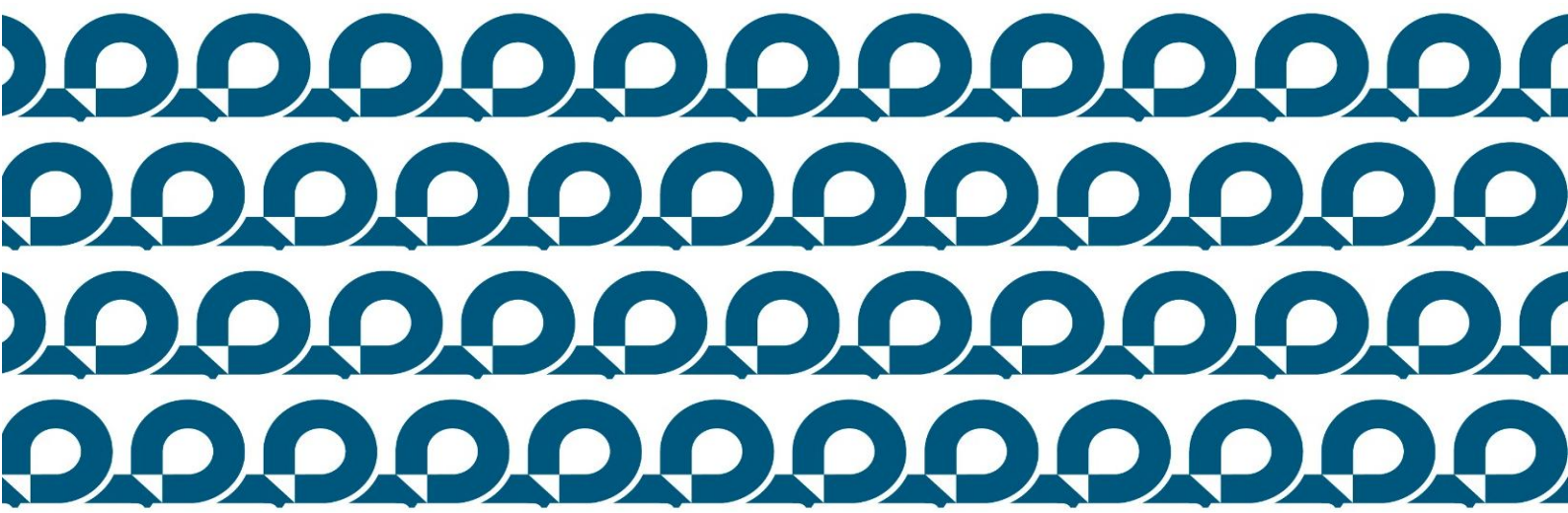




RESPONSIBLE ACTION PROGRAMME 2025
AND CONTRIBUTION
TO SUSTAINABLE DEVELOPMENT
NUEVA PESCANOVA GROUP

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RESPONSIBLE ACTION PROGRAMME 2025 AND CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

NUEVA PESCANOVA GROUP

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CORPORATE SUSTAINABILITY AND CSR DEPARTMENT
Nueva Pescanova Group

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RESPONSIBLE ACTION PROGRAMME 2025 AND CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

NUEVA PESCANOVA GROUP

EXECUTIVE SUMMARY

The Nueva Pescanova Group's Responsible Action Programme (RAP) is the tool that showcases our commitment to sustainable development and to management based on transparency and shared value creation. In its sixth edition, the RAP report consolidates the integration of sustainability across all areas of the business, reaffirming the Group's vision of acting responsibly in the countries where it operates.

Compared with the more than 1,200 actions included in the previous edition, this version adopts a more strategic approach, focusing on [40 flagship projects](#) and [79 representative actions](#) implemented in [14 countries](#). These initiatives have been selected for their transformative impact, innovative nature, and alignment with the United Nations Sustainable Development Goals (SDGs) and are structured around the four pillars of the CSR Master Plan: Planet, People, Product, and Communities.

Through a systematic documentation and evaluation methodology, we have quantified our contribution to global sustainable development, linking each action to the specific targets of [16 SDGs](#)—out of the total 17 that make up the 2030 Agenda. The analysis shows a direct contribution to [55 targets](#)—nearly one third of the total in the 2030 Agenda—and the identification of [351 positive impacts](#) in different areas.

The results highlight a greater contribution to [SDG 12 Responsible Consumption and Production](#), [SDG 8 Decent Work and Economic Growth](#), [SDG 3 Good Health and Well-being](#), [SDG 14 Life Below Water](#), and [SDG 17 Partnerships for the Goals](#)—consistent with the nature of the Group's activities and our commitment to the sustainability of our operations within the natural environment and respect for people.

The geographical diversity of the projects demonstrates the Group's ability to adapt our initiatives to local priorities, promoting actions ranging from ecosystem conservation to the development of vulnerable communities.

The RAP 2025 strengthens the transparency and accountability of the Nueva Pescanova Group, consolidating our leadership in sustainability within the fishing and aquaculture sector. This report not only highlights the positive impact generated but also guides future lines of action towards a more responsible, innovative, and people- and planet-focused business model.

1. THE RESPONSIBLE ACTION PROGRAMME

The [Responsible Action Programme](#) (RAP) is an essential tool within the Nueva Pescanova Group for showcasing our commitment to sustainable development and corporate management based on transparency and shared value creation. This document focuses on identifying and analysing the company's responsible actions, documenting the Group's work across the countries where it operates.

The latest edition of this report, now in its sixth iteration, consolidates the company's efforts to integrate responsibility across all dimensions—environmental, social, and economic—as a core part of its business strategy. In this regard, it is worth noting that the structure and content of this report have been redesigned compared with previous editions.

The previous RAP edition (2022–2023) collected over 1,200 responsible actions carried out in the various countries where the Group operates, reflecting the breadth of its commitment and the collective effort to promote practices aligned with corporate values. Many of these initiatives, however, were driven by regulatory requirements or had a more limited scope in terms of innovation or differential value. For this reason, the current report has evolved towards greater simplification and the selection of the most representative initiatives, both for their uniqueness and for their impact.

Accordingly, this report documents a selection of [40 projects](#)—the most emblematic or flagship initiatives—driven by the Group, incorporating [79 responsible actions](#) identified as the most relevant for their innovative character, contribution to the environment, or transformative potential. These initiatives significantly reflect the company's values, vision, and commitment to a fairer, more efficient, and environmentally and socially responsible growth model.

The report covers all the countries in which the Group operates, providing a global and cohesive view of its performance in terms of responsibility. All actions included are aligned with the four pillars of the Group's [Corporate Social Responsibility Master Plan](#): Planet, People, Product, and Communities. This structure allows the Group's efforts to be organised and valued across different areas: the protection of biodiversity and the natural environment; the improvement of people's quality of life; the excellence and sustainability of seafood products; and the creation of value in local communities.

Furthermore, the Group's strategy is fully aligned with the United Nations 2030 Agenda and is implemented through a direct contribution to the Sustainable Development Goals (SDGs). Each project included in this report specifies its contribution to one or more of these global targets, making it possible to evaluate the impact of the Group's responsible activities.

In an increasingly demanding business environment in terms of transparency and stakeholder engagement, it is essential to highlight the progress and results achieved in responsibility. For the Nueva Pescanova Group, whose activity is closely linked to the sea and natural resources, this responsibility takes on an even greater dimension and becomes a strategic principle that guides decision-making and defines the way the Group operates.

In this sense, alongside its commitment to providing nutritious and high-quality products, the Group actively works to ensure environmental protection and conservation, the well-being of all people in its value chain, and the development of the communities where it operates. From this integrated perspective, responsibility is not seen as a set of isolated actions but as a way of operating that spans all areas of the business and strengthens long-term sustainability.

This report highlights the initiatives that best exemplify this approach to corporate responsibility. These are concrete examples of how the Nueva Pescanova Group seeks to consolidate a leadership position in its sector through responsible practices that generate positive impact and shared value.

1.1 Quantifying the Contribution to Sustainable Development

We have linked each of the Group's actions to the corresponding targets of the 17 SDGs, establishing a direct connection between our responsible actions and our contribution to global sustainable development.

This tool allows each action to be classified according to its theme and scope, assigning it to one or more of the 17 SDGs based on its impact. In turn, for each SDG to which the actions are linked, they are cross-checked against the specific targets—out of the 169 that make up the 2030 Agenda—allowing the concrete contribution of each action to be assessed.

Furthermore, we continuously monitor projects across the Group, evaluating and quantifying their impact on the SDGs based on the objectives and indicators defined for each action.

1.2 Aggregation into Thematic Platforms

To structure and highlight the diversity of responsible actions developed across the Group, the documented initiatives are grouped into 12 thematic platforms that reflect the main areas of sustainability action.

These platforms allow actions to be aggregated coherently and transversally, facilitating the analysis of their impact and the communication of results. Each platform brings together projects of a complementary nature and aligns with the strategic axes of our CSR.

The 12 thematic platforms are:

1. **Sustainable Fishing** – Promoting responsible capture practices, combating illegal fishing, and sustainably managing marine resources.
2. **Sustainable Aquaculture** – Developing efficient production systems that respect the environment and meet the highest animal welfare standards.
3. **More Efficient Production** – Optimising industrial processes and reducing energy and natural resource consumption.
4. **Circular Economy** – Valorising by-products, reducing and reusing waste, and promoting sustainable production models.
5. **Compensation Programme** – Biodiversity and Emissions – Actions aimed at mitigating climate change and offsetting environmental impacts.
6. **Conservation and Protection of the Natural Environment** – Initiatives to preserve ecosystems, restore habitats, and promote responsible management of natural resources.
7. **Traceability and Chain of Custody** – Ensuring transparency, food safety, and trust across the entire value chain.
8. **Research & Development** – Innovation applied to sustainability, process improvement, and the development of responsible technological solutions.
9. **Job Creation** – Generating stable, inclusive, and quality employment opportunities in all countries where the Group operates.
10. **Labour Responsibility** – Promoting well-being, safety, and equal opportunities for all individuals within the Group.
11. **Social Responsibility** – Fostering social cohesion, diversity, and the personal and professional development of teams.
12. **Cooperation, Social Work, and Humanitarian Aid** – Contributing to the well-being of local communities through support programmes, collaboration, and solidarity initiatives.

These platforms serve as a structuring framework for the Programme, allowing the comprehensive contribution of the Nueva Pescanova Group to sustainable development to be visualised and strengthening its alignment with the SDGs.

1.3 Geographic Scope of RAP 2025

The RAP 2025 reflects the global dimension of the Nueva Pescanova Group's commitment to sustainability, documenting responsible initiatives carried out in the countries where the Group has fishing, aquaculture, industrial, or commercial operations.

In this edition, the report covers 14 countries where Group companies operate and where projects have been identified and documented that exemplify the integration of sustainability across different stages of the value chain. These countries represent the geographic, cultural, and environmental diversity in which the Group operates, highlighting its ability to adapt responsible practices to local contexts and contribute to the economic and social development of each environment.

The projects included in RAP 2025 have been developed in the following countries:

- **Spain** – Corporate headquarters and the main centre for coordinating the global sustainability strategy, also hosting industrial centres for processing seafood for global trade. Projects focus on production efficiency, circular economy, innovation, and social responsibility.
- **Ecuador** – Initiatives aimed at sustainable and traceable aquaculture, biodiversity conservation and environmental protection, waste reduction, energy efficiency, labour responsibility, and improvement of working conditions.
- **Nicaragua** – Actions focused on sustainable and traceable aquaculture, biodiversity conservation, environmental protection, emissions compensation, circular economy, and labour responsibility.
- **Guatemala** – Projects directed at natural environment protection, traceability, labour responsibility, and cooperation with local communities.
- **Argentina** – Initiatives in sustainable fishing and marine conservation, focusing on responsible resource management, traceability, circular economy, and socio-economic development through quality employment and labour responsibility.
- **Namibia** – Actions centred on sustainable fishing, biodiversity and environmental protection, decarbonisation, circular economy, and traceability. They also include initiatives on labour responsibility, quality job creation, and work-life balance.
- **Mozambique** – Projects aimed at environmental protection and socio-economic development through employment creation, cooperation, education, and labour responsibility.
- **Angola** – Initiatives related to labour responsibility and access to healthcare services.
- **Peru** – Projects linked to the promotion of sustainable fishing and labour responsibility.
- **France** – Activities focused on responsible marketing, traceability, and promotion of sustainable products in the European market.
- **U.S.A.** – Initiatives related to responsible distribution and promotion of sustainable and traceable seafood products.
- **Greece, Italy, and Portugal** – Projects aimed at the responsible distribution of sustainable and traceable seafood products.

Together, these 14 countries represent the international presence of the Nueva Pescanova Group and the scope of its commitment to a responsible business model. Documenting the actions undertaken in each of them provides an integrated view of global performance and reinforces the Group's commitment to creating shared value in all territories where it operates.

The RAP 2025 thus serves as a reference tool for understanding the Group's positive impact at an international level, showing how sustainability, innovation, and social responsibility actions are translated into concrete results across diverse geographic contexts.

2. MAIN AREAS OF WORK IN RAP 2025

2.1 Progressing Towards Carbon Neutrality

As part of our commitment to sustainability and climate action, the Nueva Pescanova Group has defined an ambitious Decarbonisation Plan, aiming to achieve carbon neutrality by 2040. This commitment is structured around a dual approach:

- Direct reduction of 50% of our greenhouse gas (GHG) emissions through continuous improvements in energy efficiency, process optimisation, and technological transformation of our operations.
- Compensation of the remaining 50% of residual emissions through the implementation of new sustainable solutions and the establishment of strategic partnerships.

This roadmap is being implemented in several phases: an initial phase focused on immediate efficiency measures and a subsequent phase that will require medium- and long-term structural investments in low-impact technologies. In addition, circular economy initiatives and ecosystem regeneration projects are incorporated as complementary pillars, reinforcing our contribution to the Sustainable Development Goals (SDGs) and ensuring compliance with ESG principles across our entire value chain.

Below are some examples of actions implemented in the different countries where we operate, aligned with our decarbonisation plan.

2.1.1 *Use of Clean Energy for Responsible Production*

Since 2019, we have been driving an ambitious energy transition project through the installation of photovoltaic solar parks at our industrial facilities. This initiative reflects our commitment to the responsible management of natural resources and the reduction of our carbon footprint, actively contributing to the fight against climate change.

We currently operate our own solar parks at nine industrial centres located in Lüderitz and Walvis Bay (Namibia); Chapela, Porriño, Arteixo, Xove, and O Grove (Galicia, Spain); and Paterna and Catarroja (Valencian Community, Spain). Together, these installations cover 42,000 square metres of solar panels with a potential annual generation capacity of 12.4 GWh, intended for self-consumption.

As a result, more than 50% of our factories run on solar energy for self-consumption. This infrastructure helps reduce emissions, optimise energy use, and advance the integration of renewable energy sources into our industrial operations.

2.2 An Integrated Approach Based on Sustainability and Efficiency

Sustainability is a core part of our corporate culture. As a company in the seafood sector, our responsibility goes beyond regulatory compliance: we aim to ensure that the resources we use today remain available for future generations. This principle guides all our decisions, from fishing and aquaculture to the processing and marketing of our products.

Aligned with our [Corporate Sustainability Policy](#), the 'Pescanova Blue' Sustainability Programme structures our operational response to the pillars of the Group's Corporate Social Responsibility: Planet, People, Product, and Communities. This programme promotes more sustainable operations through clear action principles, internal validation of evidence, and an integrated plan of responsible initiatives in the use of natural resources.

Our approach is based on efficient resource management, continuous process improvement, and the creation of shared value with our employees, the communities where we operate, and our consumers. The initiatives included in this section represent some of the tangible results of that commitment.

2.2.1 Founding Members of the Sustainable Shrimp Partnership

We believe that sustainability must be at the heart of modern aquaculture. For this reason, we are founding members of the Sustainable Shrimp Partnership (SSP) through PROMARISCO (Ecuador), a pioneering initiative aimed at raising global standards in shrimp farming through responsible, transparent, and verifiable practices.

The core objective of this partnership is to ensure antibiotic-free farming throughout the entire production cycle, directly contributing to the protection of aquatic ecosystem health and providing consumers with a safe and sustainable product. The Group fully supports this approach, recognising the environmental risks associated with antibiotic use, particularly regarding water quality.

Within this context, we promote and implement management practices that prioritise health, biosecurity, and preventive disease control, thereby reducing the use of medications. This line of work is integrated into our global sustainable aquaculture strategy and strengthens our active participation in leading sector forums driving responsible transformation in the industry.

2.2.2 Aquaculture: Technology in the Service of Sustainability

Between 2021 and 2024, we collaborated with Microsoft to drive the digitalisation of shrimp farming using Artificial Intelligence (AI), the Internet of Things (IoT), and Big Data. This partnership led to the development of the world's first smart aquaculture farm for vannamei shrimp, a pioneering project that has become an international benchmark in sustainable aquaculture.

The initiative began at our PROMARISCO farms in Ecuador, where 688 ponds were digitalised through the installation of over 870 sensors, 1,300 hydrophones, and 2,500 automatic feeders. This entire system is connected to a central control platform (Smart Farm), enabling real-time management of 100% of production and environmental processes through 47 AI-based predictive models. These models allow precise adjustment of the feed quantity required for each pond based on the actual behaviour and consumption of the animals, improving their welfare and maximising productivity.

The results achieved in Ecuador were significant: the accuracy of production predictions improved by 90–95%, and response times to potential issues were reduced by 80%. Over 100 of our professionals in the country regularly use this technological solution. The results were pivotal in expanding the model to our farms in Nicaragua and Guatemala, where 150 people received training in digital skills. Additionally, this project helped attract qualified technical talent, including industrial and computer engineers, in a context marked by a significant digital skills gap.

Through this project, we were able to improve AI models to increase efficiency and production capacity, apply smart farm principles across all organisational levels, and develop predictive quality models, including anomaly detection systems using image analysis. Altogether, these advances laid the foundation for a hyperconnected industry within the Nueva Pescanova Group and reaffirm our commitment to a more efficient, traceable, and environmentally responsible production model.

2.3 From Waste to Resource: Our Commitment to the Circular Economy

In our sustainability model, the circular economy occupies a central role as a lever to advance a more efficient, responsible, and environmentally respectful seafood sector. We focus on transforming waste into valuable resources, optimising the use of raw materials, extending product lifespans, reducing food waste, and promoting more sustainable packaging solutions.

Our commitment translates into concrete actions that drive innovation and efficiency: we encourage the valorisation of by-products, prioritise the use of recyclable or reusable materials, and ensure our production processes align with the principles of circularity. We also develop solutions that allow for the repurposing of discards and optimise food preservation to prevent waste. Through collaborative initiatives and R&D projects, we are moving towards a zero-waste model, generating environmental, social, and economic value at every stage of the process.

2.3.1 *Giving Fishing Nets a Second Life*

In line with our commitment to the circular economy, we promote the sustainable management of end-of-life fishing nets through Net Positiva, an initiative led by the company Bureo. Its aim is to provide an environmentally and socially responsible solution for nets at the end of their lifecycle, transforming the high-density polyethylene they contain into recycled raw material to produce new products.

We have participated in this programme since 2019 through our subsidiary ARGENOVA in Argentina, within a partnership with Moscuza Redes—a company specialised in fishing nets—and the Whale Conservation Institute (ICB).

In Puerto Deseado, we operate our own net workshop, which not only manufactures, repairs, and redesigns nets, but also serves as a technical training and knowledge transfer centre for local communities. Leveraging the expertise of our skilled net makers, we promote the design of more selective and sustainable fishing gear, reducing seabed impact and improving operational efficiency.

Nets that can no longer be repaired are sorted and stored at our facilities before being sent to Moscuza Redes, where they are conditioned prior to being transported to Bureo's recycling plant in Chile. There, they are processed and transformed into recycled pellets, which are used as raw material for new products, such as 100% recycled caps.

In 2024, we donated 6,479 kg of end-of-life nets to this programme, bringing the total recovered since the start of the collaboration to nearly 19,000 kg.

Through this initiative, we actively contribute to reducing plastic waste in the oceans and lowering the carbon footprint associated with virgin materials. Additionally, we repurpose old net fabric, donating it for use in sports goals, tennis courts, and other local facilities, extending the lifecycle of these materials and generating a positive impact in the communities where we operate.

This case serves as a concrete and replicable example of how collaborative, circularity-based solutions can be effectively integrated into our operations, delivering environmental, social, and economic benefits.

2.3.2 *Responsible Management of Organic By-products*

Aligned with our [Corporate Environmental Responsibility Policy](#), we implement circular economy-based solutions aimed at achieving a zero-waste strategy. At all our industrial centres, we apply practices that prevent unnecessary waste generation, ensuring proper segregation, recovery, sorting, and valorisation of all materials.

Our global strategy for managing non-hazardous waste focuses on maximising recovery through recycling, composting, and energy valorisation. Within this strategy, specific initiatives stand out for the valorisation of by-products from aquaculture activities, particularly those related to shrimp remains.

At our subsidiary CAMANICA in Nicaragua, we valorise by-products generated during shrimp processing—mainly heads and shells—by transforming them into compost. This organic fertiliser is subsequently applied to the soils of our own facilities, improving fertility and reducing the need for external inputs.

This practice allows us to make the most of available resources, minimise waste, and promote a circular economy model that contributes to the sustainability of our operations. At the same time, we continue to characterise other waste streams to identify new valorisation opportunities and expand the positive impact of our actions.

These efforts are part of our vision for efficient and responsible resource management, aligned with circular economy principles and the corporate environmental objectives guiding our activities.

2.4 Driving Sector Transformation Through Innovation

At the Nueva Pescanova Group, we view innovation not only as a tool to enhance competitiveness but also as a true engine for responsible transformation. Through an R&D strategy aligned with the social, environmental, and technological challenges of our time, we work to build a more sustainable, healthy, and efficient food model.

Our innovation roadmap is structured around four main pillars: the development of value-added, consumer-oriented products; the promotion of safer, tastier, and more natural foods; the optimisation of industrial processes through digitalisation and automation; and the advancement of the circular economy through by-product valorisation and waste reduction.

These pillars enable us to anticipate market needs, integrate advanced technological solutions, and make a tangible contribution to the Sustainable Development Goals. Each of our R&D projects is therefore conceived with a transformative purpose, aiming to generate positive impacts not only for our business but also for society and the environment in which we operate. Below, we present some examples of our latest innovation projects that illustrate how we are addressing these objectives.

2.4.1 *LIFE REFISH: Innovation to Transform Waste into High-Value Resources*

We participate in LIFE REFISH, a collaborative European project aimed at developing an innovative solution to convert fish and seafood discards and by-products—such as heads, skins, or shells—into high-value compounds like chitin, chitosan, collagen, and gelatin. The goal is to design a flexible biorefinery capable of valorising 300 kg/h of these materials, generating products with significant commercial potential.

The project, involving companies from the sector, technology centres, and scientific institutions, also seeks to reduce fish discards in Spain by 6% and utilise 2.7% of the by-products generated by the national fishing industry.

LIFE REFISH exemplifies our commitment to sustainability and the comprehensive use of marine resources. Through this initiative, what was previously considered waste is transformed into valuable products for various industries, including food, cosmetics, and pharmaceuticals. This transformation not only helps reduce environmental impact but also opens new business opportunities in key sectors, strengthening the competitiveness of an industry increasingly oriented towards circular and sustainable models.

Launched in 2022 and running until 2025, this project is co-financed by the European Union's LIFE programme.

2.4.2 *VALORISH: Driving Circular Economy in the Fishing Industry*

In line with our circular economy initiatives, we collaborate on the European VALORISH project, which aims to research fermentation technologies capable of recovering and valorising by-products from the fishing industry.

This initiative, funded by the EU's Horizon Europe programme and active since 2023, brings together partners from Spain, Italy, Norway, and Portugal to develop processes that transform organic waste into functional ingredients for the food, nutraceutical, and supplement sectors. The project focuses on creating high-value bioproducts, such as omega-3 fatty acids and protein hydrolysates, from resources that would otherwise be discarded.

Using advanced computational tools, we optimise and scale biorefinery processes, contributing to a more circular and sustainable economy in the fishing sector. Additionally, the project supports European climate neutrality goals and strengthens our commitment to responsible innovation and the development of solutions that generate long-term value.

2.4.3 *INNOAQUA: New Marine and Plant-Based Protein Sources*

The growing global demand for safe, sustainable, and nutritious protein sources drives us to explore new food solutions. In this context, we are part of the European INNOAQUA project, which focuses on developing products based on algae.

Since its launch in 2023, the initiative aims to offer healthier and more functional food alternatives, both for vegan consumers and for those seeking hybrid options combining marine and plant-based proteins. The project explores not only the creation of new food solutions but also the use of plant-based omega-3 and bioactive compounds derived from algae, with applications in both products and packaging.

INNOAQUA is funded by Horizon Europe and forms part of the Farm-to-Fork strategy, aimed at ensuring sustainable food systems. The project promotes sustainable aquaculture through practices based on circularity, ecology, and digitalisation. Among other objectives, it focuses on the co-production of algae and fish, encouraging the full utilisation of these resources in the food industry. It also seeks to extract high-value ingredients from algae biomass and fish by-products, developing new seafood products aligned with circular economy principles. This approach aims to enhance the competitiveness of existing value chains, contributing to sustainability and efficiency in cultivation and processing.

With the participation of 17 partners from 8 countries, INNOAQUA paves the way toward more efficient and responsible aquaculture, adopting an international cooperation-based approach to improve acceptance and market penetration of these products.

2.4.4 *MEDKIDS and MELI-POP: Promoting Healthy Eating from Early Childhood*

We work to promote healthy eating habits from the earliest stages of life. In this context, we participated in the MEDKIDS project, carried out between 2019 and early 2024, with the primary objective of designing new fish-based products adapted to children's tastes to facilitate their inclusion in a balanced diet.

Together with five other companies and eight research and innovation centres, we were part of this initiative funded by the Centre for the Development of Industrial Technology through the Strategic Programme of National Business Research Consortia. MEDKIDS was developed in collaboration with experts in child nutrition and paediatricians, focusing on clinical evaluation of products through intervention studies with children. These studies aimed to validate the health benefits of the new fish products, both in terms of nutrition and acceptance by young consumers.

Through this initiative, we developed innovative products, such as hake sticks with a healthier coating made from ingredients like chickpeas and red lentils. These products were evaluated by paediatricians and have proven to be a suitable alternative to improve children's eating habits, contributing to obesity prevention and promoting fish consumption, an essential component of a balanced diet.

In the same vein, we participate in the MELI-POP study: "Mediterranean Lifestyle in Pediatric Obesity Prevention," a project focused on preventing childhood obesity by promoting a healthy lifestyle that combines the Mediterranean diet with regular physical activity.

This clinical trial, launched in 2021, aims to assess the impact of these two factors on children aged 3 to 6 at risk of developing obesity. The children will be monitored over a 10-year period, allowing evaluation of the long-term effects of these habits on their health. Our participation focuses on promoting the inclusion of fish in their daily diet, as it is a key component of the Mediterranean dietary model. Collaboration with educational and public health centres is therefore essential, integrating these healthy habits into both school and family environments.

Through our involvement in this study, we aim to positively impact children's health and encourage beneficial routines that will accompany them throughout their growth. We also seek to promote balanced diets by developing products that make fish consumption attractive and accessible from an early age.

2.4.5 SEA2TABLE 4.0: *Digital Transformation for a More Agile, Efficient, and Sustainable Industry*

As part of our digital transformation strategy, we led the SEA2TABLE 4.0 project, a pioneering initiative that drove the development of a new smart factory model in the food sector. This project ran from 2020 to 2023 and aimed to lay the foundations for a more efficient, automated, and sustainable industry through the application of advanced technologies such as artificial intelligence, computer vision, big data, blockchain, and cloud computing.

In collaboration with ASM Soft and the technological centre Gradiant, we designed a prototype smart food factory that integrated business management, production, and the supply chain within a secure, fully digitalised environment. Using a multi-factory digital twin capable of simulating production scenarios in real time, we achieved faster decision-making, greater control over processes, and a reduction in inefficiencies. This tool allowed us to analyse and anticipate the performance of our industrial plants, optimising operations from a comprehensive perspective.

The initiative was implemented across three of our industrial centres in Galicia (Chapela, Porriño, and Arteixo), where processes were interconnected through sensors specifically adapted to each production line. This interconnection enhanced traceability, reduced waste, anticipated demand, and improved the quality of the final product, in line with the highest standards of sustainability and food safety. In this way, we developed a flexible and resilient plant model capable of responding quickly to changes in the environment and market needs.

Beyond the technological component, SEA2TABLE 4.0 focused on people, incorporating intuitive interfaces, digital skills training programmes, and new technological roles within the plants. This approach reinforced our commitment to an inclusive digital transition, where technological innovation is paired with human and organisational development.

The project, part of the programme “*Factory of the Future, Smart and Sustainable Industry 4.0*”, received support from the Galician Innovation Agency (Axencia Galega de Innovación) of the Xunta de Galicia and was co-financed by the European Regional Development Fund (ERDF). This support was fundamental in driving our transition towards a more competitive and environmentally responsible industrial model.

Thanks to SEA2TABLE 4.0, we have achieved a significant step forward towards smart factories that combine efficiency, sustainability, and technological innovation.

2.4.6 SMART4SEAFOOD: *Technologies for Enhanced Quality Control and Traceability*

In line with our digitalisation strategy, we launched the SMART4SEAFOOD project, focused on improving quality control through emerging technologies applied across the entire seafood value chain. The initiative, active since 2023 and scheduled to run until 2025, is being implemented in our industrial centres in the Valencian Community.

The project integrates advanced computer vision systems, high-precision sensors, inspection robots, and blockchain-based tools to detect issues early, optimise resource management, and strengthen the traceability of our products, thereby ensuring the highest standards of quality and safety.

SMART4SEAFOOD represents a significant step towards a multi-factory, multi-origin Industry 5.0 model, enabling agile and precise decision-making aimed at maximising product quality, sustainability of production processes, and the safety and wellbeing of our workers. Additionally, it enhances our competitiveness by establishing a digitalised, connected, and excellence-driven value chain, contributing to a more sustainable and responsible industrial model.

The project is supported by the Value Chain Consolidation Programme of the Agència Valenciana de la Innovació and co-financed by the European Regional Development Fund (ERDF) under the 2021–2027 funding period.

2.4.7 *AGRI-RESVAL: Natural Preservation with Sustainable Ingredients*

In our ongoing pursuit of natural and sustainable food preservation solutions, we are participating in the AGRI-RESVAL project, which aims to transform agricultural waste into natural antioxidant extracts capable of extending the shelf life of frozen fish while preserving all its properties. This initiative, launched in 2024, is being developed in collaboration with academic and technological partners, including Néboda Farms, the University of Vigo, and the Galician University-Business Foundation (FEUGA).

AGRI-RESVAL employs innovative techniques such as indoor vertical farming to produce high-value bioactive compounds through sustainable processes that utilise renewable energy and carbon capture technologies. The natural extracts obtained are validated to prevent oxidation in frozen seafood products, helping reduce reliance on artificial additives and meeting the growing consumer demand for cleaner, safer, and more sustainable products.

This project represents a key step towards a circular economy and the modernisation of the agri-food sector, promoting environmentally friendly practices and optimising resource use. Additionally, it establishes an innovative system for valorising agricultural waste, enhancing the competitiveness of both the agricultural and fishing sectors, generating high-added-value products, and fostering sustainability across the production chain.

Through this initiative, we are advancing the development of healthier and more sustainable food products, in line with the priorities of the Common Agricultural Policy (CAP) 2023–2027. The AGRI-RESVAL project is supported by innovation grants for operational groups from the European Innovation Partnership (EIP) and co-financed by the European Agricultural Fund for Rural Development (EAFRD).

2.4.8 *NAMIBIA OCEAN CLUSTER: Collaborative Model to Optimise the Use of Marine Resources*

Through NOVANAM, we actively participate in the Namibia Ocean Cluster (NOC), a national non-profit initiative launched in April 2024 with the aim of maximising the use of the country's marine resources.

Supported by the Ocean Action Agenda of the World Economic Forum, this project brings together companies from the fishing sector, universities, and environmental organisations to promote innovation, research, and the creation of new markets for fish by-products. Its goal is to reduce waste and maximise the socio-economic value of seafood products while encouraging the responsible use of resources and supporting sustainable production models that benefit both the environment and the local economy.

Through the NOC, numerous opportunities for valorising fish by-products have been identified, fostering collaborative projects that transform what was once considered waste into valuable products for various industries. This approach not only facilitates the creation of new products, such as fish proteins and functional oils, but also strengthens local employment, improves food security, and reduces the environmental impact of fishing activities.

The NOC seeks to promote a circular economy model within the fishing sector, aligning with global goals to minimise food loss and waste. Indeed, the FAO has identified this action as a priority for achieving Sustainable Development Goal 12.3, which aims to halve food waste by 2030. Inspired by successful Ocean Cluster models worldwide, such as Iceland's "100% Fish" initiative, the NOC aims to replicate these efforts in Namibia and other regions, positioning itself as the first African node of this global network and reinforcing its regional impact.

Our participation in this pre-competitive, collaborative forum reflects our commitment to sustainability and responsible innovation. By working alongside other members, we seek to generate long-term sustainable value for Namibia's fishing communities and contribute to the development of a more circular, efficient, and environmentally responsible fishing industry.

2.5 Actions for the Protection and Conservation of Biodiversity

The initiatives we develop in the areas of conservation, restocking, and species protection are in line with the commitments we have made under our Sustainability and Responsibility Policies, as well as agreements with third parties, such as the UN Global Compact's Principles for a Sustainable Ocean.

The primary objective of these commitments is to ensure the implementation of compensation measures for the potential impacts of our operations and to actively contribute to the protection and conservation of biodiversity. Through the design and execution of projects integrated into our Environmental Compensation Programme, we aim to mitigate these impacts and promote biodiversity conservation in the environments where we operate.

2.5.1 *Pioneers in the Use of Tori Lines for Seabird Protection*

Although fishing activities are carried out in harmony with marine ecosystems, they can have accidental impacts on certain species, such as some seabirds. Aware of this, we were pioneers in the design and implementation of mitigation systems to prevent such interactions. We developed and installed tori lines—also known as bird-scaring lines—on all our vessels where risks of seabird interactions have been identified.

This measure has been applied comprehensively across our NOVANAM trawl fleet, our subsidiary in Namibia, allowing us to maintain a high standard of protection in areas of greatest environmental sensitivity.

As part of this initiative, we maintain active collaboration with the Albatross Task Force (ATF), a group of experts led by BirdLife International and the Royal Society for the Protection of Birds (RSPB), with the support of the Namibian Nature Foundation. Their guidance has been key in refining the design and correct placement of tori lines to maximise their effectiveness.

Scientific evidence supports the efficacy of this tool: according to studies conducted by the ATF, tori lines can reduce seabird mortality by up to 80% in trawl fisheries and up to 98% in longline fisheries. Moreover, the same study identifies that two of the five seabird species affected are classified as vulnerable or threatened on the IUCN Red List, highlighting the relevance and positive impact of these actions.

2.5.2 *Mangrove Reforestation in Ecuador and Nicaragua*

As part of our Environmental Compensation Programme, we have developed mangrove reforestation initiatives in Ecuador and Nicaragua with a dual purpose: conserving aquatic biodiversity and mitigating the effects of climate change through carbon sequestration. This initiative focuses on planting red mangrove (*Rhizophora mangle*), a species fundamental to the ecological balance of coastal ecosystems.

Mangroves play a key role in the sustainability of marine-coastal environments: they absorb and store carbon dioxide, provide essential habitats for numerous marine species, improve water quality, and act as natural barriers against erosion and extreme weather events. For these reasons, their protection and restoration are a priority within our environmental strategy.

In Ecuador, through our subsidiary PROMARISCO and in collaboration with the Fundación Alianza de Comunidades del Litoral Sur (CALISUR), we have carried out reforestation activities in the Gulf of Guayaquil, specifically in areas such as Estero Playón Viejo and Balao. Between 2021 and 2023, we restored 11.35 hectares through the progressive planting of over 30,000 red mangrove specimens. Following the renewal of our agreement with CALISUR, between late 2023 and 2025, an additional 27.65 hectares are being reforested with 70,000 specimens. In total, the programme has restored 39 hectares of mangrove ecosystems through the planting of over 100,000 specimens. This work has been carried out in phases, with the support of local communities assisting in the collection and planting of propagules, consolidating a shared commitment to environmental regeneration and regional social development.

In Nicaragua, this initiative has been ongoing since 2007 through our subsidiary CAMANICA, within the Estero Real Protected Area. In coordination with the Municipal Government of Puerto Morazán and other local actors, we have implemented a systematic reforestation plan that has restored areas degraded by

selective mangrove extraction. Between 2018 and 2024, over 56,000 propagules were planted, restoring nearly 58 hectares of mangrove forest. In parallel, approximately 1,200 hectares of mangrove remain actively managed, ensuring their conservation and natural regeneration as part of our long-term commitment. In 2024 alone, an additional 5,000 propagules were manually collected and planted along the Estero Palomino, covering an estimated 2.5 hectares, thanks to the joint efforts of the CAMANICA team, biosecurity personnel, and officials from the Municipal Government of Puerto Morazán.

Overall, these reforestation activities total more than 156,000 trees planted, equivalent to the restoration of approximately 97 hectares of mangrove ecosystems in Ecuador and Nicaragua, reflecting the scope and sustained commitment of our reforestation programme in both countries.

Additionally, through PROMARISCO, we are actively participating in a pilot programme aimed at reforesting one hectare of mangrove forest in the Jama-Zapotillo area on the Ecuadorian coast. This initiative, led by the Sustainable Shrimp Partnership (SSP), the National Chamber of Aquaculture (CNA), and WWF-Ecuador, seeks to promote responsible aquaculture that does not alter or transform natural ecosystems. Within this framework, the project aims to restore degraded mangrove areas by planting approximately 1,600 native trees and re-establish connections between nearby mangrove formations, thus supporting ecosystem continuity.

The work is carried out with the active participation of local communities, who contribute to seed collection, nursery establishment, planting activities, and tree growth monitoring.

Our contribution includes providing the necessary financial resources for project implementation and facilitating access to and use of the land where the activities take place. This collaboration has a direct environmental impact by promoting the protection, conservation, and restoration of the mangrove ecosystem, as well as a social impact by strengthening local capacities and generating employment opportunities related to sustainable management of the natural environment. Through this pilot experience, the aim is to establish a replicable methodology at a larger scale, supported by a continuous monitoring system to measure progress and ensure the long-term continuity of its benefits.

2.5.3 A Native Plant Nursery in Nicaragua

Since 2015, we have operated a native plant nursery at CAMANICA, our subsidiary in Nicaragua, in collaboration with the country's National Forestry Institute (INAFOR). This initiative aims to restore local biodiversity, prevent soil erosion, and contribute to the reforestation of areas previously affected by monocultures, thereby improving the health of ecosystems surrounding our shrimp farms.

The nursery produces approximately 30,000 native plants annually, representing around 30 different species. INAFOR provides the seeds and technical guidance to ensure proper development. Production takes place in our own facilities, after which the plants are used to reforest areas requiring ecological restoration.

Planting campaigns are conducted in partnership with INAFOR, with the active support of local authorities, schools, and volunteers. Since the project began, we have successfully reforested around 75.91 hectares, significantly contributing to soil regeneration and the protection of the natural environment.

Additionally, at the request of local school principals, we have developed a specific tree-planting programme for fruit trees and other species in schools near our farms.

This initiative not only amplifies the environmental impact of the project—promoting soil regeneration, biodiversity, erosion reduction, and carbon capture—but also encourages community participation and strengthens our connection with neighbouring communities, fostering environmental awareness.

2.5.4 Responsible Management of a Teak Forest in Nicaragua

Through our subsidiary CAMANICA (Nicaragua), we manage a 126-hectare teak plantation located on our facilities. This forest, registered in the national forestry registry and subject to an authorised management plan, consists of plots of varying ages, including one exceeding 18 years.

Since assuming management, we have focused on the responsible maintenance of the forest, including activities such as pruning the upper parts of trees, controlling weeds, and preventing pests. Although the planted area has not been expanded, we maintain this forest asset as part of a strategy for efficient land use and environmental preservation, ensuring its productive potential and ecological value in the medium and long term.

Teak (*Tectona grandis*) is a high-value industrial timber species, whose sustainable management allows not only the production of quality wood but also contributes to soil conservation, carbon sequestration, and diversification of land use. Within this context, and although the resource has not yet been exploited, a first harvesting phase is planned soon, which will also serve as a forest sanitation process.

2.5.5 *Iguana Protection and Restocking Programme in Nicaragua*

Since 2016, we have led a conservation programme for the green iguana (*Iguana iguana*) at our subsidiary CAMANICA in Nicaragua. This project reflects our commitment to responsible shrimp farming in harmony with the environment and aims to actively contribute to the protection and recovery of an emblematic species of the local ecosystem through controlled breeding and planned release into the wild.

To this end, we operate a breeding facility on one of our Nicaraguan farms, with a dedicated area of approximately 400 m² for reproductive iguanas. Each year, starting in March, our specialised team—supported by volunteers from local schools and in collaboration with local authorities—monitors the nesting process in a space prepared with sterilised sand. The eggs are carefully transferred to specially prepared incubators, where temperature and humidity are controlled.

In April, hatchlings emerge and are moved to a separate incubation room, ensuring they are kept apart from the adults in an environment suitable for their development. Once they reach five to six months of age, the young iguanas are released into the forests surrounding our facilities, ensuring their integration into a safe natural environment.

Since the start of the project, we have released more than 4,000 iguanas, reflecting the positive impact of our conservation efforts. This initiative, developed in partnership with the Ministry of Environment and Natural Resources (MARENA), not only contributes to the restocking of a species at risk but also promotes environmental education and community engagement, creating a network of stakeholders committed to environmental stewardship.

Through this project, we reaffirm our commitment to productive development in balance with local ecosystems, generating tangible benefits for biodiversity and strengthening our relationships with the communities in which we operate.

2.5.6 *Bird Care and Monitoring in the Estero Real Delta*

We aim to reconcile aquaculture activities with the conservation of the natural environment, and for this reason, at CAMANICA (Nicaragua) we have implemented a project focused on the protection of shorebirds in the Estero Real Delta. As part of this initiative, we participate in a trinational study in the Gulf of Fonseca—covering Nicaragua, El Salvador, and Honduras—conducted by Grupo Quetzalli, a local organisation dedicated to the study and conservation of birds in Central America; Manomet, a non-profit organisation specialising in the research and conservation of birds and aquatic ecosystems; and the Western Hemisphere Shorebird Reserve Network (WHSRN), an international alliance of sites critical for the protection of migratory shorebirds in the Americas. This study aims to better understand the relationship between shrimp farming and aquatic and migratory birds, and to promote practices that support their conservation.

Shorebirds are among the continent's most vulnerable groups. They undertake long-distance migrations from the Arctic and rely on a few key sites along their route for resting, feeding, and breeding. In this context, our farms—located within the mosaic of habitats in the Estero Real Delta—provide favourable conditions for these birds, particularly after harvest, when ponds become available for resting and feeding.

Since March 2021, we have actively collaborated in monitoring birds that use the ponds, embankments, and water reservoirs on our farms. Observations are conducted fortnightly, documenting both the migratory and non-breeding seasons. It has been observed that birds make intensive use of gently sloped, vegetation-free embankments, and some species use these areas for nesting, suggesting that migratory populations may be establishing as residents. We have also contributed to technical recommendations, such as the redesign of embankments to simulate small beaches, to facilitate resting for birds during high tides.

To date, 125 bird species have been recorded on our farms, representing 16% of the total reported in the country. This data has been consolidated into a list detailing the conservation status, migratory status, and habitat-specific abundance of observed species. Furthermore, it has been confirmed that, in some cases, there is a beneficial relationship between certain birds—such as gulls—and production ponds, as their presence can help detect issues in shrimp oxygenation cycles.

This project demonstrates that our aquaculture production can be effectively integrated with the conservation of migratory birds and the maintenance of strategic ecosystems such as the Estero Real Delta. Through this initiative, we contribute to knowledge generation, strengthening partnerships, and consolidating a production system that works in harmony with nature, supporting the recovery of shorebirds and their continued presence in the coastal ecosystems of the Gulf of Fonseca.

2.5.7 Responsible Management of the Crocodile Population

Since 2019, at our subsidiary PROMARISCO (Ecuador), we have implemented a training and awareness programme focused on crocodiles (*Crocodylus acutus*), a species naturally inhabiting our shrimp farms. This initiative aims to ensure safe and respectful coexistence between humans and wildlife, while simultaneously promoting the conservation of a species essential for maintaining the balance of coastal ecosystems.

Each year, 100% of PROMARISCO staff participate in a course covering biodiversity, ecosystems, and responsible crocodile management. The training includes information on crocodile behaviour, distribution, taxonomy, and morphology, as well as clear guidelines on how to respond to encounters, prevent risks, and contribute to species protection. This programme has helped raise environmental awareness, prevent incidents, and foster a culture of respect for wildlife.

2.6 Our Commitment to the Environmental Protection

Our commitment to environmental sustainability is a core part of our business strategy. As our activities depend largely on the health of the natural environment, we work to protect it, minimise our impact, and ensure the responsible use of available resources.

To achieve this, we drive continuous improvement in our processes, adopt responsible practices throughout the value chain, and collaborate with institutions and local communities, aiming to enhance efficiency and actively contribute to the fight against climate change.

2.6.1 Actions to Clean Our Environment

We develop a wide range of initiatives focused on the cleaning and responsible management of the environment. These actions, tailored to the specific characteristics of each local context, allow us to actively contribute to environmental protection and strengthen collective ecological awareness.

For example, since September 2022, we have been working with the Puerto Bellavista community in Ecuador—home to over 200 people across 30 households—to support the proper management of domestic waste. Through this initiative, we organise the monthly transport of approximately 90 bags of waste from the community to our PROMARISCO packing facility, using a cargo boat suitable for river transport in hard-to-access areas. From there, the waste is sent to authorised municipal facilities for final disposal. In total, we manage over 900 kg of waste per year, helping to improve sanitation, reduce local environmental impact, and strengthen cooperation with neighbouring communities.

In Ecuador, we also participate in the “*Champerico, te queremos limpio*” initiative, which brings together local companies and volunteers for public cleaning campaigns, collecting more than 300 kg of waste annually. Additionally, we collaborate with a crabbers’ association to clean the estuary near our shrimp farm, supporting the conservation of local aquatic ecosystems.

In Beira, Mozambique, our subsidiary PESCAMAR organises beach-cleaning campaigns involving staff and community members, removing over 100 kg of waste per year from the coast.

In Namibia, we periodically conduct cleaning campaigns in urban areas of Lüderitz and Walvis Bay, in coordination with municipal authorities and local community representatives.

In Guatemala, we encourage the active participation of younger generations in environmental care through school volunteer programmes. Since 2008, students from the Centro Experimental del Pacífico (CEPAC) in Champerico, managed by the Nueva Pescanova Group, have participated regularly in waste collection campaigns, recovering nearly 6,000 kg of waste per year.

In Spain, as part of our commitment to protecting marine ecosystems, we support underwater cleaning campaigns organised by the Red de Vigilantes Marinos, a volunteer movement within the LIBERA project promoted by SEO/BirdLife and Ecoembes. Under the motto “*1m² against marine litter*”, thousands of volunteer divers annually clean coastal areas across the Spanish coast. As part of our collaboration, we donate an equivalent amount of food to the Spanish Federation of Food Banks (FESBAL) based on the weight of marine debris collected. In 2024 alone, 9,879 kg of waste were removed, and we donated 14,016 kg of food valued at over €158,000, achieving 142% of the original target.

These actions reflect our holistic vision of sustainability, where environmental cleaning is not only an operational necessity but also a tangible expression of our corporate responsibility and our commitment to building cleaner, safer, and more resilient communities.

2.7 Occupational Health and Safety

We work continuously to ensure the health, safety, and well-being of everyone within our organisation. Our approach is based on robust management systems that comply with occupational risk prevention regulations and align with the most stringent international frameworks.

In this context, we promote safe, healthy, and respectful workplaces through the rigorous application of prevention protocols, continuous monitoring of key indicators, and the implementation of campaigns aimed at improving the work environment and supporting holistic health care.

2.7.1 SMETA Certification: Strengthening Our Labour, Social, and Environmental Practices

As part of our commitment to continuous improvement in social, environmental, and ethical matters, we have advanced in the implementation and verification of SMETA criteria (Sedex Members Ethical Trade Audit) across our operations. This internationally recognised audit assesses company performance in four key pillars: labour standards, occupational health and safety, environment, and business ethics.

In Guatemala, we achieved SMETA certification in December 2024 following a comprehensive audit that reviewed labour conditions, internal protocols, organisational environment, contract management, medical care, and clinical records, among other critical aspects. In Nicaragua, we also hold SMETA certification covering two pillars, reaffirming our responsible practices in the country. In Ecuador, we have initiated the process through a documentary certification, as a first step towards a future on-site audit.

This approach allows us to identify improvement opportunities, ensure regulatory compliance, and provide a safer, more ethical, and respectful working environment for everyone involved in our operations.

2.7.2 Occupational Health Care

As part of our commitment to providing safe and healthy workplaces, we consider medical care a key tool for promoting the overall well-being of all employees. We adapt our healthcare services to meet the regulatory and operational requirements of each country in which we operate, incorporating in-house medical teams or external collaborations as needed.

In Ecuador, through our subsidiary PROMARISCO, we have an in-house medical service in compliance with the Regulations for the Operation of Company Medical Services. This team comprises two specialist doctors and six nurses, providing continuous care to the Packing, Shrimp Farm, and Larvae Laboratory divisions, fostering a healthy work environment and adhering to the latest standards outlined in Executive Decree No. 255.

In Guatemala, we operate a primary care clinic staffed by one doctor and two nurses, who provide daily assistance, conduct regular check-ups, and lead health campaigns with external specialists. In 2023, these campaigns facilitated over 100 consultations in areas such as ophthalmology, gynaecology, nutrition, and general medicine, including care for employees' family members.

In Nicaragua, our subsidiary CAMANICA maintains a permanent medical service consisting of one doctor and three nurses, providing continuous care at the workplace.

In Peru, we operate a part-time medical service, with a doctor and a nurse attending weekly, providing coverage adapted to the size and operational pace of our activities.

In Spain, we have permanent nursing services at our Chapela and Porriño facilities. In other plants, periodic health checks are conducted in collaboration with Quirón, tailored to the specific risks of each position.

In countries such as France, Angola, Namibia, and Mozambique, our internal medical service is supported by professionals trained in occupational health. In Argentina, medical services are provided by a specialised external company.

This diversity of approaches serves a single purpose: to safeguard the health of our people through responsible, preventive management adapted to each operational context.

2.7.3 Support for Breastfeeding

We promote inclusive workplaces that respect all stages of life and recognise the importance of supporting working mothers during breastfeeding. To this end, we have established breastfeeding rooms at our facilities in Guatemala and Ecuador, in line with our commitment to health, well-being, and work-life balance.

Since 2021, NOVAGUATEMALA has provided a breastfeeding room at its Champerico plant. This space allows employees to express and store breast milk under optimal hygiene and safety conditions during working hours, with support from the company's medical staff. The initiative has been very well received, particularly in a plant where 95% of the workforce is female. Each year, around 40 employees are pregnant, and information sessions on breastfeeding are organised to support them.

The PROMARISCO plant in Ecuador also features a breastfeeding room, which has been certified by the Ministry of Public Health. Designed to ensure comfort and privacy, the facility aligns with the national policy to combat child malnutrition. It allows mothers to express breast milk for up to 15 months after birth during their working day, with scheduled breaks of 20 minutes every two hours. Nursing staff provide guidance during the first visits, offering nutritional advice, support group information, and tips for preventing risks during pregnancy and breastfeeding.

Through initiatives like these, we align with the recommendations of international organisations such as the World Health Organization and with the legislation of each country, reaffirming our commitment to maternal and child health and the creation of workplaces that recognise the rights of all members of the Group.

2.8 Quality Employment, Professional Development and Workplace Well-being

At the Nueva Pescanova Group, we recognise that our greatest asset is our people. For this reason, we develop policies, programmes and management tools aimed at ensuring a safe, dignified and motivating work environment, while fostering the professional and personal growth of everyone within our organisation.

Workplace safety and health, respect for labour rights, equal opportunities, diversity, work-life balance, and continuous training form the foundation of our employment approach. These principles guide our global people management, ensuring solid, transparent and responsible governance across all our activities, and enabling us to generate a positive impact for both our teams and the communities in which we operate.

2.8.1 *Safety and Health School for Contractors*

As part of our commitment to risk prevention and the promotion of a strong safety culture, in 2024 we launched the Workplace Safety and Health School for Contractors.

This initiative, driven by PROMARISCO (Ecuador), aims to reduce occupational risks, ensure compliance with current legal requirements, and foster a preventive culture among all contractors working with us.

The first phase of the project involved a comprehensive risk assessment to identify the main hazards associated with contractor activities, as well as existing knowledge gaps. This analysis was carried out with reference to both local regulations and international occupational health and safety standards.

Based on this assessment, we designed a structured training programme, including theoretical and practical modules, learning evaluations, and mandatory certification prior to the commencement of work. Sessions are delivered in-person at least once a month, and attendance is compulsory. Non-compliance with this requirement may result in the temporary suspension of contracted activities with the relevant supplier.

To ensure the programme's continuous improvement, the implementation process includes induction sessions, field monitoring, periodic updates, and feedback opportunities. The training is further reinforced through internal communications and recognition of best practices, forming part of our strategy to consolidate an organisational culture focused on safety, responsibility, and care for people.

2.8.2 *Promoting Youth Employability through the 'Proyecto Joven' Initiative*

Aware of the challenges young people face when entering the workforce, since 2024 we have been promoting the 'Proyecto Joven' at PROMARISCO (Ecuador). This initiative aims to enhance the employability of individuals aged 18 to 29 and help reduce youth unemployment in the country.

Through partnerships with universities and technical institutes, we facilitate the inclusion of young people via scholarships and pre-professional internship programmes, with the possibility of joining our workforce should vacancies become available.

We also actively participate in university career fairs, such as those organised by the Escuela Superior Politécnica del Litoral, the Universidad Politécnica Salesiana, and the Ministry of Labour, enabling us to attract young talent, strengthen awareness of the Group as an employer brand, and create opportunities for the inclusion of people with disabilities.

This programme reflects our commitment to workplace inclusion, talent development, and the creation of opportunities under fair labour conditions. Since its launch, the project has supported the integration of dozens of young people as interns and/or employees, enhancing their professional skills and contributing to the development of a new generation of talent committed to sustainability, innovation, and operational excellence.

2.8.3 *Sign Language Training*

As part of our annual training plan, PROMARISCO offers a course in Ecuadorian Sign Language (LSEC), designed to facilitate effective communication with people with hearing impairments and ensure their full participation and integration in both the workplace and social environment.

This initiative, running since 2017, aims primarily to develop basic knowledge of sign language, while also fostering an understanding of Deaf culture and promoting the appreciation of diversity as a key organisational asset.

The training is structured into four modules and is aimed at employees with hearing impairments, their immediate supervisors, HR staff, and other professionals who request the course as part of their identified training needs.

Over the years, the high level of participation and engagement from all team members has strengthened our inclusive approach in the country, reaffirming our commitment to a workplace that is accessible, respectful, and diverse.

2.9 Social Contribution in our Partner Communities

We strive to contribute to the development of the communities where we operate, promoting initiatives that generate a positive and lasting social impact. Guided by our [Corporate Social Responsibility Policy](#) and aligned with the principles of the [United Nations Global Compact](#), we integrate concrete actions into our business strategy that strengthen the local social and economic fabric, contribute to collective well-being, and reinforce the trust of our stakeholders.

Creating shared value is a core pillar of our activity. Therefore, we promote initiatives focused on generating quality local employment, investing in assets that improve productivity and the work environment, providing access to education, protecting the natural environment, and supporting social and humanitarian actions. Through both public and private projects, we foster long-term relationships with communities, ensuring that our contribution is sustainable, transparent, and consistent with the Group's values.

2.9.1 *Prompt and Responsible Response to Climate Emergencies*

We have actively and responsibly managed various emergency situations arising from extreme weather events. Over the past year, we deployed specific plans to mitigate the effects of these events, protect our workforce, minimise operational impact, and support the return to normality in affected communities.

In Spain, in November 2024, an Isolated Depression at High Levels (DANA) severely affected the Valencian Community, bringing heavy rainfall, strong winds, and disruptions to essential services. In response, we immediately activated an action plan aimed at ensuring the safety of our people, minimising operational damage, and safeguarding the quality of our products.

From the outset, we carried out a preventive evacuation of the industrial centres in Paterna and Catarroja, suspending on-site activities until a safe return could be guaranteed. Thanks to this proactive decision, no personal injuries occurred. While operations in Paterna experienced no significant incidents and resumed within a few days, Catarroja was the most affected facility, with temporary interruptions in water and electricity supply halting production.

We implemented a technical evaluation plan with specialised teams inspecting both the facility structures and the condition of the merchandise. Supplies in Catarroja were restored within 48 hours, and additional measures ensured the quality of water and final products. Meanwhile, part of the production was temporarily relocated to our Paterna and Arteixo plants, ensuring service continuity. One week later, activities in Catarroja gradually resumed.

Throughout the process, we prioritised support for our people. We communicated risks in advance to avoid unnecessary travel, ensured 100% of salaries for all staff in Valencia during the downtime, and provided early

payment of the Christmas bonus, flexible working hours, psychological support, and free legal advice. Additionally, through the Nueva Pescanova Foundation, we activated a financial fund of over €160,000, providing direct aid to 49 employees who suffered material damage.

These measures allowed us to reduce operational impact, protect our workforce, and maintain business continuity under exceptionally challenging conditions.

Beyond this case, in March 2024, torrential rains in Bahía Blanca, Argentina, caused severe flooding affecting thousands of people. In response, and particularly through our subsidiary Argenova, we coordinated a solidarity response to support local authorities and emergency teams in restoring normality.

Fortunately, none of our staff or their families were harmed, and company operations continued uninterrupted. Nevertheless, we mobilised logistics and material resources immediately. From Puerto Deseado, we dispatched 500 pairs of waterproof boots, 36 mattresses, a pallet of non-perishable food, and various stored furniture items. From Buenos Aires, we sent a truck with cleaning supplies, bedding, and other essential materials for recovery. These donations, valued at approximately €17,500, were complemented by the provision of up to 10,000 litres of fuel from our berthed vessels, with an estimated value of €8,000.

Anticipation, internal coordination, resource mobilisation, and solidarity were key to responding to these emergencies, minimising their impact, and actively supporting community recovery. Both actions, in Spain and Argentina, demonstrate our capacity to react to critical events and our firm commitment to the safety and well-being of our teams, as well as to the quality of service we provide to our clients.

2.9.2 Education as a Driver of Development in Vulnerable Communities

The Centro Experimental del Pacífico (CEPAC), located in Champerico, Guatemala, is one of the longest-standing Corporate Social Responsibility projects within the Nueva Pescanova Group. Through our local subsidiary, NOVAGUATEMALA, we have managed this educational centre for several years, aiming to provide free, high-quality education to children and young people in vulnerable situations.

CEPAC's primary objective is to facilitate access to a comprehensive, employment-oriented education, contributing to the future personal and professional development of students, while also strengthening the local socio-economic fabric. The centre offers official programmes across Pre-primary, Primary, Basic, and Diversified levels, with specialisations in key areas such as Accounting, Early Childhood Education, and Food Industry Technology.

In addition to its educational activities, CEPAC provides food support to students' families, aligned with the Ministry of Education's programmes.

In 2023, 756 students were enrolled at the centre, with 49 completing their graduation studies, five of whom secured their first professional opportunity at NOVAGUATEMALA. In 2024, the centre hosted 753 students, again with 49 graduating, two of whom joined our workforce. These figures highlight CEPAC's value as a transformative initiative, combining education, inclusion, and employability, and reaffirm our commitment to the sustainable development of the communities in which we operate.

2.9.3 Comprehensive Health Brigades for Community Wellbeing

Through our subsidiary PROMARISCO in Ecuador, we provide healthcare services to economically disadvantaged individuals living near our facilities.

By implementing Comprehensive Health Brigades, developed in coordination with the Health Network and the Medicine Bank, we actively contribute to family wellbeing. These brigades engage Group professionals and volunteers in collaboration with local government health districts. Operating for several years, the brigades are staffed by PROMARISCO medical personnel and specialists in fields such as general medicine, dentistry, psychology, nursing, social work, and clinical laboratory services.

The primary objective is to bring essential healthcare services closer to the most vulnerable communities, focusing on prevention through routine check-ups, health education, and timely treatment of chronic illnesses or more serious conditions.

In addition to medical consultations, the brigades include preventive and disease-control measures, such as dental cleaning, general health checks, vaccinations at various stages of the immunisation schedule, and monitoring of patients with chronic conditions. Coordinated with environmental control specialists, the brigades also carry out activities like larvicide treatments in high-risk areas, pest control, and distribution of mosquito nets to prevent insect-borne diseases.

These initiatives have strengthened ties with neighbouring communities, improved residents' quality of life, and allowed continuous monitoring of local health conditions, supported by a regular service calendar that ensures the programme's continuity and effectiveness.

2.9.4 Promoting Technical Training in Nicaragua

As part of our commitment to developing local talent and continuously enhancing professional skills, in Nicaragua we actively collaborate with the National Technological Institute (INATEC), a government body that promotes technical and vocational training for both current workers and individuals seeking to improve their employment prospects. This partnership has enabled us to strengthen the knowledge and capabilities of our teams in key areas critical to our operations.

Over the past year, more than 200 employees from our subsidiary CAMANICA have participated in training programmes aimed at improving both workplace safety and operational efficiency. These courses have included specialised training for operators, such as the safe handling of forklifts and boilers, as well as content related to food safety management systems, quality control, workplace organisation and cleanliness, emergency response planning, and basic food hygiene and handling standards.

Additionally, we have launched a technical knowledge accreditation programme in aquaculture, formally recognising the expertise of 36 field supervisors. We have also promoted digital skills development among administrative staff through targeted training in advanced IT tools.

This initiative reinforces our commitment to responsible talent management, aligned with industry standards and the real needs of our teams.

3. RESULTS OF THE 2025 CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

The analysis of the actions, and their implementation through cross-cutting projects within the Group, included in the RAP 2025, highlights in quantitative terms Nueva Pescanova Group's commitment to sustainable development and shared value creation. Through a systematic methodology of documentation and evaluation, the impacts of responsible initiatives across the countries where the Group operates have been identified and measured, aligned with the four pillars of its [CSR Master Plan](#): Planet, People, Product, and Communities.

In total, [79 actions](#) across [40 flagship projects](#) have been documented, geographically distributed across [14 countries](#), reflecting the global scope of the Group's commitment. The projects are grouped into [12 thematic platforms](#) and aligned with the [four fundamental pillars](#) of our CSR. Each project has been evaluated according to its direct contribution to the United Nations Sustainable Development Goals (SDGs), allowing a clear correlation between the initiatives undertaken and the global sustainable development targets.

The results show:

- A direct contribution to 55 specific targets across 16 SDGs (around one-third of the 169 targets of the 17 SDGs in the 2030 Agenda), with a total of 351 measured impacts, demonstrating the transformative reach of the initiatives.
- The distribution of projects by SDG highlights a particular focus on areas such as [SDG 12 Responsible Production and Consumption](#), [SDG 8 Decent Work and Economic Growth](#), [SDG 3 Good Health and Well-being](#), [SDG 14 Life Below Water](#), and [SDG 17 Partnerships for the Goals](#), reflecting the nature of the Group's activities and its commitment to marine environments and coastal communities.
- Geographically, contributions are diverse, reflecting local priorities and a context-specific approach to responsible action, with projects ranging from ecosystem conservation to the empowerment of vulnerable communities.

These results not only allow the evaluation of the positive impact achieved but also help identify opportunities for improvement and strategic areas for future interventions. A data-driven approach strengthens the Group's transparency and accountability to stakeholders, consolidating its leadership in sustainability within the fisheries and aquaculture sector.

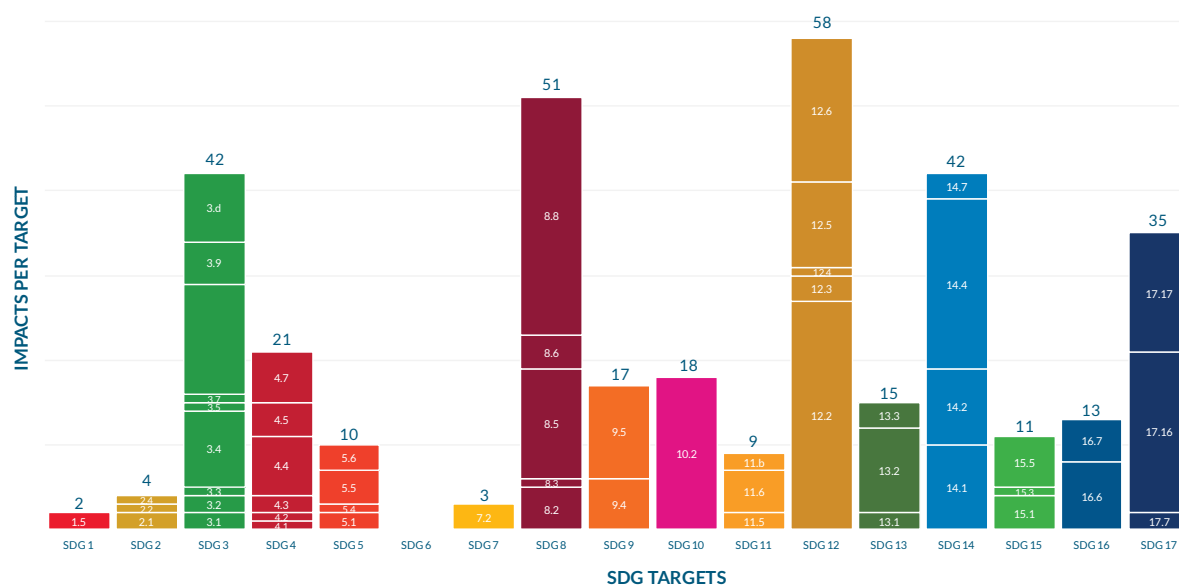
3.1 Contribution to the Sustainable Development Goals

The responsible actions documented by the Group during the reporting period make a significant contribution to the United Nations 2030 Agenda Sustainable Development Goals (SDGs). The table below presents the most relevant specific targets to which the Group has contributed, along with the SDGs linked to each target.

<i>Number of impacts</i>	<i>Specific Target Contributed To</i>	<i>Corresponding SDG</i>
28	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	ODS 8 Decent Work and Economic Growth
27	12.2 (...) achieve the sustainable management and efficient use of natural resources.	ODS 12 Responsible Consumption and Production
20	14.4 (...) effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.	ODS 14 Life Below Water
19	17.16 (...) partnerships for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.	ODS 17 Partnerships for the Goals

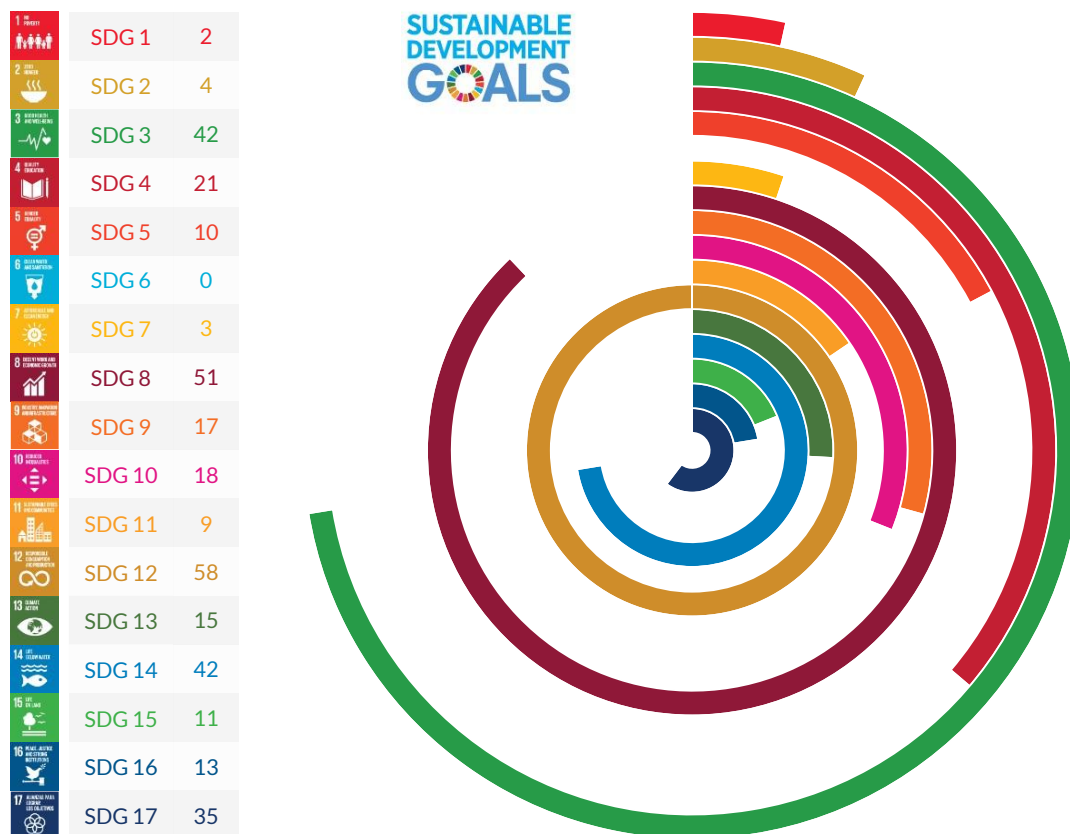
Number of impacts	Specific Target Contributed To	Corresponding SDG
18	10.2 (...) empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	ODS 10 Reduced Inequalities
17	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	ODS 12 Responsible Consumption and Production
14	17.17 Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed.	ODS 17 Partnerships for the Goals
13	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	ODS 3 Good Health and Well-Being
13	8.5 (...) achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	ODS 8 Decent Work and Economic Growth
11	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries (...) encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.	ODS 9 Industry, Innovation and Infrastructure
10	12.5 (...) substantially reduce waste generation through prevention, reduction, recycling and reuse.	ODS 12 Responsible Consumption and Production
10	13.2 Integrate climate change measures into (...) policies, strategies and planning.	ODS 13 Climate Action
10	14.1 (...) prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.	ODS 14 Life Below Water

The distribution of the 351 identified impacts resulting from these actions is also shown across the specific targets of each SDG. This distribution reflects the wide range of areas in which the Group's activities generate economic, social, and environmental value, reinforcing its commitment to a responsible business model aligned with the principles of sustainable development.



3.2 Distribution of Impacts by SDG

The quantitative analysis of the documented actions makes it possible to identify the relative contribution of each initiative to the different SDGs.



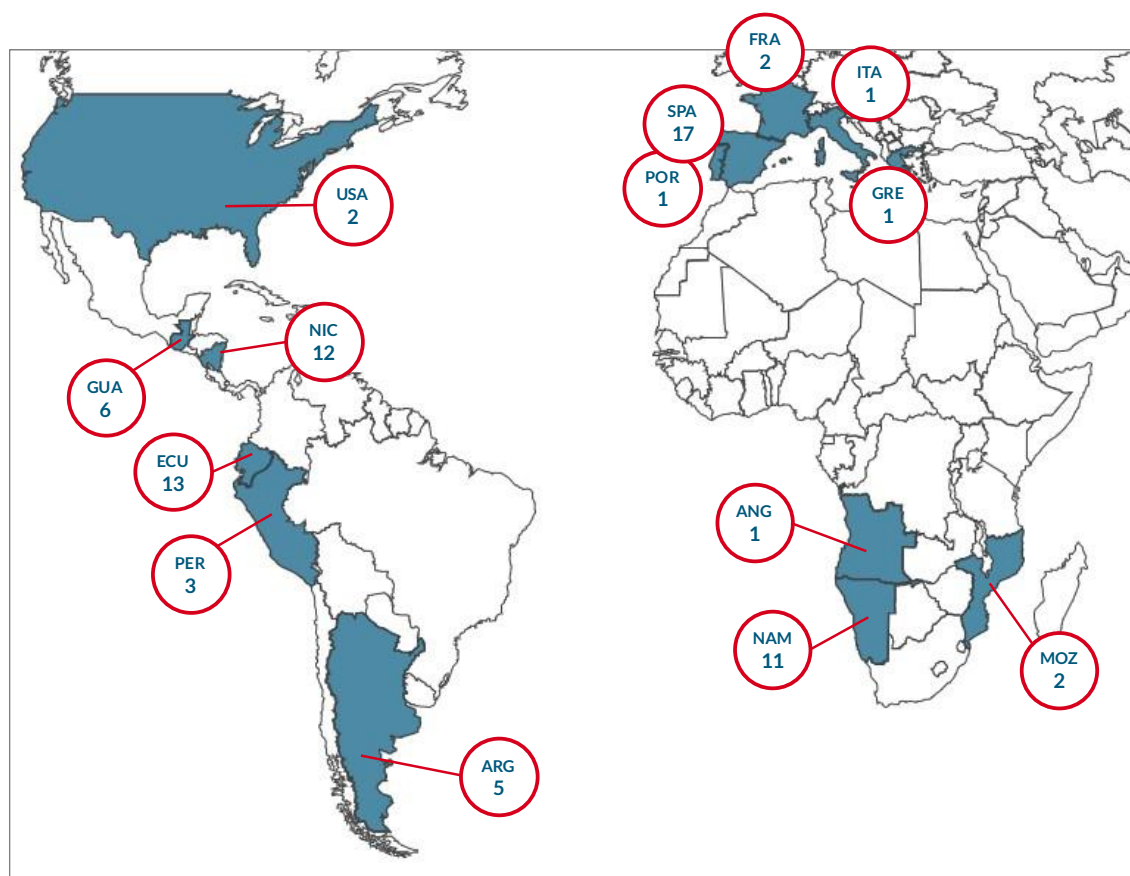
The following chart shows the total distribution of the 351 aggregated impacts by SDG, highlighting the areas where the Group's actions have the greatest positive effect.



This information provides a comprehensive view of the balance between the different pillars of sustainability—environmental, social, and economic—and helps guide future strategies to maximise the contribution to the SDGs that are a priority for the Group.

3.3 Geographic Distribution

The contribution to the SDGs is realised through projects and actions implemented in the various countries where the Group operates. The following map shows the geographic distribution of responsible action projects by country of implementation, along with the Group companies responsible for their execution.



This geographic perspective provides a clearer understanding of the extent of the Group's positive impact globally and the ability of its initiatives to adapt to local realities, reinforcing its commitment to the sustainable development of the communities in which it operates.

4. INVENTORY OF ACTIONS AND PROJECTS UNDER RAP 2025

This chapter presents a comprehensive inventory of the responsible actions and associated projects documented within the framework of the 2025 Responsible Action Programme (RAP 2025). This record reflects our ongoing commitment to sustainability, innovation, and the creation of shared value, consolidating a comprehensive management model that encompasses social, environmental, and governance aspects integrated into our CSR strategy.

The inventory includes initiatives carried out by our various subsidiaries and companies, detailing the country of implementation as well as a brief description of the action or project, providing a clear and structured view of the efforts undertaken and their scope. Each action is classified according to the strategic areas of RAP 2025, such as biodiversity conservation, sustainable aquaculture, energy efficiency, circular economy, technological innovation, talent development, and workplace wellbeing, among others.

The main objectives of this chapter are:

- Document and showcase the responsible initiatives carried out by the Group.
- Facilitate traceability and monitoring of the projects included in RAP 2025.
- Promote transparency and accountability to our internal and external stakeholders.
- Encourage the replicability and scalability of actions with a positive impact, both environmentally and socially.

Below is the inventory, organised by company and country, with a concise description of each action or project to provide a comprehensive view of our commitment and progress towards the objectives of RAP 2025.

4.1 Actions Integrated into the PLANET Pillar

Pillar: PLANET		Impact
Participant company	Action Description	SDG target
INSUIÑA (Spain), PROMARISCO (Ecuador), CAMANICA (Nicaragua)	SUSTAINABLE AQUACULTURE: Certified sustainable aquaculture – shrimp and turbot The production of vannamei shrimp at PROMARISCO (Ecuador) and CAMANICA (Nicaragua) farms is certified under the Aquaculture Stewardship Council (ASC) sustainability standard and the Best Aquaculture Practices (BAP) standard of the Global Seafood Alliance (GSA). Likewise, turbot aquaculture production at Insuiña Mougás (hatchery) and Insuiña Xove (fattening) is certified under the GLOBAL.G.A.P. sustainability standard.	(12.2) (14.7) (15.5)
PROMARISCO (Ecuador)	SUSTAINABLE AQUACULTURE – SHRIMP: Founding Members of the Sustainable Shrimp Partnership The Sustainable Shrimp Partnership (SSP) in Ecuador is a pioneering initiative that promotes responsible, transparent, and verifiable aquaculture. Its main objective is to ensure 100% antibiotic-free farming, protecting aquatic ecosystems while providing a safe and sustainable product. The Group fully supports this model, aware of the environmental impact of antibiotic use, and implements practices that prioritise health, biosecurity, and disease prevention, thereby reducing the need for treatments. This approach is part of our global sustainable aquaculture strategy and reinforces our participation in forums that drive responsible transformation within the sector.	(12.4) (14.1) (14.2) (17.16)
PROMARISCO (Ecuador)	SUSTAINABLE AQUACULTURE – SHRIMP Between 2021 and 2024, we collaborated with Microsoft to digitalise shrimp farming using Artificial Intelligence, IoT, and Big Data, creating the world's first smart aquaculture farm for <i>Litopenaeus vannamei</i> , a global benchmark in sustainable aquaculture. The project began in Ecuador, where 688 ponds were digitalised with over 870 sensors, 1,300 hydrophones, and 2,500 automatic feeders, all connected to the Smart Farm platform. Thanks to 47 predictive models, feeding is optimised according to animal behaviour, enhancing their welfare and productivity with 90–95% accuracy and reducing response times by 80%. The success of the model allowed its expansion to Nicaragua, where 150 people were trained in digital skills, and anomaly detection and image-based quality control systems were developed, consolidating a more efficient, traceable, and sustainable aquaculture.	(9.5) (12.2) (12.6) (14.2) (17.17)
CAMANICA (Nicaragua)	UTILISATION OF ORGANIC BY-PRODUCTS – AQUACULTURE: Responsible By-Product Management In line with our Corporate Environmental Responsibility Policy, we implement circular economy solutions to advance towards a zero-waste strategy. At all our industrial centres, we promote the prevention, segregation, recovery, and valorisation of materials, prioritising recycling, composting, and energy recovery. At CAMANICA (Nicaragua), we valorise shrimp processing by-products—heads and shells—by transforming them into organic compost, which is used to improve soil fertility at our facilities and reduce external inputs. This practice exemplifies our commitment to the efficient use of resources and operational sustainability, while we continue to identify new valorisation opportunities within our global circular economy strategy.	(12.2) (12.3) (12.5) (13.2) (15.3)

Pillar: PLANET		Impact
Participant company	Action Description	SDG target
PESCANOVA ESPAÑA (Spain), NOVANAM (Namibia)	UTILISATION OF ORGANIC BY-PRODUCTS – FISHING (PROJECTS) LIFE REFISH (2022–2025, co-financed by LIFE EU) transforms fish and seafood discards and by-products—heads, skins, shells—into high-value compounds such as chitin, chitosan, collagen, and gelatin. The developed biorefinery can process 300 kg/h, reducing 6% of fish discards in Spain and utilising 2.7% of by-products from the fishing industry, generating products for the food, cosmetic, and pharmaceutical sectors. VALORISH (since 2023, Horizon Europe) researches fermentation technologies to convert fishery by-products into functional ingredients, such as omega-3 and protein hydrolysates, optimising biorefinery processes with computational tools and promoting a more circular and sustainable economy. NAMIBIA OCEAN CLUSTER (NOC), launched in April 2024 with support from the World Economic Forum, brings together companies, universities, and environmental organisations to transform marine waste into proteins and functional oils, generating employment, food security, and promoting a circular economy, in line with SDG 12.3 on food waste reduction.	(8.2) (8.3) (9.4) (9.5) (12.3) (12.5) (13.2) (14.1) (17.16)
NOVANAM (Namibia)	BIODIVERSITY – SEABIRDS: Pioneers in the Use of Tori Lines for Seabird Protection Although our fishing activities are carried out in harmony with marine ecosystems, they can inadvertently affect certain species, such as seabirds. For this reason, we were pioneers in implementing tori lines (bird-scaring lines) on vessels at risk of interaction, particularly within our trawler fleet in Namibia, ensuring high protection standards in sensitive areas. We collaborate with the Albatross Task Force (ATF), led by BirdLife International and RSPB, with support from the Namibian Nature Foundation, to refine the design and deployment of tori lines. ATF studies show that this measure can reduce seabird mortality by up to 80% in trawl fisheries and 98% in longline fisheries, protecting even species classified as vulnerable or threatened by the IUCN.	(12.2) (14.4) (17.16)
CAMANICA (Nicaragua)	BIODIVERSITY – SHOREBIRDS: Care and Monitoring of Birds in the Estero Real Delta At CAMANICA (Nicaragua), we promote a project to harmonise aquaculture with the conservation of migratory shorebirds in the Estero Real Delta, as part of a trinational study in the Gulf of Fonseca together with Grupo Quetzalli, Manomet, and the Western Hemisphere Shorebird Reserve Network (WHSRN). Since March 2021, we have conducted biweekly bird monitoring in ponds, walls, and water reservoirs, identifying nesting habits and habitat use, and optimising infrastructure to support resting during high tide. To date, 125 species have been recorded—16% of Nicaragua's total—showing beneficial interactions such as the presence of gulls that help detect oxygenation issues in the ponds. The project demonstrates that aquaculture production can be integrated with the conservation of migratory birds and strategic ecosystems, generating knowledge, strengthening partnerships, and promoting a productive system that protects the biodiversity of the Gulf of Fonseca.	(12.2) (14.2) (15.5) (17.16)
PROMARISCO (Ecuador)	BIODIVERSITY – CROCODILES: Responsible Management of the Crocodile Population Since 2019, PROMARISCO (Ecuador) has been running a training and awareness programme on crocodiles (<i>Crocodylus acutus</i>), a species that naturally inhabits our shrimp farms. All personnel participate annually in courses on biodiversity, crocodile behaviour, risk prevention, and responsible handling, promoting safe coexistence and supporting the conservation of this species, which is key to maintaining the balance of the coastal ecosystem.	(4.7) (12.2) (15.5)
CAMANICA (Nicaragua)	BIODIVERSITY – IGUANAS: Iguana Protection and Repopulation Programme in Nicaragua Since 2016, we have been leading a conservation programme for the green iguana (<i>Iguana iguana</i>) in Nicaragua, promoting responsible shrimp farming in harmony with the environment. We operate a 400 m ² breeding facility where iguanas are incubated and raised under controlled conditions. Each year, eggs are transferred to incubators, hatchlings are raised separately, and at 5–6 months old, they are released into the forests near our facilities. To date, more than 4,000 iguanas have been released in collaboration with MARENA, promoting species repopulation, environmental education, and community involvement, reinforcing our commitment to biodiversity and sustainable development.	(4.7) (12.2) (15.5) (17.16)
CAMANICA (Nicaragua)	BIODIVERSITY – PLANT NURSERY: A Native Plant Nursery in Nicaragua Since 2015, CAMANICA (Nicaragua) has managed a native plant nursery in collaboration with INAFOR, aiming to restore local biodiversity, prevent erosion, and reforest areas affected by monocultures. The nursery produces approximately 30,000 plants annually across around 30 species, which are used in reforestation campaigns alongside local authorities, schools, and volunteers. To date, 75.91 hectares have been reforested, improving degraded soils and protecting the natural environment. Additionally, a specific programme is implemented in nearby schools, planting fruit and native trees, which enhances ecosystem regeneration, carbon capture, and community environmental awareness.	(4.7) (12.2) (13.3) (15.1) (17.16)
PESCANOVA ESPAÑA (Spain), PROMARISCO (Ecuador), NOVAGUATEMALA (Guatemala), PESCAMAR (Mozambique), NOVANAM (Namibia)	NATURAL ENVIRONMENT CLEAN-UP CAMPAIGNS: Actions to Protect Our Surroundings We carry out clean-up and responsible management initiatives adapted to each context, combining environmental protection with community awareness: Ecuador: Since 2022, we have collaborated with Puerto Bellavista on domestic waste management (over 900 kg/year) and estuary clean-ups; we also participate in “Champerico, te queremos limpio” (300 kg/year); Mozambique: PESCAMAR organises beach clean-up days in Beira (100 kg/year); Namibia: Campaigns in Lüderitz and Walvis Bay in coordination with local authorities; Guatemala: Since 2008, CEPAC students collect around 6,000 kg/year of waste; Spain: We support the LIBERA project, recovering 9,879 kg of underwater waste in 2024 and donating 14,016 kg of food to FESBAL, exceeding the target by 142%. These actions reflect our comprehensive vision of sustainability, combining community cooperation, biodiversity conservation, and responsible waste management.	(11.6) (12.5) (14.1) (17.17)
CAMANICA (Nicaragua)	COMPENSATION – TEAK FOREST: Responsible Management of a Teak Forest in Nicaragua At CAMANICA (Nicaragua), we manage a 126-hectare teak (<i>Tectona grandis</i>) forest, officially registered and subject to an authorised management plan, with plots of different ages, including one over 18 years old. Our focus is on responsible maintenance, including pruning, weed control, and pest prevention, preserving the forest's ecological and productive value. Although it has not yet been commercially exploited, a first harvesting phase is planned, which will also serve to maintain forest health, contributing to carbon capture, soil conservation, and diversification of land use.	(12.2) (13.2) (15.1)

Pillar: PLANET		Impact
Participant company	Action Description	SDG target
PROMARISCO (Ecuador), CAMANICA (Nicaragua)	MANGROVE CONSERVATION AND REFORESTATION: Mangrove Reforestation in Ecuador and Nicaragua As part of our Environmental Compensation Programme, we develop red mangrove (<i>Rhizophora mangle</i>) reforestation projects in Ecuador and Nicaragua to conserve biodiversity and mitigate climate change: Ecuador: PROMARISCO, together with the CALISUR Foundation, reforested 39 hectares with over 100,000 mangroves between 2021 and 2025, involving local communities; Nicaragua: CAMANICA restored 58 hectares with 56,000 propagules between 2018 and 2024 and maintains 1,200 hectares of active mangrove. In total, more than 156,000 plants have been planted, restoring around 97 hectares. Additionally, PROMARISCO participates in a pilot project in Jama-Zapotillo, planting 1,600 native trees to promote responsible aquaculture and rehabilitate degraded areas.	(12.2) (13.2) (14.2) (15.1) (17.17)
PESCANOVA ESPAÑA (Spain), NOVANAM (Namibia)	DECARBONISATION – PHOTOVOLTAIC RENEWABLE ENERGY: Using Clean Energy for Responsible Production Since 2019, we have been driving the energy transition through the installation of photovoltaic solar parks at our industrial facilities, reinforcing our commitment to reducing our carbon footprint. We currently operate solar parks at nine industrial centres in Namibia (Lüderitz and Walvis Bay) and Spain (Chapela, Porriño, Arteixo, Xove, and O Grove – Galicia; Paterna and Catarroja – Valencian Community), covering 42,000 m² of panels with a capacity of 12.4 GWh/year for self-consumption. More than 50% of our factories operate with solar energy, reducing emissions and optimising energy use.	(7.2) (9.4) (12.2) (13.2)
ARGENOVA (Argentina)	RESPONSIBLE MANAGEMENT OF FISHING NETS: Giving Fishing Nets a Second Life Since 2019, through ARGENOVA (Argentina), we have participated in Net Positiva, a Bureo initiative that transforms discarded fishing nets into recycled raw material. Together with Moscuza Redes and ICB, we promote the design of more selective and sustainable nets, reducing seabed impact and improving operational efficiency. Nets that cannot be repaired are sent to Chile to be recycled into pellets for use in new products. In 2024, we donated 6,479 kg, totalling 19,000 kg since the programme began. Additionally, some nets are locally repurposed in goals, courts, and other facilities, extending their lifecycle and generating community impact. This initiative demonstrates how circularity and collaboration can be effectively integrated, delivering environmental, social, and economic benefits.	(8.2) (12.5) (14.1) (17.7)
NOVANAM (Namibia)	SUSTAINABLE FISHING: Certified Sustainable Fishing – Cape Hake The catches of Cape hake (<i>Merluccius capensis</i> and <i>Merluccius paradoxus</i>) by NOVANAM's fleet in Namibia, from both Lüderitz and Walvis Bay, are certified under the Marine Stewardship Council (MSC) sustainable fishing standard.	(12.2) (14.4)
ARGENOVA (Argentina), NOVAPERU (Peru), PESCANOVA USA (USA),	SUSTAINABLE FISHING – FISHERY IMPROVEMENT PROJECTS (FIP): Participation and Promotion of Fishery Improvement Projects (FIPs) Our fishing subsidiary ARGENOVA (Argentina) participates in fishery improvement projects for Argentine red shrimp (<i>Pleoticus muelleri</i>), Patagonian toothfish (<i>Dissostichus eleginoides</i>), and Argentine shortfin squid (<i>Illex argentinus</i>). Our subsidiaries in Peru (NOVAPERU) and the U.S. commercial entity (PESCANOVA USA) drive the FIPs for Peruvian jumbo squid (<i>Dosidicus gigas</i>) and Peruvian mahi-mahi (<i>Coryphaena hippurus</i>), respectively. Our direct participation in Fishery Improvement Projects (FIPs) is publicly documented on the FisheryProgress platform (fisheryprogress.org/).	(12.2) (14.4)
PESCANOVA ESPAÑA (Spain)	SEA2TABLE 4.0: Digital Transformation for a More Agile, Efficient, and Sustainable Industry Between 2020 and 2023, we led SEA2TABLE 4.0, a pioneering smart factory project in the food sector, integrating AI, computer vision, big data, blockchain, and cloud computing. In collaboration with ASM Soft and Gradiant, we developed a multi-factory digital twin that enabled simulation of production scenarios, process optimisation, improved traceability, and waste reduction across three industrial centres in Galicia (Chapela, Porriño, and Arteixo). The project combined technological innovation with human development, incorporating intuitive interfaces, training in digital skills, and new technological profiles. Co-financed by FEDER and supported by the Galician Innovation Agency, SEA2TABLE 4.0 established a more efficient, sustainable, and innovative industrial model.	(4.4) (8.2) (9.4) (12.2) (17.16)
PESCANOVA ESPAÑA (Spain), NOVANAM (Namibia), PROMARISCO (Ecuador), CAMANICA (Nicaragua), NOVAGUATEMALA (Guatemala), NUEVA PESCANOVA FRANCE (France), PESCANOVA PORTUGAL (Portugal), PESCANOVA ITALIA (Italy), PESCANOVA HELLAS (Greece), PESCANOVA USA (USA)	TRACEABILITY AND CHAIN OF CUSTODY: Chain of Custody (CoC) Certification for MSC and ASC Certified Products The Chain of Custody (CoC) assurance processes for MSC and ASC certified products are certified at the following locations: PESCANOVA ESPAÑA industrial centres: Chapela, Porriño, Arteixo (Galicia); Paterna and Catarroja (Valencian Community); Novanam: Lüderitz and Walvis Bay, Namibia; PROMARISCO: Ecuador; CAMANICA: Nicaragua; NOVAGUATEMALA: Guatemala; NUEVA PESCANOVA FRANCE: Lorient and Boulogne-sur-Mer; Commercial subsidiaries: PESCANOVA PORTUGAL, PESCANOVA ITALIA, PESCANOVA HELLAS (Greece), and PESCANOVA USA.	(12.6) (14.4)

4.2 Actions Integrated into the PLANET and PRODUCT Pillars

Pillars: PLANET & PRODUCT		Impact
Participant company	Action Description	SDG target
PESCANOVA ESPAÑA (Spain)	ALTERNATIVE INGREDIENTS: AGRI-RESVAL – Natural Preservation with Sustainable Ingredients Since 2024, we have participated in AGRI-RESVAL, a project that transforms agricultural waste into natural antioxidant extracts to extend the shelf life of frozen fish, in collaboration with Néboda Farms, the University of Vigo, and FEUGA. The project uses vertical farming and renewable energy to produce bioactive compounds that reduce reliance on artificial additives, promoting cleaner and more sustainable products. This initiative drives the circular economy, valorises agricultural waste, and strengthens the competitiveness of the agri-food and fishing sectors, generating high-value products. AGRI-RESVAL is co-financed by the FEADER and supported by the AEI, contributing to sustainability and modernisation across the entire production chain, in line with PEPAC 2023–2027.	(2.4) (7.2) (9.5) (12.2) (12.5) (17.16)

4.3 Actions Integrated into the PRODUCT Pillar

Pillar: PRODUCT		Impact
Participant company	Action Description	SDG target
PESCANOVA ESPAÑA (Spain)	ALTERNATIVE INGREDIENTS: INNOAQUA – New Sources of Marine and Plant Protein The growing demand for safe and sustainable proteins drives us to explore innovative solutions, such as the European INNOAQUA project, launched in 2023, focused on developing products from algae. The project aims to offer healthy and functional alternatives by combining marine and plant proteins, and to research the use of plant-based omega-3 and bioactive compounds from algae in products and packaging. Additionally, it promotes sustainable aquaculture through circularity, ecology, and digitalisation, integrating algae and fish production while utilising by-products to generate high-value ingredients. With 17 partners from 8 countries and funding from Horizon Europe, INNOAQUA contributes to more competitive, sustainable, and responsible value chains, aligned with the Farm-to-Fork strategy.	(2.1) (9.5) (12.2) (14.4) (17.16)
PESCANOVA ESPAÑA (Spain)	NUTRITIOUS AND HEALTHY PRODUCTS: MEDKIDS and MELI-POP – Promoting Healthy Eating from Childhood We promote healthy eating habits from an early age through projects focused on fish consumption. Between 2019 and 2024, we participated in MEDKIDS, together with other companies and research centres, to develop products tailored to children's tastes and clinically evaluated by paediatricians. An example is hake sticks with a healthy chickpea and lentil coating, which make it easier to include fish in the diet and help prevent childhood obesity. We also collaborate in the MELI-POP study, launched in 2021, which promotes a healthy lifestyle by combining the Mediterranean diet with physical activity in children aged 3 to 6 at risk of obesity. Our involvement focuses on encouraging fish consumption within this model, working alongside schools and public health centres to integrate healthy habits from both school and family environments. Through these initiatives, we aim to improve child nutrition, foster long-term healthy routines, and develop appealing products that facilitate fish consumption from an early age.	(2.2) (3.4) (4.7) (9.5) (12.3) (17.16)
PESCANOVA ESPAÑA (Spain)	MORE EFFICIENT PRODUCTION: SMART4SEAFOOD – Technologies for Improved Quality Control and Traceability In line with our digitalisation strategy, we are driving SMART4SEAFOOD, an active project from 2023 to 2025 at our industrial centres in the Valencian Community, focused on enhancing quality control through emerging technologies. The initiative integrates computer vision, high-precision sensors, inspection robots, and blockchain to detect issues early, optimise resources, and strengthen traceability, ensuring the highest quality and safety of seafood products. SMART4SEAFOOD promotes an Industry 5.0 model, enabling agile decision-making, sustainable processes, and workplace wellbeing, while enhancing our competitiveness through a digitised and connected value chain. The project is supported by the Valencian Innovation Agency's Value Chain Consolidation Programme and co-financed by European Regional Development Fund (ERDF) 2021–2027.	(8.2) (9.4) (12.2) (17.17)
PESCANOVA ESPAÑA (Spain)	ALTERNATIVE INGREDIENTS: AGRI-RESVAL – Natural Preservation with Sustainable Ingredients Since 2024, we have participated in AGRI-RESVAL, a project that transforms agricultural waste into natural antioxidant extracts to extend the shelf life of frozen fish, in collaboration with Néboda Farms, the University of Vigo, and FEUGA. The project uses vertical farming and renewable energy to produce bioactive compounds that reduce reliance on artificial additives, promoting cleaner and more sustainable products. This initiative drives the circular economy, valorises agricultural waste, and strengthens the competitiveness of the agri-food and fishing sectors, generating high-value products. AGRI-RESVAL is co-financed by the European Agricultural Fund for Rural Development (EAFRD) and supported by the AEI, contributing to sustainability and modernisation across the entire production chain, in line with the CAP 2023–2027.	(2.4) (7.2) (9.5) (12.2) (12.5) (17.16)

4.4 Actions Integrated into the PEOPLE Pillar

Pillar: PEOPLE		Impact
Participant company	Action Description	SDG target
PROMARISCO (Ecuador)	LABOUR RESPONSIBILITY – EMPLOYABILITY: Promoting Youth Employability through the Youth Project Since 2024, PROMARISCO (Ecuador) has been driving the Youth Project to improve employability for people aged 18 to 29 and reduce youth unemployment. Through partnerships with universities and technical institutes, we offer scholarships and pre-professional internships, with the possibility of joining the workforce. We participate in university career fairs and promote the inclusion of people with disabilities, strengthening young people's training and skills. Since its launch, the programme has facilitated the integration of dozens of young people, fostering talent committed to sustainability, innovation, and operational excellence.	(4.3) (4.4) (4.5) (5.5) (8.5) (8.6) (10.2) (17.17)
NOVANAM (Namibia)	LABOUR RESPONSIBILITY – FISH: FISH Certification of Working Conditions on Fishing Vessels NOVANAM's fleet (Namibia) holds the FISH Standard for Crew certification, which ensures good labour practices aligned with ILO Convention 188 and supported by the SSCI. The standard is based on four principles: Responsible and ethical labour practices; Fair working conditions for all crew members; Onboard health and safety; Decent accommodation, provisions, water, and food.	(3.4) (8.5) (8.8) (12.6) (17.16)
CAMANICA (Nicaragua)	LABOUR RESPONSIBILITY – TECHNICAL TRAINING: Promoting Technical Training in Nicaragua In Nicaragua, we collaborate with INATEC to strengthen the technical and professional skills of our staff at CAMANICA, both current employees and those seeking to improve their employability. Over the past year, more than 200 people participated in training on safety, efficiency, food safety management, quality control, hygiene, food handling, and emergency response. The experience of 36 field supervisors was formally accredited, and digital skills were promoted among administrative staff. This initiative reinforces our responsible talent management, aligned with industry standards and the needs of our teams.	(4.3) (4.4) (4.5) (8.5) (8.6) (9.5) (10.2)
PROMARISCO (Ecuador)	LABOUR RESPONSIBILITY – INCLUSION: Sign Language Training Since 2017, PROMARISCO (Ecuador) has offered a course in Ecuadorian Sign Language (LSEC) to facilitate communication with people with hearing disabilities and promote their full integration into the workplace. The course, aimed at employees with hearing impairments, immediate supervisors, Human Resources staff, and other interested personnel, consists of four modules covering language skills and understanding of Deaf culture. High participation has strengthened an inclusive, accessible, and diverse environment, consolidating our commitment to integration and valuing diversity.	(4.5) (4.7) (8.5) (10.2) (16.7)
PROMARISCO (Ecuador), NOVAGUATEMALA (Guatemala)	LABOUR RESPONSIBILITY – BREASTFEEDING: Supporting Maternal Lactation We promote inclusive workplaces by supporting working mothers during breastfeeding with dedicated rooms in Guatemala and Ecuador, reflecting our commitment to health, wellbeing, and work-family balance. At NOVAGUATEMALA (Champerico, Guatemala), since 2021, employees can safely and hygienically express and store breast milk with medical supervision, in a facility where 95% of the workforce are women. Each year, around 40 pregnant workers participate in informational sessions on breastfeeding. At PROMARISCO (Ecuador), the Ministry of Public Health-certified room allows milk expression up to 15 months postpartum, with scheduled 20-minute sessions every two hours, supported by nursing staff, nutritional advice, and guidance on support groups. These initiatives comply with WHO recommendations and local legislation, enhancing maternal and child health while supporting work-family balance.	(3.1) (3.2) (3.4) (3.8) (5.1) (5.5) (5.6) (8.5) (8.8) (10.2)
NUEVA PESCANOVA, PESCANOVA ESPAÑA, PESCANOVA BIOMARINE CENTER, INSUÑA (Spain)	LABOUR RESPONSIBILITY – OCCUPATIONAL HEALTH AND SAFETY: ISO 45001 Occupational Health and Safety Management System Certification We hold ISO 45001:2018 certification for Occupational Health and Safety at the workplaces of Nueva Pescanova, Pescanova España, Pescanova Biomarine Center, and Insuñeta. The aim is to establish safe and healthy working conditions according to the most recognised standard in this field, demonstrating our commitment to protecting the safety and health of our employees.	(3.9) (3.d) (8.8) (16.6)
PROMARISCO (Ecuador)	LABOUR RESPONSIBILITY – OCCUPATIONAL HEALTH AND SAFETY FOR CONTRACTORS: Safety and Health School for Contractors In 2024, PROMARISCO (Ecuador) launched a Safety and Health School for contractors to reduce risks, ensure regulatory compliance, and promote a preventive culture. The programme began with a risk and knowledge gap assessment, followed by theoretical and practical training, with mandatory evaluation and certification before starting activities. Sessions are held in-person monthly, and non-compliance can result in temporary suspension of the contractor's work. Continuous improvement is reinforced through induction, field monitoring, updates, and recognition of best practices, consolidating a culture of safety, responsibility, and care for people.	(3.9) (3.d) (4.4) (4.7) (8.8) (17.16)

Pillar: PEOPLE		Impact
Participant company	Action Description	SDG target
PESCANOVA ESPAÑA (Spain), NOVANAM (Namibia), PROMARISCO (Ecuador), CAMANICA (Nicaragua), NOVAGUATEMALA (Guatemala), ARGENNOVA (Argentina), NOVAPERU (Peru), PESCAMAR (Mozambique), NOVA PESQUEIRA LOBITO (Angola), NUEVA PESCANOVA FRANCE (France).	LABOUR RESPONSIBILITY – MEDICAL SERVICES: Workplace Healthcare As part of our commitment to providing safe and healthy workplaces, we consider medical care a key tool to promote the overall wellbeing of everyone working in the organisation. We adapt our healthcare services to the regulatory and operational requirements of each country in which we operate, using either in-house medical teams or external collaborations depending on local needs. Ecuador (PROMARISCO): We have an in-house medical service in compliance with the Company Medical Service Regulation, staffed by two specialist doctors and six nurses. They provide continuous care for the Packing, Shrimp Farm, and Larvae Laboratory divisions, promoting a healthy work environment and complying with the latest standards under Executive Decree No. 255. Guatemala: A primary care clinic staffed by a doctor and two nurses provides daily care, periodic checks, and health campaigns with external specialists. In 2023, these campaigns delivered over 100 consultations in ophthalmology, gynaecology, nutrition, and general medicine, including care for employees' family members. Nicaragua (CAMANICA): A permanent medical service with one doctor and three nurses provides continuous care at our work centres. Peru: We operate a part-time medical service with one doctor and one nurse attending the team weekly, adapted to the scale and pace of operations. Spain: Permanent nursing services are available at Chapela and Porriño, while other plants use an external provider for regular health monitoring tailored to the specific risks of each position. France, Angola, Namibia, Mozambique: Internal medical services are supported by professionals trained in occupational health. Argentina: Medical services are provided by a specialised external company. This diversity of approaches serves a single purpose: safeguarding the health of our people through responsible, preventive management adapted to each operational context.	(3.4) (3.8) (3.d) (5.6) (8.8) (10.2)
CAMANICA (Nicaragua), NOVAGUATEMALA (Guatemala), NOVANAM (Namibia), NOVAPERU (Peru).	LABOUR RESPONSIBILITY – SMETA: SMETA Assessment – Strengthening Our Labour, Social, and Environmental Practices As part of our commitment to continuous improvement in social, environmental, and ethical matters, we have advanced in the SMETA (Sedex Members Ethical Trade Audit) assessment across our operations. This internationally recognised audit evaluates company performance in either two pillars—labour standards and occupational health and safety—or four pillars, which additionally include environment and business ethics. In Guatemala, we achieved the four-pillar SMETA assessment in December 2024 following a comprehensive audit that reviewed labour conditions, internal protocols, organisational environment, contract management, medical care, and clinical records, among other key aspects. In Nicaragua, Peru, and Namibia (Lüderitz), we hold the two-pillar SMETA assessment, reaffirming our responsible practices in these countries. In Ecuador, the process has begun with a document review as the first step towards a future on-site audit. This approach allows us to identify improvement opportunities, ensure regulatory compliance, and provide a safer, more ethical, and respectful working environment for all people involved in our operations.	(8.8) (12.6) (16.6) (16.7) (17.16)

4.5 Actions Integrated into the PEOPLE and COMMUNITIES Pillars

Pillar: PEOPLE & COMMUNITIES		Impact
Participant company	Action Description	SDG target
NOVANAM (Namibia), ARGENNOVA (Argentina), PESCAMAR (Mozambique)	JOB CREATION – NET MAKING: Fishing Net Workshops as Knowledge Transfer and Quality Employment Initiatives The fishing net workshops in Walvis Bay and Lüderitz (Namibia), Beira (Mozambique), and Puerto Deseado (Argentina) facilitate the transfer of craft knowledge to local communities and train new local net makers to master the techniques. These workshops employ several dozen people and have become centres for the manufacture, repair, and maintenance of the fishing nets used on our vessels. The expertise of our skilled net makers significantly contributes to the continuous improvement of the fishing gear designs we use, enhancing selectivity, minimising potential seabed impact, and reducing the carbon footprint of our fleets.	(4.4) (8.5) (8.8) (9.5) (12.2) (13.2) (14.2) (14.4)
NUEVA PESCANOVA (Spain), ARGENNOVA (Argentina)	SOCIAL ACTION AND HUMANITARIAN AID: Solidarity and Operational Response to Climate Emergencies We responsibly manage various emergencies caused by extreme weather events, deploying plans to protect our teams, minimise operational impacts, and support the recovery of affected communities. Spain: In November 2024, an intense low-pressure system (DANA) hit the Valencian Community. Evacuation plans were activated at Paterna and Catarroja, suspending operations to ensure safety. While Paterna resumed operations quickly, Catarroja experienced water and electricity outages. Technical assessments were conducted, part of the production was transferred to other plants, and services were restored in under 48 hours. Throughout the process, we prioritised employee support, ensuring salaries, flexible arrangements, psychological assistance, legal advice, and financial aid exceeding €160,000 for 49 affected workers. Argentina: In March 2024, heavy rains caused flooding in Bahía Blanca. Argenova mobilised logistical and material resources—500 boots, 36 mattresses, food, furniture, bedding, and 10,000 litres of fuel, valued at approximately €25,500—to support local recovery. These actions in Spain and Argentina demonstrate our capacity to respond to emergencies, combining personnel protection, business continuity, and solidarity with affected communities.	(1.5) (3.d) (8.5) (8.8) (11.5) (11.b) (13.1) (13.3) (17.17)

Pillar: PEOPLE & COMMUNITIES		Impact
Participant company	Action Description	SDG target
PESCAMAR (Mozambique)	MARITIME AND FISHING TRAINING PROJECT IN MOZAMBIQUE This initiative is part of the Public-Private Partnership for Development (APPD), launched in 2019 to strengthen the fishing sector and promote sustainable employment in Mozambique. The project will continue over the coming years, building on the achievements of the first phase (2019–2021), which laid the foundations for improving professional skills with a focus on sustainability, gender equality, and human rights. Trainer training at the Instituto de Ciências do Mar e Pescas (IMARP) will be reinforced, the academic offering expanded with new degrees and equipment, and training opportunities extended to other strategic coastal regions. Additionally, synergies between public, private, and educational institutions will be promoted to strengthen technical training and facilitate access to employment in the maritime and fishing sector. The APPD involves collaboration between the Nueva Pescanova Foundation and PESCAMAR (Mozambique), AECID, the Instituto Politécnico Marítimo-Pesquero do Atlântico (IPMPA, Galicia), IMARP, and the Associação Moçambicana de Armadores de Pesca Industrial de Camarão (AMAPIC).	(3.3) (3.4) (3.5) (3.7) (5.5) (8.5) (8.6) (8.8) (9.5) (14.4) (17.16) (17.17)
NOVANAM (Namibia)	LABOUR RESPONSIBILITY – WORK–LIFE BALANCE: Nursery in Lüderitz, Namibia In Lüderitz (Namibia), our subsidiary NOVANAM provides a nursery that annually cares for 80–90 children, totalling over 1,000 children since the programme began in 2010. Beyond offering significant support to employees, the nursery provides preschool education and essential nutritional support, contributing to the development of the youngest members of the community.	(3.4) (3.8) (4.2) (4.5) (5.4) (8.5) (10.2)

4.6 Actions Integrated into the COMMUNITIES Pillar

Pillar: COMMUNITIES		Impact
Participant company	Action Description	SDG target
PROMARISCO (Ecuador)	SOCIAL RESPONSIBILITY – HEALTH SERVICES: Comprehensive Health Brigades for Community Wellbeing Through our subsidiary PROMARISCO (Ecuador), we provide healthcare services to economically disadvantaged people near our facilities via Comprehensive Health Brigades, developed in coordination with the Health Network and the Medicine Bank. These brigades, staffed by PROMARISCO medical personnel and specialists in dentistry, psychology, nursing, social work, and clinical laboratory, aim to bring basic healthcare services to the most vulnerable communities. The programme focuses on prevention through routine check-ups, health education, and timely care for chronic or serious illnesses. Services include dental cleaning, immunisations, monitoring of chronic patients, and environmental control actions such as larvicide treatment, pest control, and distribution of mosquito nets. These initiatives strengthen ties with neighbouring communities, improve quality of life, and ensure ongoing monitoring of local health conditions.	(3.4) (10.2) (17.7)
NOVAGUATEMALA (Guatemala)	SOCIAL RESPONSIBILITY – EDUCATION AND DEVELOPMENT: Education as a Driver of Development in Vulnerable Communities The Pacific Experimental Centre (CEPAC) in Champerico (Guatemala), managed by our subsidiary NOVAGUATEMALA, provides free education to children and young people in vulnerable situations, promoting comprehensive education and employability. The centre offers programmes from pre-primary to diversified secondary education, with specialisations in areas such as Accounting Technician, Early Childhood Education, and Food Industry Technician. In addition, CEPAC supports students' families by providing food supplies. In 2023, 756 students were enrolled, with 49 graduates, five of whom joined NOVAGUATEMALA; in 2024, 753 students attended, with 49 graduates, two joining the team. CEPAC thus strengthens our commitment to education, inclusion, and sustainable development in our partner communities.	(2.1) (4.1) (8.6) (10.2)

5. COMMUNICATING OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

Transparency with our stakeholders—including public authorities, academia, suppliers, clients, consumers, civil society organisations, and employees—is fundamental to the development of the Nueva Pescanova Group's CSR Master Plan and its Sustainability strategy.

Communication about our contribution to Sustainable Development is part of an ongoing, two-way dialogue with these groups, allowing us to share the results of our efforts in each country where we operate and to demonstrate the creation of shared value.

This RAP 2025 Programme and Sustainable Development Contribution Report reinforces our commitment to transparency in responsible practices across the entire value chain—in fishing, aquaculture, and industrial operations—and supports the setting of measurable objectives over time.

This publicly accessible report, available on our websites, allows each business area and Group company, together with other similar reports, to clearly communicate the impact of our activities across social, economic, and environmental dimensions.

Furthermore, at Nueva Pescanova we are committed to periodically preparing and publishing a progress report on our responsible actions, consolidating transparency, accountability, and dialogue with our stakeholders.