IS BRINED AND SMOKED TO A GOLDEN COLOR



WHITEFISH SALAD

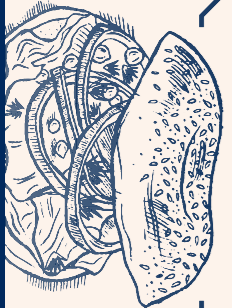
PROTEIN-RICH BLEND WITH CREAMY MAYO DELIVERS A SUBTLY SMOKY FLAVOR.

HOT-SMOKED *"Kippered"* SALMON

CURED IN WET BRINE BEFORE BEING SMOKED AND FULLY BAKED AT 145 DEGREES FAHRENHEIT.



KEEP REFRIGERATED AT 38°F OR BELOW



Lox is the appetizing platter. Brined in salt for at least four weeks. Sliced thin so you can savor its supremely silky texture.

— FOUR —
GENERATIONS
FAMILY OWNED & OPERATED
TO CREATE ONLY THE BEST

We're hooked on crafting the

WILD
CAUGHT
Herting

WHOLE SMOKED *Whitefish*

THIS WILD-CAUGHT WHITEFISH FROM THE GREAT LAKES AND LAKE WINNIPEG IS BRINED AND SMOKED TO A GOLDEN COLOR



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