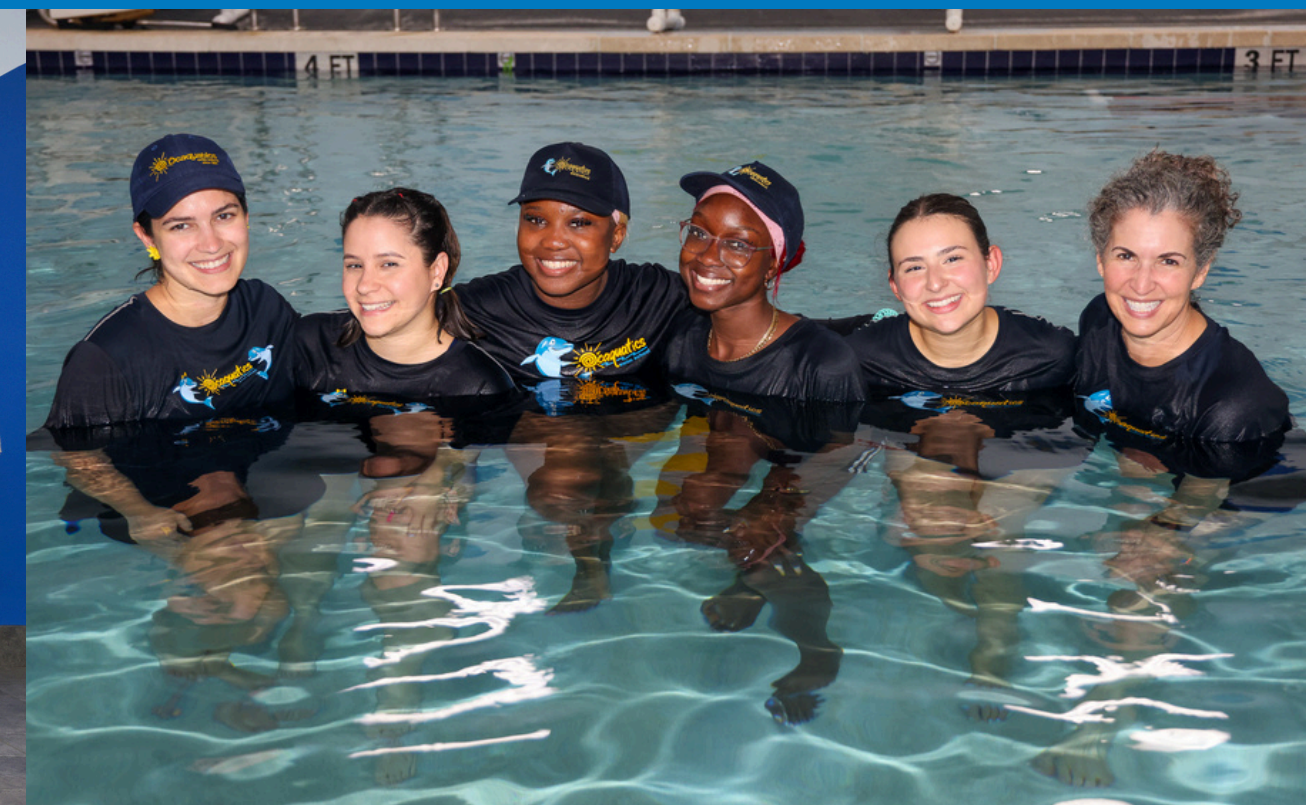


IMPACT REPORT 2024



OCAQUATICS.COM
305-969-SWIM



A LETTER FROM OUR FOUNDER & CEO

At Ocaquatics, we believe business can and should be a force for good, for people, communities, and the planet. As a Florida Public Benefit Corporation and a proud B Corp, we measure our success not just in profits, but in the ripples of impact we create along the way.

This past year marked a truly transformational milestone in our journey: we transitioned to 100% employee ownership through an Employee Ownership Trust. This historic step reflects our deep commitment to shared prosperity, long-term purpose, and the people who make our mission possible every day. It is one of the most meaningful accomplishments in our company's history, and we hope it inspires other business owners to consider alternative, values-aligned succession paths.

In 2024, we also deepened our focus on climate and community education. Through our non-profit, Ripples of Impact, we launched new climate resilience programming across Miami-Dade County, providing hands-on education around sea level rise, food insecurity, and sustainability. Our Resilience Pod empowered young people to think critically about their world and sparked curiosity and courage to take action.

Ripples of Impact will also be helping provide tuition assistance and swimming scholarships to those who need extra support. This initiative was officially launched in the fall of 2024 and we're excited at the impact it will make in the future!

We continued to amplify our commitment to the United Nations Sustainable Development Goals, weaving them into our internal education, operations, and team culture. And through collaborations with partners like Florida for Good Miami, Conscious Capitalism, and 1% for the Planet, we helped connect and strengthen a growing network of purpose-driven businesses and non-profits.

While we made incredible strides, we're also honest about the road ahead. Our solar panel project remains in progress, and we were only able to complete the project at our Northwest location. The Eureka solar project was delayed again by infrastructure limitations. But we haven't lost momentum — we are still committed to completing this initiative and furthering our transition to clean energy.

As we reflect on this year, one thing is clear: the future of business is evolving — and we are proud to be part of a movement that values people, purpose, and planet.

We hope this report inspires you to think about the kind of impact you want to make — and invites you to join us in creating ripples that reach far beyond the pool.

With gratitude,





OUR MISSION IS TWOFOLD:

Our Mission to our Families is to teach our families to love swimming and become safer, more comfortable, and more responsible in, on, and around the water.

Our Mission to our Team Members is to grow our people within a framework of social and environmental responsibility, so that we grow our school in a sustainable way and make a difference in our community.



OUR CORE VALUES

We are: Safety-Focused,
Service-Oriented, Team Players,
Fun and Friendly, Purpose Driven,
Always Learning.

OUR PURPOSE

Our Purpose is to make a
Positive Difference for our team,
our families, our community,
and our planet.

2024 MILESTONES

A large group of approximately 40 people, including staff and students, are posed for a group photo. They are arranged in several rows, with some standing and some kneeling or sitting in the front. The background is a blue wall with a large, curved, light-blue section at the top. This section features several circular inset photos showing children swimming and playing in the water. In the foreground, a large circular logo is prominently displayed on the floor. The logo has a blue border and contains the text 'Proud to be' at the top, 'Ocaquatics swim school' in the center (with 'Ocaquatics' in a larger, stylized font), 'Since 1994' below that, and '100% Employee Owned' at the bottom. The logo also features a graphic of two blue dolphins swimming towards a central sun-like symbol. Many of the people in the photo are wearing blue shirts with the Ocaquatics logo. The overall atmosphere is positive and professional.





SWIMMERS

We taught **11,396 swimmers and 269,631 lessons**, reinforcing our commitment to water safety and education. Each lesson represents an opportunity to help children develop essential life-saving skills, build confidence in the water, and create a foundation for a lifetime of safe swimming.

Through consistent, high-quality instruction, we continued to make a positive impact in our community by empowering families and promoting a culture of safety around water.



MILES WALKED FOR WATER

Eight of our team members **hiked 220.80 miles** to the summit of Pico Duarte — the highest peak in the Caribbean — to raise awareness about the global water crisis. This effort was part of a fundraising initiative for Blue Missions, an organization that builds water systems for communities lacking access to clean water.

Around the world, many people walk miles every day just to collect water. By taking on this challenge, **we raised \$22,626** to provide clean water to at least 30 people and proper sanitation to 16 families in the Dominican Republic.



2024 MILESTONES

Learn more here:
BlueMissions.Org



FUNDS RAISED FOR CLEAN WATER

We donated 1 day of clean water for each swim lesson we taught to Blue Missions. In 2024, that amounted to **269,631 days of water.**

Blue Missions provides access to clean water in the Dominican Republic, empowering local leaders while connecting volunteers to meaningful service experiences. Together, we are improving the health, opportunities, and quality of life for many families, particularly for girls and women who are often responsible for collecting water.



2024 MILESTONES



PLASTIC BOTTLES SAVED

We saved **22,465 plastic bottles** by providing water bottle refilling stations at our locations. This initiative not only helps reduce plastic waste but also promotes sustainable practices by encouraging reusable bottles.

By making clean, filtered water easily accessible, we're not only supporting the environment but also ensuring that our families have a healthier, more eco-friendly option for staying hydrated.



2024 MILESTONES



VOLUNTEER HOURS

We are proud to share that our team served a total of **324 paid volunteer hours** for our non-profit partners this year, highlighting our dedication to supporting and uplifting the Miami community.

These efforts reflect our team's commitment to making a positive difference and actively contributing to the well-being of those around us.



2024 MILESTONES



GARBAGE COLLECTED

We collected a total of **1,122.25 pounds of garbage** through our clean-up initiatives—showing our ongoing commitment to protecting the environment and keeping Miami clean.

Throughout the year, we host monthly clean-ups in the neighborhoods of our Ocaquatics locations and also partner with Clean Miami Beach for larger community events. These efforts not only remove waste, but also inspire environmental awareness and collective action.



2024 MILESTONES



CARBON OFFSETTING

With the help of our 1% for the Planet partner, WE ARE NEUTRAL, Ocaquatics offset **499.06 tCO₂e** of our Scope 1 and 2 carbon emissions with verified environmental projects.

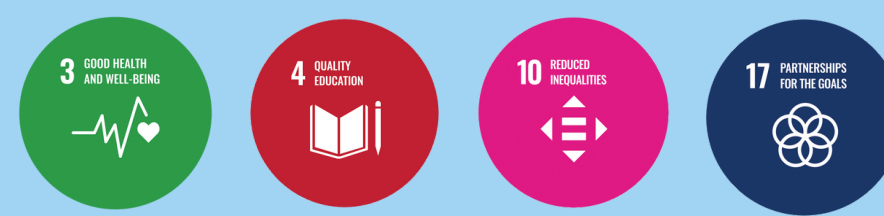
This is the equivalent of growing 8,252 indigenous tree saplings for ten years.



2024 MILESTONES



SCHOLARSHIP LESSONS



2024 MILESTONES

We provided a total of **2,508 scholarship lessons** this year, helping make swim education more accessible to families in the Miami community.

In fall of 2024 our non-profit extension, **Ripples of impact**, was launched to help support even more scholarships and tuition assistance. We're excited about the increased impact we will be able to make in the future!



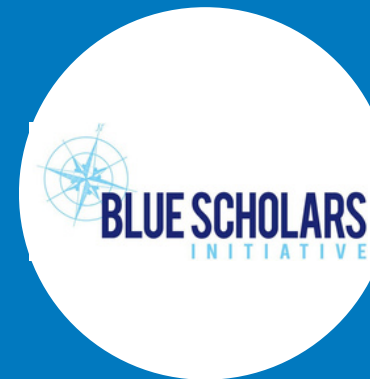
1% FOR THE PLANET PARTNERS



2024 MILESTONES

We donated a total of **\$83,338** to our 1% for the Planet partners, contributing to vital environmental initiatives.

Ocaquatics donates \$10 for each team member's work anniversary and \$1 for each team member's birthday. Our team members help us allocate the funds through the non-profit of their choice.



RECYCLING



2024 MILESTONES



Shoes
776 shoes



Glass
750 lbs



Electronics
375 lbs

DONATIONS



2024 MILESTONES



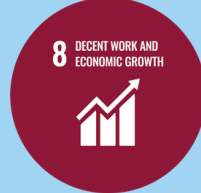
Food
641 lbs



Books
3,343 books

KEY INITIATIVES

TEAM BENEFITS FINANCIAL



Earned Wage Access:

We work with Payactiv, a fellow B Corp, which allows employees to access up to 50% of the wages they have already earned to offer greater financial flexibility.

Family discounts:

We offer free group swim lessons for immediate family members of full time team members and additional discounts.

Fiscal literacy education:

We work with PNC Financial Wellness to offer an online program with tools for budgeting, saving, and building financial confidence.

Employee Ownership:

Our co-owners share in our profits at the end of each year. 50% is paid into their 401k plan and 50% in their paycheck.

TEAM BENEFITS WELLNESS



MyGroup:

We make this confidential, support for mental health, wellness, and personal matters available to team members and their families.

Mentorship program:

Our mentorship program strives to create a more resilient workforce, to encourage knowledge sharing, and to ease newcomers into their new roles on the team.

A mentor is assigned to all team members after 30 days of employment.



This year, we began the process to renew our **B Corp Certification**, strengthening our commitment to people, planet, and purpose.



We are constantly reviewing and improving our practices to continue meeting the highest standards of social and environmental impact.





We are deeply grateful to our incredible team members and supportive community for helping us create lasting, positive change through Ocaquatics. Your passion, commitment, and daily efforts allow us to continue being a **Force for Good**, both in and out of the water.

Together, we're not just teaching swim skills; we're building confidence, fostering safety, and making a meaningful difference in the lives of the children and families we serve. Thank you for being part of this journey and for believing in the power of what we do.



STAY CONNECTED WITH US!



305-969-SWIM



Ocaquatics.com



Swiminfo@ocaquatics.com



Follow us on social media @Ocaquatics
for updates, tips, and a splash of fun!



IN 2025,

WE'RE READY TO MAKE EVEN

BIGGER

WAVES OF IMPACT!