GRUPO NUEVA PESCANOVA

2023 PROGRESS REPORT ON SUSTAINABILITY GOALS

DIRECCIÓN CORPORATIVA DE SOSTENIBILIDAD

NOVEMBER 2023

SUSTAINABLE SOURCING • RESPONSIBLE OPERATIONS • LABOUR RESPONSIBILITY • PRODUCT EXCELLENCE • PROSPEROUS COMMUNITIES

www.pescanovablue.com

MESSAGE FROM OUR CEO

Sustainable performance, social responsibility, and transparency must be at the core of any organization, as these are principles that define companies and, fortunately, are increasingly valued by customers and consumers. At the Nueva Pescanova Group, we not only embrace our duty as a company but also strive to go one step further in our sustainability performance. And we do this through a strategy of continuous improvement, supported by actions with a positive impact in the countries where we operate.

Our mission towards sustainable transformation remains unchanged despite facing, as an industrial sector, a complex scenario marked by an unstable economic environment. In this regard, we reaffirm our commitment to the United Nations 2030 Agenda, the Sustainable Development Goals, and the Sustainable Ocean Principles. We focus our efforts on ensuring the best performance throughout our value chain, from fishing and aquaculture to the processing and marketing of our products.

Proactivity in compliance and responsibility has been constant over the past year, supported by robust processes and the work carried out by teams worldwide. This has led to an improvement in our position in the World Benchmarking Alliance rankings, placing us at the forefront of the sector in terms of sustainable management.

Measuring our impact has been crucial in achieving this milestone, providing us with a clear vision of where we stand and enabling us to establish new objectives and areas for improvement. In this report, we detail the main initiatives we have implemented to ensure the health of our seas and the conservation of ecosystems. We also explain how we add value around us and the actions we have taken to promote values related to diversity, equality, or inclusion, among others.

With this document, we aim to be transparent in communicating our performance and highlight that our commitment to generating shared value in our environment is leading us towards a more sustainable future for seafood products. Undoubtedly, a key factor in maintaining the trust of consumers, customers, regulators, and society at large.

Jorge Escudero, CEO, Nueva Pescanova Group

Our ability to protect natural resources and ensure quality employment must prevail, so that we can offer seafood to our consumers responsibly and sustainably.

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APPROACH

With this document, we aim to share our sustainability objectives and commitments, the progress made in fulfilling them, as well as the projects and action plans implemented to address them.

The transparent disclosure of this report assists our stakeholders in incorporating relevant information into their decision-making processes.

SCOPE >>>

We report on the actions implemented and measure their impact on the Group, its operations, and associated value chains.

In this way, we aim to demonstrate our ongoing commitment to transparency in performance across all our activities and geographies.

ALIGNMENT >>>

Our commitment to sustainability is integrated into our corporate DNA. It is the paramount strategy that guides and runs through all our activities along our value chain.

We design and review this strategy considering the expectations of our stakeholders and those that society dictates as most relevant.

Under this premise, we participate in global initiatives such as the UN Global Compact and work to align our business strategy with the 2030 Agenda, measure our contribution to the SDGs, and thus promote a positive impact around us.

ABOUT THIS REPORT

This document reports on the progress in achieving the sustainability objectives set by the Executive Committee of Nueva Pescanova S.L. in May 2021. These objectives are closely linked to the sustainability principles defined in our Corporate Sustainability Policy.

At Nueva Pescanova Group, we are committed to being accountable to our internal and external stakeholders in a responsible, transparent, and regular manner.

This third progress report on the achievement of sustainability objectives updates and expands upon the data from previous editions.

MORE INFORMATION >>>

The present document includes links to facilitate the reader's access to additional relevant information, contributing to the transparency and traceability of the disclosed data.

This report is available in our Sustainability Transparency Programme.

TRANSPARENCY AND VERIFICATION >>>

We do not have external verification for the preparation of this document. However, we rely on methods and indicators duly verified in the non-financial information statement report or similar documents. In any case, the text indicates whether the information provided has independent verification.

SUSTAINABILITY PRINCIPLES

1. SUSTAINABLE SOURCING AND RESPONSIBLE OPERATIONS
2. LABOUR RESPONSIBILITY
3. PRODUCT EXCELLENCE
4. PROSPEROUS COMMUNITIES

Our comprehensive vision of sustainability, extending from the environmental sphere to the social and economic, and complemented by the Nueva Pescanova Group's own CSR strategy, is embodied in five Sustainability Principles that under pin our Corporate Sustainability Policy: (1) sustainability of raw materials and their processing, (2) labour responsibility towards all individuals within the Nueva Pescanova Group, (3) excellence in the quality and food safety of our products, (4) respect for and development of our partner communities, and (5) legal compliance and ethical behaviour.

Here, we report on the progress in achieving the objectives set in the first four principles within their respective material scopes, firmly establishing commitments to responsible and sustainable corporate action within our 'Pescanova Blue' Sustainability Programme.

scope	SUSTAINABLE SOURCING AND RESPONSIBLE OPERATIONS	LABOUR RESPONSIBILITY	PRODUCT EXCELLENCE	PROSPEROUS COMMUNITIES
goals				
GOVERNANCE – our policies and commitments				
TRANSPARENCY – our performance				
RESPONSIBLE ACTIONS– our initiatives				

ALLIANCES

We participate in various national and international sectoral associations and collaborate with several organizations in an ongoing effort to lead and set standards in sustainability matters, aiming to generate improvements in fishing, aquaculture, processing, and marketing of seafood products. Among others, these include:

The United Nations Global Compact (UNGC) is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. It is a call to companies to align strategies and operations with universal principles on human rights, labour, environmental and anti-corruption, and take actions that advance societal goals.
www.unglobalcompact.org | Participant members

The Global Sustainable Seafood Initiative (GSSI) is a public-private partnership that works to ensure confidence in the supply and promotion of certified seafood as well as promote improvement efforts in seafood sustainability globally.
www.ourgsssi.org | Steering Board members

The Global Dialogue on Seafood Traceability (GDST) aims at producing an aligned global standard for seafood traceability. Various companies and associations participated in its consensus-based development process, with global participation of companies of different sizes from the entire supply chain.
www.traceability-dialogue.org | Steering Board members and Adopting company

The Global Seafood Alliance (GSA) is an international non-governmental organization dedicated to advancing responsible seafood practices through education, advocacy and third-party assurances. GSA developed and maintains the Best Aquaculture Practices (BAP) standard.
www.sustainablefish.org | Steering Board members

Sustainable Fisheries Partnership (SFP) engages with global seafood supply chains to rebuild depleted fish stocks, reduce the environmental impacts of fishing and aquaculture, and ensure sustained economic opportunities for fishing communities.
www.globalseafood.org | Members

The FISH (Fairness, Integrity, Safety, and Health) Standard For Crew provides a voluntary, independent and accredited third-party certification scheme for labour practices on vessels in wild-capture fisheries around the globe.
www.fishstandard.com | Steering Board members

The *Galician Climate Alliance of the Xunta de Galicia* is an initiative that advocates for the search for common and coordinated measures that generate synergies in climate action in Galicia, committed to improving the environment, achieving the Sustainable Development Goals and the 2030 Agenda.
https://alianzagalegapoloclima.gal | Members

The Chamber of Argentine Vessel Owners (CAPA) groups together and represents the owners of Argentine vessels, dedicated to squid fishing with jigs, promoting the exploitation and development of the fishery in a sustainable and selective manner and defending its conservation throughout the SW Atlantic.
www.sustainableshrimppartnership.org | Members

The Sustainable Shrimp Partnership (SSP) is an Ecuadorian business association with the objective of making shrimp aquaculture a successful, clean and sustainable practice, based on four key attributes: Responsibility, Transparency, Inclusion and Leadership.
www.sustainableshrimppartnership.org | Steering Board members and founding member

La Confederación Española de Pesca (CEPESCA) promueve, entre otros objetivos, la lucha contra la pesca ilegal, no declarada y no reglamentada, y el desarrollo de una pesca sostenible y responsable, favoreciendo el contacto y el trabajo en equipo con los estamentos científicos.
https://cepesca.es/ | Members

The Spanish Aquaculture Business Association (APROMAR) promotes, among other objectives, sustainable aquaculture, animal welfare, respect for the environment and adaptation to climate change.
https://apromar.es/ | Steering Board members

COREMAHI is a group of mahi processors and producers from Costa Rica, Ecuador and Peru, with the objective of coordinating regional actions to promote the sustainability and responsible management of the mahi fisheries in the Eastern Pacific Ocean (EPO).
www.coremahi.org | Members

The Coalition of Legal Toothfish Operators (COLTO) was founded in 2003 by industry members to eliminate Illegal, Unregulated and Unreported (IUU) fishing for Toothfish, and to ensure the long-term sustainability of Toothfish fisheries, and the biodiversity of the southern oceans.
www.colto.org | Members

TRANSVERSAL PROGRAMMES

Sustainable development and responsible conduct are indispensable aspects of our corporate culture. They are two decisive aspects for fulfilling the commitments we maintain with the environment and society. The extractive (fishing), productive (aquaculture farming), and consumptive (seafood processing industry) nature involve the utilization of services and goods provided by natural capital. Therefore, it is our duty to ensure that we manage these operations responsibly and rationally.

Hence, we have a set of interconnected programmes to manage our responsible and sustainable performance in a rigorous and transparent manner. Under this model, we select the most relevant data and transform it into key information that enables us to drive continuous improvement, thus advocating for objective and transparent communication.

With this structure of programmes aligned with strategies, we fulfil the commitments made and are accountable to our stakeholders.

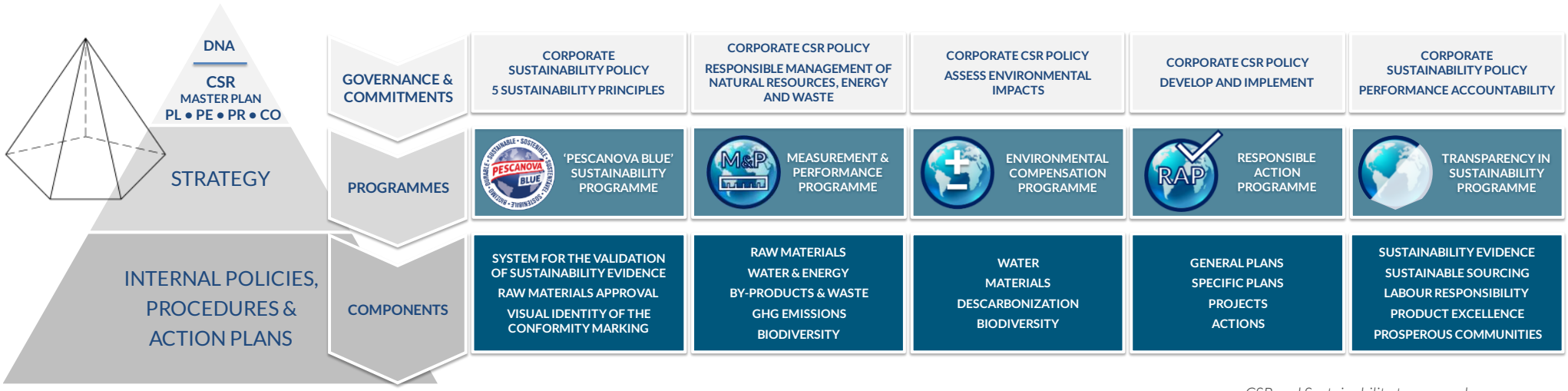
The 'PESCANOVA BLUE' SUSTAINABILITY PROGRAMME defines the principles that guide the sustainability strategy and performance of the Group's companies, supported by a robust system for validating sustainability evidence that allows evaluating compliance with these principles.

The MEASUREMENT AND PERFORMANCE PROGRAMME (M&P) qualitatively and quantitatively identifies the consumption and emissions of our activities. Thus, we respond to both the requirements of mandatory regulatory compliance regarding the reporting of non-financial information statement and the monitoring of key indicators for optimizing equipment and processes that results in a reduction of our impacts.

The ENVIRONMENTAL COMPENSATION PROGRAMME measures and periodically reports on the efforts and achievements of initiatives aimed at environmental compensation (e.g., carbon sequestration or biodiversity conservation).

The RESPONSIBLE ACTION PROGRAMME (PAR) identifies and documents actions that contribute to better, more efficient, and more sustainable performance in the scope of our activities, supporting the informed definition of goals for action plans.

With the SUSTAINABILITY TRANSPARENCY PROGRAMME, we identify and highlight the sustainability evidence of our processes, particularly sustainable sourcing and responsible operations, labour responsibility, and contribution to the development of our partner communities. We communicate this information clearly, adhering to the principle of ethical, integral, and regulatory compliance performance, characteristic of our Group.



CSR and Sustainability transversal programmes

MATERIALITY

Materiality is the principle that determines which relevant topics are sufficiently important that it is essential to present information about them.

Relevant aspects are those that can substantially affect, positively or negatively, the organization's ability to create shared value in the short, medium, or long term. Under this view, we include all aspects that may generate significant economic, environmental, or social impacts or that may influence our stakeholder's decisions.

Then, a relevant aspect with sufficient importance in either of the two dimensions (impact or influence) will be defined as **material**, implying that we take charge of the management and reporting of its impacts, risks, and expectations.

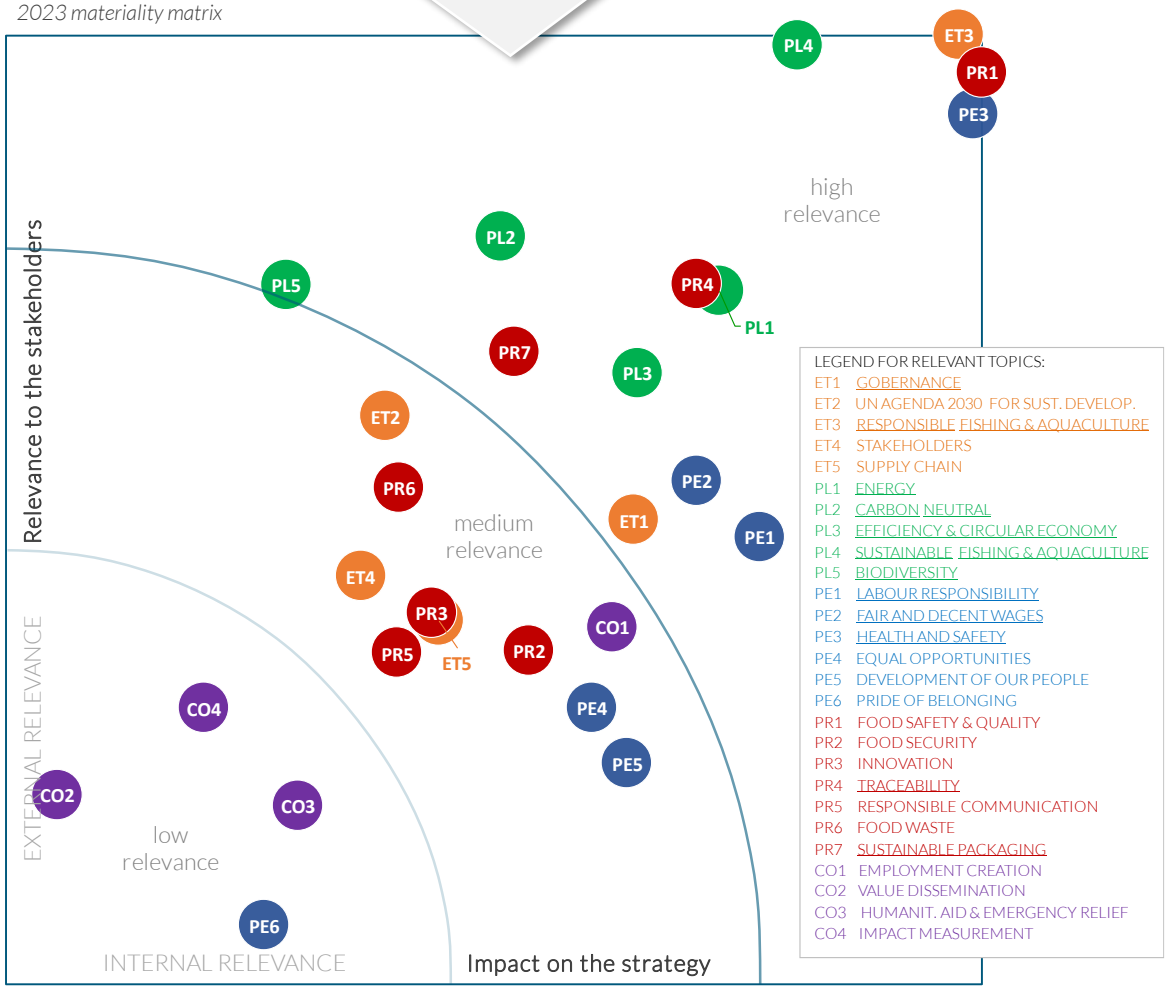
In the Nueva Pescanova Group, we aim to align our Corporate Social Responsibility (CSR) and Sustainability strategies with the priorities expressed by our stakeholders through the development of a Materiality Analysis. The materiality exercise helps us identify the most relevant actions for the Group and society that we must prioritize.

We have followed a standardized methodology proposed by the Global Reporting Initiative (GRI) for defining relevant aspects, consulting internal and external stakeholders, prioritizing, and identifying material aspects, and validating them. Based on the four pillars of our CSR master plan (Planet, People, Product, and Communities), embraced by Ethics, Integrity, and Regulatory Compliance, we have identified a total of 27 relevant aspects.

From the prioritization consultation, **13 material aspects** have been identified, with four standing out for their relevance: responsible (ET3) and sustainable (PL4) fishing and aquaculture are essential elements in the development of productive activities; food safety and quality (PR1) in the production and supply of our food products to society are requirements that we apply at every stage of our company's value chain, from fishing and aquaculture origins to markets; and the safety and health of our workers (PE3) form the basis that allows us to establish and maintain excellent labour relations with the people who are part of the Group.

In line with the objectives of the materiality study, we have proposed action plans that are incorporated into the CSR master plan for 2023-2024. These plans must be promoted from various business areas and will be monitored to ensure their implementation and compliance. Thanks to this materiality analysis and the implementation of these action plans, we ensure progress in achieving our sustainability objectives and improve our performance in this area, as described in this report.

2023 materiality matrix



RECOGNITIONS

In 2023, we were internationally recognized for our responsible and sustainable performance, as well as for the transparency in our reporting.

The World Benchmarking Alliance (WBA) (www.worldbenchmarkingalliance.org) recognized us for our significant contribution to sustainable development and the UN 2030 Agenda, promoting more sustainable and inclusive supply chains in the sectors we operate.

The WBA measures and drives the impact of companies toward a more sustainable future. Our commitments to governance and strategy, traceability, respect for natural ecosystems, biodiversity and the environment, social responsibility, nutrition, and transparency have been recognized in the following benchmark assessments:

- The SEAFOOD STEWARDSHIP INDEX measures how the world's leading seafood companies contribute to the sustainable management of oceans and coastal ecosystems and implement responsible social practices. This assessment includes the top 30 most influential seafood companies globally. Their significant influence in the global seafood business means they can drive positive change. These 30 companies set the standard for others in the industry due to their size, influence, and reach. In the 2023 Seafood Stewardship Index ranking, we achieved the 1st position globally among fishing companies and the 2nd position globally among the 30 evaluated companies, improving our position from the 2021 (3rd globally) and the 2019 rankings (5th globally).
- The FOOD AND AGRICULTURE BENCHMARK stimulates the top 350 most influential food and agricultural companies globally to apply sustainable business practices across all their operations, as well as to use their influence to encourage value chain partners to do the same. In the 2023 Food and Agriculture Benchmark ranking, we achieved the 2nd position among animal protein producers, the 12th position among food and beverage manufacturers/processors, and the 16th position globally among the 350 evaluated companies. We have improved our position compared to the 2021 ranking, moving up from the 5th, 30th, and 40th positions, respectively.
- The NATURE BENCHMARK examines how companies' impacts contribute to stable and resilient ecosystems that allow humanity and nature to coexist within planetary boundaries regarding biodiversity, climate, land, oceans, and water. The assessment measures and tracks corporate performance toward a positive future for nature by measuring how companies are reducing their impact and even regenerating ecosystems. In 2023, we ranked 28th globally among the 350 companies analysed in this inaugural edition of the Nature Benchmark.

World Benchmarking Alliance

2023 Seafood Stewardship Index

- Governance & Strategy
- Ecosystems
- Traceability
- Social Responsibility

Ranking of the **30 most influential companies** in the global seafood industry for their sustainable practices:

- **FIRST** fishing company
- **ONLY** Spanish company
- **2nd** /30 : Overall ranking (↗ 3rd in 2021; ↗ 5th in 2019)

www.worldbenchmarkingalliance.org/seafood-stewardship-index

World Benchmarking Alliance

2023 Food and Agriculture Benchmark

- Governance & Strategy
- Environment
- Nutrition

Ranking of the **350 most influential companies** in the global food and agriculture sector for their sustainable practices:

- **FIRST** fishing company
- **FIRST** Spanish company
- **2nd** /97 : 'Animal Proteins' producers
- **12th** /243 : 'Food & Beverage manufacturers/processors'
- **16th** /350 : Overall ranking (↗ 40th in 2021)

www.worldbenchmarkingalliance.org/food-and-agriculture-benchmark

World Benchmarking Alliance

2023 Nature Benchmark

- Governance & Strategy
- Ecosystems & Biodiversity

Ranking of **350 keystone companies** worldwide on their efforts to protect our environment and its biodiversity

- **FIRST** fishing company
- **FIRST** Spanish company
- **6th** /97 : 'Animal Proteins' producers
- **19th** /243 : 'Food & Beverage manufacturers/processors'
- **26th** /243 : 'Food and Agriculture'
- **28th** /350 : Overall ranking

www.worldbenchmarkingalliance.org/nature-benchmark

In 2023, we were also assessed in the CHILDREN'S RIGHTS BENCHMARK by the Global Child Forum (globalchildforum.org) for our performance in minimizing the risk of significant impacts on children's rights. The assessment considers the company's response to impacts on children's rights and allows for tracking progress over time on how companies address children's rights.

Our result categorizes us as "*Achievers*", indicating that we have developed and implemented several policies and practices that address the organization's impact on children's rights. We recognize that while policies are important, to effect change, these policies must be integrated into our practice and be subject to monitoring through transparent reporting and programmes to take action in favour of protecting their rights.

GLOBAL CHILD FORUM

Global Child Forum Benchmark Report 2023

- Governance & Collaboration
- Workplace
- Community & Environment

Ranking of **1.108 global companies** for their performance in minimizing the risk of significant impacts on children from its activities and its supply chain:

- **FIRST** Spanish company in the food sector
- **23rd**/174 **:** 'Food & Beverage' (↗ 31st in 2022)
- **45th**/332 **:** 'Food, Beverage, & Personal Care' (↗ 59ª in 2022)
- **132nd** /1.108 **:** Overall

globalchildforum.org/global-benchmark-report-2023-the-state-of-childrens-rights-and-business

ANALISYS OF OUR ESG PERFORMANCE

Our corporate strategy is very mindful of our partners, who make the existence and growth of the Group possible, as well as all stakeholders and society as a whole, addressing their expectations, interests, demands, and decisions, that are particularly sensitive to the potential environmental impacts of our productive operations, fair and equitable treatment of workers and their social rights, and good corporate governance.

The measurement and reporting of data and indicators of our performance in environmental, social/labour, and governance matters (ESG for short) are an effective way to be accountable transparently, build trust, and demonstrate responsibility towards our environmental, labour, and governance objectives.

We report on progress towards achieving various sustainability goals in ESG matters as follows:

- On the environmental aspects, we are transparent in communicating the origin of raw materials from fishing and aquaculture, both from our own production and third parties; responsible best practices for conducting operations in fishing, aquaculture, and processing; animal welfare in aquaculture; protection and enhancement of natural capital through rational and efficient management of natural resources and energy; waste management and circular economy solutions; certifications; decarbonization measures, and overall, all our collaborative efforts towards continuous improvement of our performance.
- Regarding social and labour responsibility aspects, we provide information on commitments made with our people and our partner communities; professional and personal development policies for all Group employees; equal opportunities and social benefits; investment in quality, stable, legal, fair, and safe assets and employment; and support for improving quality of life in the communities where we operate through educational improvement projects and investment for socioeconomic development, social work, and humanitarian aid. Additionally, we measure and report our progress in health and safety plans; prevention and evaluation of occupational and safety risks of equipment and facilities; training plans and talent management, diversity, and equality; certifications and employment.
- We fulfil our commitment to good governance through the effective implementation of our corporate policies, such as those focused on human rights, labour-related matters, combating corruption, bribery, and money laundering, or preventing criminal risks, among others. We are transparent in our commitment and stance on critical issues such as forced labour; child labour; legality of labour contracts; working hours, wages, and social benefits; grievance and compliance channel; freedom of association and collective bargaining.

The transparency regarding ESG risks and performance indicators can help in deciding on external investments, subsidies and public aid, access to financing and insurance, among others, and is crucial in complying with regulatory requirements and the EU taxonomy. In this line, we mitigate additional risks for the business by maintaining control over these sustainability issues and the plans and processes implemented to deal with them, without losing sight of short and long-term opportunities. We demonstrate our commitment to creating value for our investors and other stakeholders by actively managing risks from current and future operations.

We also report on the perception of ESG risks incurred in our activities and operations.

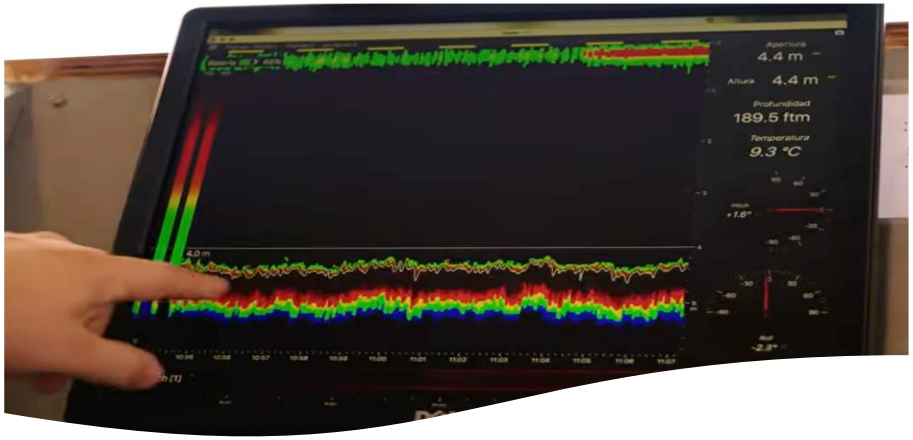
Environmental risks in productive activities

To ensure the reduction of impacts from our fishing operations on target species populations, we implement measures and comply with regulations that guarantee and support science-based management. We are firmly committed to ensuring our supply of fishery raw materials from well-managed populations, leading and collaborating in governance processes and improving information or management of these populations, in order to avoid overfishing and irresponsible or unsustainable practices that may contribute to the depletion of fishery resources in the long term. We do this by collaborating with governments and entities for the conservation and restoration of the most affected populations, thereby contributing to goals 14.2 and 14.4 of the United Nations Sustainable Development Goals (SDGs) for the 2030 Agenda.

We contribute to this objective by supporting the verification and certification processes for sustainable fishing standards, both at the governance and effective implementation levels in fisheries. For that, we participate in fishery improvement projects (FIPs, see section 1.2.2), improving the selectivity, design, materials, and efficiency of our fishing gear and vessels; collecting and sharing relevant catch data; supporting the development and enforcement of regulatory measures and public and corporate policies for better and more sustainable and responsible strategies and operations; participating in sectoral and industrial collective alliances or platforms (see Alliances on page 4); and supporting scientific research on fisheries through collaboration with national competent entities in the countries where we operate.

We also work to reduce impacts on bycatch species, achieving very high compliance in this area (see Fisheries Sustainability Table in Fisheries, section 1.2.1), as a result of the systematic implementation of the Group's Corporate Policy on Responsible Fisheries; compliance with applicable regulations and other measures; the use of selective and efficient fishing gear; transparent collaboration with fishing observers; crew training for onboard identification, handling, and safe release of these species; the collection and reporting of fishing data and relevant information to competent authorities; and the implementation of measures derived from the FIPs in which we participate and the audit and certification processes for sustainable fishing standards.

By adhering to the principles and implementing the measures defined in our Policy on Responsible Fisheries, and participating in and promoting FIPs, we are preventing risks and impacts on sensitive marine habitats. In line with our policy and best fishing practices, we must suspend our operations and leave the area if encounters with a sensitive habitat or vulnerable marine ecosystem occur during operations. Additionally, we must use low-impact fishing gear, follow aquaculture farming practices respectful of sensitive habitats that may potentially be affected by our operations (see Disclosure of Environmental Impacts Information), and choose and approve suppliers of raw materials or aquaculture feed ingredients with commitments compatible with ours, thereby contributing to SDGs 14.2, 15.1, and 15.5.



Following our Corporate Policies on Responsible Fisheries and Aquaculture, we promote specific measures to reduce the impact on endangered species by prohibiting direct fishing activities or trade of threatened or protected species (*cf.* updated versions of the IUCN Red List), thereby contributing to SDGs 15.1 and 15.5.

Compliance with these measures can be verified in the improvement efforts documented in the FIPs we participate, and in the audit and certification processes for sustainable fishing standards.

This measure extends to direct aquaculture production operations, in the supply chain for the purchase of fishery or aquaculture raw materials, and in the marketing of our products.

We have assessed the risk and impact on these species, transparently reporting our catches (see Fisheries Sustainability Table, section 1.2.1) and demonstrating both specific conservation status and non-relevant risk for the endemic species we cultivate (vannamei shrimp and turbot) and those occurring in the areas of direct influence of our operations (see Disclosure of Environmental Impacts Information from the Sustainability Transparency Programme). Additionally, we do sustainability homologation of any raw material acquired by Group companies under the 'Pescanova Blue' Sustainability Programme (see section 1.2).

In the Corporate Policy on Responsible Fisheries, we commit to implement effective measures to prevent and reduce the impact of abandoned, lost, or discarded fishing gear (ALDFG).

Proper management of fishing gear use, including traceability systems for gear components, inventory management, transparency in gear loss identification, and responsible disposal, contributes significantly to combating ghost fishing by ALDFG and marine littering (SDG target 14.1).

Aligned with this policy, we adhere to best practices outlined by the United Nations Environment Programme (UNEP) and the Food and Agriculture Organization (FAO), both as manufacturers and users of fishing gear. We diligently identify and quantify the risks associated with generating ALDFG and its impacts in our fishing operations, particularly concerning trawl nets (low risk, quantified as 6 points over 25 possible) and longlines (low to moderate risk, 9 points over 25), as detailed in our Disclosure of Information on Environmental Impacts report. When approving suppliers of fishery raw materials, we prioritize those who demonstrate commitments, policies, and measures consistent with ours in this regard.

Our commitment extends to advocating for transparency and legality throughout the fishing sector, whether in our direct operations or within our supply chain. We recognize that combating illegal, unreported, and unregulated (IUU) fishing is paramount for preserving marine resources, ensuring global food security, fostering sustainable development in coastal communities, and maintaining the economic viability of fishing activities. Therefore, all sector stakeholders must identify, assess, and mitigate the risks of IUU fishing across the various links in seafood value chains, contributing to the elimination of IUU fishing products from the global seafood market.

In this context, within the Group, we employ a risk-based approach to evaluate and mitigate the potential impacts of IUU fishing in all our operations. We implement verification measures throughout our supply chain, aligning with SDG target 14.4.

These efforts are guided by our Corporate Policy on Responsible Fisheries, which aligns with international regulations and industry best practices. Through rigorous data collection, reporting, and transaction tracking, we ensure full transparency and compliance with legal requirements in our fishing operations, vessels, and fishing zones.

Our commitment to responsible fisheries extends to incorporating this information into our digital traceability tool, which adheres to the seafood traceability standard set by the Global Dialogue on Seafood Traceability (GDST), see section 1.4, reinforced by blockchain technology.

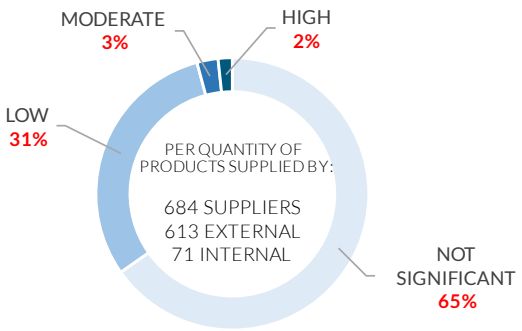
As part of our ongoing commitment to responsible fisheries, we continuously assess and mitigate risks of regulatory non-compliance or data omission. This proactive approach ensures that our operations in Namibia, Argentina, Mozambique, and Angola meet and exceed regulatory standards, as verified by both internal controls and local competent authorities.

Supply chain risks

The ESG risk management system for Nueva Pescanova Group's raw material supply chain consists of a structured framework for identifying, analysing, evaluating, and mitigating risks, ensuring informed decision-making in response to identified risks and providing assurances in the raw material procurement process. From the ESG risk analysis, we identify fishing, aquaculture, and processing operations and practices potentially associated with unmitigated risks in terms of human and labour rights, IUU fishing, sustainability, or those lacking support from a governance framework that includes guiding principles for activity and risk management as critical points. Among these, there may be commitments, policies, procedures, or guidelines that serve as control points extended to our raw material suppliers. The adoption, adherence, and signing of Our Supplier's Ethical and Social Charter complement the approval of suppliers of fishery or aquaculture raw materials.

We define specific risks associated with each product category, considering the assessment of strategic suppliers, the analysis of the value chain (internal to the Group), and the supply chain (external to the Group), as well as the criticality level based on the probability of risks occurring and their impact on our objectives.

Finally, we establish measures to control identified risks, the basic or additional information to request from different suppliers based on perceived risk, and the critical levels established in the system to qualify them and implement mitigation measures to ensure effective management.



Perceived ESG Risks in the supply chain of fisheries or aquaculture-origin raw materials

Therefore, we view traceability of seafood products (both fisheries and aquaculture) and particularly those controlled by the GDST standard, as a fundamental way to combat IUU fishing, as it requires transparency throughout the entire process and evidence of compliance.

We have set the goal of achieving 100% traceability of our fishery or aquaculture origin raw materials under the GDST standard by 2025 (see section 1.4) and have implemented the IBM Food Trust™ digital and interoperable tool, based on blockchain technology.

We aim to extend the concept of comprehensive traceability to key ingredients, both marine-origin (e.g., fishmeal and fish oil) and terrestrial (e.g., soy), including aquaculture feeds we acquire from our suppliers to incorporate Key Data Elements (KDE) and Critical Tracking Events (CTE) of GDST. This commitment requires direct collaboration from our suppliers and depends on their transparency about the origin of their key raw materials (see section 1.3), an objective we aim to achieve by 2030.

Our investment in a robust traceability system demonstrates a strong commitment to transparency in the origins of our fishery and aquaculture raw materials, both from our own production and from third parties, as well as in the sourcing of critical ingredients due to potential labour, social, or environmental risks they may carry, and the use of key ingredients in aquaculture feeds, contributing to SDGs 12.2 and 14.4.

Social and labour responsibility

In the social and labour aspects, we maintain a firm commitment to respecting internationally recognized human rights in all our activities, as well as the fundamental rights at work outlined in the eight core conventions of the International Labour

Organization (ILO), as established in the ILO Declaration on Fundamental Principles and Rights at Work (www.ilo.org/declaration/lang--en/index.htm), extended to our business relationships.

We proactively identify our risks and impacts regarding human rights and assess and prioritize them, emphasizing mitigation measures and due diligence actions. Additionally, we integrate the findings of our human rights risk and impact assessments into relevant internal functions and processes, implementing the necessary actions to prevent, mitigate, or resolve our most significant human rights issues, collaborating with all stakeholders whose rights may have been affected. To facilitate this, we have our own grievance mechanism (whistleblowing channel) through which individuals within the Group, companies, and communities negatively affected by our activities or presence can lodge complaints or concerns, anonymously if desired.

We publicly commit to respecting the health and safety of workers and disclose every necessary information to achieve this. We also extend our health and safety expectations to our business relationships and monitor their performance.

Similarly, we also commit to ensuring fair wages and promote actions to guarantee them through our business relationships, implementing dignified working hours, refraining from requiring work beyond regular and overtime hours, and setting equivalent expectations in our business relationships.

We disclose information about the collective agreements applicable to our teams (see non-financial information statement report) and our approach to supporting the practices of our business relationships regarding freedom of association and collective bargaining. Additionally, we disclose the percentage of individuals in each job category according to various diversity indicators, publicly commit to gender equality and women's empowerment, and provide quantitative information on the matter (see non-financial information statement and RAP reports).

Ethics and integrity

In terms of integrity and ethical behaviour, we publicly commit to protecting the personal data of individuals working within the Group as well as those related to our business relationships, and we have a comprehensive approach to data privacy.

We maintain a global public tax approach and disclose our corporate income tax payments (see financial and non-financial information statement reports).

We prohibit bribery and corruption, extending this prohibition to our business relationships, and take measures to identify and address risks and incidents in this topic.

We have a defined approach to lobbying and political engagement and have related controls in place.

Child labour

We categorically reject child labour, prohibiting any employment of child labour in the operations of Group companies as well as in our business relationships. Child labour is understood as work that does not reach the minimum age for employment as determined by the relevant national legislation, in accordance with internationally accepted standards, and in no case can be below the age of compulsory schooling completion as stipulated in the applicable national legislation.

We implement measures to prevent child labour by verifying the age of workers hired in our own operations and in our contractual agreements with suppliers. In fact, in Our Supplier's Ethical and Social Charter, we make explicit mention of the prohibition of child labour and the requirement to verify the age of individuals employed.

Forced labour

We reject and prohibit forced labour, understood as labour demanded from an individual under the threat of coercion, extortion, or physical or psychological violence, both in our operations and those of our business relationships.

We also prohibit the deduction or retention of wages for any expense, charge, or fee for the hiring of individuals, the retention of personal documents, as well as the prevention, limitation, or improper, illegal, or illegitimate impediment of individuals' right to freely leave the Group's workplaces or facilities.

Similarly, we require our suppliers to comply with the prohibition of forced labour by including this requirement in Our Supplier's Ethical and Social Charter and in the contractual agreements we establish, verifying their policies and commitments in this regard.

Living wage

We publicly commit to paying a living wage to all our workers and require our direct suppliers to do the same.

We set the wages of our professionals in accordance with applicable laws, respecting minimum wages, overtime, and applicable social benefits in the countries where we operate. In this regard, even if strict enforcement of local labour regulations regarding minimum wages is possible, we ensure that our workers will receive a minimum living wage that allows them to cover their basic needs and those of their families – housing, nutrition, education, and health – taking into account the cost-of-living indicators or indices of the country in question.

With this premise, we are working on implementing the Anker methodology for estimating living wages in the countries where we operate.

Living and working conditions on board fishing vessels

We are committed to ensuring decent and safe living and working conditions on board our fishing vessels and have measures in place to verify them in our own operations as well as in our supply chain.

Our Corporate Policy on Responsible Fisheries includes a commitment to certifying or verifying these living and working conditions. The FISH (Fairness, Integrity, Safety, and Health) Standard for Crew meets this objective, and in fact, we were pioneers in certifying our fleet in Namibia under this standard (see section 2.7), something we will extend to the rest of the Group's fleets.

Rights of indigenous peoples

We respect the rights of ethnic minorities and indigenous and tribal peoples in the places where we operate and encourage open dialogue that integrates different cultural frameworks, including access to artisanal fishing by indigenous peoples and other communities with customary rights, when recognized in local national law (*cf.* Corporate Policy on Responsible Fisheries), the enjoyment of ecosystem services in the vicinity of our facilities and farms, and maintaining, if necessary, corridors that facilitate such access (*cf.* Corporate Policy on Responsible Aquaculture).

We also include these principles and commitments in Our Code of Ethics and require their compliance in our business relationships with third parties.

We respect the rights of indigenous peoples and ensure the attainment of their free, prior, and informed consent on whether to carry out projects and how to do so.

Commitment and Support to Local Communities

We believe that companies should have a positive impact on society and that respect for human rights should be considered as the cornerstone of responsible, sustainable, and ethical progress that goes beyond mere compliance with current regulations.

We are committed to respecting the right of all communities where we operate to enjoy a quality environment, considering their expectations and needs, including customary rights, when recognized in local national law, and access to and enjoyment of ecosystem services offered by the natural environment.

We identify processes to interact with local communities that may be affected by our operations through consultations or participatory social impact studies, also facilitating public access for any individual, including neighbours of the communities where we operate, securely and confidentially (even anonymously) to our whistleblowing channel. We expect equivalent principles and commitments in our business relationships.

Through the Responsible Action Programme (RAP), we periodically report on the results, impacts, and follow-up of the implementation of sustainable development projects, collaboration, knowledge transfer, social work, and humanitarian aid with these communities.

PLANET

The sustainable management of natural resources and respect for ecosystems and the environment to ensure their availability and quality for future generations, guarantees the operational success and future of our Group.

PEOPLE

Respect for diversity, safety, professional growth and pride of belonging to the Group are the bases for our success and for maintaining trust in our relationships with suppliers, clients, consumers and communities.

PRODUCT

We supply the markets with nutritious, healthy, tasty and innovative seafood products, produced responsibly.

COMMUNITIES

Aware of the value of seafood products, we strive to develop more prosperous communities, generating wealth, job opportunities and training wherever we are present.

SUSTAINABLE SOURCING

SUSTAINABILITY PRINCIPLE 1

WE FISH, FARM AND TRANSFORM SEAFOOD IN A SUSTAINABLE WAY, RESPECTING THE PLANET

Our commitment to the sustainable sourcing of fisheries and aquaculture-origin raw materials is established in our Corporate Sustainability Policy, defined as:

"100% of the species we fish, farm, or purchase must demonstrate a sustainable origin and processing carried out responsibly".

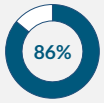
Our initiatives under this sustainability principle contribute to achieving the targets of the following SDGs:

We disclose the origin of our raw materials, which demonstrates transparency about our seafood portfolio, showing responsibility and accountability of our operations, thus contributing to goals 12.2 and 14.4 of the SDGs.

1.1 COMPLIANCE INDICATOR

100% sustainable sourcing of raw materials from fishing and aquaculture sources in our products by 2030

· From our own fleet catches (**93%**).
· From our own aquaculture production (**100%**) and external sources (**71%**).
· Acquired from third parties (**81%**).
. With certified chain of custody (**63%**).
. Aggregate indicator for share with evidence of sustainability (**86%**).



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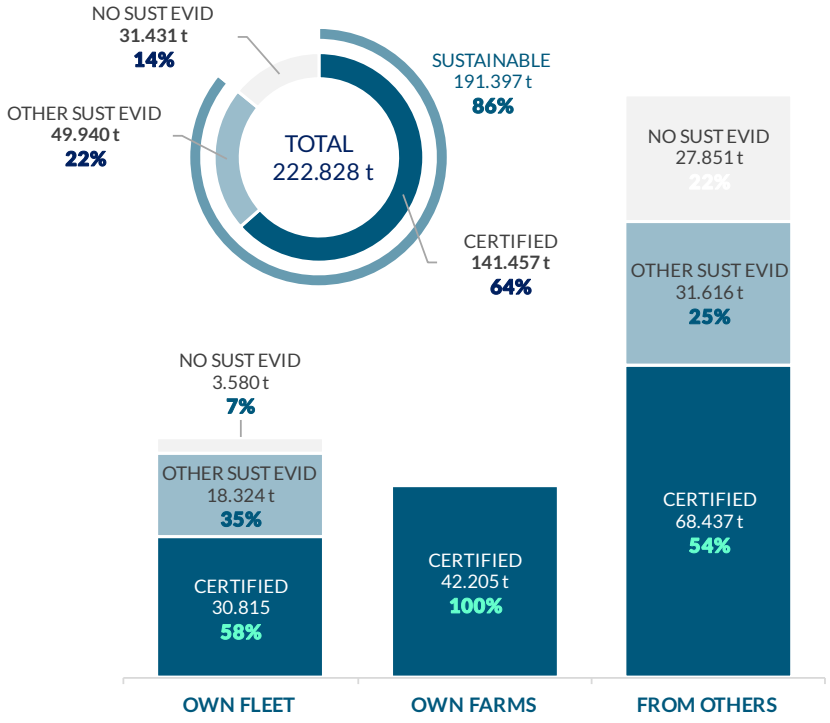
1.2 SOURCING RAW MATERIALS

We classify the sustainable origin of the raw materials for our seafood products in our 'Pescanova Blue' Sustainability Programme through evidence that support our commitment to responsible and sustainable fishing and farming, recognizing:

- Third-party audits of private sustainability fisheries or aquaculture standards (ecolabels) that comply with the FAO's principles of responsible fishing, recognized by the Global Sustainable Seafood Initiative (GSSI) (*cf.* www.ourgssi.org/gssi-recognized-certifcation/).
- The requirements of the private standard for sustainable fisheries of the Nueva Pescanova Group for the applicable countries or species.
- Complementary sustainability actions in fishing and/or aquaculture, such as transparently and adequately managed and documented fishery improvement projects or aquaculture improvement projects (FIP or AIP, respectively) (*cf.* https://fisheryprogress.org).
- Performance evaluation criteria for fisheries based on internationally accepted sustainability measures and in accordance with the FishSource scientific profile platform (*cf.* www.fishsource.org/).

Furthermore, we identify the quantity [t] and fraction [%] of seafood-based raw materials, both from our own production and from external sources, with sustainable origin and/or chain of custody certified by a standard recognized by GSSI; the quantity and fraction of such raw materials with alternative sustainability evidence (FIP and/or FishSource); and the quantity and fraction with no associated sustainability evidence, without implying that they cannot be produced or obtained responsibly and/or sustainably.



1.2.1 SUSTAINABLE ORIGIN OF OWN FISHERY CATCHES

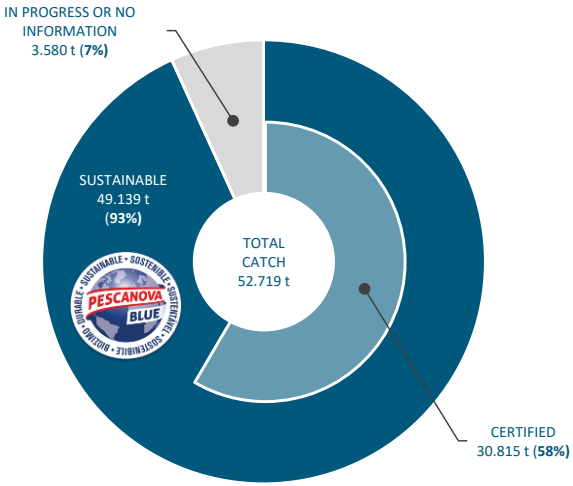
We are aware that catches, understood as the result of fishing operations in the countries where we operate with our fleets, may experience significant variations due to: the availability or differentiated management of fishing quotas; natural fluctuations in species availability based on recruitment or environmental pressures (including those potentially exacerbated by climate change); the fishing efficiency of each vessel; or the eventual capture of different accompanying species, among other factors. These annual variations in catches of each species can change the profile of sustainability evidence and decrease or increase the indicator of sustainable sourcing of fishery raw materials.

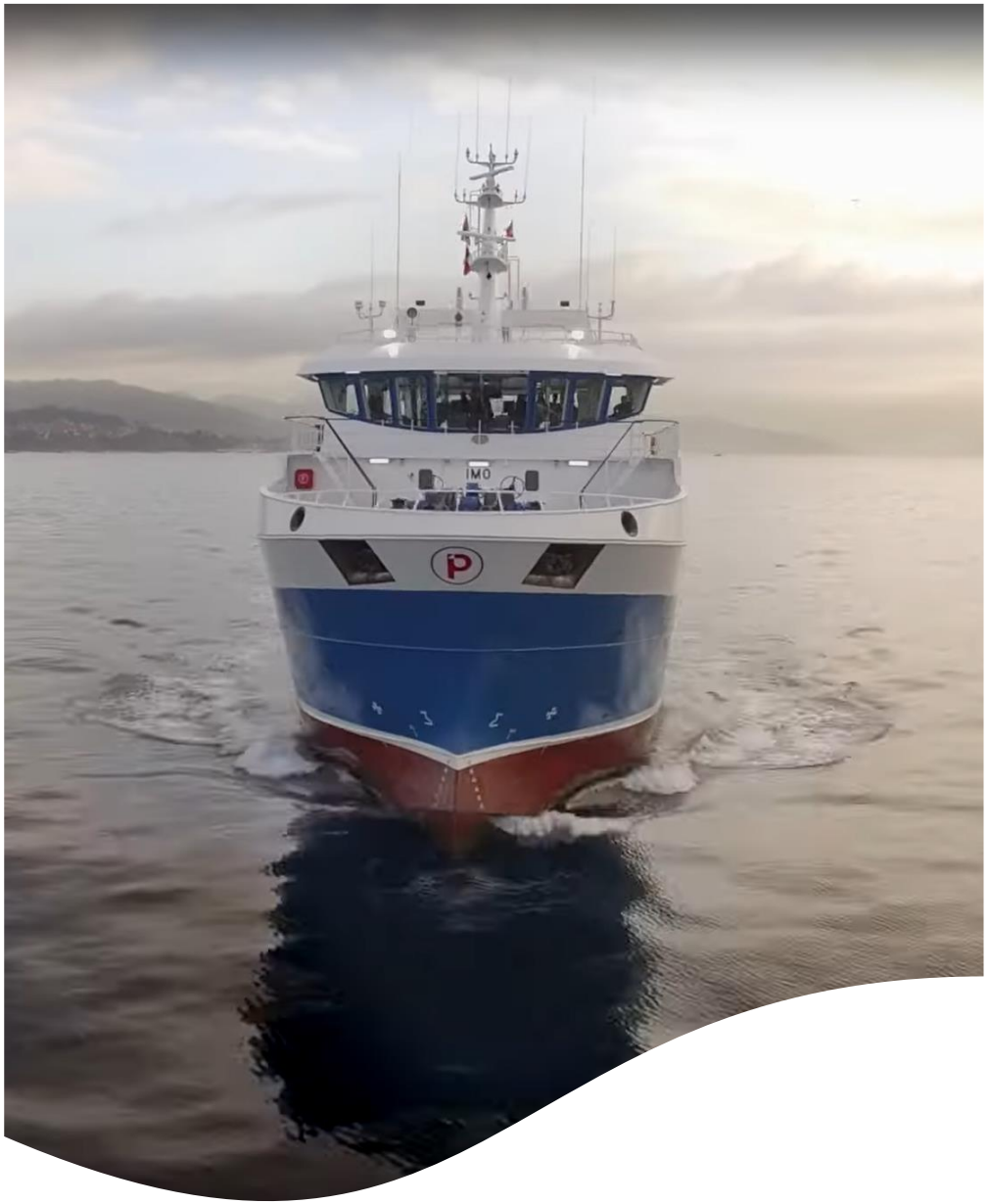
As part of our Transparency in Sustainability Programme, we disclose relevant information about our fishing operations, including species/fisheries, catch and bycatch data, fishing area and gear used, sustainability evidence, and the associated sustainability status for each fishery.

CSR PILLAR PLANET
PRINCIPLE SUSTAINABLE SOURCING
MATERIAL ASPECT FISHERIES SUSTAINABILITY WITH OWN FLEET

a.2022-m.2023 | SOURCES	CATCHES [t]	BYCATCH [t] AND (%)	FISHING AREA	FISHING GEAR	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	TRACEABILITY AND CHAIN OF CUSTODY	STOCK SUSTAINABILITY STATUS	STOCK HEALTH (CURRENT / FUTURE)	CONSERVATION STATUS	POPULATION TREND
	PRIMARY DATA				PESCANOVA BLUE' SUST. PROG.			FISHSOURCE		IUCN RED LIST / CITES	
Pleoticus muelleri - LAA Argentine red shrimp (ARG)	10,504	19.9 (0.1%)	FAO 41	TRAWLS	100%	FIP, FISHSOURCE	98% GDST IBM FOODTRUST™	MANAGED (FIP)	≥6 / ≥6 (2021)	N/A	N/A
Illex argentinus - SQA Shortfin squid (ARG)	5,380			HOOKS AND LINES		FIP	INTERNAL TRACEAB.	NEEDS IMPROVEMENT (FISHSOURCE)	DD / DD (2022)	LC (2010)	UNKNOWN (2014)
Dissostichus eleginoides - TOP Toothfish (ARG)	1,004			TRAWLS		FIP	INTERNAL TRACEAB.	MANAGED (FIP)	NOT ASSESSED (2016)	N/A	N/A
Merluccius hubbsi - HKP Argentine hake (ARG)	553			TRAWLS		FISHSOURCE	INTERNAL TRACEAB.	MANAGED (FISHSOURCE, ≥6 / 10 / ≥8)	7,2 / ≥6 (2021)	N/A	N/A
Merluccius capensis - HKK *Merluccius paradoxus* - HKO Cape hake (NAM)	30,815	113,5 (0.4%)	FAO 47	TRAWLS	98%	MSC, FISHSOURCE	MSC CoC	CERTIFIED (MSC), (FISHSOURCE, ≥6 / 9,6 / 10)	≥6 / ≥8 ≥6 / ≥8 (2021)	LC (2012) N/A	UNKNOWN (2012)
Brama brama - POA Angelfish, pomfret (NAM)	165					N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED	LC (2013) N/A	UNKNOWN (2013)
Genypterus capensis - KCP Kingklip (NAM)	140					N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED (2019)	N/A	N/A
Helicolenus datylopterus - BRF Jacopever, blackbelly rosefish (NAM)	116					N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED	LC (2013) N/A	UNKNOWN (2013)
Lophius vomerinus - MVO Devil anglerfish, monkfish (NAM)	44					N/A	INTERNAL TRACEAB.	NOT RATED (2017)	NOT ASSESSED (2017)	NT (2009 - NEEDS UPDATING)	UNKNOWN (2009)
Aristeus varidens - ARV Striped red shrimp (ANG)	410	0	FAO 47	TRAWLS	0%	N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Parapenaeus longirostris - DPS Deep-water rose shrimp (ANG)	129					N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Other crustaceans Deep-water shrimps and crabs (ANG)	26					N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Penaeus indicus - PNI Indian white prawn (MOZ)	882	0.41 (0.01%)	FAO 51	TRAWLS	26%	FISHSOURCE	INTERNAL TRACEAB.	MANAGED (FISHSOURCE, ≥6 / ≥6 / ≥8)	≥8 / 6,7 (2016)	N/A	N/A
Multiple species Prawns and shrimps (MOZ)	1,323					N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Fam. *Scianidae* Croakers and meagres (MOZ)	1,226					N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
TOTAL	52,719	0.25%			93%	58% MSC 13% FIP 78% FISHSOURCE	TOTAL GDST: 20% TOTAL CdC: 58%	83% managed 10% needs improv. 7% not rated	DD: Data Deficient	LC: Least Concern NT: Near Threatened	N/A: INFO NOT AVAILABLE

The total catches by our fleet in the fiscal year 2022/23 in four countries: Namibia, Argentina, Mozambique, and Angola, amount to **52,719 t**. Of these, **93%** can demonstrate a sustainable origin according to the criteria of the 'Pescanova Blue' Sustainability Programme, including **58%** from a fishing ground certified by the Marine Stewardship Council's (MSC) fisheries sustainability standard. A fraction of **7%** corresponds to species or fisheries whose sustainability information is not available or is currently under development.





1.2.2 PARTICIPATION AND PROMOTION OF FISHERY IMPROVEMENT PROJECTS

Our direct involvement in fishery improvement projects (FIPs) is visible on the public platform FisheryProgress (https://fisheryprogress.org/). Status:

Argentina offshore red shrimp (*Pleoticus muelleri*) - bottom trawl
Stage 4; Progress: A (June 2023); Status: Active; Type: Comprehensive.
https://fisheryprogress.org/fip-profile/argentina-offshore-red-shrimp-bottom-trawl

The analysis of fishing data for 2022 is underway and does not reveal the need to push for additional measures in the fishery. A video test was conducted at the beginning of the 2023 season, but visibility was poor and will be repeated in 2024. An agreement was signed between CeDePesca and INIDEP for the development of monitoring tasks in the onboard observer programme for the upcoming fishing season. The onboard observer programme is currently active.

Argentina Patagonian toothfish (*Dissostichus eleginoides*) - bottom trawl
Stage 4; Progress: A (June 2023); Status: Active; Type: Comprehensive.
https://fisheryprogress.org/fip-profile/argentina-patagonian-toothfish-bottom-trawl

Studies conducted revealed that the species exhibits high site fidelity and lacks regular migratory movements. Between October 2021 and June 2023, a total of 992 fishing sets were monitored, with 65% recording interaction with at least one species of seabird or marine mammal, resulting in an estimation of 15,909 bird interactions and 50 mammals. The most representative were the black-browed albatross (7,777) and cormorants (7,040), but only six deaths of black-browed albatrosses were recorded due to interaction with nets. Interactions of the fishing gear with the seabed were investigated in 99% of the sets, but sediment was observed in only 4%.

Peru mahi-mahi (*Coryphaena hippurus*) - longline (WWF)
Stage 4; Progress: A (June 2023); Status: Active; Type: Comprehensive.
https://fisheryprogress.org/fip-profile/peru-mahi-mahi-longline-wwf

IMARPE conducted the first training workshop for onboard observers with the aim of equipping them with tools for collecting biological data and information on interactions with key predators. A database was developed with information from this monitoring using cameras and electronic logs (TrazApp) aboard artisanal vessels. Analysis of biological information on fishing and bycatch will contribute to evidence-based research on species interactions. Additionally, the function of recording fishing gear loss was launched in the TrazApp application for all registered users ahead of the 2023-2024 season. Lastly, a pilot project aimed at minimizing marine turtle entanglement during fishing operations is scheduled to commence.

Argentina shortfin squid (*Illex argentinus*) - jig (CAPA)
Stage 2; Progress: N/A (October 2023); Status: Active; Type: Comprehensive.
https://fisheryprogress.org/fip-profile/argentina-shortfin-squid-jig-0

Through the Argentine Squid Jigger Owners Chamber (CAPA), of which we are members, we participated in the design and implementation of a protocol to record the interaction and abundance of birds, mammals, and reptiles with the operations of the commercial fleet of squid jigger vessels. Additionally, a guide will be implemented to identify species that may interact with fishing activities, the types of interactions, and the degree of damage caused by fishing gear.

WHAT IS A FIP?

A Fishery Improvement Project (FIP) is a shared work plan among multiple stakeholders (private sector, public sector, and NGOs) to address environmental challenges in a fishery. These projects harness the power of the private sector to initiate initiatives that incentivize positive changes towards sustainability in the fishery, improvements in its management and fishing practices, and seek to make these changes enduring through policy change.

Participation in a FIP qualifies as evidence of sustainability according to our Sustainable Sourcing Raw Materials Homologation Scheme of the 'Pescanova Blue' Sustainability Programme, which aims to attest that our products are indeed sustainable. To achieve this, a FIP must meet the following criteria: be comprehensive, have defined and approved action plans and budgets; be public and registered on the FisheryProgress.org platform; demonstrate progress on this platform and have an A or C rating; and have entered its phase 3 of implementation.

1.2.3 SUSTAINABLE ORIGIN OF OWN AND EXTERNAL AQUACULTURE PRODUCTION

The total aquaculture production on our own farms (7,000 hectares across four countries: Ecuador, Nicaragua, Guatemala, and Spain) in the last fiscal year amounts to 42,205 tonnes of vannamei shrimp and turbot. All production demonstrates its sustainable origin according to the criteria of the 'Pescanova Blue' Sustainability Programme.

The sustainability evidence for our own production correspond to ASC, GSA BAP, and GLOBALG.A.P. certifications indicated for each site, *cf.* the global certification map of the Nueva Pescanova Group – Annex I.

During the same period, we processed 37,005 tonnes of the same products acquired from local third-party producers, of which 71% have evidence of certified sustainable production.

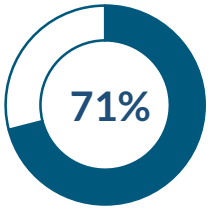
CSR PILLAR PLANET
PRINCIPLE SUSTAINABLE SOURCING
MATERIAL ASPECT SUSTAINABLE AQUACULTURE

a.2022-m.2023	OWN PRODUCTION					PRODUCED BY OTHERS				
	PRODUCTION [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	TRACEABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY	QUANTITY [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	TRACEABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY
Penaeus vannamei - PNV Whiteleg shrimp, ECUADOR (ECU)	24,834	100%	97% GDST IBM FOODTRUST™	ASC GSA BAP GLOBALG.A.P.	✓ ✓ ✓	18,060	40%	90% GDST IBM FOODTRUST™	ASC: 17% GLOBALG.A.P.: 23%	✓ ✓
Penaeus vannamei - PNV Whiteleg shrimp, CAMANICA (NIC)	13,909	100%	INTERNAL	ASC GSA BAP	✓ ✓	--	--	--	--	--
Penaeus vannamei - PNV Whiteleg shrimp, NOVAGUATEMALA (GUA)	95	100%	INTERNAL	GSA BAP	✓	9,093	100%	INTERNAL	ASC: 100% GLOBALG.A.P.: 90%	✓
Scophthalmus maximus - TUR Turbot, INSUIÑA (ESP)	3,365	100%	INTERNAL	GLOBALG.A.P.	✓	9,852	100%	INTERNAL	GLOBALG.A.P.: 100%	✓
TOTAL AQUACULTURE	42,205	100%	TOTAL GDST: 57%		TOTAL CoC: 100%	37,005	71%	TOTAL GDST: 44%		TOTAL CoC: 100%

VANNAMEI SHRIMP

TURBOT

SUSTAINABLE SOURCING - OWN PRODUCTION

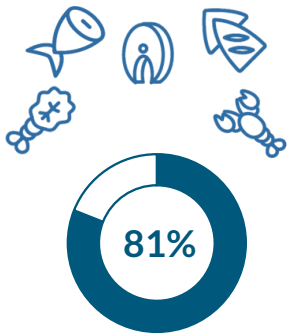


SUSTAINABLE SOURCING - PRODUCED BY OTHERS

1.2.4 SOURCING FISHERY OR AQUACULTURE RAW MATERIALS FROM THIRD PARTIES

CSR PILLAR	PLANET
PRINCIPLE	SUSTAINABLE SOURCING
MATERIAL ASPECT	EXTERNAL SUPPLIERS

a.2022-m.2023	QUANTITY [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	SHARE BY EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY
FINFISH	38,612	90%	MSC: 78% GLOBALG.A.P.: 3% FIP: 8% FISHSOURCE: 1%	✓ ✓ INTERNAL TRACEAB. INTERNAL TRACEAB.
CRUSTACEANS	23,782	60%	MSC: 0% ASC/GGAP: 46% FIP: 11% FISHSOURCE: 3%	-- ✓ INTERNAL TRACEAB. INTERNAL TRACEAB.
CEPHALOPODS	27,983	89%	MSC: 0% GLOBALG.A.P.: 0% FIP: 8% FISHSOURCE: 81%	-- -- INTERNAL TRACEAB. INTERNAL TRACEAB.
BIVALVES	523	13%	MSC: 13% GLOBALG.A.P.: 0% FIP: 0% FISHSOURCE: 0%	✓ -- -- --
		TOTAL SUST: 81%		TOTAL CoC: 47%



SUSTAINABLE SOURCING
- FISHERIES AND AQUACULTURE RAW MATERIALS ACQUIRED FROM OTHERS

1.3 SUSTAINABLE FEEDS FOR AQUACULTURE

Evidence of sustainable origin for 100% of key ingredients in aquaculture feeds by 2030.

41%

03.2023

It is our goal to ensure that ingredients in the aquaculture feeds we use, both in shrimp and turbot farming, are responsibly sourced and produced, and have corresponding evidence of sustainable origin, in alignment with our sustainable sourcing policies. The specific formulation of feed for the species we farm is always tailored to each stage of their development and farming method.

We work with our suppliers and manufacturers to ensure that the key raw materials they use in their feeds are sustainable and certified, particularly marine ingredients (fish meal and fish oil) and critical agricultural ingredients due to deforestation and ecosystem conversion.

By using their products and standard formulations, we refer to their sustainability performance indicators, commitments, and criteria, as outlined in their public reports. We further collaborate closely with smaller suppliers to quantify and report on the sustainable origin of these key ingredients.

CSR PILLAR PLANET
PRINCIPLE SUSTAINABLE SOURCING
MATERIAL ASPECT ANIMAL FEED FOR AQUACULTURE

SUPPLIER | a.2022-m.2023	ANIMAL FEED: CONSUMPTION [t]	ANIMAL FEED: SHARE [%]	EVIDENCE OF SUSTAINABLE AND RESPONSIBLE ORIGIN FOR KEY RAW MATERIALS (41% *sustainable fraction*)	TRANSPARENCY (4 VERY HIGH, 3 HIGH, 2 MODERATE, 1 LOW)
SUPPLIER A	**25-30**	**39%**	Marine-origin products (fishmeal and fish oil) (average 18%): • FFDR 0.24 (fishmeal) and 0.00 (oil) in shrimp feed. • FFDR 0.54 (fishmeal) and 0.04 (oil) in turbot feed. • 61% whole fish, with MarinTrust certifications (52%), FIP MarinTrust (16%), MSC (15%). • 39% fishery industry by-products (trimmings), with MarinTrust certifications (68%), MSC (12%), FIP MarinTrust (5%). Agricultural products (average 64%): • 97% soy and palm oil from deforestation-free certified production (depending on the cultivation country). Alternative omega-3 ingredients: 1% (algae and rapeseed oil). Carbon footprint: 1.97 t CO2eq/ton$_{shrimp\ feed}$ and 1.92 t CO2eq/ton$_{turbot\ feed}$	4 93% traceable sustainable key raw materials 93%
SUPPLIER B	**15-25**	**28%**	GLOBALG.A.P., GSA BAP, ISO 9001, ISO 14001, ISO 45001, SMETA, GS1.	2
SUPPLIER C	**10-20**	**21%**	GLOBALG.A.P., GSA BAP, SQF.	2
SUPPLIER D	**<5**	**6%**	Marine-origin products: • FFDR 0.44 (meal) and 1.17 (oil) • Fishmeal (trimmings 32%): 91% ASC-compliant, MSC certified (36%), MarinTrust (81%), FIP (7%), FishSource. • Fish oil (trimmings 43%): 86% ASC-compliant, MSC certified (25%), MarinTrust (48%), FIP (6%), FishSource. • Krill meal: MSC certified (100%). Agricultural products: • Palm oil: 100% certified deforestation-free (RSPO, GreenPalm, or equivalent). • Soy: 100% certified deforestation-free (RTRS, ProTerra, Donau/Europe Soy, or U.S. SSAP). LAPs / PAPs: 8% FFDR: 1.17 Carbon footprint: 2.08 t CO2eq/ton$_{feed}$	4 82% traceable sustainable key raw materials 82%
SUPPLIER E	**<5**	**5%**	No information available.	1
OTHERS	**<1**	**1.2%**	In progress.	1

In our feed procurement criteria, we require as a minimum standard certified production from GLOBALG.A.P., GSA BAP, or SQF, depending on the certification and traceability requirements of our farms.

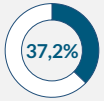
The sourcing of certain critical ingredients for aquaculture feeds may pose an unacceptable risk regarding land-use change through habitat conversion, which would affect biodiversity in terrestrial ecosystems.

Our goal is that by 2030, we can procure feed for our aquaculture operations that fully incorporate deforestation and habitat conversion free (DCF) ingredients. Habitat conversion refers to the alteration of a natural ecosystem to another land use or a significant change in the composition, structure, or function of species within a natural ecosystem. Deforestation is a form of conversion. (*cf.* https://accountability-framework.org/).

Soy and palm oil are key ingredients in aquaculture feed production. We work with our suppliers (and manufacturers) to achieve feeds free from habitat conversion by using soy and palm oil obtained more sustainably, thereby contributing to Sustainable Development Goals (SDGs) 15.1 and 15.5. We also support the development of formulations that can actively contribute to improving feed production sustainability through more efficient use (*e.g.*, by improving feed conversion rates), reducing the use of marine ingredients or the dependence on forage fish ingredients, and developing alternative ingredients with equivalent nutritional values and lower environmental impact, thereby contributing to SDGs 12.2, 14.4, and 15.5.

1.4 TRACEABILITY OF RAW MATERIALS AND PRODUCTS

100% traceability of all fishery and aquaculture origin raw materials and products under the GDST standard by 2025.



03.2023

As part of our commitment to our sustainable sourcing principle, we ensure transparently the sustainability attributes of all our seafood raw materials and products, whether originating from our fishing fleet, our aquaculture farms, or acquired from external suppliers.

We track the origin and identify the processes and transactions affecting our seafood raw materials and products. Our current focus is on aligning with the recommendations of the Global Dialogue on Seafood Traceability (GDST) towards reliable and effective traceability in seafood production and industry. Therefore, we joined GDST in 2020 (https://traceability-dialogue.org/company-members/) and adopted the GDST standard for the renewal of our digital traceability tool by implementing IBM Food Trust™.

Currently, we are undergoing a significant transformation in the management systems for sustainability and traceability data of our seafood raw materials and products. This involves new methods of recording and handling such information in our digital sustainability and traceability tools.

In 2023, we developed Phase II of the traceability project focused on implementing the criteria of the GDST standard, based on food safety, legality, and sustainability evidence in the IBM Food Trust™ digital tool. Additionally, we implemented the tool in the fleet of our Argentine subsidiary, Argenova, for tracking prawn products from fishing to the Spanish market, as well as in the cultivation and processing of vannamei shrimp at Promarisco (our subsidiary in Ecuador).

WHAT IS GDST?

Several market factors have increased the need to standardize business practices and harmonize regulations to promote interoperable traceability within the seafood sector: (i) growing regulatory and consumer demands for more information about the origins of seafood products; (ii) increasing concerns about the marketing of seafood products originating from illegal, unsustainable, or socially irresponsible practices; or (iii) greater commercial interest in improving transparency within seafood supply chains.

GLOBAL DIALOGUE on Seafood Traceability

The GDST initiative was convened and facilitated by the World Wildlife Fund (WWF) and the Institute of Food Technologists (IFT), which, between 2017 and 2020, coordinated technical working groups with over 60 fishing companies, aquaculture producers, processors, distributors, NGOs, etc., to develop a global framework (GDST standard 1.0) aligned for seafood traceability based on (i) key data elements, (ii) interoperable traceability systems, (iii) data validity, and (iv) ease of compliance.

The GDST standard is aligned with key actions of the UN Global Compact to contribute to a healthy and productive ocean by 2030, ensuring traceability of seafood products while promoting a more sustainable industry.

We have also worked with IBM to adapt their IBM Food Trust™ tool to the requirements of the GDST traceability standard, reviewed all key data capture processes along the value chain, and automated data collection from the systems of the Group's companies and industrial centres, transmitting them to the platform for management. In this regard, we have collaborated with Gradiant to design and implement a collaborative platform that allows us to capture the data required by the GDST standard from external suppliers and send it to IBM Food Trust™.

With the implementation of this tool, we aim to ensure interoperability between Pescanova's seafood traceability systems, ensuring that key data from each link in the value chain is collected and digitally recorded. With the GDST standard, we document not only the batch and product characteristics but also the files that certify permissions, licenses, location, and certifications demonstrating responsible fishing and aquaculture practices, as well as evidence of sustainability and food safety assurance demanded by markets and consumers.

The implementation schedule for this new tool is defined and gives us confidence that it will also contribute to the transparency of our goal of achieving 100% sustainable sourcing by 2030, the progress of which we will communicate regularly.

Market indicators suggest that consumers would purchase more seafood if they were provided with proven and reliable information about its origin, safety, and production, and they believe it is important for brands to offer authenticity guarantees when purchasing their products.

The adoption of the GDST standard improves the reliability of information about seafood products, reduces traceability costs, minimizes risks in the supply chain, and contributes to ensuring the long-term social and environmental sustainability of the sector. We were pioneers in its implementation in our extended traceability system for products and raw materials, and we actively collaborate with GDST in improving the standard.

RESPONSIBLE OPERATIONS

SUSTAINABILITY PRINCIPLE 2

WE FISH, FARM AND TRANSFORM SEAFOOD IN A SUSTAINABLE WAY, RESPECTING THE PLANET

Our commitment to the sustainable sourcing of fisheries and aquaculture-origin raw materials is established in our Corporate Sustainability Policy, defined as:

"100% of the species we fish, farm, or purchase must demonstrate a sustainable origin and processing carried out responsibly".

Our initiatives under this sustainability principle contribute to achieving the targets of the following SDGs:

In its application, the commitment to this principle is expressed in a cross-cutting manner across the three main areas of activity of the Nueva Pescanova Group: fishing, aquaculture farming, and processing of seafood products.

Without prejudice to what is stipulated in other Responsible Action Policies of the Group, essentially, we align with the principles of responsible fishing and aquaculture of the FAO, and our transformation and processing processes are designed and implemented to pursue continuous improvement in all industrial units. This commitment extends to the responsible management of water, energy, and raw materials, minimizing discharges, emissions, and waste, and identifying and preventing potential environmental impacts resulting from our activities.

1.5 RESPONSIBLE FISHING

In the context of exercising responsible fishing activities, our commitment is based on full compliance with the legal requirements regarding fishing in the countries where we operate, as well as with applicable international measures. Additionally, we explicitly recognize the principles outlined by the FAO in its Code of Conduct for Responsible Fisheries (CCRF) as the necessary framework to ensure sustainable exploitation of living aquatic resources, in line with environmental conservation. The CCRF establishes principles and standards applicable to the conservation, management, and development of fisheries, to be voluntarily implemented, aimed at achieving responsible fishing practices.

By adhering to fisheries management measures and positively contributing to the conservation and long-term sustainable use of fishery resources, we promote their optimal utilization and help maintain their availability and quality for present and future generations. This commitment led us to sign the Principles for a Sustainable Ocean of the UN Global Compact (https://unglobalcompact.org/take-action/ocean/signatories), designed to promote ocean well-being and emphasize the shared responsibility of businesses to take necessary actions to ensure a healthy and productive ocean, assessing their impact on it and integrating this vision into their overall strategy. Signing these principles provides us with a framework for responsible business practices respecting the ocean.

In this line, we reaffirm our commitment to combating illegal, unreported, and unregulated (IUU) fishing. Our focus on transparent and robust traceability based on the GDST standard (see section 1.4); the FISH Standard for Crew labour certification (see section 2.7); certification of all our fishing catches by internationally recognized sustainability standards aligned with FAO's principles of responsible fishing (see section 1.2.1); and participation in fisheries improvement projects governed by the CCRF where fishery certification schemes do not reach, as a means of continuous improvement and evidence of fishery sustainability (see section 1.2.2), are concrete measures to ensure transparency and legality in fishing practices.

1.6 BEST PRACTICES IN AQUACULTURE

Given that we farm various species, and it is our responsibility to do so in a responsible manner, we include concerns about animal welfare and the environment in our operations, management, and governance.

1.6.1 OUR COMMITMENT TO ANIMAL WELFARE

100% of aquaculture farming operations, across all cultivated species and geographic locations, are committed to animal welfare.

Our shrimp farming heavily relies on environmental conditions. Therefore, we strive to maintain optimal water conditions in our farming ponds, preventing external pathogens and any form of stress on the animals.

We choose to work in harmony with the natural environment and comply with all requirements to minimize the risk of diseases, as stipulated in our commitment to sustainable aquaculture production certifications. This includes animal health plans, biosecurity management, pathogen-free larvae, and restrictions on the use of medicines. In fact, we have not experienced significant disease outbreaks in our shrimp and turbot farms.

Animal health, water quality, and feeding are meticulously monitored periodically to quickly identify any disease or stress source, thus minimizing potential risks. While occasional diseases may occur, we have not encountered severe outbreaks that would jeopardize the production of a pond or farm.

We document our management plans and any potential diseases, both to assist in operational control and for veterinary compliance purposes. These plans include documented standard operating procedures designed to help manage pond water quality parameters when we identify an imbalance or signs of disease. We do not use any therapeutic treatments; instead, we monitor water quality and feeding to control potential stressors that may result from unhealthy culture media, chemical imbalance, or low oxygen levels, thereby contributing to SDG 12.4.

In our Corporate Policy on Aquaculture Responsibility, we reference respect for the "five freedoms" of farmed animals, aiming to ensure conditions free from hunger and malnutrition, extreme discomfort, physical discomfort and pain, injury and disease, inhibition of natural behaviour, and fear and distress, minimizing all sources of stress. We

include optimizing stocking density and farming as measures to control stress derived from close confinement, long-distance transport of live animals, and pre-slaughter stunning, elimination of mutilations, genetic manipulation, and promotion of natural behaviours.

1.6.2 PERFORMANCE INDICATORS

Survival rate is a common basic indicator of performance in aquaculture operations. Annually, we evaluate the cultivation strategy and define KPIs (including the survival rate) for each operation. Although the survival rate may not be a significant indicator per se, we track it for each batch, pool, or tank and cycle. Thus, it is a fundamental part of the full range of indicators that compose cultivation optimization to maximize total performance. These indicators include animal density and biomass in the pool or tank, animal growth rate, and feed conversion ratio, among others.

By managing the desired operational balance of these indicators, we can farm for specific productivity outcomes, individual weight, or harvest timing.

1.6.3 BROODSTOCK MATURATION

We directly align our animal welfare practices with the principles established in our Corporate Policy on Aquaculture Responsibility, which formalizes responsible operations with due care for culture media, feeds, animal densities, predator control, health, and disease control at all stages of the process.

As a prominent measure for animal welfare in our vannamei shrimp farming, we have abolished the practice of eyestalk ablation of female broodstock, previously defined as an objective, eliminating any practice of animal mutilation in aquaculture. After a successful two-year research program, we fully implemented this in all our operations in 2021.

For both shrimp and turbot farming, we have our own broodstock programme with which we monitor all parental lines, as well as any new additions.

CSR PILLAR PLANET
PRINCIPLE SUSTAINABLE SOURCING
MATERIAL ASPECT ANIMAL WELFARE IN AQUACULTURE

	Survival rate - hatcheries	Survival rate - grow-out	Significant disease outbreaks	Use of preventive products	Prophylactic use antibiotics and growth-promoting substances	Use of therapeutic products	Use of desinfectant chemicals	Physical integrity	Slaughter method	Biosecurity measures	Control of predators	Escapes (events and individuals)
Penaeus vannamei Shrimp, PROMARISCO (ECU)	*goal 2025: 95%* 96% (2022/23) 93% (2021/22) 86% (2020) 91% (2019)	*goal 2025: 70%* 66% (2022/23) 67% (2021/22) 60% (2020) 58% (2019)	No	Probiotics	*goal 2025: zero use* Zero use	None	Quicklime	No eyestalk ablation in breeders, nor systematic mutilations	Hypothermia	*goal 2025: 100%* Yes, internal plan for 100% operations	Yes, in extensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped
Penaeus vannamei Shrimp, CAMANICA (NIC)	*goal 2025: 70%* 68% (2022/23) 68% (2021/22) 74% (2020) n/a (2019)	*goal 2025: 60%* 58% (2022/23) 54% (2021/22) 53% (2020) 52% (2019)	No	Probiotics	*goal 2025: zero use* Zero use	None	Quicklime	No eyestalk ablation in breeders, nor systematic mutilations	Hypothermia	*goal 2025: 100%* Yes, internal plan for 100% operations	Yes, in extensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped
Penaeus vannamei Shrimp, NOVAGUATEMALA (GUA) *no production since 08.2023*	*goal 2025: n/a* n/a	*goal 2025: n/a* 80% (04.2022-08.2023) 88% (2021/22) No production in 2020 and 2019	No	Probiotics	*goal 2025: zero use* Zero use	None	Quicklime	No eyestalk ablation in breeders, nor systematic mutilations	Hypothermia	*goal 2025: 100%* Yes, internal plan for 100% operations	Yes, in extensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped
Scophthalmus maximus Turbot, INSUIÑA (ESP)	*goal 2025: 15%* 17% (2022/23) 10% (2021/22) 10% (2020) 9% (2019)	*goal 2025: 95%* 95% (2022/23) 95% (2021/22) 95% (2020) 95% (2019)	No	Vaccines	*goal 2025: zero use* Zero use	*goal 2025: 0.5%* With veterinary prescription and respecting the suppression period. Medicated feed index: 0.71% (APROMAR's Sustainability Report 2022)	Only antiparasitic treatment, with veterinary prescription	No systemtic mutilations	Hypothermia, as per AENOR UNE 173300	*goal 2025: 100%* Biosecurity index: 100% (APROMAR's Sustainability Report 2022)	Yes, in intensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped

AQUACULTURE 4.0

DIGITALIZATION AT THE SERVICE OF SUSTAINABILITY

The Aquaculture 4.0 project resulted from the implementation, in February 2021, of a collaboration agreement with Microsoft whereby we work together to drive the digital transformation and sustainability of the Group within the framework of our Aquaculture 4.0 Strategic Plan. Under this agreement, we carry out various innovation projects for marine environment protection and ensure species sustainability through the development of new technologies applied to aquaculture and the improvement of production processes. Within this framework, we promote digital culture in our aquaculture operations in Ecuador, Nicaragua, and Guatemala through our aquaculture R&D centre, the Pescanova Biomarine Centre (O Grove, Pontevedra).

This modernization in cultivation techniques, through the incorporation of Artificial Intelligence, the Internet of Things (IoT), and Big Data, allows us to control 100% of processes automatically and in real-time. In this way, we improve the efficiency and sustainability of crops, facilitate business predictability, ensure food traceability, and improve animal health and welfare.

Furthermore, with the promotion of efficient and sustainable aquaculture, we seek to contribute to the long-term continuity of wild species found in the marine environment by reducing pressure on fishing grounds and thus ensuring sustainable, safe, healthy, and controlled resources, while also ensuring the supply of marine protein and contributing to SDGs 14.2, 14.4, 15.1, and 15.5.

With the implementation of sensorization in production pools, the introduction of automatic feeders and hydrophones, and the implementation of communication engineering solutions, private 5G networks, and the predictive SMART FARM management platform, we have recorded significant improvements in the efficiency and performance of operations. (See more on page 59).

1.6.4 ON THE USE OF ANTIBIOTICS AND MEDICINES

'ZERO USE', in all farmed species and geographies, of:

- **Antibiotics for prophylactic or metaphylactic application.**
- **Growth-promoting substances.**
- **Antimicrobial products of critical importance for human medicine.**

100%

Regarding animal welfare checkpoints and compliance, and following the requirements of standards recognized by the Global Sustainable Seafood Initiative (GSSI) for aquaculture sustainability (https://www.ourgssi.org/gssi-recognized-certifcation/), we maintain records and report as necessary, ensuring:

- Compliance with veterinary health plans, disease control, use and treatment with medications, biosecurity, selection and slaughter methods, water quality/hygiene plan, animal density, mortality and escapes, predator and pest control, and other sources of stress/external disturbance, and feeding protocols, among others, according to our GLOBALG.A.P. certification, where applicable.
- Compliance with the restriction on the use of medicines, including antibiotics, and the prohibition of the use of any antimicrobial of critical importance for human medicine. We do not use medicines prophylactically, but medicines are only used for animal welfare reasons and under strict conditions, according to our ASC certification, where applicable.
- Proper care of animals regarding population density, disease control, water quality, transportation, and slaughter methods, in accordance with our GSA BAP certification, where applicable.

As an extension of our commitment, we do not use antibiotics or growth-promoting substances in any of our shrimp farming operations. Additionally, we are founding members of the Sustainable Shrimp Partnership (SSP) (https://www.sustainableshrimpartnership.org/) in Ecuador, whose main objective is to promote antibiotic-free shrimp farming throughout the production cycle. We fully support all efforts to avoid the use of antibiotics in shrimp farming due to the high environmental risk it poses to our water sources.

We restrict the use of critically important antimicrobial products (CIAs) for human medicine to criterion C1 of the World Health Organization's (WHO) CIA list (https://apps.who.int/iris/handle/10665/325037), and only when therapeutically necessary for animal welfare reasons and always according to veterinary advice and prescription.

The specific objectives of not using antibiotics prophylactically or metaphylactically and growth-promoting substances in all aquaculture operations and restricting the use of antimicrobials classified as critically important for human medicine are duly and independently verified for certification purposes. Both the SSP and certification schemes recognized by GSSI conduct control and verification audits in our antibiotic-free operations in their respective audit plans.

Best practices in prevention and management work in combination to produce optimal results and avoid the use of medications throughout the production cycle. Prevention is achieved through vaccination in turbot farming or the use of probiotics in shrimp farming. Combined with strict water quality management and efficient feeding protocols, these practices promote healthy animal development and minimize sources of stress, thereby contributing to SDG 12.4.

Working in harmony with the natural environment, ensuring optimal water quality, and minimizing sources of stress have also enabled our commitment to 'zero use' of antibiotics or medications. This has proven to be the best solution in recent years and has significantly improved our productivity in shrimp farming from 971 kg/ha in 2016 to 1,739 kg/ha in 2020 and up to 3,000-4,600 kg/ha in 2023. For turbot production, the average feed conversion ratio (FCR) in 2022 was 1.1 with a cycle of 21-28 months and weight of 1.0-1.5 kg (*cf.* APROMAR Sustainability Report 2022).

1.6.5 SEEDLING AND STOCKING DENSITIES

We have defined our stocking density in shrimp farming, as there are no specific regulations applicable. We follow density limits agreed upon with our main customers, where applicable, and aim for a recommended density of 15 post-larvae/m^2 with a range of 12-18/m^2 as optimal operational.

The stocking densities we work with in our extensive systems are a relevant aspect in maintaining water quality, disease proliferation, and environmental impact, and constitute determining parameters governing productivity. This decision is also part of our commitment to animal welfare and sets us apart even further from others who farm at higher densities extensively, as well as from systems that operate at very high densities (*ca.* 500/m2), which pose significantly higher environmental and operational risks.

Regarding turbot farming, animal density is limited by the area of the breeding tanks, as it is a flatfish, and varies depending on its stage of development (fry, juveniles, adults). We work to maintain production at recommended working densities, agreed upon by the sector and with our insurers, and continuously monitor the size and growth of the animals and how density affects the optimization of the operation and their welfare.

1.6.6 ESCAPES

'ZERO ESCAPES' in aquaculture farming across all farmed species and geographies.

100%

Both in the shrimp and turbot farming, we have recorded zero escape events with zero lost animals.

We work on the prevention and mitigation of escapes by designing, installing, and operating equipment and systems in a way that minimizes the risk of escape and compromising the health and welfare of the animals.

Escape events of farmed individuals may be relevant during water renewal operations in the initial phases of the cycle given their tiny size and potential risks in the effectiveness of equipment retention. In the case of final phases with adult animals, there is a risk of interference in the ecological and trophic balance in neighbouring water bodies. However, the conditions of exposure to the surrounding environment are low to none in our facilities, as the installation of nets/filters and traps in effluent channels or water exchange pipes proves to be an efficient and easy-to-implement escape control. Additionally, by growing native species, we drastically reduce the potential impact of any possible escape on both the ecological balance and the genetic pool, considering that the potential competitive advantages resulting from larger, more vigorous, or more aggressive individuals are temporary and not significant. Thus, the combination of low probability and low impact of any escape event in our operation results in a very low or insignificant environmental risk.

By having mechanisms to prevent escapes and mitigate their consequences, if they occur, we can minimize negative environmental impacts, thereby contributing to SDGs 2.5 and 15.8.

Escape prevention and management measures are outlined in the Corporate Policy on Aquaculture Responsibility and in the safety and management plans of the corresponding operations.

1.6.7 TRANSPARENT OPERATIONS

Our aquaculture operations maintain records of all relevant parameters and indicators for operational control, veterinary, health, and food safety checks, and are duly shared transparently with all relevant national entities.

This information is accessible for verification by all parties auditing the requirements posed by various sustainability, environmental, food safety, and quality certification schemes, as confirmed in the valid certificates we hold and publicly disclose.

1.7 ENVIRONMENTAL CERTIFICATIONS

To certify 100% of our plants and processes by environmental management standards by 2030.

35%

09.2023

Certification of the facilities and processes for the production and transformation of seafood products is part of our commitment to sustainability and environmental responsibility.

Environmentally friendly processing can be evidenced by third-party audit certificates from recognized private environmental management standards, demonstrating compliance with their principles.

CSR PILLAR	PLANET	
PRINCIPLE	RESPONSIBLE OPERATIONS	
MATERIAL ASPECT	ENVIRONMENTAL CERTIFICATIONS	
09.2023	**VERIFICATION**	**COMPLIANCE**
ISO 14001	6 CENTRES	**35%**
EMAS	1 CENTRE	
ENVIRONMENTAL RESPONSIBILITY POLICY	17 CENTRES	**100%**
SCOPE	17 CENTRES	

From our Corporate Sustainability and Environmental Responsibility Policies, we have undertaken the commitment to have 100% of our facilities and products certified by internationally recognized environmental standards.

We will communicate our progress under the principles of sustainable sourcing and responsible operations, and we have set the concrete goal of achieving full compliance by 2030 (see also the Nueva Pescanova Group's global certification matrix in Annex I).

1.8 DECARBONIZATION

To reduce our carbon footprint (scopes 1 and 2) by 3% annually, aiming for a 30% reduction by 2030 and a 50% reduction by 2040, based on the 2020 baseline.

20,5%

04.2023

We recognize that the activities of our companies in various phases of the value chain entail the emission of certain substances, including greenhouse gases (GHGs), which, depending on their warming potential, contribute to the greenhouse effect in the atmosphere and may contribute to climate change.

We are aware that our fishing, aquaculture, and seafood processing activities require significant energy consumption (electricity and fuels) and the use of refrigerant gases in the freezing and preservation processes of these products and their raw materials, in addition to their transportation and distribution.

It is our duty to work to identify and quantify the environmental footprint caused by the emission of substances for which the Group's companies are responsible and, with this information, to make informed decisions about changing to more efficient processes and practices with lower impact.

As a fundamental element of our decarbonization plan, we identify measures: (i) aimed at reducing the contribution to the atmosphere of such substances, mainly by reducing GHG emissions in conversion processes and energy consumption; (ii) directed towards industrial reconversion by promoting the replacement of more polluting fuels with less polluting ones in industrial equipment; and (iii) aimed at promoting the switch to renewable energy sources.

The comprehensive set of measures, established as goals, includes: (i) improving the energy efficiency of combustion and electrical consumption equipment; (ii) the preferential use of materials and products that generate fewer emissions and lower energy consumption throughout their lifecycle; (iii) energy recovery from the waste we generate; (iv) the preferential consumption of energy from renewable sources, whether self-produced or external; and (v) reducing losses and waste of materials, as well as recovering by-products in all phases of our chains.

Globally, we identify GHG-emitting sources (as well as Substances that Deplete the Ozone Layer, ODS), inefficient processes, and opportunities for improvement, including the replacement of equipment and processes to achieve the desired reduction in emission intensity for our products.

Supported by the methodology offered by the Greenhouse Gas Protocol (GHG Protocol) of the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI), we periodically report the direct and indirect emissions associated with the operations of Nueva Pescanova Group companies.

Emissions are classified into Scope 1 (direct emissions) for those resulting from the operation of fossil fuel combustion equipment owned or controlled by Nueva Pescanova Group companies (both stationary sources, including fugitive emissions from refrigeration and air conditioning equipment, and mobile sources, considering the fishing fleet and vehicle fleet); Scope 2 (indirect emissions) for those associated with the generation of purchased and consumed electricity; and Scope 3 (indirect emissions) for those generated in the transportation and cold storage of raw materials and products, as well as those associated with the production of aquaculture raw materials by third parties, water supply, waste management, and business travel.

See Annex II for carbon intensity by activity.

CSR PILLAR	PLANET						
PRINCIPLE	RESPONSIBLE OPERATIONS						
MATERIAL ASPECT	ENERGY, GHG AND ODS EMISSIONS						
	2022/23	VAR (%)	2021/22	VAR (%)	2020	VAR (%)	2019
ENERGY CONSUMED [MWh]	**662,821**	**-10%**	**736,373**	**13%**	**650,747**	**26%**	**515,883**
FUELS	503,752	-13%	576,712	18%	489,445	59%	308,219
ELECTRICITY	159,068	0%	159,662	-1%	161,302	-22%	207,665
Electricity from RENEWABLES	59,264	6%	55,705	20%	46,363	n/a	46,363
KPI [KWh/t prod][a]	**2.8**	**-23.2%**	**3.6**	**-1,8%**	**3.7**	**14%**	**3.3**
KPI RENEWABLES [%][b]	**37%**	**7%**	**35%**	**21%**	**29%**	**29%**	**22%**
GHG EMISSION [t CO_{2eq}]	**315,421**	**-8%**	**344,707**	**-7%**	**368,781**	**3%**	**359,001**
DIRECT (SCOPE 1)	247,023	-6%	263,438	-10%	293,426	-0.4%	294,571
INDIRECT (SCOPE 2)	16,632	-17%	20,018	-48%	38,245	34%	28,574
INDIRECT (SCOPE 3)	51,766	-15%	61,252	4%	37,111	3%	35,856
KPI [t CO_{2eq}/t prod][b]	**1.3**	**-21%**	**1.7**	**-14%**	**2.0**	**14%**	**1.7**
ODS EMISSION [t CFC-11_{eq}]	**1.4**	**-19%**	**1.8**	**-14%**	**2.1**	**-24%**	**2.7**
KPI [g CFC-11_{eq}/t prod][c]	**6.0**	**-30%**	**8.6**	**-21%**	**10.9**	**-16%**	**12.9**

[a] Energy intensity [b] Share of energy from renewable sources;
[c] GHG intensity [d] ODS intensity

As participating members of the United Nations Global Compact (https://unglobalcompact.org/what-is-gc/participants), we align ourselves with the principles of the "Business Ambition for 1.5°C" initiative led by the Science Based Targets initiative (SBTi) in partnership with the Global Compact. Thus, we commit to establishing annual reduction targets of 3% for Scope 1 and 2 emissions towards a 50% reduction scenario by 2040 based on 2020 reference emissions.

The results obtained in the last reporting period indicate an absolute reduction of approximately 8.5% in CO_2eq emissions and a reduction of 20.8% in the relative indicator related to production (KPI in tCO_2eq/t_{PROD}). We verify the achievement of the annual target (with a 7.0% reduction in Scope 1 and 2 emissions, with a cumulative reduction of 20.5% since the base year) and simultaneously ensure that appropriate measures are being implemented in the Group's companies and operations. In this regard, we have our own photovoltaic parks in nine industrial centres, with 42,000 m^2 of panel area generating 12.4 GWh annually.

CSR PILLAR	PLANET
PRINCIPLE	RESPONSIBLE OPERATIONS
MATERIAL ASPECT	GENERATION OF ELECTRICITY FROM RENEWABLE SOURCES

CENTRE	POWER [MWp]	ANNUAL PRODUCTION [MWh]	SOLAR PANELS AREA [m^2]
PESCANOVA ESPAÑA, CI ARTEIXO	0.57	689.52	3,423
PESCANOVA ESPAÑA, CI CATARROJA	0.20	300.69	925
PESCANOVA ESPAÑA, CI CHAPELA	0.93	1,305.87	5,377
PESCANOVA ESPAÑA, CI PATERNA	0.24	362.97	1,130
PESCANOVA ESPAÑA, CI PORRIÑO	1.04	1,452.07	5,650
INSUIÑA, XOVE	1.60	2,457.33	10,661
PESCANOVA BIOMARINE CENTER	0.26	290.23	1,433
NOVANAM, LÜDERITZ	2.27	3,941.0	10,240
NOVANAM, WALVIS BAY	1.65	1,623.0	3,160
TOTAL	8.77	12,422.68	≈42,000

1.9 EMISSIONS COMPENSATION

Compensating residual Scope 1 and 2 emissions gradually towards a net-zero emission target for 2040, in conjunction with emission reduction efforts.

4,6%

04.2023

(Source: non-financial information statement report, independently verified)

We extend our commitment to emission reduction to include progressive compensation of residual Scope 1 and 2 emissions. These refer to greenhouse gas (GHG) and other air pollutant emissions that we cannot avoid after implementing reduction measures (according to our decarbonization plan) and following the principles of our Environmental Compensation Programme.

Environmental compensation is provided in the form of resource-based investment (non-monetary) capable of protecting, generating, or storing positive impacts on natural capital to a magnitude similar to the negative impacts generated. We distinguish between two types of compensation: (i) compensation for impacts associated with consumption and emissions resulting from our activity and presence; and (ii) biodiversity compensation focused on restoring ecological functions, habitats, and potentially negatively affected species, whether temporarily or persistently, reversible or not, to safeguard their capacity to generate associated ecosystem services.

The measures to mitigate and compensate for our environmental footprint and to adapt to climate change advocate the focus of most of our actions aimed at improving efficiency in equipment and processes, such as energy and natural resource usage, and minimizing the generation of emissions, waste, and discharges.

In this regard, we consider it important to highlight the efforts of the Nueva Pescanova Group towards technological modernization; investment in new productive, measurement, and control equipment; and the optimization of our operations, pursuing maximum efficiency. Concurrently, we work with our people on habit change and adoption of best practices; with supply chains in seeking better technical solutions, materials, and services; and with communities where we have a significant role, in raising awareness and direct collaboration in mitigation and compensation projects, with a special focus on biodiversity and the environment.

We have invested in the knowledge and quantification of initiatives aimed at compensating GHG emissions through carbon sequestration actions. In particular, we highlight afforestation and reforestation projects with native species and mangroves in the areas of our shrimp farms in Ecuador, Nicaragua, and Guatemala.

Additionally, compensation actions on the farms of our Nicaraguan subsidiary Camanica have been quantified through collaboration with local forestry experts. The quantification exercise of CO_2 emissions compensation through carbon sequestration in forests and forested areas is integrated into the Environmental Compensation Programme with the dual objective of promoting compensation actions and measuring progress towards achieving the carbon neutrality goal we have set for 2040.

The annual quantification of carbon sequestration accumulated in an area of 1,236 hectares of mangroves (*Rhizophora* ssp.) on the farms of Ecuador, Nicaragua, and Guatemala, and in 126 hectares of teak (*Tectona grandis*) forest plantation in the El Viejo region, Chinandega (Nicaragua), was estimated in native mangrove forests to a direct sequestration of 8,704 tCO_2/year and the corresponding accumulation of organic carbon* in sediment of 1,713 tCO_2/year, and in the teak plantation up to 4,860 tCO_2/year. In total, 15,277 tCO_2 have been sequestered, up to a cumulative compensation effort of 4.6% of the emissions from the base year.

* According to the methodology and factors presented by Breithaupt & Steinmuller (2022). DOI: 10.1029/2022GL100177 regarding the updated analysis of organic carbon accumulation rates in mangroves over several decades.

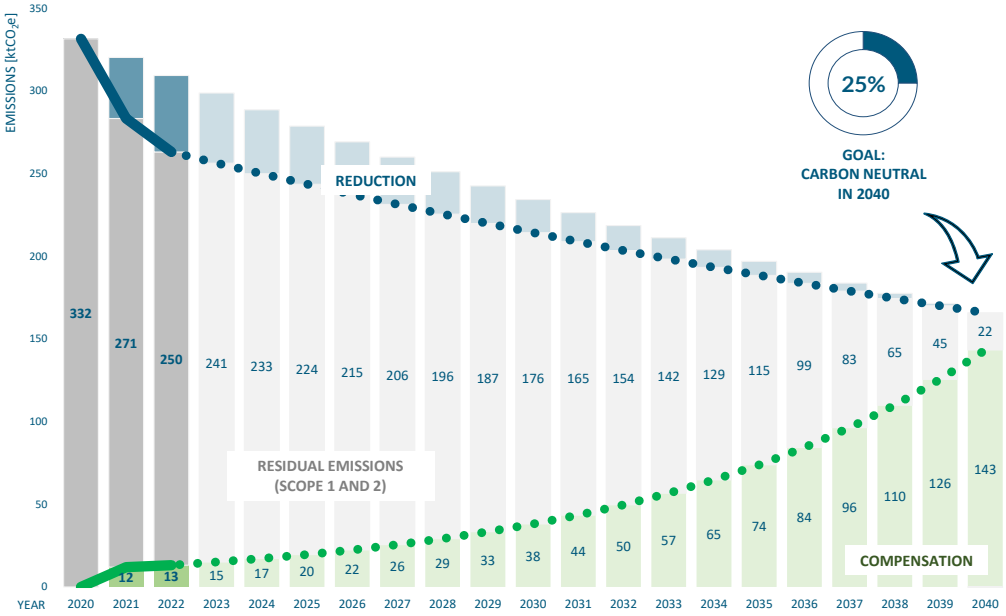
We have launched and characterized additional projects, complementary in their objectives, focused on maintaining nurseries of endemic plants and collaborating in local reforestation initiatives with seedlings generated in those nurseries. Furthermore, we are working on quantifying and verifying planted areas, species, biomass, and sequestered carbon.

1.10 CARBON NEUTRALITY

Our carbon neutrality plan by 2040 requires a synergistic effect of reducing 50% of our GHG emissions (Scope 1 and 2) and offsetting 50% of residual emissions (baseline of 2020). To meet this goal, we have defined an annual emission reduction of 3% and an interim target of 30% by 2030.

Emission reduction has been integrated into the decarbonization plan (see section 1.8), which initially involves achieving significant reductions through maximizing efficiency in equipment and processes and making immediate decisions (for example, entering contracts with renewable electricity suppliers). However, it will require investment measures to generate additional significant changes in equipment and processes in the medium and long term to achieve the necessary improvements (for example, electrification or hybridization of current combustion processes or complete substitution with refrigerant gases with zero global warming potential).

Therefore, reduction and compensation measures must be aligned to make our commitment to net-zero emissions by 2040 in Scopes 1 and 2 viable. Regarding Scope 3 emissions, we commit to setting internal goals and objectives to help meet the ambition of limiting global warming.



1.11 BIODIVERSITY CONSERVATION

The initiatives we undertake in conservation, reforestation, and protection of different species stem from the commitments we assume in our Sustainability and Responsibility Policies, both internally and with third parties, such as the Principles for Sustainable Ocean of the UN Global Compact (https://unglobalcompact.org/take-action/ocean/communication/sustainable-ocean-principles).

These commitments have the ultimate purpose of ensuring the implementation of compensation measures for potential impacts of our operations and combating biodiversity loss. By defining and implementing projects integrated into our Environmental Compensation Programme, we aim to reverse these impacts and contribute to the maintenance of biodiversity in the environments where we operate.

1.11.1 MARINE TURTLES

We have developed a project for the reforestation of black turtles, also known as Olive Ridley turtles in English (*Lepidochelys olivacea*), in Guatemala. With this initiative, we contribute to the conservation of this species, which is classified as 'vulnerable' on the IUCN Red List (https://www.iucnredlist.org/).

Thanks to this project, which began in 2009 and involves the collaboration of volunteers, schools, and local authorities, more than 2,000 marine turtles have been released.

1.11.2 IGUANAS

The iguana conservation project (species *Iguana iguana*) includes breeding in zoocriaderos located on the premises of Camanica (Nicaragua) for the subsequent release of neonates into the wild. This is an action in which we collaborate with volunteers from schools and local authorities in partnership with the Ministry of Environment and Natural Resources (MARENA). Over 2,000 specimens have been released since the start of the project in 2016. This species is identified as potentially affected by the activity of shrimp farms, so we work to significantly compensate for the potential risk to its conservation.

1.11.3 SEABIRDS

The fishing activity can have a direct accidental impact on some seabirds. Aware of this potential impact, we have been pioneers in the design and implementation of tori lines (bird scaring lines) on our vessels with the aim of avoiding such incidents. This equipment has been installed on all vessels where the interaction of birds with the ships is high and the risk of incidents is greater, such as in Argentina (installed on 13 trawlers, 100% of the fleet of this type of Argenova) and Namibia (installed on 9 vessels, 100% of the fleet of NovaNam).

We have actively collaborated with the Albatross Task Force (ATF), led by the NGO BirdLife International and the Royal Society for the Protection of Birds (RSPB), with the support of the Namibian Nature Foundation, to refine the design and placement of tori lines. The goal is to prevent the incidental capture of seabirds, improving their effectiveness in reducing incidents (scientific literature published by the ATF refers to an effective reduction of up to 80% of seabird mortality by using tori lines in the trawl fleet and up to 98% in the longline fleet - https://doi.org/10.1016/j.biocon.2020.108915).

According to the ATF, two out of the five species of seabirds identified in the study are classified as vulnerable or threatened on the IUCN Red List, making these mitigation measures and their results highly relevant to our efforts in biodiversity protection.

1.11.4 SHOREBIRDS

From Camanica (Nicaragua), we continue to collaborate in the study of the importance of shrimp farms for shorebirds, focusing on responsible coexistence between shrimp farming activity and the conservation and protection of the natural environment, and in shorebirds in particular. This is a trinational study in the Gulf of Fonseca, carried out in Nicaragua, El Salvador, and Honduras, by Grupo Quetzallí, MANOMET, and WHSRN (Western Hemisphere Shorebird Reserve Network), and has analysed the abundance and species richness of waterbirds and shorebirds in areas of shrimp farming activity.

Waterbirds ecologically depend on wetlands, occupying them permanently or temporarily to cover a certain stage of their life cycle, while shorebirds, in many cases long-distance migratory species, often depend on a few sites for stopovers, breeding, and wintering. Shrimp farms offer the conditions they need to feed and replenish their strength for their demanding migrations. This study helps understand how to mitigate the risks of impacting these species and their habits, contribute to their conservation, and maintain biodiversity in our environment.

1.11.5 PLANT NURSERY

The plant nursery project at Camanica (Nicaragua) originated from a collaboration with the National Forestry Institute (INAFOR) in 2015 to reforest areas previously affected by monoculture development and to help combat soil erosion. The project involves the annual production of around 30,000 native plants from up to 30 different species. INAFOR donates the seeds and provides technical advice, and the plants are cultivated in the nursery on the company's land and then handed over for planting in other areas. Planting campaigns are conducted in partnership with INAFOR in the vicinity of our farms' estates and in collaboration with local authorities, nearby schools, and community volunteers.

1.11.6 TREE PLANTING

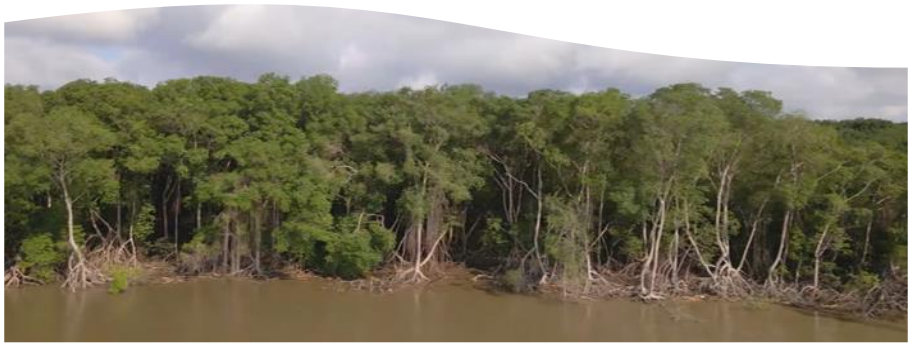
Afforestation and reforestation projects are considered in greenhouse gas removal mechanisms in the Kyoto Protocol and are key to combating global biodiversity loss, thus they are integrated into the objectives of our Environmental Compensation Programme.

The projects we have implemented in the Group's companies in recent years mainly consist of the planting of (i) red mangrove (*Rhizophora mangle*) in Ecuador and Nicaragua with approximately 1,200 ha maintained and conserved, along with periodic reforestation campaigns, (ii) teak (*Tectona grandis*) in Nicaragua, with a managed forest of 126 ha, (iii) mahogany (*Swietenia macrophylla*) and cedar (*Cedrus* spp.) in Guatemala, and (iv) palm trees in Namibia.

The plant nursery for endemic plants at Camanica (Nicaragua) also plays an important role in the production of ornamental, forestry, fruit, and 'biomass' species for planting in designated areas during reforestation campaigns with volunteers, and additionally to support tree planting and small forests on our estates.

1.11.7 MANGROVES

The red mangrove tree planting project, carried out by Promarisco (Ecuador) and Camanica (Nicaragua), is integrated into our Environmental Compensation Programme due to its role in compensating GHG emissions (see section 1.9) and maintaining aquatic biodiversity.



Mangroves are formations of facultative halophytic plants established in the intertidal zone. They border bays, coastal lagoons, estuaries, deltas, and river mouths. The ecosystem services (supply, regulation, and support) offered by the mangrove play an extremely important role in our plans for (i) decarbonization, sequestering carbon by fixing atmospheric CO_2 into plant biomass and storing it in the soil; (ii) biodiversity protection, generating important habitats and providing optimal breeding conditions for several coastal fish species; (iii) pisciculture productivity due to its contribution to water filtration and reduction of aquatic pollution; and (iv) adaptation to climate change, coastal protection, and erosion control, helping to mitigate the impacts of extreme weather events and sea-level rise.

We have planted a total of 42,000 mangrove propagules in Ecuador and Nicaragua over the last two years, and we maintain approximately 1,200 hectares of mangrove forests.

1.12 WATER CONSERVATION

We have analysed how water consumption by source type in our companies and activities can affect water availability now and in future scenarios, following the methodology proposed by the World Resources Institute (WRI) and their Aqueduct™ 3.0 water risk assessment tool.

We have selected the water stress index to quantify the risk associated with water consumption by source (according to GRI 303-3 classification) in our annual operations, considering present and future reference scenarios (2030 and 2040) (business as usual, optimistic, and pessimistic).

We have evaluated the risk of specific impacts on resource use: groundwater depletion (higher consumption may indicate unsustainable groundwater extraction levels), seasonal variability (temporary peaks may indicate unsustainable demands), and depletion of reference water (greater impact on local water supply and reduced availability of water). We use the water stress analysis to draw conclusions regarding the urgency and relevance of measures to be implemented in each company and activity, aiding in the definition of operational objectives (see Annex III for the water stress-based extraction risk analysis at each site).

We aim to reduce our overall environmental footprint and fulfil our commitment to the rational use of natural resources, thus continually optimizing our performance. Considering that defining an absolute target is not feasible, we establish continuous improvement of the water use indicator per production unit (volume of water consumed per tonne of final product [m^3/t_{PROD}]), as an annual relative objective against which to measure our progress.

The analysis of spatially differentiated water extraction risk can allow for adjusting the definition of measures to reduce water consumption and losses, improving the efficiency of equipment and processes, and prioritising their implementation in each case.

1.12.1 RATIONAL WATER USE

We have implemented a water regeneration station at our industrial centre in Porriño (Spain), specifically dedicated to treating the wastewater from the process for reuse in the cooling towers of the factory's cooling system and cleaning processes.

Industrial water treatment consists of ultrafiltration through the process of reverse osmosis. In the previous process, the IWTP (Industrial Wastewater Treatment Plant) used physicochemical and biological treatments, with the amount of chemicals used and sludge generated being directly proportional to the pollutant load of the water to be treated.

The treated water is used in cooling towers and cleaning processes. With the inclusion of the new reverse osmosis treatment plant, we have achieved a significant reduction in the amount of chemicals and sludge to be treated, as well as a 50% reduction in water consumption in the cooling towers. At the same time, there has been a reduction in water consumption for cleaning, organic load of wastewater, and associated treatment costs.

1.12.2 WATER CONSUMPTION IN THE NUEVA PESCANOVA GROUP

Continuous improvement of water consumption efficiency indicators is necessary to ensure production, with the annual reporting of the Key Performance Indicator (KPI) [m^3/t_{PROD}].

↗0,4% H_2O/PROD

04.2023

(Source: non-financial statement report, independently verified)

CSR PILLAR	**PLANET**
PRINCIPLE	**RESPONSIBLE OPERATIONS**
MATERIAL ASPECT	**RATIONAL USE OF WATER**

	WATER USE EFFICIENCY [m^3/t_{PROD}]			
	a.2022-m.2023	VARIATION [%]	a.2021-m.2022	2020
GLOBAL (GROUP)	13.2	0.4%	13.2	14.3
ECUADOR	14.0	-28%	19.5	27.7
NICARAGUA	20.5	-48%	39.6	31.7
GUATEMALA	35.6	-6%	37.9	45.6
NAMIBIA	5.8	-38%	9.3	4.7
FRANCE	8.7	-2%	8.8	9.3
SPAIN (AQUACULTURE)	3.4	-15%	4.1	7.8
SPAIN (INDUSTRY)	7.8	-4%	8.2	10.0
MOZAMBIQUE	3.9	-25%	5.2	5.4
ARGENTINA	N/A	N/A	0.01	2.8
PERU	1.8	24%	1.4	2.5

(Source: EINF, information with independent verification)

1.13 WASTE MANAGEMENT AND ORGANIC BY-PRODUCT RECOVERY

100% of operations achieving Zero Waste status by 2030, reporting recovery solutions for all waste produced.

↘16% RNP ↘28% RNP/PROD

04.2023

Minimizing the production of organic by-products (OBP) in our operations and recovering all of them in circular economy solutions.

↘4% OBP ↘17% OBP/PROD

04.2023

(Source: non-financial information statement report, independently verified)

In our Corporate Policy on Environmental Responsibility, we commit to implementing circular economy solutions, directing our activity towards a zero waste strategy. Thus, in all our industrial centres, we follow responsible practices to prevent the generation of waste and by-products in operations.

We also implement best practices to ensure the proper segregation, recovery, classification, and maximization of the reuse and recyclability of all materials.

The global strategy for the efficient management of non-hazardous waste (NHW) includes objectives aimed at minimizing the fraction destined for landfills and maximizing the fractions valorised through recycling, composting, and energy recovery.

Currently, we are implementing the methodology defined in the Measurement and Performance Programme (M&P) for the quantification and reporting of NHW typologies and their management/treatment/disposal consistently across all Group companies.

Regarding non-hazardous waste (NHW), we have achieved a 16% reduction in its generation and improved the efficiency of corresponding processes, reducing the relative indicator by 28% from 9.4 to 6.8 kg_{NHW}/t_{PROD}.

We have also ensured an improvement in the efficiency of primary and secondary transformation processes of raw materials, generating 4% fewer organic by-products (OBP) and reducing the relative indicator per ton produced by 17% from 65.4 to 54.4 kg_{OBP}/t_{PROD}, totaling 12.9 thousand tons of recovered organic by-products through multiple partnerships in various countries.

1.14 COMBATING FOOD LOSS AND WASTE

Combatting food loss and waste is a priority and constant concern for a food sector group like ours.

Aligned with the definitions of the FAO for food loss (*decrease in edible food mass throughout the part of the supply chain that specifically leads to edible food for human*

consumption (...) that occurs at the production, post-harvest, and processing stages in the food supply chain) and food waste (*losses of food that occur at the end of the food chain in retail and final consumption, related to the behaviour of retailers and consumers*), we have implemented specific practices to reduce this risk and such losses and waste.

Responsible practices implemented to minimize food loss and waste:

- In fishing operations: using sensors, improving fishing efficiency and onboard conservation techniques; in aquaculture: planning harvest in response to demand, promoting animal welfare, survival rates during fattening phase, improving cultivation conditions, transportation, and product storage.
- In logistic processes: improving the efficiency of the cold chain, transportation, and product storage, improving packaging types and optimal conditioning, among other measures; and in operational management through stock and demand management optimization.
- Donating relevant products to non-profit entities and institutions that collect food to meet the needs of the most vulnerable people and groups, in situations of precariousness and/or social exclusion.
- Implementing specific R&D+i and food safety measures aimed at minimizing food waste through adaptation of packaging to demand (type, size, and quantity); comprehensive safety assurance; clear, intuitive, and responsible labelling; and dissemination of the best information to retailers and consumers about the type and conditions of storage and conservation, as well as the most appropriate preparation methods.

Quantify and report annually the relevant indicators to measure progress in fulfilling the commitment to reducing food losses in the supply chain of our products.	*in progress*

We are currently implementing and improving the food waste prevention and reduction plan, which includes: (i) periodic review of surplus packaged foods; (ii) continuous improvement of relevant processes in the industrial centres; (iii) innovation aimed at extending the shelf life of food; and (iv) promoting education and awareness regarding food waste prevention.

Key indicators for process optimization and progress reporting include quantifying: (i) reprocessed losses in food product at industrial centres; (ii) donations of surplus food to charitable or social-purpose organizations; and (iii) food waste generated at industrial centres (losses and by-products), storage processes, transportation, as well as their disposal.

The internal plan for food waste prevention and reduction is clearly aligned with the commitments made by the sector. We lead by example and participate in the "*La Alimentación no tiene desperdicio*" initiative (https://www.alimentacionsin desperdicio.com/) by the Association of Manufacturers and Distributors (AECOC) since 2012 to reduce food waste, with the objectives of: (i) establishing prevention and efficiency practices throughout the entire food chain to maximize resource utilization; (ii) maximizing the use of surplus produced throughout the different phases of the value chain; and (iii) raising awareness and educating society about this issue and the need to reduce food waste.

LABOUR RESPONSIBILITY

SUSTAINABILITY PRINCIPLE 2

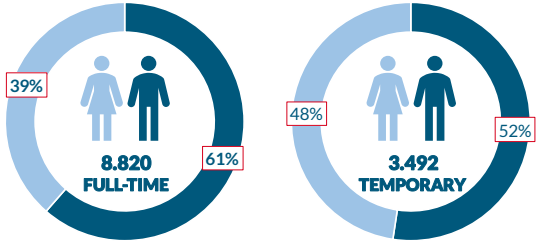
WE ENSURE DIVERSITY, SAFETY, AND PERSONAL AND PROFESSIONAL GROWTH FOR OUR PROFESSIONALS

The objective is for "*100% of individuals within the Nueva Pescanova Group to benefit from legal, fair, safe, and decent employment*", formalized and evidenced by a valid employment contract, along with plans for talent management, diversity and equality, recruitment, safety and health, and training and professional development.

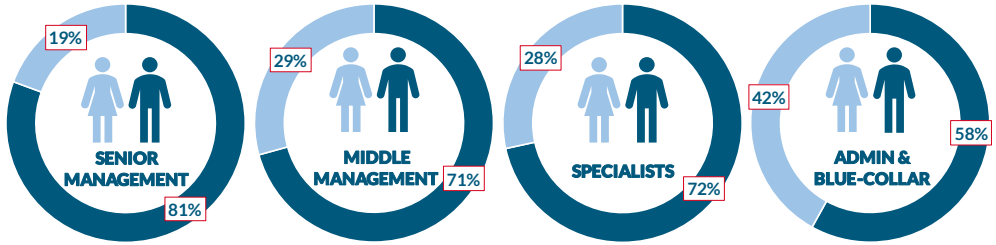
Our initiatives under this sustainability principle contribute to achieving the targets of the following SDGs:

2.1 STAFF DEMOGRAPHICS

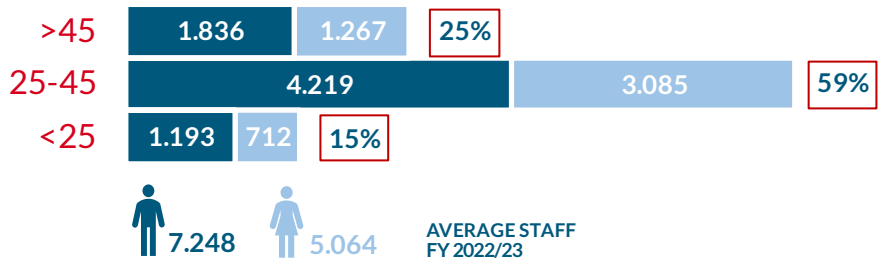
Our commitment to labour responsibility for the individuals within the companies of the Nueva Pescanova Group extends to a total of 12,312 employees (average for the fiscal year FY 2022/23), both in permanent and temporary contract modalities, with the disaggregated characteristics as indicated below:

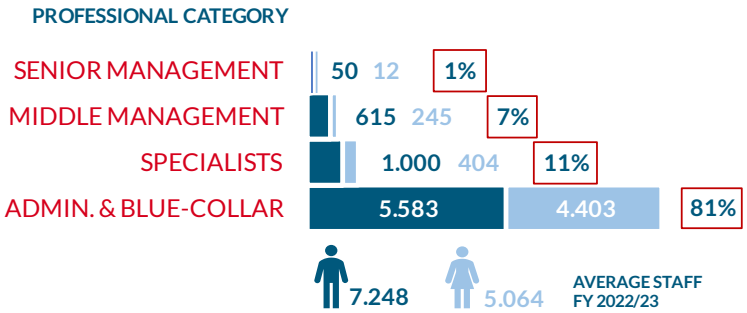


Breakdown of Staff by Contract Type and Gender (average number of workers in FY2022/23)

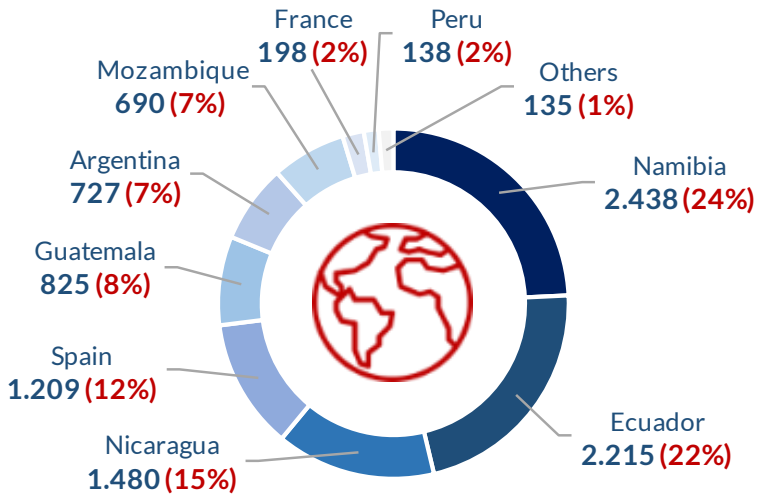


Breakdown of Staff by Professional Category and Gender (average number of workers in FY 2022/23)





Staff Demographics (average number of workers in FY 2022/23)



Geographical Distribution of the Group's Workforce at the end of FY 2022/23

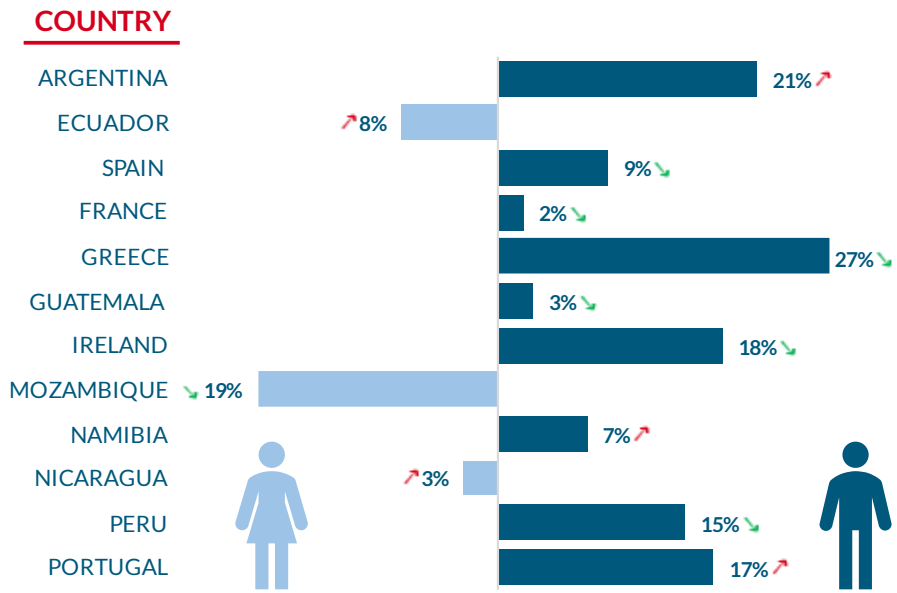
2.2 GENDER PAY GAP

The Nueva Pescanova Group is committed to preventing any form of direct or indirect discrimination based on gender, providing objective criteria and analytical systems for determining the salaries of its professionals.

The gender pay gap indicates the percentage difference in average remuneration between genders relative to the average remuneration of men. The average for each country by gender is calculated by weighting the averages of professional categories by gender. For the calculation, annual gross salaries are taken into account, and the salaries of fleet personnel are excluded because the salaries of men and women in the fleet are not comparable.

Additionally, the remuneration of companies in the Group in the USA, Italy, and South Africa is excluded due to having a limited number of employees.

Changes compared to the previous FY are indicated as an increase (↗) or decrease (↘).

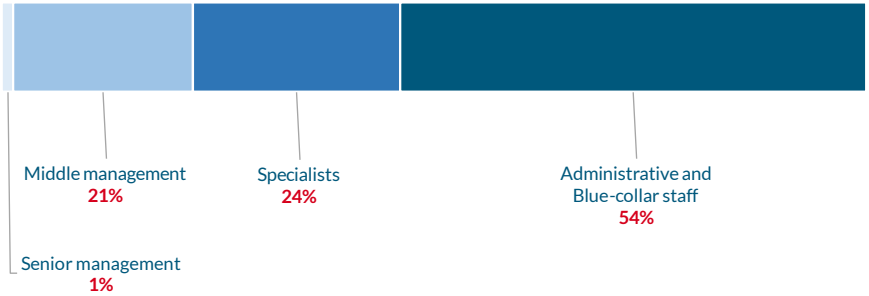


Gender Pay Gap per Country (FY 2022/23)

2.3 INVESTMENT IN TRANING

The total number of training hours received by professionals of the Nueva Pescanova Group in the fiscal year 2022/23 amounts to 61,812 hours, distributed among professional categories as follows:

61,812 TRAINING HOURS
8,539 PEOPLE TRAINED
ø 7.24 HOURS PER PERSON

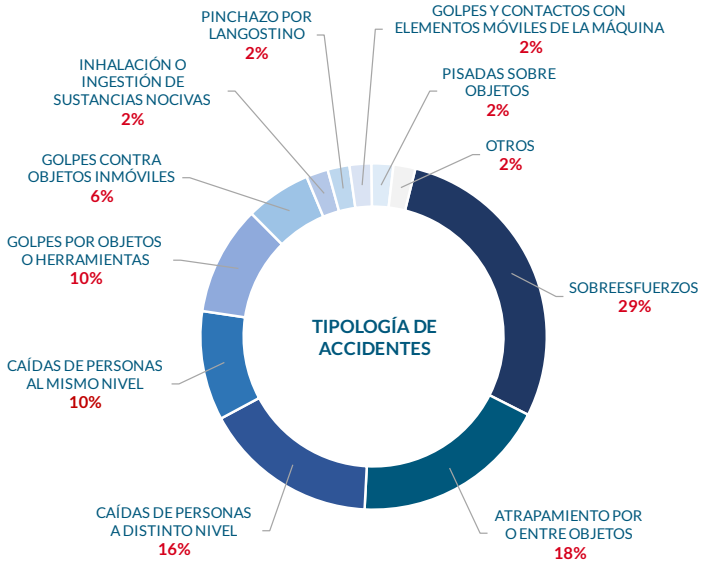


Distribution of Training Hours by Professional Category (FY 2022/23)

2.4 PREVENTION OF OCCUPATIONAL HEALTH AND SAFETY RISKS

The Nueva Pescanova Group has its corresponding Corporate Policy on Occupational Health and Safety applicable to the entire Group. This Corporate Policy includes the commitment of the Group's Management to strict compliance with obligations regarding occupational health and safety, as established in various national and international standards and regulations. This commitment is reinforced in the Corporate Policy on Responsible People Management, where article 3.2 expressly states that "*the safety, health, and hygiene of our professionals are non-negotiable and prevail over any other demand of the business or operations of the Group*".

The Group's General Management of People has a solid Comprehensive Occupational Risk Prevention Management System (described and structured in the ISO 45001 Management Manual), strictly following the legal requirements of Spain. These have been translated as a guide for the rest of the countries in the Group where, in many cases, the legislation is not as developed as in Spain, always maintaining the independence and legislative particularity of each of them.



2.5 ACCIDENTS

Below are the number of work-related accidents by gender, associated parameters, the corresponding typology, and accident rates of the workforce of the Nueva Pescanova Group during the fiscal year 2022/23.

Also included are compliance and/or improvement indicators for the annual objectives proposed in the presented indicators.

CSR PILLAR	PEOPLE
PRINCIPLE	LABOUR RESPONSIBILITY
MATERIAL ASPECT	WORK-RELATED ACCIDENTS

SECTOR OF ACTIVITY	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
PERIOD	a.2022-m.2023	a.2022-m.2023					
AVERAGE STAFF	**11.538**	**355**	**189**	**2.323**	**596**	**3.265**	**4.811**
MALE	7.567	159	138	1.499	677	1.702	3.393
FEMALE	5.461	192	51	2.364	26	1.415	1.413
WORK HOURS	**26,078,608**	**768.343**	**375.236**	**4.071.572**	**1.286.280**	**6.992.775**	**12.584.402**
MALE	16,143,233	347.971	273.931	1.579.626	1.238.708	3.818.505	8.884.494
FEMALE	9,935,374	420.372	101.305	2.491.946	47.572	3.174.270	3.699.908
NUMBER OF ACCIDENTS	**292 (-5%)**	**1**	**14**	**76**	**15**	**57**	**129**
MALE	221	1	12	39	15	42	112
FEMALE	71	0	2	37	0	15	17
NUMBER OF DAYS LOST	**6,129**	**22**	**513**	**1,874**	**114**	**1,638**	**1,968**
MALE	4.847	22	457	848	114	1545	1861
FEMALE	1.282	0	56	1026	0	93	107

CSR PILLAR	PEOPLE
PRINCIPLE	LABOUR RESPONSIBILITY
MATERIAL ASPECT	ACCIDENT RATES

SECTOR OF ACTIVITY	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
INCIDENCE RATE (accidents per 1.000 employees)	**25.31 (-3%)**	**2.82**	**74.01**	**31.71**	**25.19**	**17.46**	**26.81**
I.R. FOR MALE	29.21	6.28	87.22	26.02	22.16	24.68	33.01
I.R. FOR FEMALE	13.00	0.00	39.31	15.65	0.00	10.60	12.03
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	65%	83%	50%	55%	33%	60%	88%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	46%	17%	0%	45%	33%	60%	88%
RANGE OF IMPROVEMENT IN THE INDICATOR	0%-35%	0%-10%	0%-30%	0%-35%	5%-10%	0%-5%	5%-15%
FREQUENCY RATE (accidents per 1.000.000 work hours)	**13.03 (+21%)**	**1.30**	**37.31**	**19.67**	**11.66**	**8.15**	**10.25**
F.R. FOR MALE	13.69	2.87	43.81	24.69	12.11	11.00	12.61
F.R. FOR FEMALE	7.15	0.00	19.74	14.85	0.00	4.73	4.59
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	59%	83%	50%	55%	33%	40%	75%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	41%	17%	0%	45%	33%	40%	75%
RANGE OF IMPROVEMENT IN THE INDICATOR	0%-30%	0%-10%	0%-30%	0%-30%	5%-10%	0%-5%	5%-15%
SEVERITY RATE (days lost per 1.000 work hours)	**0.34 (+70%)**	**0.03**	**1.37**	**0.46**	**0.09**	**0.23**	**0.16**
S.R. FOR MALE	0.30	0.06	1.67	0.54	0.09	0.40	0.21
S.R. FOR FEMALE	0.13	0.00	0.55	0.41	0.00	0.03	0.03
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	59%	100%	75%	45%	33%	40%	63%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	41%	33%	25%	36%	33%	40%	63%
RANGE OF IMPROVEMENT IN THE INDICATOR	0-40%	0%-10%	0%-25%	0%-40%	0%-5%	0%-5%	0%-10%

2.6 HEALTH AND SAFETY AT WORK

CSR PILLAR	**PEOPLE**
PRINCIPIO	**LABOUR RESPONSIBILITY**
ASSUNTO MATERIAL	**PREVENTION OF OCCUPATIONAL HAZARDS**

	SCOPE	COMPLIANCE	NOTES
SISTEMA DE GESTIÓN DE PREVENCIÓN DE RIESGOS LABORALES	GROUP	100%	46 CENTRES
ISO 45001 CERTIFICATION	SPAIN	100%	15 CENTRES
	GROUP	33% FACILITIES 13% STAFF	15/46 CENTROS
APROBACIÓN REGLAMENTARIA DE SALUD LABORAL	GROUP	100%	46 CENTRES
VERIFICACIÓN DE REQUISITOS DE SALUD Y SEGURIDAD MARÍTIMA OIT	FISHING FLEET	100%	58 VESSELS
FISH STANDARD FOR CREW CERTIFICATION	FISHING FLEET	16%	9/58 VESSELS
5Z CERTIFICATION *	SPAIN	100%	15 CENTRES
	GROUP	33% FACILITIES 13% STAFF	15/46 CENTRES
MEPS^2 INDICATOR **	GROUP	100%	46 CENTRES

* Label "5Z EXCELLENCE" granted by *Fundación Internacional ORP* (FiORP)

** MEPS^2 - Business Monitor of Excellence in Prevention, Safety and Health

ISO 45001

OCCUPATIONAL HEALTH AND SAFETY

We have received the ISO 45001:2018 certification for Occupational Health and Safety.

The workplaces of Nueva Pescanova, Pescanova España, Pescanova Biomarine Centre, and Insuiña are certified under ISO 45001:2018, an international standard aimed at establishing safe and healthy working conditions.

This is the most recognized standard in this field and demonstrates our commitment to the safety and health of our people.

For obtaining this certification, organizations must not only comply with all applicable legal requirements but also carry out continuous improvement initiatives, provide optimal working conditions, have full control over potential risks and measures for their mitigation, and promote awareness of safety and healthy habits.

After a process of risk analysis, identifying particularities and needs, the external audit team confirmed that our centres have a management system perfectly aligned with the requirements of this standard.

Obtaining this certification, therefore, represents recognition of our commitment to risk prevention and the well-being of people.

2.7 WORKING CONDITIONS ON BOARD FISHING VESSELS

We set as a key indicator that all operations on board our fishing vessels, and therefore their crews, have the FISH (Fairness, Integrity, Safety and Health) Standard for Crew labour certification by 2025.

CSR PILLAR	**PEOPLE**
PRINCIPLE	**LABOUR RESPONSIBILITY**
MATERIAL ASPECT	**LEGAL WORK AND SAFE WORKING CONDITIONS**

EVIDENCE OF COMPLIANCE

	CREW SIZE AND % OF TOTAL	NUMBER AND % OF VESSELS	DATE OF CERTIFICATION
NAMIBIA	304 (19%)	9 (16%)	JULY 2022
ARGENTINA	*585 (37%)*	*16 (28%)*	*EXP. 2024*
MOZAMBIQUE	*640 (40%)*	*30 (52%)*	*EXP. 2025*
ANGOLA	*70 (4%)*	*3 (5%)*	*EXP. 2025*

This certification is a pioneering initiative developed by more than 20 fishing vessel owners worldwide. It aims to ensure and demonstrate to the seafood supply chain and markets the good practices of the fishing sector and its alignment with the International Labour Organization (ILO) Convention 188. This certification scheme has initiated the validation process by the Sustainable Supply Chain Initiative (SSCI).

The FISH Standard for Crew is structured around four principles (https://fishstandard.com/):

PRINCIPLE 1 – Promoting socially responsible labour practices and ethical behaviour. Ensuring the absence of abusive or unethical labour practices in the areas of child labour, forced labour, crew recruitment, and respect for the dignity of fishermen, among others.

PRINCIPLE 2 – Establishing fair working conditions for all crew members. Ensuring that fair service conditions are met for all crew members on the Group's vessels: employment contracts, fair remuneration, freedom of association and collective bargaining, non-discrimination in employment, among others.

PRINCIPLE 3 – Ensuring the safety and health of all crew members. Identifying and eliminating or mitigating the underlying causes of accidents and illnesses in fishing operations. Additionally, it seeks to establish provisions for the review of occupational risk prevention and ensure that crew members have relevant guidance and training regarding health and safety.

PRINCIPLE 4 – Providing dignified accommodation and provisions, water, and food. Requiring that crew members are provided with sufficient space and adequate accommodation, appropriate sanitary facilities, food, and drinking water. It also establishes minimum requirements for other onboard facilities (e.g., kitchen, pantry, recreation spaces) and ensures that all spaces are properly maintained.

NovaNam, the subsidiary of the Nueva Pescanova Group in Namibia, became the first company in the world to achieve the FISH Standard for Crew certification, a recognition that certifies compliance with fair, ethical, and safe working conditions on board its fishing vessels, where a crew of nearly 300 people works with ports based in Lüderitz and Walvis Bay.

2.8 COMMITMENT TO DECENT WORK

CSR PILLAR	**PEOPLE**
PRINCIPLE	**LABOUR RESPONSIBILITY**
MATERIAL ASPECT	**LEGAL, SAFE, FAIR, AND DECENT WORK**

ACTIVITY & COUNTRY	STANDARD	SCOPE	COMPLIANCE
FISHING			
NAMIBIA	FISH STANDARD FOR CREW	**9 VESSELS**	**9/58 VESSELS (16%)**
ARGENTINA	FISH STANDARD FOR CREW	***16 VESSELS* (EXPECT. 2024)**	**304/1,599 PEOPLE (24%)**
MOZAMBIQUE	FISH STANDARD FOR CREW	***30 VESSELS* (EXPECT. 2025)**	
ANGOLA	FISH STANDARD FOR CREW	***3 VESSELS* (EXPECT. 2025)**	
AQUACULTURE			
ECUADOR	ASC, GSA BAP, GRASP, SMETA	**4 HATCHERIES, 4 FARMS, 1 PROC. PLANT**	**2.215 PEOPLE (100%)**
NICARAGUA	ASC, GSA BAP, SMETA	**3 HATCHERIES, 16 FARMS, 1 PROC. PLANT**	**1.480 PEOPLE (100%)**
GUATEMALA	GSA BAP, SMETA	**1 FARM, 1 PROC. PLANT**	**825 PEOPLE (100%)**
SPAIN	ISO 45001	**3 CENTRES**	**164 PEOPLE (100%)**
INDUSTRY			
PERU	SMETA	**1 PROC. PLANT**	**138 PEOPLE (100%)**
NAMIBIA	SMETA	**1 PROC. PLANT**	**2,063 PEOPLE (85%)**
	AFFIRMATIVE ACTION ACT	**2 PROC. PLANTS**	**2,438 PEOPLE (100%)**
SPAIN	ISO 45001	**5 PROC. PLANTS**	**1,045 PEOPLE (100%)**
FRANCE	--	**2 PROC. PLANTS**	**198 PEOPLE**
IRELAND	--	**1 PROC. PLANT**	**32 PEOPLE**

The Nueva Pescanova Group recertified its 12 workplaces in Spain with the 5Z Excellence award by the International ORP Foundation (FIORP).

This certification is the highest business distinction of the 5Z culture, which recognizes and highlights the Group's commitment to building a corporate culture that emphasizes safety, sustainability, health, uniqueness, and sensitivity.

The evaluation, based on the 5-Zeroes methodology (Zero Accidents, Illnesses, Waste, Inequality, and Unawareness) developed by FIORP, showed an improvement in performance and score compared to the 2021 audit.

This measurement includes indicators such as accident reduction, promotion of physical and mental health, sustainable use of waste, talent promotion, transparency, and diversity.

With this distinction, the Nueva Pescanova Group demonstrates its commitment as a sustainable company framed within the principles of Zero Vision and the promotion of the United Nations 2030 Agenda for Sustainable Development.

PRODUCT EXCELLENCE

SUSTAINABILITY PRINCIPLE 3

OUR PRODUCTS CONTRIBUTE POSITIVELY TO THE HEALTH AND WELL-BEING OF OUR CONSUMERS

The goal is for "*100% of products offered under the Pescanova brand to demonstrate some beneficial effect on consumer health*", such as the presence of health-beneficial fatty acids, high-quality proteins, vitamins, minerals, or continuous improvement of formulations.

Our initiatives under this sustainability principle contribute to achieving the targets of the following SDGs:

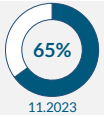
Driven by our Corporate Social Responsibility (CSR) Policy, we are committed to facilitating access to markets for nutritious, healthy, tasty, and innovative seafood products, produced responsibly.

Under this commitment, we work to offer seafood products to our customers and consumers that ensure food safety, respect the highest quality standards, and are obtained sustainably and responsibly.

To achieve this, we optimize the definition and design of our products, packaging, and processes, taking into account criteria of efficiency and environmental performance, to offer innovative and healthy products. We research and communicate the importance of their nutritional value, and ultimately promote the consumption of fish and seafood as an essential part of a balanced diet.

3.1 QUALITY AND FOOD SAFETY CERTIFICATIONS

100% of plants and processes certified according to quality and food safety standards by 2030.



The certification of facilities and processes associated with the sourcing, handling, and processing of seafood raw materials and products is part of our commitment to sustainability and responsibility in terms of quality and food safety.

Compliance with robust principles of quality and food safety, as well as the best practices applicable in the sector, with international recognition and validity, can be evidenced through certifications according to quality and food safety standards. We align our commitment with certifications recognized by the Global Food Safety Initiative (GFSI).

CSR PILLAR	PLANET
PRINCIPLE	RESPONSIBLE OPERATIONS
MATERIAL ASPECT	FOOD SAFETY CERTIFICATIONS

11.2023	VERIFICATION	COMPLIANCE
IFS-FOOD CERTIFICATION	11 CENTRES	65% (CENTRES) 90% (PRODUCTS)
BRC CERTIFICATION	2 CENTRES	
HACCP CERTIFICATION	13 CENTRES	
HACCP SYSTEM IMPLEMENTED	20 CENTRES	100%
POLICY ON FOOD QUALITY AND SAFETY	20 CENTRES	100%
POLICY ON INDUSTRIAL RESPONSIBILITY	20 CENTRES	100%
SCOPE *	20 CENTRES	* includes fleets with processing vessels

3.2 NUTRITION AND HEALTH

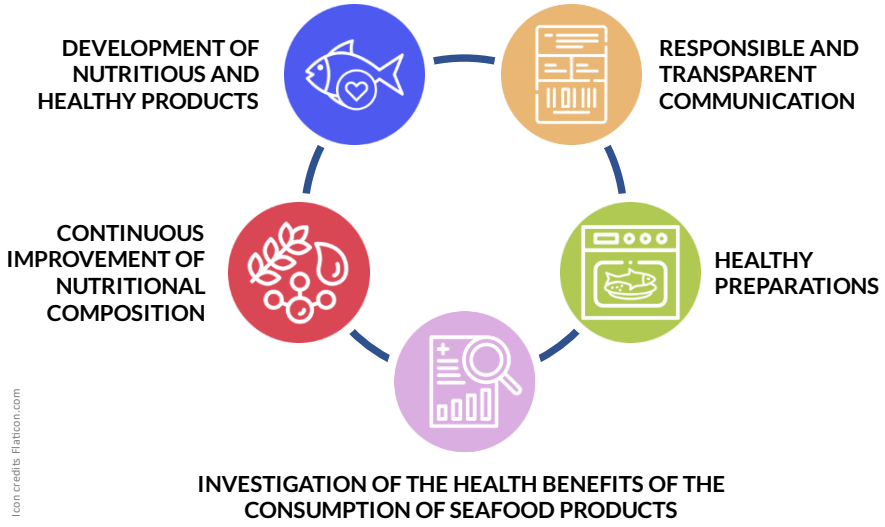
100% of our new developments must be nutritious and healthy. 100%

We are committed to both the food safety of our products and the certification of our facilities and processes according to relevant standards.

We work to ensure that our products meet the strictest criteria for food safety and quality, are healthy, nutritious, tasty, and that production processes are developed using the best available techniques based on efficiency and sustainability.

Our third sustainability principle formalizes our commitment to nutrition and health through our products by establishing that "*Our products positively contribute to the health and well-being of our consumers*".

We have materialized this principle in the following five nutritional commitments that our products must meet:



Icon credits Flaticon.com

3.2.1 INNOVATION AND DEVELOPMENT OF NUTRITIOUS AND HEALTHY PRODUCTS

Development of new products is based on our definition of healthy foods: a healthy product is one that positively contributes to the nutrition and health of our consumers. Therefore, our developments must (i) maximize the proportion of nutrients with beneficial effects on health: healthy fatty acids (such as omega 3, EPA, and DHA), high biological value proteins, fibre, vitamins (e.g., B12, B3, D, E, or A), and minerals (e.g., phosphorus, selenium, zinc, iron, copper, iodine, magnesium, potassium, or calcium); (ii) minimize or completely avoid nutrients to limit: total fats, saturated fats, trans fats, sugars, salt, as much as possible; and (iii) under the following premises: adapted to the needs of the population taking into account allergies and intolerances, addressing the specific requirements of each physiological stage of life, maintaining the nutritional value of seafood products, and using only healthy fats. Additionally, all our products are low in sugars and free of trans fats, and we are committed to keeping them that way.

Examples of nutritious and healthy developments:

- Palitos de Mar 0% Grasa y Reducidos en sal (Pescanova España).
- Shrimp with Pesto & Linguini (Pescanova USA).
- Delícias do Mar ZERO% Açucar (Pescanova Portugal).
- Hake Fillet Roll (Pescanova Hellas).
- Merluzzo croccante Senza Glutine (Pescanova Italia).
- Crevettes à Cuire (Pescanova France).

100% of our products must have some beneficial effect on the health of our consumers by 2030.

96%
09.2023

We have set a goal that 100% of our products must have some beneficial effect on the health of our consumers, such as the presence of healthy fatty acids, high biological value proteins, vitamins, minerals, ingredients with known positive effects on human health, and continuous improvement in their formulations (such as low in fats, low in salt, among others). Additionally, we must take into account food allergies and intolerances that may affect some consumers through our products, working on special formulations for this purpose (e.g., gluten-free, lactose-free, etc.).

CSR PILLAR	PRODUCT
PRINCIPLE	PRODUCT EXCELLENCE
MATERIAL ASPECT	NUTRITION

HEALTH BENEFITS IN BIG 6 RETAIL

COUNTRY / MARKET	PRODUCTS WITH HEALTH BENEFIT (TOTAL SKUs)	% SKUs (SEP 2023)
SPAIN	138 (145 SKUs)	**95%**
PORTUGAL	107 (110 SKUs)	**97%**
FRANCE	61 (63 SKUs)	**97%**
ITALY	35 (37 SKUs)	**95%**
GREECE	29 (28 SKUs)	**97%**
USA	8 (8 SKUs)	**100%**
GLOBAL	**377 (392 SKUs)**	**96%**

3.2.2 CONTINUOUS IMPROVEMENT OF NUTRITIONAL COMPOSITION

As part of our R&D and product formulation improvement work, we continuously focus on enhancing the nutritional composition of our products based on the following premises:

- Reduce the content of specific nutrients to limit, *i.e.*, salt, and total fats. We particularly focus on salt, as our products do not contain trans fats, and sugars are not added in their production.
- Increase the content of specific nutrients with beneficial effects: high biological value proteins, healthy fatty acids, fibre (from vegetables and whole grains), vitamins, and minerals.

CSR PILLAR	PRODUCT
PRINCIPLE	PRODUCT EXCELLENCE
MATERIAL ASPECT	NUTRITION

SALT CONTENT REDUCTION

CATEGORY	PRODUCT	SALT CONTENT [g/100 g_{PROD}]			PRODUCTION [kg]	SALT REDUCTION [kg]
		CURRENT 2023	PREVIOUS	IMPACT [%]		
FISH	Light salted cod crumbs	1.88	1.66	-12%	94,236	207
SEAFOOD	Seafood mix for rice (Portugal)	2.91	1.47	-49%	80,826	1,164
BREADED SQUID	Chopirones / chopis egg coated	1.43	1.23	-14%	171,997	344
PREPARED FISH	Hake medallions (burger)	1.30	0.56	-57%	43,408	321
PREPARED FISH	Fish potato	1.30	0.20	-85%	3,618	40
SURIMI-BASED	Baby eel in garlic sauce	1.55	1.28	-17%	266,378	719
SURIMI-BASED	Baby eel (natural)	1.60	1.48	-8%	2,930,272	3,516

The most recent adjustments have resulted in reductions in salt content, which translates to approximately 6.3 tonnes less salt.

Additionally, we are committed to adhering to initiatives aimed at improving nutritional composition promoted by different government agencies or institutions. Under this premise, we have joined the "Collaboration Plan for the Improvement of the Composition of Foods and Beverages and Other Measures 2020" (*Plan de colaboración para la mejora de la composición de los alimentos y bebidas y otras medidas 2020)* launched by the Spanish Agency for Food Safety and Nutrition (AESAN), as part of the Nutrition, Physical Activity, and Obesity Prevention Strategy (NAOS Strategy). (www.aesan.gob.es/AECOSAN /docs/documentos/nutricion/BOE-A-2019-3631ASEFAPRE.pdf).

3.2.3 HEALTHY PREPARATIONS

100% of our breaded seafood products can be prepared in the oven by 2023.

99%

09.2023

100% of our breaded seafood products can be prepared in an air fryer by 2025.

96%

09.2023

Our work in innovation includes offering consumers the healthiest and most convenient preparation options. In this regard, we have committed to ensuring that all our breaded products can be oven-cooked by 2023. Additionally, we are developing air fryer preparation methods for 2025 to avoid the added fats associated with deep frying.

3.2.4 RESEARCH OF HEALTH BENEFITS

Participate in at least one health benefits research project for seafood products.

100%

With the aim of improving knowledge about nutrition and health and providing value to society, we commit to researching the health properties of fish and seafood.

In this regard, we participate in the following research projects:

- The Medkids project: "*Research and development of new food products for the preparation of a healthy basket for children's nutrition*", in which we participate in developing new fish-based products for children, aiming to improve dietary habits among the child population, with a focus on obesity prevention. The benefits of the new fish products will be clinically evaluated through intervention studies in children to validate their health effects. (www.pescanova.es/medkids).
- The Meli-Pop study: "*MEditerranean Lifestyle in Pediatric Obesity Prevention*", a multicentre, parallel, randomized, controlled clinical trial that aims to evaluate the effect of the Mediterranean lifestyle on the incidence of childhood obesity and its complications. A cohort of children aged 3 to 6 years at risk of obesity are participating and will be followed up for 10 years. Our collaboration involves supplying the necessary seafood products for the clinical intervention. (www.aesan.gob.es/AECOSAN/docs/documentos/nutricion/premios/2019/Mediterranean_Lifestyle.pdf).

3.2.5 WORKFORCE NUTRITION AND HEALTH

We understand that nutrition is a fundamental pillar in today's society, where the quality of food and lifestyle habits play a key role in growth and maintaining good health at all stages of life.

We express our firm commitment to nutrition and extend it to our employees with the aim of promoting a healthy environment that contributes to their well-being and health.

To achieve this goal, we have implemented a Nutrition and Healthy Habits Programme, which is integrated across the entire Group. This programme implements specific measures under four key action areas:

PROVIDING ACCESS TO HEALTHY FOOD IN THE WORKPLACE

Providing specific eating areas, offering cafeteria or canteen services with healthy menus, access to healthy snacks and free drinking water points, and allowing breaks during the workday.

SUPPORTING BREASTFEEDING

Implementing flexible working hours during the postpartum period and paid breastfeeding breaks, providing lactation rooms, and organizing awareness campaigns on breastfeeding.

TRAINING ON NUTRITION AND PROMOTION OF HEALTHY LIFE LIFESTYLES

Offering free and voluntary annual medical checkups for all employees, which include nutritional advice and guidelines on diet to maintain or improve good health.

HEALTH MONITORING

Through raising awareness about the importance of maintaining a good diet and healthy lifestyle habits to ensure proper nutrition and good health.

We have implemented multiple initiatives grouped under a cross-cutting programme aimed at promoting nutrition and healthy living within the Group. From this programme emerge initiatives that promote education and awareness, as well as the provision of healthier food options in the workplace environment.

Among the main examples, we mention:

- Awareness campaigns on healthy nutrition in Camanica (Nicaragua), featuring talks on healthy eating habits targeted at individuals undergoing treatment for chronic diseases (such as hypertension, diabetes, infections, or kidney insufficiencies), and recommendations for pregnant women to prevent gestational obesity through diet and exercise plans.
- Healthy living campaigns to inform and raise awareness among workers at Promarisco (Ecuador) about the effects of harmful substances like tobacco or alcohol, with campaigns focusing on Sensitization, Detection and Control, and Verification, Intervention, and Follow-up.
- Awareness campaign on healthy eating at Promarisco (Ecuador), with talks conducted by a nutritionist.
- Cardiovascular health programme at Promarisco (Ecuador), including monitoring of blood pressure and recommendations for the cafeteria to offer workers more appropriate diets.
- Endocrinologist health programme at Promarisco (Ecuador), involving monitoring and control of height, weight, waist circumference, and clinical laboratory tests to screen for diabetes or prediabetes, and if necessary, recommending a more suitable diet in the workplace cafeteria.
- Nutritional education and obesity prevention programme at Novaperu (Peru).
- Nutritional aspects of the menus offered in the cafeteria at Chapela (Pescanova Spain and Nueva Pescanova, Spain) are monitored, providing detailed nutritional information including energy value, protein content, lipids, saturated fatty acids, carbohydrates, sugars, fibre, and salt for the different dishes available each day on the menu. Additionally, the food offerings in vending machines are improved.
- Free access to healthy snacks promotes healthy eating and good dietary habits among workers. Depending on the location, foods such as fruit, yogurts, milk, coffee, and tea are provided.
- Access to local gyms at reduced rates is maintained through various company agreements to promote physical and mental health and well-being, extended to several companies within the Group.

The implementation of the Nutrition and Healthy Habits Programme has resulted in the following indicators at the end of FY 2022/23:

PROVIDING ACCESS TO HEALTHY FOOD IN THE WORKPLACE	100%	Of the workers have access to dining areas.
	60%	Of the workers have cafeterias or dining rooms in the workplace with healthy options.
	85%	Of the Group's staff has had access to food subsidies.
	62%	Of the workforce has benefited from free snacks.
	100%	Of the workers have access to drinking water.
SUPPORT FOR BREASTFEEDING	48%	Of the Group's staff has had extra maternity leave beyond that established by law.
	32%	Of the female workforce in the Group has had access to lactation rooms.
	78%	Of the workers have had access to awareness campaigns about breastfeeding.
TRAINING ON NUTRITIONAL AND PROMOTION OF HEALTHY LIFESTYLES	65%	Of the workers have had access to training on nutritional education and healthy lifestyle habits.
	24%	Of the workers have had access to a physical exercise promotion program.
HEALTH MONITORING	98%	Of the Group's staff has had access to free medical check-ups.

3.2.6 HEALTH AND NUTRITION IN OUR COMMUNITIES

Our commitment to nutrition and health extends to the communities where we are present and focuses on providing food to vulnerable groups and improving access to healthier food options.

An example of such initiatives is the promotion of fish consumption in Namibia through managing a fish shop and restaurant in Lüderitz, collaborating with the Namibia Fish Consumption Promotion Trust (NFCPT) government agency, and contributing to the fish market to increase consumption. In fact, fish consumption has increased from approximately 4 kg per capita in 1990 to 16.6 kg per capita in 2021 (source: NFCPT, 2022). Additionally, we donate seafood products in various countries, having delivered around 80.6 tonnes of products benefiting 1.6 million people.

3.3 RESPONSIBLE COMMUNICATION

As part of our commitment to responsible communication, ethical marketing, and the promotion of our products, we adhere to codes of good business practices and responsible self-regulation, with a focus on communication and advertising directed towards minors.

Therefore, we have joined the PAOS Code, the Spanish code of self-regulation of advertising of food and beverages aimed at minors, obesity prevention, and health, promoted by the Spanish Agency for Food Safety and Nutrition (AESAN): (www.aesan.gob.es/AECOSAN/web/nutricion/detalle/empresas_adheridas.htm).

Additionally, we are part of Autocontrol, the independent self-regulatory body of the advertising industry in Spain, which includes advertisers, advertising agencies, media, and professional associations, with the aim of working for responsible advertising that is truthful, legal, honest, and loyal (www.autocontrol.es/socios/anunciantes%20/#P).

In parallel with these leadership initiatives in the transformation and marketing of seafood products, we promote and collaborate in the technical and scientific dissemination associated with the products and species we fish or cultivate, such as Patagonian toothfish (merluzanegraargentina.org) or Ecuadorian shrimp (www.sustainableshrimppartnership.org), and in the promotion of the frozen seafood products sector (www.conxemar.com) and its competitiveness (www.anfaco.es), responsible fishing (cepesca.es), and aquaculture (apromar.es), among others.

3.4 RESPONSIBLE AND TRANSPARENT LABELLING

100% of our packaging must include nutritional labelling by 2025. 100%

100% of our packaging must include a front-of-pack (FOP) nutritional labelling system by 2030. 80% 09.2023

We comply with all applicable regulations regarding responsible communication and marketing of food products. We also ensure full compliance with national and international legal requirements for labelling and packaging information, following the FAO guidelines for labelling of fish and fishery products.

Our commitment to labelling extends to nutritional information labelling, which must be clear and transparent, including:

- Compliance with all applicable legislation regarding nutritional labelling of foods in all countries where we market our products.
- Nutritional declaration on the product packaging for the end consumer (even when not mandatory).
- Declaration of nutritional information of the food after preparation (where applicable), and when there are multiple types of preparation, we provide the nutritional information for all, to assist consumers in choosing the healthiest option.
- Adoption of additional expressions and presentations of nutritional information that best assist consumers in choosing the healthiest option.

We currently report full compliance with this goal, communicating the nutritional declaration on all our products in every market.

Additionally, we have set a goal to include a front-of-pack nutritional labelling system on all our packaging.

The Nutri-Score system has been incorporated into the packaging in Spain, Portugal, France, and Greece:

CSR PILLAR PRODUCT
PRINCIPLE RESPONSIBLE OPERATIONS
MATERIAL ASPECT TRANSPARENT LABELLING

NUTRI-SCORE A B C D E

NUTRI-SCORE IN BIG 6 RETAIL MARKET

COUNTRY / MARKET	DESCRIPTION	% OF SKUs (NUMBER OF SKUs)	
		SEP 2023	MAY 2022
SPAIN	TOTAL ALL CATEGORIES	**77% (145)**	**54% (162)**
	FISH (NATURAL)	**100%**	**96%**
	PREPARED FISH	**90%**	**73%**
	CRUSTACEANS	**64%**	**41%**
	SURIMI-BASED	**40%**	**38%**
	CEPHALOPODS	**100%**	**86%**
PORTUGAL	ALL CATEGORIES	**75% (110)**	**41% (110)**
FRANCE	ALL CATEGORIES	**89% (63)**	**83% (60)**
GREECE	ALL CATEGORIES	**93% (29)**	**96% (24)**
GLOBAL		**80% (347)**	**58% (356)**
ITALY *	OUT OF SCOPE	**n/a (37)**	**n/a (48)**
USA **	OUT OF SCOPE	**n/a (8)**	**n/a (11)**

* Italy has not ractified the Nutri-Score system
** The Nutri-Score system has an european scope

Our commitment to developing healthier preparations in our range of breaded products is also reflected in our labelling, including oven-baked and air-fried preparations:

100% of our packaging for breaded seafood products indicate the preparation method and nutritional value for oven baking by 2025.

95%
09.2023

100% of our packaging for breaded seafood products indicate the preparation method and nutritional value for air frying by 2027.

36%
09.2023

3.5 SUSTAINABLE PACKAGING

Our commitment to developing more sustainable packaging aligns with the principles and measures outlined in our CSR, Sustainability, Quality and Food Safety, and Environmental Responsibility policies, all of which share objectives of responsible use of natural resources and optimization of materials usage, such as plastic and cardboard.

In 2022, we joined the Forest Stewardship Council® (FSC) with the aim of showcasing our commitment to responsible forest management. We collaborate with our packaging suppliers to ensure that the cardboard and paper materials supplied are chain-of-custody certified, thus ensuring the sustainability of natural resources in their production.

We are incorporating the FSC logo into the design of some of our packaging. To uphold our commitment, the promotional license allows us to ensure the correct use of trademarks and maintain the credibility and integrity of the FSC® System.

FSC
www.fsc.org
The mark of responsible forestry

Our strategy for developing more sustainable packaging establishes the following objectives (and progress in compliance):

100% of Pescanova packaging will be designed to be recyclable, reusable, or compostable by 2025, in accordance with the sorting and recycling technologies in each market.

53%
09.2023

Incorporate an average of 25% recycled PET (rPET) in all PET packaging by 2025.

59% rPET

Incorporate an average of 30% recycled plastic material in all packaging by 2030.

7,4%
09.2023

Reduce plastic in packaging by 10% by 2025.

↘4,7%
09.2023

100% of paper and cardboard packaging will be manufactured using raw materials from certified sustainable sources by 2025.

18% POUCHES
09.2023

100% PACKAGING ES FR NAM

The action plans we are working on analyse the design and materials we use in each of our packaging with the aim of optimizing material usage, pursuing a balance of minimal material that protects the products, and eliminating over-packaging whenever possible. We seek to use recyclable materials for which recycling technology exists in the country where the product is marketed, eliminate plastic, and use recycled plastic whenever possible without compromising food safety. We also study and validate the use of new materials that are more environmentally friendly.

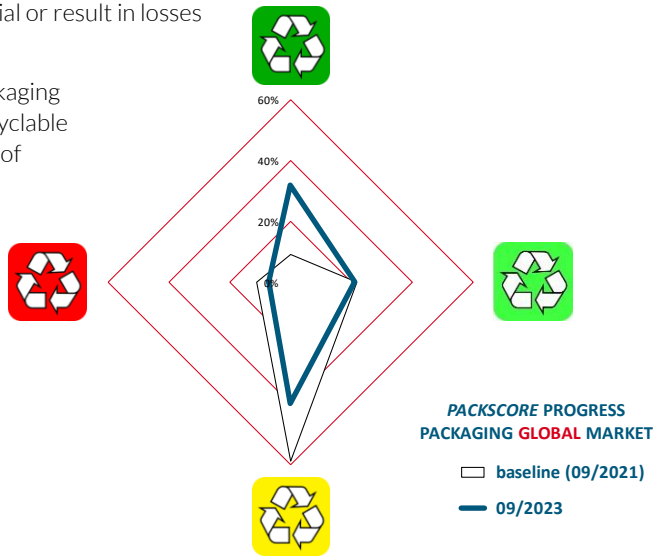
3.5.1 PACKSCORE

To achieve the goal of 100% recyclable packaging by 2025, we have developed our own methodology with a strong technical component for studying materials and packaging sorting and recycling systems. This allows us to assess the recyclability of our packaging and explore new alternatives. Some of the actions being implemented across various industrial centres to ensure our packaging achieves a green PackScore rating include:

- Replacing non-recyclable multi-material multilayer bags with recyclable polyethylene monomaterial and standardizing packaging material specifications.
- Substituting black plastic with transparent recyclable plastic or lightly coloured plastic.
- Incorporating recycled PET (rPET) into trays and skin packaging.
- Replacing plastic film in packaging with a new recyclable alternative material without plastic while preserving its physical and mechanical properties.

Product references are classified based on their packaging elements into four categories:

- RECYCLABLE: The packaging elements are recycled in all plants, and the resulting secondary materials have value in the market, potentially being used to manufacture new packaging.
- CONDITIONAL RECYCLING: The packaging elements are compatible for recycling in certain applications, which have lower value in the market.
- INEFFICIENT FOR RECYCLING: The packaging elements present recyclability issues that affect the quality of the recycled material or result in losses during the process.
- NOT RECICLABLE: The packaging elements are mostly non-recyclable or contaminate the fractions of recycled material.



PACKSCORE category	% of SKUs per PACKSCORE category in SPAIN: baseline (10/2020)	iterations 09/2021	09/2022	09/2023	% of SKUs per PACKSCORE category in the GLOBAL market: baseline (09/2021)	iterations 03/2022	09/2022	03/2023	09/2023	% of SKUs per PACKSCORE category by COUNTRY: PORTUGAL (09/2022)	PORTUGAL (09/2023)	FRANCE (09/2022)	FRANCE (09/2023)	ITALY (09/2022)	ITALY (09/2023)	GREECE (09/2022)	GREECE (09/2023)
RECYCLABLE	11%	14%	23%	27%	9%	16%	21%	28%	32%	27%	38%	13%	20%	14%	28%	31%	66%
CONDITIONAL RECYCLING	17%	27%	16%	26%	22%	17%	18%	21%	21%	1%	12%	32%	21%	39%	21%	15%	17%
INEFFICIENT FOR RECYCLING	54%	48%	51%	39%	59%	57%	51%	43%	40%	68%	40%	38%	54%	39%	43%	50%	17%
NOT RECYCLABLE	18%	11%	10%	7%	11%	10%	10%	8%	7%	4%	10%	17%	5%	9%	8%	4%	0%

PROSPEROUS COMMUNITIES

SUSTAINABILITY PRINCIPLE 4

WE IMPROVE THE QUALITY OF LIFE OF THE COMMUNITIES IN WHICH WE LIVE AND WORK

The goal is for "*100% of our partner communities to benefit from knowledge transfer projects, job creation and job stability, investment in assets or infrastructure, or social initiatives*".

Our initiatives under this sustainability principle contribute to achieving the targets of the following SDGs:

In the Communities pillar, we commit to the development of more prosperous communities by generating wealth, job opportunities, and training wherever we are present. To achieve this, (i) we promote and create stable and quality local employment (legal, secure, and fair), encourage continuous training and professional development for our employees; (ii) we invest in quality assets to promote productivity, efficiency, and a positive working environment in the areas where we operate; and (iii) we enhance the quality of life in these environments through social work programs, supporting actions and projects for educational improvement and well-being, investing in necessary infrastructure, and thus contributing to the correct and sustainable development of the Group's activities in the community.

This commitment, stemming from our Corporate CSR Policy, aims to ensure that all companies within the Group make a positive contribution to the sustainable development of the communities in which they are integrated.

100% of our partner communities benefit from responsible action initiatives.

100%

Through the Responsible Action Programme (RAP), we have documented over 74 responsible actions related to training and knowledge transfer, social action, and donations with direct or indirect benefits for the socio-economic development of communities.

4.1 MATOLA FISHING SCHOOL, MOZAMBIQUE

We have designed and implemented a Public-Private Partnership for Development (PPPD) aimed at improving maritime-fishery training in Mozambique by adapting the training offerings provided by the Matola Fishing School to strengthen the employability of young people in the country. The PPPD involves the Spanish Agency for International Development Cooperation (AECID), the Consellería do Mar of the Xunta de Galicia through the Maritime-Fishery Polytechnic Institute of the Atlantic (IPMPA), our subsidiary in Mozambique (Pescamar), and Nueva Pescanova, in addition to the Matola Fishing School itself.

During the last fiscal year, a total of 153 young people enrolled in the school and studied on its premises, and a total of 62 young people completed internships at Pescamar, of which 13 were hired.

4.2 CEPAC SCHOOL, CHAMPERICO, GUATEMALA

The Nueva Pescanova Group continues its important educational work through its foundation in Guatemala (Fundanova), managing the Experimental School of the Pacific (CEPAC) which offers training programs to the community.

In 2022, a total of 752 students enrolled in educational levels including Pre-primary, Primary, Basic, and Diversified. 33 students graduated, of which 5 joined Novaguatemala in administrative and operational positions. Additionally, the school participates in the Ministry of Education programs for providing food to the families of all students.

4.3 NURSERY SCHOOL, LÜDERITZ, NAMIBIA

In Lüderitz (Namibia), our subsidiary NovaNam provides a nursery school for its employees, which had 89 children during the last fiscal year. This number totals almost 1,300 if we consider the cumulative count since the programme started in 2010. In addition to providing crucial support to employees, the nursery offers preschool education and essential nutritional reinforcement for the development of the young members of the community.

4.4 ADULTS SCHOOL, DURÁN, ECUADOR

Promarisco (Ecuador), in collaboration with the Ministry of Education, operates a school for employees structured into two levels (literacy and basic education), enabling access to a subsequent exam that formalizes the educational level achieved in the school, with participation of 34 employees during the last fiscal year.

4.5 TECHNICAL STUDIES IN AQUACULTURE, NICARAGUA

The development of the aquaculture industry requires strengthening the technical knowledge of field personnel to ensure the execution of production practices according to established protocols. Thus, we promote synergies with local actors and authorities to implement necessary training actions.

At Camanica (Nicaragua), we participate, through an agreement with the National Technological Institute (INATEC), in the design and adaptation of curricula and in the execution of training courses related to identified priority or deficient functions.

Recently, we collaborated in defining the curriculum for Aquaculture Technicians and in training the community, which has involved 40 participating students in an intensive 6-month course during which they gained work experience at Camanica.

4.6 ENVIRONMENTAL AWARENESS

The aquaculture companies within the Group in Latin America organize, participate in, and deliver educational and awareness-raising talks in surrounding communities and local schools near shrimp farms and plants on environmental responsibility topics.

For example, we refer to talks on the current condition and risks affecting the flora and fauna of the area in the Champerico community (Guatemala), attended by 285 people; environmental care in Chinandega (Nicaragua), attended by 95 people; environmental impact focusing on the importance of mangrove conservation, biodiversity, and crocodile management in Durán (Ecuador), attended by 111 people. Our subsidiary in Nicaragua even has its own Environmental Education Programme at Camanica (PEAC) since 2008, which includes a series of talks in schools in neighbouring communities on watershed management, fauna and flora, non-hazardous waste management, and recycling techniques. NovaNam (Namibia) has participated in training workshops offered by the Albatross Task Force.

The Pescanova Biomarine Centre Museum, located at the R&D+i centre in O Grove, Spain, is an informative space open to the public that raises awareness about the importance of marine ecosystem care and the history of aquaculture. We have conducted awareness talks for nearly 1,000 visitors.

4.7 CLEANING CAMPAIGNS OF NATURAL SPACES

We organize and collaborate in voluntary clean-up campaigns of natural spaces in almost all countries where we operate. These actions are compiled and documented in the Responsible Action Programme (PAR) and reported in its annual reports, and include, among many others:

- Pescamar (Mozambique) ha participado en las jornadas de limpieza de las playas locales en Beira, con la recogida de 100 kg de basura. Pescamar (Mozambique) participated in local beach cleaning events in Beira, collecting 100 kg of trash.
- Pescanova Lobito (Angola) participated in a campaign to collect plastic from the sea, collecting up to 210 kg of garbage.
- NovaNam (Namibia) organizes and holds local area cleaning days in collaboration with local communities and authorities in both Lüderitz and Walvis Bay.
- In Ecuador, we collaborated in the centralized management of garbage collected in neighbouring communities at the packing plant. In total, 924 kg of garbage were managed in the last fiscal year.
- Promarisco (Ecuador) conducted clean-ups along roads together with workers from the processing plant and other local companies. They also cleaned up the estuary of the shrimp farm in collaboration with a crabbers' association, collecting a total of 375 kg of garbage.
- Urban area cleaning with volunteer students from the Champerico school has been ongoing since 2008, with a regular collection of about 6,000 kg of garbage.
- Annual clean-up efforts of natural spaces through the '1 m^2 against waste' action of the LIBERA Project, organized by the SEO/BirdLife and Ecoembes alliance in Spain, involved 35 volunteers cleaning up the beach area around the Pescanova Biomarine Centre, collecting a total of 727 kg of garbage.
- Symbolic collaboration in international seabed cleaning campaigns and along the Spanish coast with the NGO Oceanidas. Through this initiative, we committed to donating food equivalent to the kilograms of garbage collected and delivered up to 21,295 kg of products to FESBAL, the Spanish Federation of Food Banks.

4.8 SOCIAL WORK AND HUMANITARIAN AID

In several countries, for over 15 years, we have been collaborating with social interest foundations and other civil society organizations in volunteer programs to support housing, people with disabilities, and those most vulnerable or at-risk of exclusion.

Throughout the past years, the companies within the Group have participated in specific social actions based on needs, including:

- In Peru, we collaborate in financing therapies for children with severe burns, an allocation we achieved through the recycling of 4 tons of cardboard from our factory operations, which we allocate to the NGO ANIQUEM. In addition to the social impact, this action generates significant environmental benefits as it allows us to ensure the recycling of cardboard.
- Following the assistance we provided during recent emergencies, such as during Cyclones Idai (2019) and Eloise (2021) in Mozambique or the earthquake in Ecuador (2016), which directly affected the families of our workers and those communities, we have developed a protocol for aid in case of catastrophes, natural disasters, accidents, health, economic, or social crises (such as the COVID-19 pandemic), or political crises, to streamline humanitarian aid, voluntary support, and medical emergencies.

4.9 DONATIONS

The Nueva Pescanova Group has a donation programme aimed at improving the lives, health, and well-being of the most vulnerable groups, especially those who are victims of natural disasters, or social or health crises.

During the last fiscal year (see non-financial information statement 2022/2023 report), donations amounted to a value of 623,637 euros (22% more than in the previous period), of which 432,581 euros corresponded to 108,605 tons of donated food (35% higher than the previous year), 136,478 euros in monetary donations, and an equivalent value of 54,578 euros in essential goods and other items.

We highlight the monetary donation from Novaguatemala to the Centro Experimental del Pacífico (CEPAC, a school located in Champerico, Guatemala) of 44,477 euros, and from Pescamar of an engine worth 23,250 euros as fishing maritime equipment for practice at the Fisheries School in Matola, Mozambique, within the current PPPD (see section 4.1). (Source: non-financial information statement report, with independent verification).

MORE RESPONSIBLE PROJECTS
MORE SUSTAINABLE OPERATIONS

CHANGEMAKERS
Introducing the World's First Intelligent Aquafarm.

MICROSOFT WITH PROMARISCO, ECUADOR

NUEVA PESCANOVA

DEEP CONNECTION
A Story of Transformation Through Connectivity.

MOVISTAR WITH PROMARISCO, ECUADOR

NUEVA PESCANOVA

THE CITY BORN FROM THE SEA
A story of overcoming.

NOVANAM, NAMIBIA

NUEVA PESCANOVA

4.10 JOB CREATION

The Nueva Pescanova Group, with work centres in 17 countries, promotes and generates stable and quality local employment (legal, secure, decent, and fair), fostering continuous training and professional development of its employees.

Although there is no exact methodology with a more appropriate scope, we attempted to quantify the positive impact generated by the activities of the Group's companies in the communities where they are integrated. We estimate local employment generation as an indicator of the socio-economic impact in the community resulting from our presence. We verify relevant employment generation rates such as 47% of the active population in Lüderitz (Namibia) through the NovaNam subsidiary, or 21% in Puerto Morazán (Nicaragua) through the Camanica subsidiary.

Furthermore, training and knowledge transfer are other key aspects of the commitment to the sustainable development of communities, including the most vulnerable or at-risk of exclusion groups. Developing programs of technical vocational training excellence in trades related to our activities is clearly a means of community development and training and of generating quality employment and local entrepreneurship. We provide some examples, among many, that reflect the success of the investment effort in the communities:

- The Maritime-Fisheries Training APPD in Mozambique (see section 4.1) has yielded promising results: 153 young individuals enrolled, 62 engaged in internships at our subsidiary in Beira, and 13 hired by us.
- Up to 20 workers have established their own workshops after learning their trade at Beiranave (Mozambique), confirming that they represent a significant vocational school in the Sofala province.
- The fishing net workshops in Namibia, Mozambique, and Argentina, where we have been able to transfer the expertise of the trade to these communities, contribute to local fishermen learning and mastering the techniques. These net workshops, located in Walvis Bay and Lüderitz (Namibia), Beira (Mozambique), and Puerto Deseado (Argentina), employ around twenty people dedicated to this work and are established in manufacturing, repairing, and maintaining fishing nets used in our fleets. The knowledge of our expert net makers significantly contributes to the continuous improvement of the design of fishing gears we use, enhancing their selectivity, minimizing potential impact on the seabed, and reducing the carbon footprint of the fleets.
- The CEPAC school in Champerico, Guatemala (see section 4.2), offers training programs such as accounting experts, early childhood education teachers, and food industry technicians, significantly empowering new generations of professionals in the community.

CSR PILLAR PEOPLE
PRINCIPLE PROSPEROUS COMMUNITIES
MATERIAL ASPECT EMPLOYMENT CREATED IN THE COMMUNITIES

ACTIVITY	COMPANY	NUMBER OF EMPLOYEES	MUNICIPALITY AND COUNTRY	POPULATION (MUNICIP.) *	ACTIVE POPULATION **	EMPLOYMENT CREATED
FISHERIES	ARGENOVA	727	PUERTO DESEADO, ARGENTINA	14,183	6,004	12%
	NOVANAM	2	LÜDERITZ, NAMIBIA	12,537	4,592	45%
		375	WALVIS BAY, NAMIBIA	62,096	22,745	2%
	PESCAMAR	690	BEIRA, MOZAMBIQUE	592,090	258,799	<1%
	MARNOVA	73	LOBITO, ANGOLA	324,050	132,272	<1%
AQUACULTURE	PROMARISCO	2	DURÁN, ECUADOR	243,235	106,124	2%
	NUEVAGUATEMALA	825	CHAMPERICO, GUATEMALA	32,815	12,433	7%
	CAMANICA	732	PUERTO MORAZÁN, NICARAGUA	13,328	5,932	12%
		747	CHINANDEGA, NICARAGUA	121,793	54,206	1%
	INSUIÑA	41	MOUGÁS – OIA, SPAIN	3,049	1,480	3%
		123	XOVE, SPAIN	3,277	1,591	8%
	PESCANOVA BIOMARINE CENTER	19	O GROVE, SPAIN	10,518	5,106	<1%
INDUSTRY	PESCANOVA ESPAÑA	151	ARTEIXO, SPAIN	32,738	15,892	<1%
		677	CHAPELA – REDONDELA, SPAIN	29,241	14,195	5%
		214	PORRIÑO, SPAIN	20,100	9,757	2%
		81	CATARROJA, SPAIN	28,608	13,887	<1%
		85	PATERNA, SPAIN	71,035	34,483	<1%
	NUEVA PESCANOVA FRANCE	92	BOULOGNE-SUR-MER, FRANCE	40,664	18,260	<1%
		106	LORIENT, FRANCE	57,084	25,637	<1%
	EIRANOVA	32	CASTLETOWNBERE, IRELAND	860	416	8%
	NOVAPERU	138	SAN JUAN DE MIRAFLORES, PERU	355,219	174,549	<1%

*Sources: * National Statistics Institutes and Census of each country; ** World Bank (data.worldbank.org)*

ANNEX I

CERTIFICATIONS AND VERIFICATIONS

Standards recognized by: **GLOBAL SUSTAINABLE SEAFOOD INITIATIVE (GSSI)**

SUSTAINABLE AQUACULTURE FARMING

AQUACULTURE STEWARDSHIP COUNCIL	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua*
BEST AQUACULTURE PRACTICES	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala*
GLOBALG.A.P.	PROMARISCO, *Ecuador* INSUIÑA MOUGÁS, *Spain* INSUIÑA XOVE, *Spain*

SUSTAINABLE FISHERIES

MARINE STEWARDSHIP COUNCIL	HAKE TRAWL AND LONGLINE FISHERY, *Namibia* (MSC-F-31487)

CHAIN OF CUSTODY MSC/ASC

MARINE STEWARDSHIP COUNCIL – CdC	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala*
AQUACULTURE STEWARDSHIP COUNCIL - CdC	CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* NOVANAM DOP, *Namibia* NOVANAM SCT, *Namibia* NUEVA PESCANOVA FRANCE LORIENT, *France* NUEVA PESCANOVA FRANCE BOULOGNE, *France* PESCANOVA USA, *USA* PESCANOVA HELLAS, *Greece*

Standards recognized by: **GLOBAL FOOD SAFETY INITIATIVE (GFSI)**

FOOD SAFETY

IFS FOOD	CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA XOVE, *Spain* PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala* NOVANAM DOP, *Namibia* NOVANAM SCT, *Namibia*
BRC	ARGENOVA, *Argentina* NOVAPERU, *Peru*
ISO 22000	PESCANOVA HELLAS, *Greece*

Verification recognized by: **AENOR – GOOD MANUFACTURING PRACTICES – FOOD**

FOOD SAFETY

HACCP	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala* CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA XOVE, *Spain* ARGENOVA Plant & Fleet, *Argentina* NOVANAM DOP, SCT & Fleet, *Namibia* PESCAMAR Fleet, *Mozambique* NOVAPESQUEIRA LOBITO Fleet, *Angola* NUEVA PESCANOVA FRANCE LORIENT, *France* NUEVA PESCANOVA FRANCE BOULOGNE, *France* NOVAPERU, *Peru* EIRANOVA, *Ireland*

Programme recognized by: **THE FOOD AND DRUG ADMINISTRATION**

FOOD SAFETY

FSMA VQIP	NOVAPERU, *Peru*

Standard in process of recognition by: **SUSTAINABLE SUPPLY CHAIN INITIATIVE (SSCI)**

WORKING CONDITIONS ON BOARD FISHING VESSELS

FISH (FAIRNESS, INTEGRITY, SAFETY, HEALTH)	NOVANAM, *Namibia*

PREVENTION OF OCCUPATIONAL RISKS

OCCUPATIONAL RISKS PREVENTION MANAGEMENT SYSTEM	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala* CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA MOUGÁS y XOVE, *Spain* ARGENOVA & Fleet, *Argentina* NOVANAM DOP, SCT & Fleet, *Namibia* PESCAMAR, BEIRANAVE y Fleet, *Mozambique* NOVAPESQUEIRA LOBITO, *Angola* NUEVA PESCANOVA FRANCE LORIENT, *France* NUEVA PESCANOVA FRANCE BOULOGNE, *France* NOVAPERU, *Peru* EIRANOVA, *Ireland*

INTEGRATED LABOUR RESPONSIBILITY

5Z EXCELLENCE	CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA MOUGÁS, *Spain* INSUIÑA XOVE, *Spain* NUEVA PESCANOVA Work Centres, *Spain*

PREVENTION OF OCCUPATIONAL RISKS

BUSINESS MONITORING OF EXCELLENCE IN PREVENTION, SAFETY, AND HEALTH MEPS[2]	CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA MOUGÁS, *Spain* INSUIÑA XOVE, *Spain* NUEVA PESCANOVA Work Centres, *Spain*

Standards recognized by: **AENOR**

OCCUPATIONAL SAFETY AND HEALTH

ISO 45001	CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CATARROJA PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* INSUIÑA MOUGÁS, *Spain* INSUIÑA XOVE, *Spain* NUEVA PESCANOVA BIOMARINE CENTER, *Spain* NUEVA PESCANOVA BackOffice Centres, *Spain*

ENVIRONMENTAL MANAGEMENT SYSTEMS

ISO 14001	INSUIÑA MOUGÁS, *Spain* INSUIÑA XOVE, *Spain* CI ARTEIXO PESCANOVA ESPAÑA, *Spain* CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PATERNA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain*
EMAS	INSUIÑA MOUGÁS, *Spain*

PRODUCT DIFFERENTIATION

FACE | ELS	CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain*
HALAL	CI PORRIÑO PESCANOVA ESPAÑA, *Spain*
BIO CRAEGA	PROMARISCO, *Ecuador* CI PORRIÑO PESCANOVA ESPAÑA, *Spain* CI ARTEIXO PESCANOVA ESPAÑA, *Spain* NUEVA PESCANOVA FRANCE, *France* PESCANOVA PORTUGAL, *Portugal*
SSP	MARFRISCO FARM, PROMARISCO, *Ecuador* QUIÑONEZ FARM, PROMARISCO, *Ecuador*

ETHICAL AND SAFE LABOUR AND COMMERCE

SMETA SEDEX	PROMARISCO, *Ecuador* CAMANICA, *Nicaragua* NOVAGUATEMALA, *Guatemala* NOVAPERU, *Peru* NOVANAM SCT, *Namibia* CI PORRIÑO PESCANOVA ESPAÑA, *Spain*
SAE	CI CHAPELA PESCANOVA ESPAÑA, *Spain* CI PORRIÑO PESCANOVA ESPAÑA, *Spain*
BASC	PROMARISCO, *Ecuador*

ANNEX II CARBON INTENSITY

CSR PILLAR	PLANET
PRINCIPLE	RESPONSIBLE OPERATIONS
MATERIAL ASPECT	GHG EMISSIONS

a.2022-m.2023	CARBON FOOTPRINT [tCO_2e]	PRODUCTION [t]	CARBON INTENSITY [tCO_2e/t_{PROD}]
AQUACULTURE (FROM HATCHERY TO PLANT OUTPUT)			
ECUADOR (SHRIMP, ca. 3.000 ha, INCLUDES PROCESSING PLANT)	76,072.1	67,722.0	1.12
NICARAGUA (SHRIMP, ca. 4.000 ha, INCLUDES PROCESSING PLANT)	35,403.8	29,031.4	1.22
GUATEMALA (SHRIMP, ca. 80 ha, INCLUDES PROCESSING PLANT)	8.780,5	6,421.0	1.37
SPAIN (TURBOT, ca. 6 ha)	4.029,2	3,365.4	1.20
SUM 'AQUACULTURE'	**12,4285.6**	**106,539.8**	**1.17**
FISHING (FROM CAPTURE TO FREEZE)			
ARGENTINA (16 VESSELS)	51,736.4	16,930.3	3.06
MOZAMBIQUE (30 VESSELS)	48,111.1	3,303.4	14.56
NAMIBIA (7-9 VESSELS)	43,781.3	21,065.1	2.08
SUM 'FISHING'	**14,3628.9**	**41,298.8**	**3.48**
INDUSTRY (FROM INPUTS TO PLANT OUTPUT)			
SPAIN (5 INDUSTRIAL CENTRES)	17,062.1	54.380,2	0.31
FRANCE (2 INDUSTRIAL CENTRES)	3,878.4	10.689,0	0.36
NAMIBIA (2 INDUSTRIAL CENTRES)	1,559.8	15.593,3	0.10
PERU (1 INDUSTRIAL CENTRE)	524.6	9.364,3	0.06
SUM 'INDUSTRY'	**23,024.9**	**90,026.8**	**0.26**
LOGISTICS (TRANSVERSAL, CORPORATE)			
TRANSPORT (AIR, SEA, LAND)	22,762.4	--	--
COLD STORAGE (FREEEZERS)	1,010.1	--	--
BUSINESS TRAVELS	328.9	--	--
SUM 'LOGISTICS'	**24,101.4**	**--**	**--**
TOTAL CARBON FOOTPRINT	**315,040.8**	**237,865.4**	**1.32**

ANNEX III WATER STRESS

CSR PILLAR PLANET
PRINCIPLE RESPONSIBLE OPERATIONS
MATERIAL ASPECT RATIONAL USE OF NATURAL RESOURCES (WATER)

WATER WITHDRAWAL RISK ANALYSIS

Source: WRI 2019. Aqueduct™ Water Risk Atlas (Aqueduct 3.0)

Country	Location	Facility type	Water use	Stress index by scenario							GRI 303-1: Water withdrawal by source a.2022-m.2023 [m³]				Impacts of groundwater consumption on:		
				Baseline	Future: BAU		Future: optimistic		Future: pessimistic		Surface water	Ground water	Rainwater	Municipal water	Groundwater table decline	Seasonal variability	Baseline water depletion
					2030	2040	2030	2040	2030	2040							
Argentina	Puerto Deseado	Primary processing plant	Industrial and fleet	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use				N/A	Insignificant	Low-Medium (0.33-0.66)	Arid and low water use
Ecuador	Duran	Processing plant	Industrial	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	683.690,0	180.212,0		1,400.0	Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Ecuador	Guayaquil islands	Shrimp farms	Shrimp ponds	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	pond water, non-consumptive use	8.030,0		73.227,8	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
France	Lorient	Processing plant	Industrial	Medium-High (20-40%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)				66.262,0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
France	Boulogne-sur-Mer	Processing plant	Industrial	Medium-High (20-40%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)	High (40-80%)				26.218,0	Low-Medium (0-2 cm/y)	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Guatemala	Champerico	Processing plant	Industrial	Medium-High (20-40%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)		227.698,6			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Guatemala	Champerico	Shrimp farms	Shrimp tanks	Medium-High (20-40%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	pond water, non-consumptive use	912,0			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Ireland	Cork	Primary processing plant	Industrial	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	N/A	N/A	N/A	N/A	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Mozambique	Beira	Shipyard	Industrial and fleet	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)			160,5	12.582,0	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Namibia	Lüderitz	Processing plant	Industrial	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	desalinated seawater			155.693,8	Insignificant	High (1.00-1.33)	Arid and low water use
Namibia	Walvis Bay	Processing plant	Industrial	Medium-High (20-40%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	desalinated seawater			43.170,0	Low-Medium (0-2 cm/y)	High (1.00-1.33)	Medium-High (25-50%)
Nicaragua	Chinandega	Processing plant	Industrial	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)		482.862,0		45.605,0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Nicaragua	Estero Real	Shrimp farms	Shrimp ponds	Low-Medium (10-20%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	pond water, non-consumptive use	30.420,0		36.576,3	Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Peru	Lima District	Processing plant	Industrial	Low (<10%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)		16.417,0			Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Spain	Porriño	Processing plant	Industrial	Medium-High (20-40%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)		57.057,0		2.189,0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Chapela, Vigo	Processing plant	Industrial	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	72,811.0			116.931,0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Catarroja, Valencia	Processing plant	Industrial	Low-Medium (10-20%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)		19.032,0		9.114,0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Paterna	Processing plant	Industrial	Low-Medium (10-20%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)				35.401,0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Arteixo	Processing plant	Industrial	Low-Medium (10-20%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)				112.099,0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Mougás	Hatchery	Turbot farming	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	production tank water	1.968,0		254,0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Xove	Turbot farms	Turbot farming	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	production tank water			5.872,9	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Xove	R&D	Research tanks	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	production tank water			2.544,0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)

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