GRUPO NUEVA PESCANOVA

PROGRESS REPORT ON SUSTAINABILITY COMMITMENTS

CORPORATE SUSTAINABILITY AND CSR

JULY 2025

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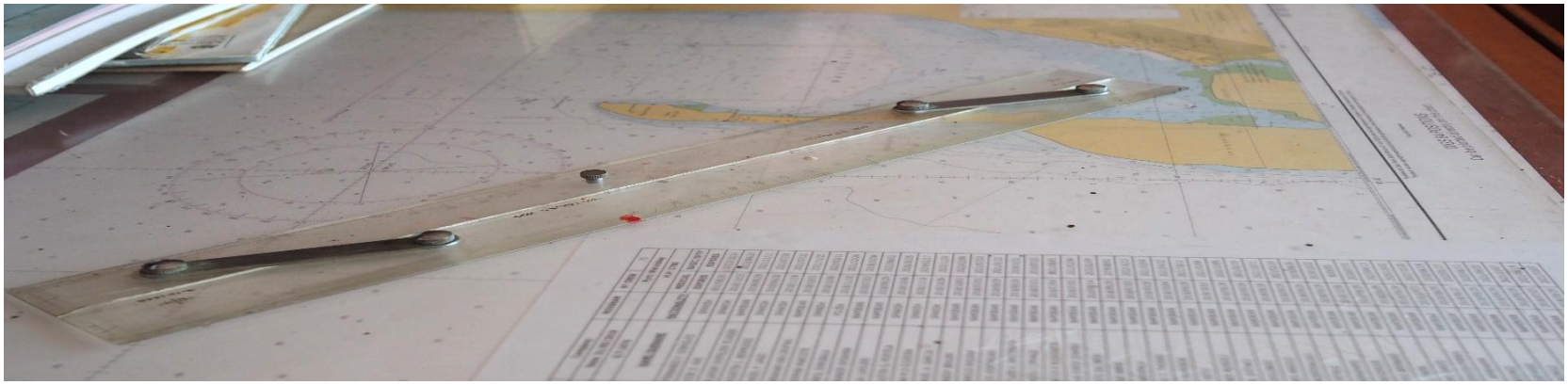

MESSAGE FROM THE CEO

Jorge Escudero
CEO of the Nueva Pescanova Group

Transformation with Purpose: Towards a More Sustainable Nueva Pescanova

The past year has been a period of transformation for the Nueva Pescanova Group. Despite facing a complex global context — marked by inflation, volatile seafood prices, and a general contraction of the sector — we have significantly improved our performance by focusing on efficiency and profitability and, of course, thanks to the commitment of everyone who is part of this company.

Between April and December 2024, the Group achieved an EBITDA of 40.1 million euros, a figure four times higher than that of the previous year, representing a 309% increase in just nine months. This improvement is the result of the implementation of new strategic measures aimed at optimising all processes, controlling costs, prioritising higher value-added operations, and renewing our commercial strategy.

In a challenging environment, we also maintained our investment in the brand, which has enabled us to preserve our visibility and leadership among consumers. According to data from Ipsos, we remain the leading seafood brand in Spain—an achievement that reaffirms the strength of our value proposition. At the same time, we have reinforced our commitment to innovation through the development of new healthy, nutritious, and sustainable products, tailored to evolving consumer needs.

This commitment to innovation has also translated into our participation in various projects aimed at improving sustainability across the entire value chain. We have promoted initiatives to extend product shelf life, reduce waste, optimise materials, and add value to food by-products, prioritising their use for human consumption. In collaboration with businesses, research centres, and public institutions, we are involved in key projects focused on circular economy, digitalisation of quality control, and progress towards more efficient and responsible aquaculture, among others. The international and collaborative nature of these projects reflects our determination to drive positive impact through innovation.

In line with this long-term vision, sustainability will continue to be one of the core pillars of our corporate strategy.

We will remain aligned with the United Nations 2030 Agenda, measuring our contribution to the Sustainable Development Goals to assess the tangible benefits we generate in the communities where we operate. Likewise, the Ten Principles of the UN Global Compact will continue to guide our corporate culture and governance. In the same vein, and as part of our commitment to the Principles for a Sustainable Ocean, we will continue to promote the health of marine ecosystems for present and future generations.

These efforts have already received international recognition. Nueva Pescanova was ranked as the top fishing company—and the second overall in the global seafood sector—contributing most to a responsible and sustainable industry, according to the latest edition of the Seafood Stewardship Index, published by the World Benchmarking Alliance. We are the only Spanish company included in this ranking, which further strengthens our position as a global sustainability leader.

Against this backdrop, and with our sights set on the challenges ahead, we approach 2025 with ambition and optimism. The Group's forecasts point to EBITDA growth of over 50%, putting us on the path toward a positive net result.

We are also fully aware of the challenges we face, responding swiftly to the changing demands of consumers and customers worldwide; optimising the efficiency of every link in our value chain; complying with increasingly stringent environmental regulations; strengthening our social commitment by adopting best practices across all our activities; and improving our ESG performance, thereby reinforcing our organisational resilience. We are addressing a more demanding and informed consumer—one who prioritises healthy, sustainable, and easy-to-prepare products. Population ageing, shrinking household sizes, and low fish consumption among younger generations challenge us to innovate in formats, recipes, and solutions that deliver both convenience and differentiation.

With this in mind, we are working on new technologies that allow us to reduce environmental impact, make better use of raw materials, prevent waste, and ensure safe and nutritious food. We are incorporating automated systems and artificial intelligence tools to optimise production and demand forecasting, as well as digital solutions that make our impact across the value chain more transparent. Innovation is our way of continuing to move forward—responsibly and with a future-focused mindset.

I would like to sincerely thank everyone who is part of the Nueva Pescanova Group, as well as our consumers, customers, partners, and collaborators, for their trust and commitment. Together, we are building a stronger, more innovative, and more sustainable company.

Let's continue leading the future of seafood with integrity, ambition, and purpose.

Jorge Escudero

APPROACH

This document aims to communicate our sustainability objectives and commitments, the progress made in meeting them, as well as the projects and action plans implemented to achieve them. The transparent disclosure provided by this report ensures that our stakeholders have access to key information to support their decision-making.

SCOPE

This report presents information on the performance of the Nueva Pescanova Group, its operations, and associated value chains across all our geographies during the period from 1 April 2023 to 31 December 2024, reflecting the adjustment of the fiscal year dates in 2024. It details the progress made against key performance indicators (KPIs), established targets, and the Group's overall sustainability strategy.

ALIGNMENT

Our commitment to sustainability is embedded in our corporate DNA. It is the cornerstone strategy that guides and permeates all our activities across the value chain.

We design and review this strategy considering the expectations of our stakeholders and the priorities identified through our materiality analyses. This process has enabled us to update and adjust certain sustainability objectives to strengthen their coherence, robustness, and alignment with principles of integrity, driving realistic and measurable results, as well as clear and reliable accountability.

On this basis, we participate in global initiatives such as the UN Global Compact and align our business strategy with the 2030 Agenda, measuring our contribution to the Sustainable Development Goals (SDGs) and promoting positive impact in the communities where we operate.

ABOUT THIS REPORT

This document presents the progress made in meeting the sustainability commitments established by the Nueva Pescanova Group, in line with the principles set out in our Corporate Sustainability Policy and aligned with international non-financial reporting frameworks.

As part of our commitment to transparency and regular accountability to both internal and external stakeholders, this fourth edition of our progress report updates and complements the information previously published, enabling continuous assessment of our sustainability performance.

TRANSPARENCY AND VERIFICATION

This report has not undergone comprehensive external verification. However, it includes data, metrics, and indicators that have been independently verified as part of the Non-Financial Information Statement (NFIS) or other equivalent review processes. In cases where specific information in this document has been subject to external verification, this is explicitly stated in the text.

FURTHER INFORMATION

This document contains links that provide readers with access to additional relevant information, thereby enhancing the transparency and traceability of the disclosed data.

The publication is available exclusively in digital format, in both Spanish and English, facilitating consultation and dissemination. Likewise, the website of our Transparency in Sustainability Programme — accessible via the QR code below — offers open and up-to-date access to the latest information on the Nueva Pescanova Group's sustainability and responsibility programmes, including progress, initiatives, and achievements.

CONTACT

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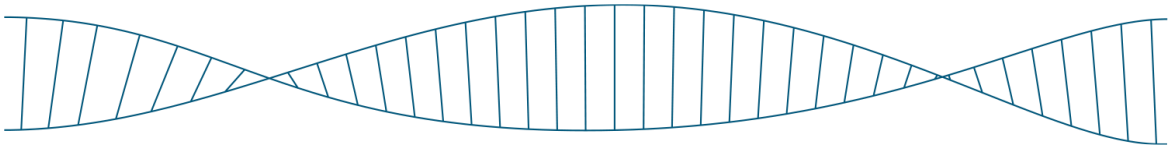
www.nuevapescanova.com

1 THE NUEVA PESCANOVA GROUP

1.1 WHO WE ARE

THE NUEVA PESCANOVA GROUP IS A SPANISH MULTINATIONAL SPECIALISING IN THE FISHING, FARMING, PROCESSING, AND MARKETING OF SEAFO OD PRODUCTS

OUR DNA



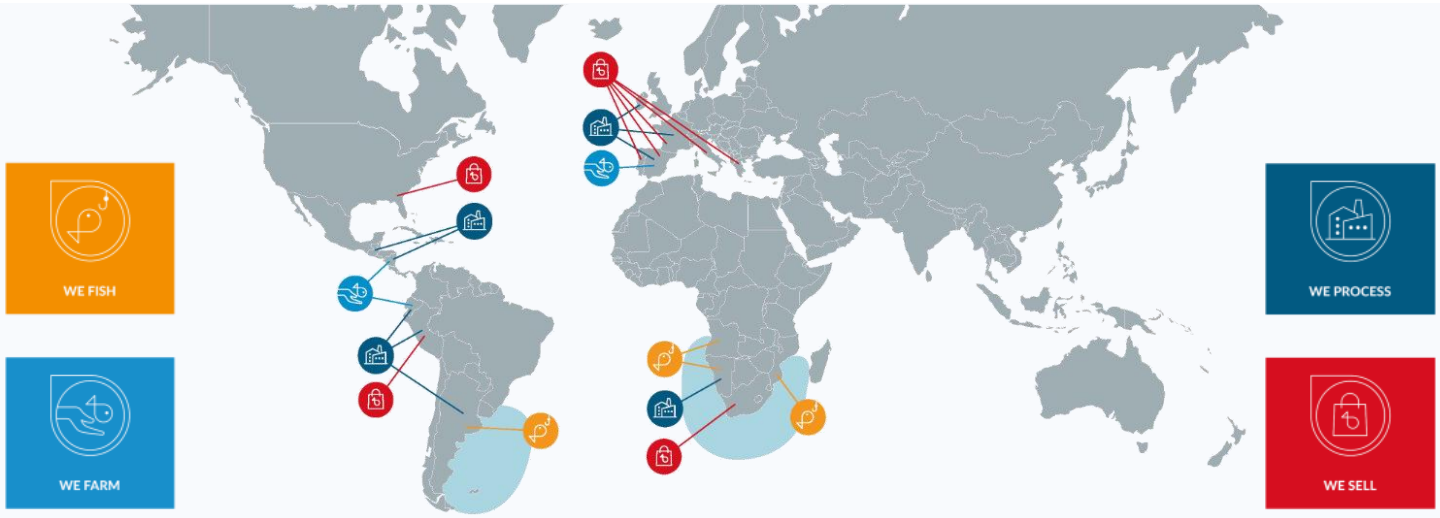
Together we work
to be the best food company in the market by bringing the freshness of the sea to the consumer's table.

We rely
on our brand and innovation to fish, farm, select and process the best product wherever it may be.

We believe
our first responsibility is the sustainability of natural resources and of our partner communities, whose trust we build and maintain by acting ethically and creating value.

WITH 53 OWN VESSELS IN THE BEST FISHING GROUNDS OF THE SOUTHERN HEMISPHERE

WITH 7,000 HECTARES OF AQUACULTURE FARMS



IN 17 PROCESSING PLANTS

IN 80 COUNTRIES

GRUPO NUEVA PESCANOVA

1.2 KEY ACHIEVEMENTS AND HIGHLIGHTS

IN 2024

PLANET

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

92% 100%
of our own fishery catches and aquaculture production have sustainability evidence.

44%
reduction in carbon footprint compared to the 2020 baseline year.

1.11 tCO_2e
GHG emissions per tonne of product.

2.56 MWh
energy consumed per tonne of product.

57%
of the electricity consumed comes from renewable sources.

PEOPLE

Respect for diversity, safety, professional growth, and pride in being part of the Group are the foundations of our success and key to maintaining trusted relationships with suppliers, customers, consumers, and communities.

8.986
employees.

61%
permanent contracts.

22% 33%
of management positions and middle management roles are held by women.

10.6 h
average training hours per person.

PRODUCT

We offer nutritious, healthy, tasty, and innovative seafood products, responsibly produced, to the markets.

72%
of our packaging is recyclable.

56%
recycled material in our packaging.

100%
of recycled paper and cardboard used in our packaging is sustainably sourced.

8
R&D projects focused on nutrition, circular economy, sustainability, and packaging.

COMMUNITIES

Aware of the value of seafood, we strive to foster more prosperous communities by generating wealth, employment opportunities, and training wherever we operate.

84%
of the employment we generate is in Africa and Latin America.

417,276 EUR
donated in financial contributions, products, and goods.

15
communities benefited.

1.2 ALLIANCES

We participate in various national and international industry associations and collaborate with numerous organisations as part of our ongoing commitment to leadership and advocacy in sustainability. The goal is to join forces in promoting improvements in fishing, aquaculture, processing, and the marketing of seafood products. These include:

The *UN Global Compact* is the United Nations initiative that leads corporate sustainability worldwide. It calls on companies and organisations to align their strategies and operations with ten universal principles on human rights, labour standards, the environment and anti-corruption.

unglobalcompact.org | Participant members

The *FISH (Fairness, Integrity, Safety, and Health) Standard for Crew* offers a voluntary, independent, third-party, accredited, and globally recognised certification programme that assesses labour practices onboard vessels in wild capture fisheries.

fishstandard.com | Board of Directors and Standards Oversight Committe members

The *Global Seafood Alliance* (GSA) is an international non-governmental organisation dedicated to advancing responsible seafood practices through education, advocacy and third-party certification GSA developed and maintains the Best Aquaculture Practices (BAP) standard.

globalseafood.org | Steering Committee members

The *Coalition of Legal Toothfish Operators* (COLTO) was founded in 2003 by industry members to eliminate illegal, unreported and unregulated (IUU) fishing of toothfish and to ensure the long-term sustainability of toothfish stocks and the biodiversity of the Southern Ocean.

colto.org | Members

The *Global Sustainable Seafood Initiative* (GSSI) is a public-private partnership working to build confidence in the sourcing and promotion of certified seafood, as well as to support improvement initiatives for seafood sustainability at a global scale.

ourgssi.org | Steering Board members

The *Global Dialogue on Seafood Traceability* (GDST) is an international platform aimed at developing a harmonised global standard for seafood traceability. It fosters collaboration among businesses, regulators and civil society to protect marine resources and ensure responsible and safe seafood products.

thegdst.org | Supervisory Committee members

The *Spanish Fisheries Confederation* (CEPESCA) promotes, among other objectives, the fight against illegal, unreported and unregulated (IUU) fishing, as well as the development of sustainable and responsible fishing, encouraging contact and collaboration with the scientific community.

cepesca.es | Members

The *Argentine Chamber of Jigger Vessel Owners* (CAPA) brings together and represents the owners of Argentine vessels engaged in squid fishing using jiggers. It promotes the sustainable and selective development and exploitation of this fishery, as well as the protection of squid conservation throughout the Southwest Atlantic.

capa.com.ar | Members

The *Sustainable Shrimp Partnership* (SSP) is an Ecuadorian business association aimed at making shrimp farming a successful and sustainable practice, based on four key attributes: responsibility, transparency, inclusion and leadership.

sustainableshrimppartnership.org | Steering Committe members and founding member

The *Spanish Aquaculture Business Association* (APROMAR) promotes, among other objectives, sustainable aquaculture, animal welfare, environmental stewardship and climate change adaptation.

apromar.es | Steering Committe members

The *Peruvian Chamber of Jumbo Flying Squid* (CAPECAL) is made up of Peruvian companies that process and export jumbo flying squid. These companies have voluntarily joined forces through a platform that enables them to coordinate efforts with other governance and value chain stakeholders, with the aim of supporting and participating in the Jumbo Flying Squid Fishery Improvement Project (FIP) and advancing towards a more sustainable fishery.

capecal.org | Members

The *Galician Climate Alliance*, promoted by the Xunta de Galicia, is an initiative that encourages the adoption of common and coordinated measures to create synergies in climate action in Galicia, committing to improving the environment and contributing to the achievement of the Sustainable Development Goals of the 2030 Agenda.

alianzagalegapoloclima.gal | Members

The *Center for Sustainable Development and Fisheries* (CeDePesca) is a non-profit organisation founded in 1997 with the specific goal of helping Latin American fisheries achieve sustainability, working towards food security, the well-being of coastal communities, and the conservation of aquatic resources.

cedepesca.net | Collaborators

The *Sustainable Fisheries Partnership* (SFP) works with global seafood supply chains to restore overexploited fish stocks, reduce the environmental impacts of fishing and aquaculture, and ensure sustainable economic opportunities for fishing communities.

sustainablefish.org | Collaborators

GRUPO NUEVA PESCANOVA

SUSTAINABILITY PRINCIPLES

Our holistic vision of sustainability—encompassing environmental, social, and economic dimensions, and complemented by the Nueva Pescanova Group's CSR strategy—is embodied in five Sustainability Principles that underpin our Corporate Sustainability Policy:

(1) The sustainability of raw materials and transformation processes,

(2) Labour responsibility towards all individuals who are part of the Nueva Pescanova Group,

(3) Excellence in the quality and food safety of our products,

(4) Respect for and development of the communities in which we operate, and

(5) Legal compliance and ethical behaviour by all employees across the Group's companies.

By reporting on progress in each of these material areas, we leave a lasting mark of our corporate actions—one we aspire to be responsible and sustainable, in line with the principles of our 'Pescanova Blue' sustainability programme.

SUSTAINABLE • SOSTENIBLE • SUSTENTÁVEL • SOSTENIBILE • BIOZIMO • DURABLE •

PESCANOVA BLUE

1. SUSTAINABLE SOURCING AND RESPONSIBLE OPERATIONS
2. LABOUR RESPONSIBILITY
3. PRODUCT EXCELLENCE
4. PROSPEROUS COMMUNITIES
5. REGULATORY COMPLIANCE AND BUSINESS ETHICS

CROSS-CUTTING PROGRAMMES

1.3

Sustainable development and responsible conduct are non-negotiable pillars of our corporate culture. They represent two essential dimensions in fulfilling the commitments we have made to the environment and society. The extractive (fishing), productive (aquaculture farming), and consumer-facing (seafood processing industry) nature of our activities involves the use of the goods and services provided by natural capital. It is therefore our duty to ensure these operations are managed responsibly and efficiently.

To this end, we have implemented a set of interconnected programmes that ensure rigorous and transparent management of our sustainability performance. We apply a model that identifies relevant data, transforms it into strategic information, and feeds a cycle of continuous improvement—driven by transparent, evidence-based communication.

Through this programme structure, aligned with our strategies, we fulfil our commitments and ensure accountability to our stakeholders.

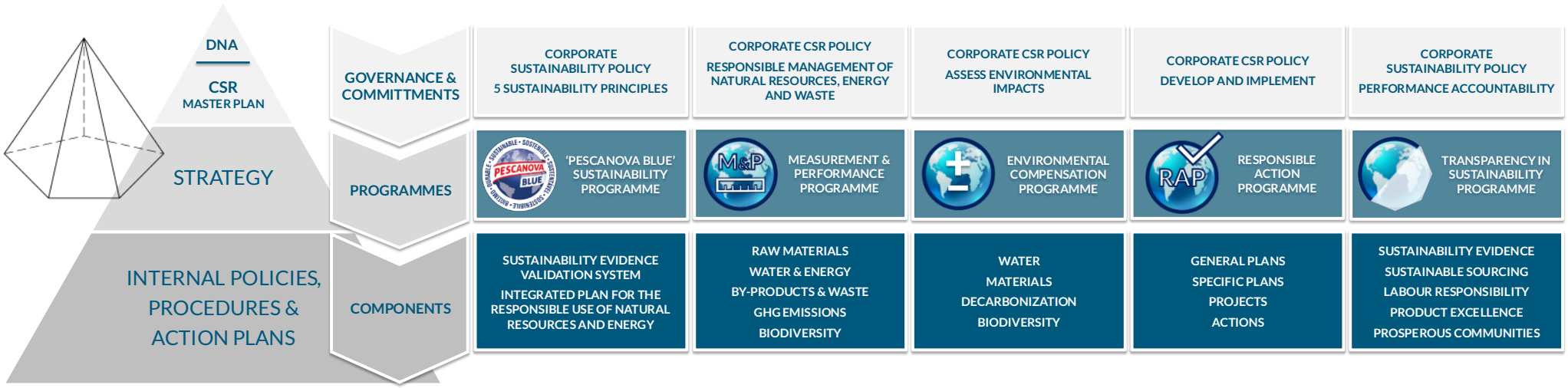
The 'PESCANOVA BLUE' SUSTAINABILITY PROGRAMME sets out the principles that guide the sustainability strategy and actions of the Group's companies, supported by a robust evidence validation system that enables the assessment of compliance with these principles.

The MEASUREMENT AND PERFORMANCE PROGRAMME (M&P) qualitatively and quantitatively identifies the consumption and emissions generated by our activities. In doing so, we meet both mandatory regulatory requirements related to non-financial reporting and monitor key indicators to optimise equipment and processes, with the aim of reducing our impacts.

The ENVIRONMENTAL COMPENSATION PROGRAMME regularly measures and reports the efforts and achievements of initiatives aimed at environmental compensation, with a focus on carbon sequestration and biodiversity conservation.

The RESPONSIBLE ACTION PROGRAMME (RAP) identifies and documents actions that contribute to more efficient and sustainable performance across our operations, supporting the informed setting of targets within our action plans.

Through the TRANSPARENCY IN SUSTAINABILITY PROGRAMME, we identify and highlight evidence of sustainability across our processes—particularly in sustainable sourcing, responsible operations, labour responsibility, and contributions to the development of the communities in which we operate. We communicate this information clearly and in line with the principles of ethical conduct, integrity, and regulatory compliance that define us.



1.4 MATERIALITY

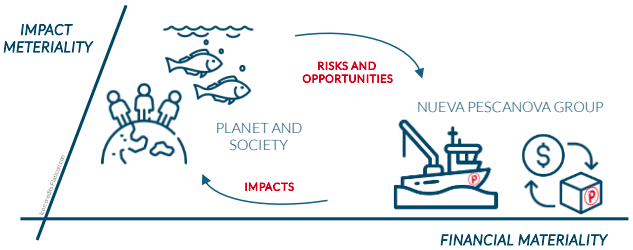
Materiality is the principle that helps identify which topics are sufficiently relevant to the organisation and its stakeholders to warrant priority management and appropriate reporting.

1.4.1 DOBLE MATERIALITY ANALYSIS

At the Nueva Pescanova Group, we apply the principle of double materiality, in line with the requirements set out by the CSRD and the European Sustainability Reporting Standards (ESRS). This approach enables us to assess, on the one hand, the actual and potential impacts of our activities on people, the environment, and society (impact materiality), and on the other, how sustainability matters may affect the Group's development, performance, and financial position (financial materiality).

Understanding and prioritising the sustainability topics relevant to our stakeholders, the industry, the environment, and society is essential to creating long-term value. These elements form the foundation of our sustainability strategy. The identification, monitoring, and management of sustainability-related impacts (I), risks (R), and opportunities (O) allow us to align strategic decisions with the expectations of our stakeholders.

- Impacts: refer to the ways in which the company's operations, products, and services affect environmental and social systems, either positively or negatively.
- Risks: encompass sustainability-related threats that could affect the company financially or operationally, including regulatory changes or reputational risks.
- Opportunities: represent the potential benefits arising from sustainability trends, such as innovation, new markets, or brand value.



1.4.2 MATERIALITY ASSESSMENT PROCESS

For the 2024 exercise, we updated our materiality assessment in accordance with the principles of the CSRD and the provisions set out in ESRS 1 (General Requirements) and ESRS 2 (General Disclosures). The process followed both a bottom-up and top-down approach, ensuring a comprehensive view of our value chain and industry context.

The process concluded with a final double materiality assessment, which includes a summary of significant impacts, risks, and opportunities. This assessment was reviewed and approved by the Group's senior management and Board of Directors. The Nueva Pescanova Group's material topics are presented in the double materiality matrix included in this report.

1.4.3 MATERIALITY FRAMEWORK

In line with internationally recognised methodologies, such as the recommendations of the Global Reporting Initiative (GRI) and the ESRS, we have developed a systematic framework tailored to the specific characteristics of our Group and its value chain. The prioritised topics have been organised into a structured matrix that facilitates their analysis and ongoing monitoring.

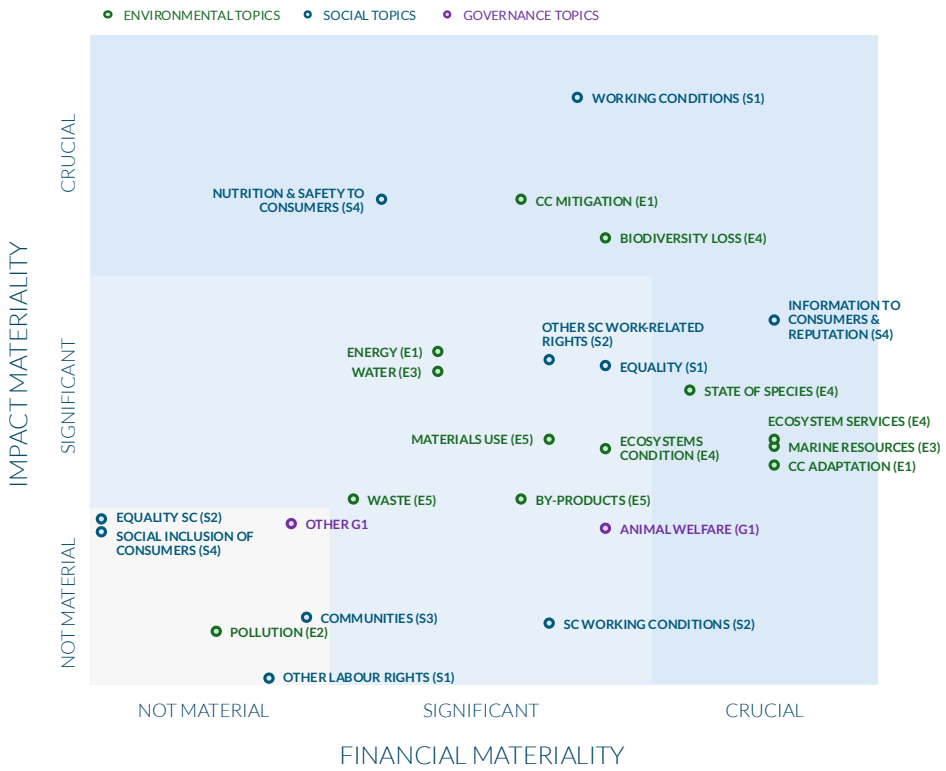
As part of our double materiality assessment, we identified and evaluated our impacts on the environment and society, as well as the sustainability-related financial risks to which we are exposed and the opportunities we can leverage.

In total, 116 IROs (Impacts, Risks, and Opportunities) associated with the different subtopics defined in the ESRS were assessed. As a result, 19 of them exceeded the materiality threshold, meaning they are included in the sustainability strategy and within the scope of this report. Of these material topics, 9 have been classified as "crucial" and other 10 as "significant" in terms of relevance.

The material subtopics identified comprise a total of 37 positive impacts, 34 negative impacts, 23 risks, and 22 opportunities. Furthermore, 17 subtopics have been found to present double materiality, as they involve both significant impacts on people or the environment and material financial effects for the company.

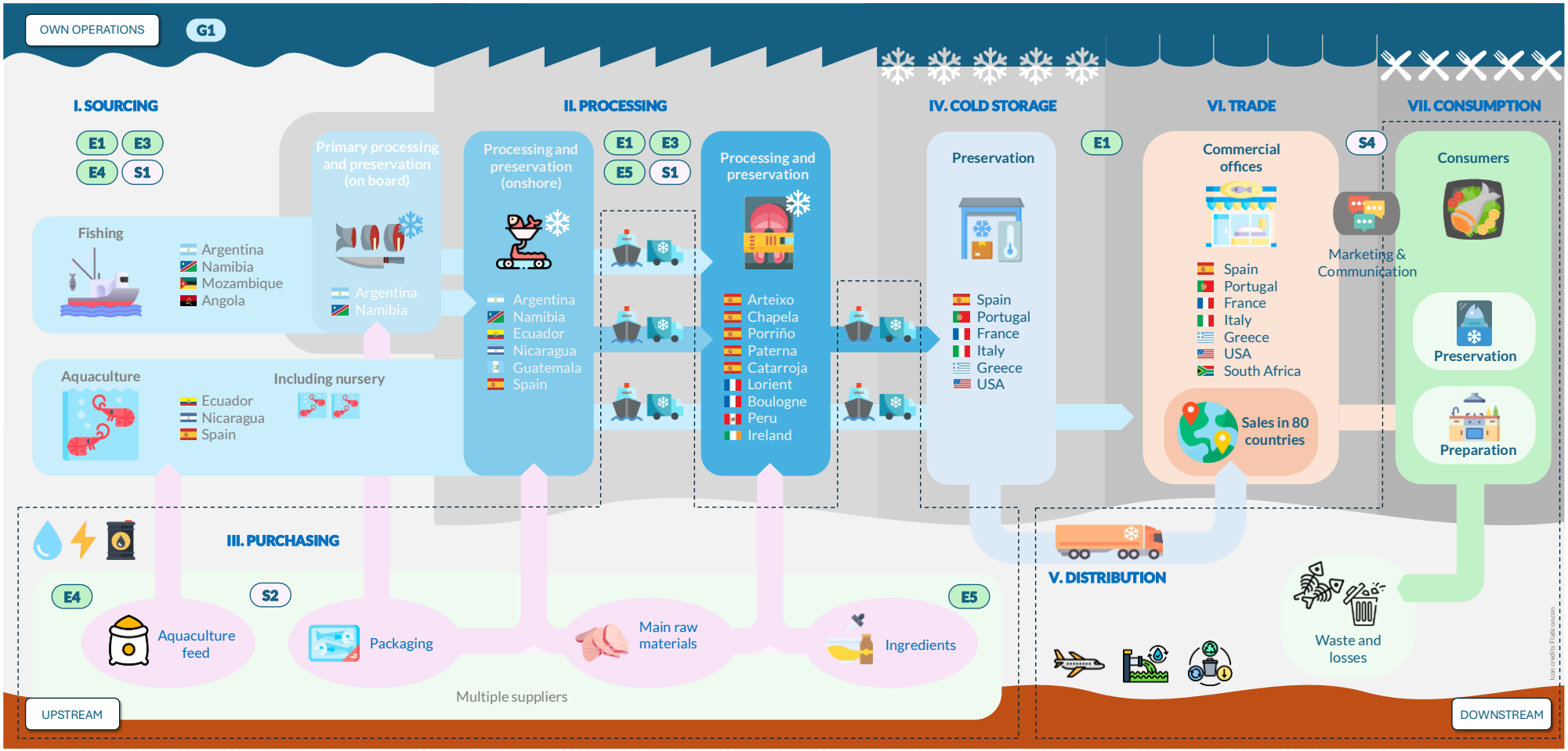
In line with our strategic vision, the sustainability topics E1 (Climate change), E3 (Water and marine resources), E4 (Biodiversity and ecosystems), S1 (Own workforce), and S4 (Consumers and end-users) include the most crucial—or highly relevant—subtopics for the Nueva Pescanova Group.

The impacts, risks, and opportunities associated with these topics are closely aligned with our ambition to establish ourselves as the world's leading seafood company, guided by principles of sustainability, innovation, and environmental stewardship.



1.4.4 OVERVIEW OF THE VALUE CHAIN

Our sustainability-related Impacts, Risks, and Opportunities (IROs) span our entire value chain and are linked to the following material ESRS topics identified through our double materiality assessment: Climate Change (E1); Water and Marine Resources (E3); Biodiversity and Ecosystems (E4); Resource Use and Circular Economy (E5); Own Workforce (S1); Workers in the Value Chain (S2); Consumers and End-Users (S4); and Business Conduct (G1).



1.5 RECOGNITIONS

We have been internationally recognised for our responsible and sustainable performance, as well as for the transparency of our reporting.

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

The WBA measures corporate impact based on contributions toward a more sustainable future. Our commitments to governance and strategy, traceability, respect for natural ecosystems, biodiversity and the environment, social responsibility, nutrition, and transparency have been acknowledged in the following benchmarks:

- The *SEAFOOD STEWARDSHIP INDEX* measures how leading seafood companies contribute to the sustainable management of oceans and coastal ecosystems, and implement responsible social practices. It assesses the 30 most influential companies in the sector, whose global relevance positions them to drive positive change. These 30 companies set the standard for the rest of the industry due to their size, influence, and reach. In the most recent *Seafood Stewardship Index* ranking, we achieved 1st place globally among fishing companies and 2nd place among the 30 companies assessed, improving our position from previous editions in 2021 (3rd globally) and 2019 (5th globally).

- The *FOOD AND AGRICULTURE BENCHMARK* encourages the 350 most influential global food and agriculture companies to adopt sustainable business practices across their operations and use their influence to motivate value chain partners to do the same. In the most recent *Food and Agriculture Benchmark*, we ranked in the top 5% of companies assessed, securing 2nd place among animal protein producers, 12th among food and beverage manufacturers/processors, and 16th overall among the 350 companies evaluated. We improved our standing compared to the 2021 ranking, moving up from 5th (+3), 30th (+18), and 40th (+24), respectively.

- The *NATURE BENCHMARK* examines how companies' impacts contribute to the promotion of stable and resilient ecosystems that enable people and nature to coexist within planetary boundaries related to biodiversity, climate, land, oceans, and water. The assessment measures and tracks corporate performance towards a nature-positive future by evaluating how companies are reducing their impact and even supporting ecosystem regeneration. Our result places us in the top 10%, ranking 28th globally among the 350 companies assessed in this first edition of the *Nature Benchmark*.

- The *SOCIAL BENCHMARK* ranks the world's 2,000 most influential companies based on their responsibility to meet fundamental societal expectations regarding respect for human rights, the provision of decent work, and ethical conduct. In this first edition of the *Social Benchmark*, we ranked 61st in the Food, Agriculture and Forestry sector and 96th globally, placing us in the top 5% of companies assessed.

We were also assessed in the *CHILDREN'S RIGHTS BENCHMARK* by the Global Child Forum (globalchildforum.org) for our performance in minimising risks to children's rights. This evaluation analyses how companies respond to these impacts and enables the monitoring of progress in their management.

We were classified as *"ACHIEVERS"*, indicating that we have developed and implemented policies and practices that address our impact on children's rights. We recognise that beyond having policies in place, it is essential to integrate them into daily operations, track progress through monitoring and transparent reporting, and implement programmes that drive concrete actions for their protection.

GLOBAL CHILD FORUM

Benchmark Report 2024

- Governance & Collaboration
- Workplace
- Community & Environment

Ranking of **1,802 global companies** for their performance in minimizing the risk of significant impacts on children from its activities and its supply chain:

- **FIRST** Spanish company in the food sector
- **20th**/201: 'Food Production' (↗ 23rd in 2023; ↗ 31st in 2022)
- **33rd**/333: 'Food, Beverage, & Personal Care' (↗ 45th in 2023; ↗ 59th in 2022)
- **114th**/1,802 (top 10%): Overall (↗ 132nd in 2023)

www.globalchildforum.org

World Benchmarking Alliance

2023 Seafood Stewardship Index

- Governance & Strategy
- Ecosystems
- Traceability
- Social Responsibility

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

- **FIRST** fishing company
- **ONLY** Spanish company
- **2nd**/30 (top 10%): Overall ranking (↗ 3rd in 2021; ↗ 5th in 2019)

www.worldbenchmarkingalliance.org/seafood-stewardship-index

World Benchmarking Alliance

2023 Food and Agriculture Benchmark

- Governance & Strategy
- Environment
- Nutrition

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

- **FIRST** fishing company
- **FIRST** Spanish company
- **2nd**/97: 'Animal Proteins' producers
- **12th**/243: 'Food & Beverage manufacturers/processors'
- **16th**/350 (top 5%): Overall ranking (↗ 40th in 2021)

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

World Benchmarking Alliance

2023 Nature Benchmark

- Governance & Strategy
- Ecosystems & Biodiversity

Ranking of **816 keystone companies** worldwide on their efforts to protect our environment and its biodiversity:

- **FIRST** Spanish company in the Food sector
- **4th** among 10 Spanish companies evaluated
- **26th**/350: 'Food and Agriculture'
- **57th**/816 (top 10%): Overall ranking

www.worldbenchmarkingalliance.org/nature-benchmark

World Benchmarking Alliance

2024 Social Benchmark

- Human rights
- Act ethically

Ranking of **2,000 keystone companies** worldwide on their responsibility to meet society's fundamental expectations towards respecting human rights, providing decent work, and acting ethically:

- **FIRST** Spanish company in the Food sector
- **6th** among 25 Spanish companies evaluated
- **61st**/304: 'Food, agriculture and forestry'
- **96th**/2,000 (top 5%): Overall ranking

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1.6 ANALYSIS OF OUR ESG PERFORMANCE

Our business strategy places our partners at the centre — their collaboration makes the Group's existence and growth possible — as well as all other stakeholders and society as a whole. We listen and respond to their expectations, interests, and demands, especially regarding the environmental impacts of our operations, the fair and equitable treatment of workers and the respect for their social rights, and the implementation of strong and responsible corporate governance.

Measuring Environmental, Social/Labour and Governance (ESG) data and indicators allows us to demonstrate the resilience of our organisation in the face of internal and external challenges and pressures that may affect the natural environment, people, and society at large, as well as the company's ability to achieve its financial objectives. Reporting our performance in these areas serves as an effective accountability mechanism that fosters transparency, builds trust, and demonstrates our commitment to environmental, social, and sound governance responsibility.

In the environmental dimension, we maintain a transparent and verifiable reporting system on the traceability of raw materials of fishery and aquaculture origin, distinguishing between own production resources and external supply (GRI 301-1, GRI 301-2, ESRS E2-5).

Operations across the value chain — fishing, aquaculture, processing, and commercialisation — are carried out under responsible management policies and the application of sector best practices, including animal welfare standards in aquaculture (GRI 416-1, ESRS E4-1).

The conservation of marine natural capital is a strategic priority. We implement sustainable use policies for biological resources (GRI 304-2, ESRS E4-1), promote energy efficiency (GRI 302-1, 302-4; ESRS E1-5), reduce the consumption of fossil resources (GRI 302-1, ESRS E1-6), and optimise production processes to minimise adverse environmental impacts.

Our waste management programmes are based on circular economy principles, aiming to reduce, reuse, and recover by-products, thereby minimising the volume of waste sent for final disposal (GRI 306-1, 306-2, 306-3; ESRS E5-1, E5-4).

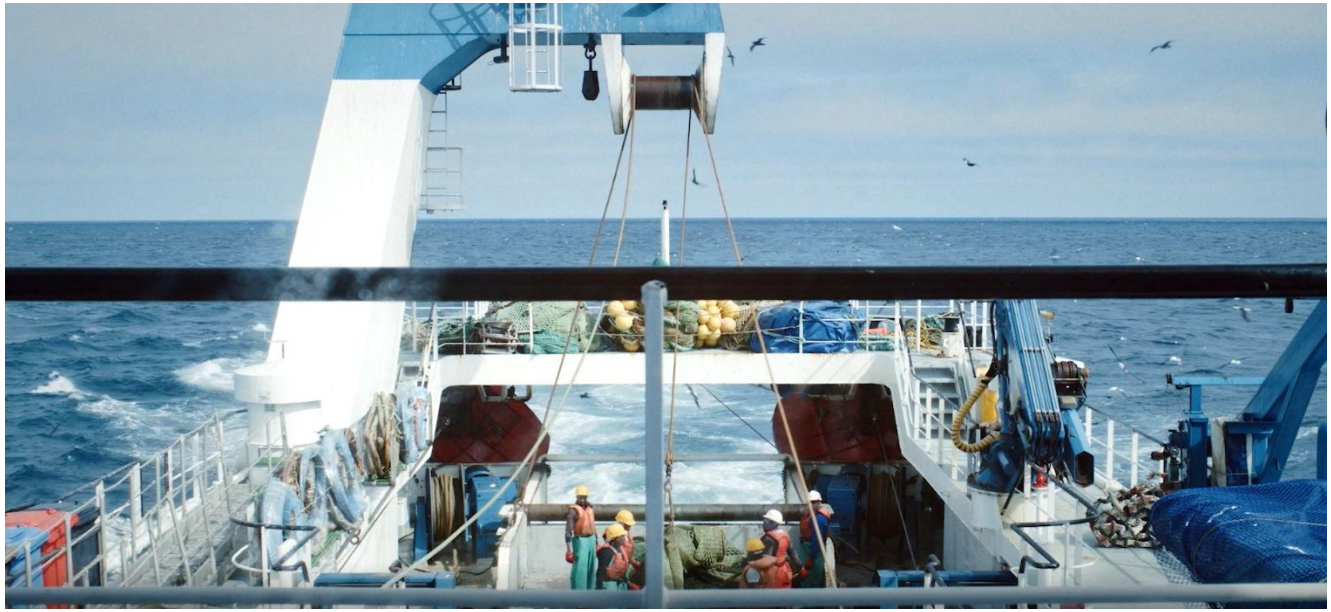
We ensure compliance with internationally recognised and certifiable standards (MSC, ASC, GLOBALG.A.P., ISO 14001), enabling us to demonstrate environmental performance through independent third-party audits (ESRS E4-5, GRI 2-22).

As part of our decarbonisation commitments, we set and report greenhouse gas emission reduction targets (Scopes 1 and 2), aligned with international climate mitigation frameworks such as the Paris Agreement and the *Science Based Targets initiative* (GRI 305-1, 305-2, 305-5; ESRS E1-1, E1-3, E1-4).

Our continuous improvement approach includes active collaboration with key stakeholders, systematically strengthening our environmental performance and our contribution to the Sustainable Development Goals (SDGs) (GRI 2-29, ESRS 2 SBM-3).

In the social dimension, we disclose the commitments made to our workforce and neighbouring communities, including: professional development and continuous training policies (GRI 404-2); performance evaluation systems; equal opportunities and diversity (GRI 405-1, ESRS S1-9); measures to ensure fair working conditions, stable and safe employment, and compliance with the applicable legal framework (GRI 401-1, ESRS S1-3); employee wellbeing and social benefits programmes (GRI 401-2); and strategic social investments aimed at improving quality of life in local communities (GRI 413-1, ESRS S4-1), through educational initiatives, socio-economic development, social action, and humanitarian aid.

We also systematically monitor and report our performance in occupational health and safety (GRI 403-1 to 403-9, ESRS S1-7), including: identification, assessment, and control of occupational risks; management of equipment and facility safety; training programmes on risk prevention; talent attraction, development, and retention (GRI 401-3, GRI 404-3, ESRS S1-13); compliance with social certification standards (ISO 45001); and employment-related metrics (GRI 401-1, ESRS S1-6).



We develop our corporate governance system within a robust policy framework and effective compliance and control mechanisms, aligned with international standards and sector best practices. We implement specific policies on human rights (ESRS S1-1, GRI 408, 409), labour compliance (GRI 401, 402), and the prevention of corruption, bribery, and money laundering (ESRS G1-3, GRI 205), as well as criminal risk prevention programmes in accordance with applicable legislation.

We are transparent in our commitments and positions on critical issues, including the explicit prohibition of forced and child labour, oversight of the legality of employment contracts, respect for regulated working hours, payment of fair wages, and provision of social benefits in line with current regulations.

We ensure the availability of internal, confidential, and accessible whistleblowing channels (GRI 2-26, ESRS G1-4), enabling transparent and traceable receipt, processing, and resolution of complaints, while protecting whistleblowers from retaliation.

We respect and promote freedom of association, the right to collective bargaining, and trade union representation for workers, in compliance with the fundamental conventions of the International Labour Organization (ILO).

This transparency regarding ESG risks and performance indicators can support decisions on external investment, public grants and subsidies, access to financing and insurance, among others. It is also a key factor in complying with regulatory requirements and the EU Taxonomy.

In this context, we mitigate additional business risks by maintaining control over sustainability matters and the plans and processes in place to address them, while keeping sight of both short- and long-term opportunities. We demonstrate our commitment to creating value for our investors and other stakeholders by actively managing the risks associated with current and future operations.

We also report on the perception of ESG risks associated with our activities and operations.

1.6.1 ENVIRONMENTAL RISKS IN PRIMARY PRODUCTION

To ensure the reduction of impacts from our fishing operations on target species populations, we implement measures and comply with regulations that guarantee and support science-based management.

We are committed to ensuring that our fishery raw materials come from well-managed stocks, leading and collaborating in governance processes and information improvement efforts to prevent overfishing and promote long-term sustainable practices based on science (GRI 304-2; ESRS E2-1). We do so by working with governments and organisations to conserve and restore the most affected fish populations, thus contributing to Targets 14.2 and 14.4 of the United Nations 2030 Agenda Sustainable Development Goals (SDGs).

We support this objective by contributing to verification and certification processes aligned with recognised fishery sustainability standards, both at the governance level and through effective implementation in the fisheries (GRI 2-25; ESRS G1-1, ESRS E2-4). This includes our participation in Fishery Improvement Projects (FIPs) (see section 3.1.1), improving the selectivity, design, materials, and efficiency of our fishing gear and vessels; collecting and sharing relevant catch data (GRI 2-5; ESRS E2-3); supporting the development and enforcement of regulatory, public policy, and corporate measures to achieve better strategies and more sustainable operations; engaging in fisheries and industry-wide alliances and collective platforms (see Alliances, section 1.2); and supporting fisheries science through collaboration with national authorities in the countries where we operate.

In this regard, we also work to reduce impacts on bycatch species, achieving a very high level of compliance in this area (see Sustainability in Fishing Table, section 2.2.1). This is the result of the systematic implementation of the Group's Corporate Policy on Responsible Fishing; compliance with applicable regulations and additional measures; the use of selective and efficient fishing gear; transparent collaboration with fisheries observers; crew training for the identification, handling, and release of these species on board; the collection and reporting of catch data and relevant information to the competent authorities (GRI 304-3; ESRS E2-5); and the implementation of measures derived from the FIPs in which we participate, as well as fishery sustainability audit and certification processes.

By adhering to the principles and implementing the measures defined in our Responsible Fishing Policy, and by promoting and participating in FIPs, we are preventing risks and impacts on sensitive marine habitats (GRI 304-2; ESRS E2-2). In line with our policy and good fishing practices, we are required to suspend operations and leave the area if a sensitive habitat or vulnerable marine ecosystem is encountered during our activities.

In addition, we are committed to using low-impact fishing gear, following aquaculture practices that respect sensitive habitats potentially affected by our operations (see Environmental Impact Disclosures), and selecting and approving suppliers of raw materials or aquafeed ingredients whose commitments align with ours — thereby contributing to SDG Targets 14.2, 15.1, and 15.5.

In line with our Corporate Policies on Responsible Fishing and Aquaculture, we promote specific measures to reduce impacts on endangered species, including the prohibition of direct fishing or trade involving threatened or protected species (*cf.* latest versions of the IUCN Red List), thereby contributing to SDG Targets 15.1 and 15.5 (GRI 304-4; ESRS E2-5).

Compliance with these measures is evidenced through the improvement actions implemented under the FIPs in which we participate, as well as through fishery sustainability audit and certification processes (GRI 2-24; ESRS G1-3). This commitment extends to our direct aquaculture operations, to our supply chain for sourcing fishery and aquaculture raw materials, and to the commercialisation of our products.

We have assessed the risks and impacts on these species, transparently disclosing our catches (see Sustainability in Fishing Table, section 2.2.1), and reporting on species-specific risk and conservation status. We have also confirmed that there is no material risk for the endemic species we farm — *vannamei* shrimp and turbot — nor for those occurring in the areas directly influenced by our operations (see Environmental Impact Disclosures under the Sustainability Transparency Programme).

In addition, all raw materials purchased by Group companies are approved under the 'Pescanova Blue' Sustainability Programme (see section 2.2) (GRI 308-1; ESRS S3-3).

Within the same Corporate Policy on Responsible Fishing, we commit to effective measures to prevent and reduce the impact of abandoned, lost, or discarded fishing gear (ALDFG). Proper management of fishing gear usage—including equipment traceability, inventory control, transparent identification of losses, and responsible discarding in line with the technical solutions available in each country—strengthens the fight against ghost fishing (from ALDFG) and marine littering (GRI 306-3; ESRS E5-5), thereby supporting SDG Target 14.1.

In this context, we adopt the best practices promoted by the United Nations Environment Programme (UNEP) and the FAO, both as manufacturers and users of fishing nets. The risk of generating ALDFG and its consequent impacts have been identified and quantified in our fishing operations, mainly concerning trawl nets (low risk, scored 6 out of 25) and longlines (low to moderate risk, scored 9 out of 25) (see Environmental Impact Disclosures).

In our supplier approval processes for fishery raw materials, we prioritize commitments, policies, and/or measures similar to ours regarding this issue (GRI 308-1; ESRS E2-4).

We strongly advocate for transparency and legality in all aspects of fishing, both within our own operations and those of third parties involved in our supply chain. Combating illegal, unreported and unregulated (IUU) fishing is essential for the conservation of marine resources and ecosystems, global food security, the sustainable development of coastal communities, and the long-term viability of fishing as an economic activity (GRI 2-25; ESRS E2-5, ESRS G1-3).

All industry actors must therefore identify, assess, and mitigate IUU fishing risks across the various stages of seafood value chains, helping to eliminate IUU-derived products from the global seafood market.

In this regard, we apply a risk-based approach to assess and mitigate the potential impacts of IUU fishing across all our operations and implement verification measures throughout our supply chain (GRI 308-1; ESRS G1-2, ESRS E2-4), thereby contributing to SDG Target 14.4.

We mitigate these risks in our operations by ensuring the effective implementation of the governance measures outlined in our Responsible Fishing Policy, which is based on applicable international regulations and the sector's voluntary responsibility expectations and best practices. In doing so, we identify all the legality attributes of the fishing operation, vessels, and fishing grounds, collect and report species-specific catch data, and record the corresponding transactions (GRI 2-5; ESRS E2-3).

This information is assessed based on its associated risk and is integrated into our seafood traceability processes (GRI 2-6; ESRS G1-5). The risk of regulatory non-compliance or omission of required data is considered non-significant in our fishing operations in Namibia, Argentina, Mozambique and Angola, due to the high level of implementation of applicable measures and their verification, both through internal controls and by the respective local authorities.

1.6.2 ESG RISKS IN THE SUPPLY CHAIN

The ESG risk management system in the Nueva Pescanova Group's supply chain for raw materials is based on a structured framework for the identification, characterisation, analysis, evaluation, and mitigation of risks (GRI 2-12; ESRS G1-1).

This framework is designed to support informed decision-making and ensure the security and responsibility of the raw material procurement process (GRI 2-25; ESRS G1-2).

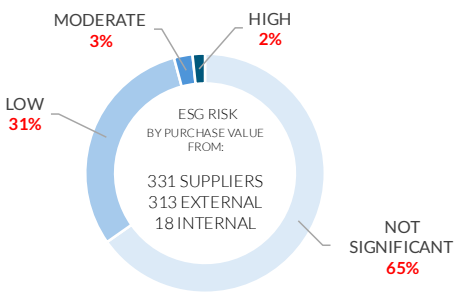
From the ESG risk analysis function, we identify as critical those operations and practices in fishing, aquaculture, and processing that may be linked to manageable but as yet unmitigated risks related to human and labour rights (GRI 408-1, 409-1; ESRS S1-3), illegal, unreported and unregulated (IUU) fishing (GRI 308-1; ESRS E2-5), environmental sustainability, risks related to animal welfare, ALDFG, climate adaptation or resilience, environmental impacts, or contexts lacking a proper governance framework that sets out clear guiding principles and effective management mechanisms (GRI 2-23; ESRS G1-5).

These principles include commitments, policies, procedures, and protocols that form the basis of the control points we apply to our raw material suppliers (GRI 414-1; ESRS S1-4).

The adoption, endorsement and signing of our Supplier Ethical and Social Charter (GRI 2-24; ESRS G1-3) is an integral part of the approval process for suppliers of raw materials of fishing or aquaculture origin, reinforcing the ethical, social and environmental standards applicable throughout our supply chain.

We define the specific risks associated with each product category through the assessment of strategic suppliers, value chain analysis (internal suppliers within the Group), and supply chain analysis (external suppliers to the Group), assigning levels of criticality based on the likelihood of occurrence and the potential impact on our business objectives (GRI 414-1; ESRS S1-6).

Finally, we establish control measures, define the basic or additional information requirements to be requested from different suppliers depending on the perceived risk, and set out corresponding mitigation measures, thereby ensuring effective management of the ESG risks identified across the supply chain (GRI 2-26; ESRS G1-4).



We recognise full traceability of seafood products, both wild-caught and farmed, as a key element in the prevention and mitigation of illegal, unreported and unregulated (IUU) fishing (GRI 308-1; ESRS E2-5).

In this context, we place particular value on the principles and components of the *Global Dialogue on Seafood Traceability* (GDST) standard as a reference framework to ensure operational transparency across the supply chain, requiring the collection of verifiable evidence of compliance and performance.

We aim to extend this concept of full traceability to the critical ingredients used in aquaculture feed formulations, including both marine-based raw materials (e.g. fishmeal and fish oil) and land-based ingredients (e.g. soy), ensuring the systematic incorporation of the *Key Data Elements* (KDEs) and *Critical Tracking Events* (CTEs) defined by GDST (GRI 301-1; ESRS E1-1, E1-5, E3-1).

This commitment requires active and transparent cooperation from our direct and indirect suppliers, as well as upstream traceability of their supply chains regarding the origin and sustainability of the raw materials used (GRI 414-1; ESRS S1-4, S2-2).

We have set 2030 as our target year to achieve full integration of these extended traceability attributes, in line with our sustainability goals and enhanced due diligence across the value chain (GRI 2-23; ESRS G1-1, G1-5).

The development of a robust traceability system reinforces our commitment to transparency—both in the sourcing flows of our own wild-caught and farmed raw materials and in the procurement of externally supplied products (GRI 2-25; ESRS G1-2), as well as in the sourcing of critical ingredients that may pose labour, social or environmental risks throughout their life cycle (GRI 414-2; ESRS S1-3, E3-3). This strategy actively supports the achievement of the Sustainable Development Goals, particularly targets 12.2 (sustainable use of natural resources) and 14.4 (sustainable exploitation of marine resources).

1.6.3 SOCIAL AND LABOUR RESPONSIBILITY

In the social and labour dimension, we maintain a strong commitment to respecting internationally recognised human rights and the fundamental principles and rights at work set out in the eight core conventions of the International Labour Organization (ILO), in accordance with the ILO Declaration on Fundamental Principles and Rights at Work (GRI 2-23, 408-1, 409-1; ESRS S1-1, S1-3).

We also extend this commitment to all our business relationships and supply chains (GRI 414-1; ESRS S2-2).

We carry out systematic processes for identifying, assessing and prioritising risks and impacts related to human rights, applying due diligence principles to define the necessary preventive, corrective and remedial measures (GRI 2-25; ESRS S1-4, S1-5).

The results of these assessments are integrated into our internal management and governance systems, enabling the adoption of appropriate actions in direct collaboration with potentially affected stakeholders (GRI 2-26; ESRS G1-5).

We have an accessible, confidential and anonymous whistleblowing channel available to all employees, external collaborators, suppliers, communities and any stakeholder connected to our activities, in order to address complaints or concerns related to potential human rights violations (GRI 2-26; ESRS S1-6).

We publicly commit to protecting people's health and safety, maintaining preventive occupational risk management systems, and we extend these expectations to our business relationships, monitoring the performance of our suppliers in this area (GRI 403-1 to 403-9; ESRS S1-7).

Similarly, we are committed to ensuring the payment of living wages (GRI 202-1; ESRS S1-13), the implementation of fair and reasonable working hours, and the prohibition of excessive working hours beyond current legal and regulatory limits, extending these standards throughout our supply chains and business relationships (GRI 409-1; ESRS S1-3).

We disclose information regarding the collective bargaining agreements applicable to our workforce (GRI 402-1; ESRS S1-8) (see NFIS report), and our policies actively supporting the rights to freedom of association and collective bargaining both within the Group and in external business relationships (GRI 407-1; ESRS S1-9).

We also publish indicators broken down by professional category on diversity, gender equality, and women's empowerment (GRI 405-1; ESRS S1-12, S1-14), quantitatively reporting our progress and commitments in these areas through our EINF and RAP reports (GRI 2-3; ESRS G1-1).

1.6.4 ETHICS AND INTEGRITY

In terms of integrity and ethical conduct, we publicly commit to protecting the personal data of both our Group members and those connected to our business relationships, adopting a comprehensive approach to privacy and data management.

We also maintain a responsible and transparent global tax strategy, reporting on corporate income tax payments and public subsidies received, as detailed in the NFIS report.

We explicitly prohibit bribery and corruption, extending this requirement to all our business relationships. We have mechanisms in place to identify, prevent, and manage risks and incidents related to these matters.

We adopt a structured approach to lobbying and political engagement, supported by internal policies and specific controls that ensure the integrity and transparency of our actions in these areas.

1.6.5 CHILD LABOUR

We categorically reject child labour, prohibiting the employment of child labour in the operations of the Group's companies as well as in our commercial relationships.

Child labour is understood as work performed by individuals who have not reached the minimum employment age established by applicable national legislation, in accordance with internationally accepted standards (such as ILO Conventions 138 and 182), and in no case below the age of completion of compulsory schooling established by such legislation (GRI 408-1; ESRS S2-1, ESRS S2-2).

We implement child labour prevention measures, verifying the age of workers hired both in our own operations and in contractual agreements with suppliers. In fact, our Supplier Ethical and Social Charter explicitly includes the prohibition of child labour and the requirement for documentary verification of the age of hired individuals (GRI 2-24, GRI 414-1; ESRS S2-4, ESRS G1-1).

1.6.6 FORCED LABOUR

We reject and prohibit forced labour, understood as any form of work or service demanded from a person under coercion, threat, extortion, physical or psychological violence, or in a situation of servitude, both in our operations and in those of our commercial relationships (GRI 409-1; ESRS S2-1, ESRS S2-2).

Likewise, we expressly forbid the deduction or withholding of wages for expenses, fees, or charges associated with recruitment; the retention of personal documents; and any improper, illegal, or illegitimate restriction, impediment, or deprivation of individuals' right to freely leave the workplaces or facilities of the Group.

Similarly, we require our suppliers to strictly comply with the prohibition of forced labour, including this requirement in our Supplier Ethical and Social Charter and contractual agreements, as well as through verification of their policies, commitments, and practices on this matter (GRI 2-24, GRI 414-1; ESRS S2-4, ESRS G1-1).

1.6.7 LIVING WAGE

We publicly commit to paying a living wage to all workers within the Group and require our direct suppliers to do the same (GRI 202-1, GRI 401-2; ESRS S1-13, ESRS S2-1).

We set the salary conditions for our professionals in accordance with the labour laws applicable in each country where we operate, respecting the legal minimum wage, overtime, mandatory social benefits, and any other legally establaliished remuneration or compensation components.

However, even when strict compliance with legal minimums is possible, we guarantee in all cases the payment of a living minimum wage sufficient to cover the basic needs of workers and their dependents—such as food, housing, education, and health—according to cost-of-living indicators or indexes in each country (ESRS S1-13, aligned with the United Nations Global Compact's living wage approach).

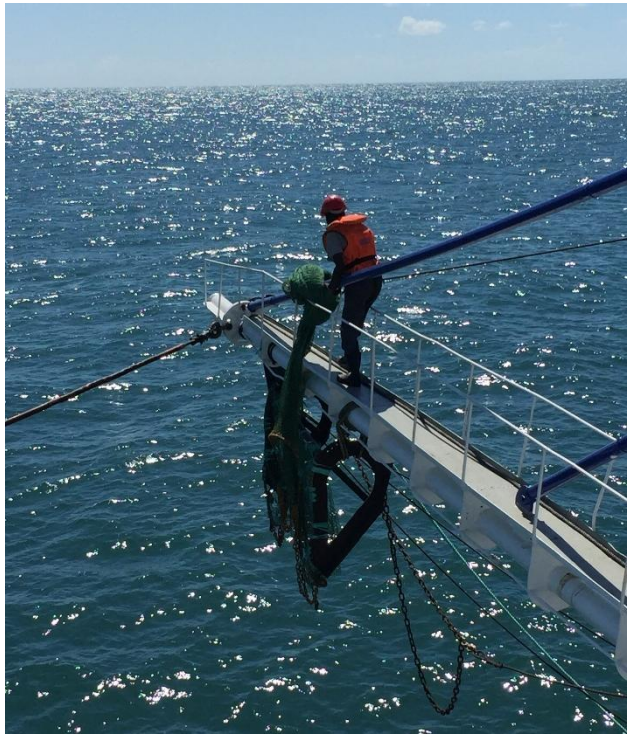
In this regard, we are advancing the application of the Anker methodology for estimating living wages in the countries where we operate, as part of our commitment to fair and sustainable labour conditions throughout our value chain (GRI 2-24; ESRS S1-1, ESRS S1-13).

1.6.8 LIVING AND WORKING CONDITIONS ABOARD FISHING VESSELS

We are committed to ensuring dignified and safe living and working conditions aboard our fishing vessels, implementing verification measures both in our own operations and throughout our supply chain (GRI 403-1, GRI 403-7; ESRS S1-14, ESRS S2-1).

Our Corporate Policy on Responsible Fishing explicitly includes this commitment, encompassing certification or verification of these conditions. The *FISH (Fairness, Integrity, Safety, and Health) Standard for Crew* serves as a reference framework to guarantee safe and fair labour conditions on board.

We are pioneers by certifying our fleet in Namibia under this standard (see section 4.2) with the aim of progressively extending its application to the rest of our fleets (GRI 2-24; ESRS S1-1, ESRS S1-14).



1.6.9 COMMITMENT TO AND SUPPORT FOR LOCAL COMMUNITIES

We firmly believe that businesses should generate a positive impact on society, with respect for human rights as a fundamental pillar of responsible, sustainable, and ethical development—one that goes beyond mere regulatory compliance. We are committed to respecting the right of all communities where we operate to enjoy a healthy environment, taking into account their expectations, needs, and customary rights where recognised by national legislation, as well as their access to and enjoyment of the ecosystem services provided by the natural environment (GRI 413-1, GRI 413-2; ESRS E4-1, ESRS S3-1).

We have in place dialogue and consultation processes with local communities potentially affected by our operations, including public consultations and participatory social impact assessments. In addition, we provide individuals—including residents of the communities where we operate—with safe and confidential (even anonymous) access to our whistleblowing channel (GRI 2-25; ESRS G1-3, ESRS S1-3, ESRS S3-4). We demand equivalent standards of respect for human rights in our business relationships.

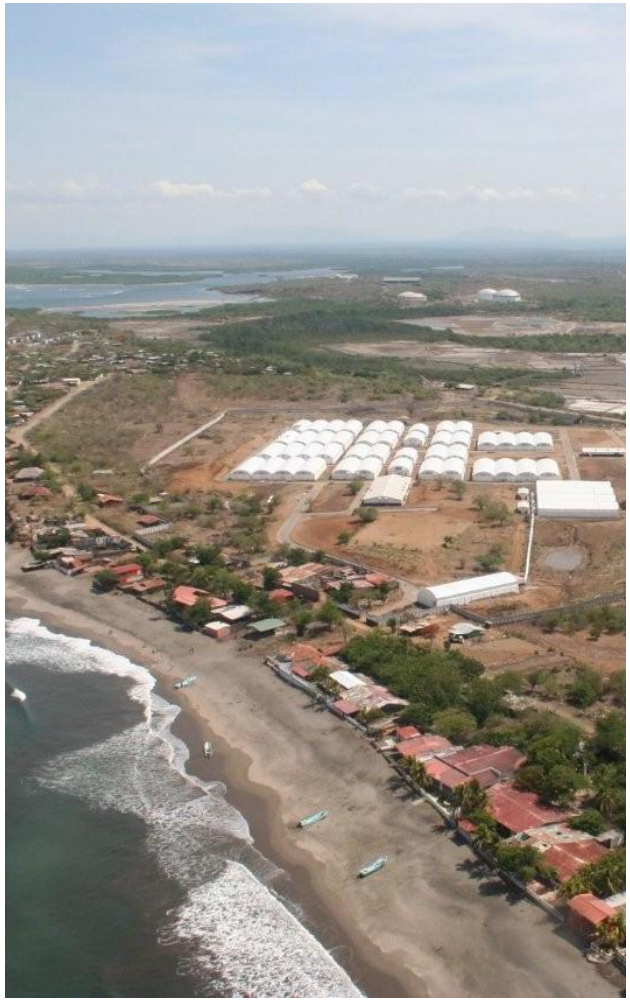
Through the Responsible Action Programme (RAP), we periodically report on the results, impacts, and monitoring of sustainable development, knowledge transfer, social outreach, and humanitarian aid projects that we promote in partnership with local communities (GRI 413-1; ESRS S3-3, ESRS S3-4).

1.6.10 RIGHTS OF INDIGENOUS PEOPLES

We respect the rights of ethnic minorities and of indigenous and tribal peoples in the territories where we operate, promoting open dialogue that embraces different cultural frameworks. This commitment includes recognising access to artisanal fishing by indigenous peoples and other communities with customary rights, where established by applicable national regulations, as well as their right to benefit from ecosystem services in the areas surrounding our aquaculture and fishing operations. Where necessary, we maintain access corridors to facilitate these rights (see Corporate Policy on Responsible Fishing) (GRI 411-1; ESRS S3-1, ESRS S3-2, ESRS S3-4; ESRS E4-1).

These principles are reflected in Our Code of Ethics, compliance with which we also require from our business partners and suppliers (GRI 414-1; ESRS G1-1, ESRS S3-2).

We respect the right of indigenous peoples to give or withhold their Free, Prior and Informed Consent (FPIC) for projects that may affect them, in accordance with international human rights principles (GRI 411-1; ESRS S3-3).



1.7 NATURE AND BIODIVERSITY

In 2024, we continued to make progress in assessing our dependencies and impacts on nature and biodiversity.

We conducted an internal exercise based on the LEAP approach, which integrates methodologies from the *Science Based Targets Network* (SBTN) sector materiality tool and the ENCORE tool for exploring opportunities, risks, and exposure to natural capital.

1.7.1 WORKING IN HARMONY WITH NATURE

At Nueva Pescanova, we understand that our ability to operate successfully depends on the health and resilience of ecosystems. Many aspects of our value chain are directly linked to the natural environment: from marine ecosystems, which are essential to fishing, to water quality, which is fundamental to our aquaculture operations.

1.7.2 RECOGNISING OUR DEPENDENCY AND RESPONSIBILITY

It is essential to recognise that our activities—and those of our partners—can affect the very ecosystems we depend on. That is why we are committed to identifying and managing our interactions with nature, both within our own operations and throughout our supply chain (GRI 304-2; ESRS E4-1, E4-2). This awareness is crucial to protecting the natural resources that sustain our business and the communities around us.

Climate change is one of the most pressing global challenges, but it is closely linked to another crisis: the rapid loss of biodiversity. Species extinction and ecosystem degradation are advancing at an alarming rate, putting at risk the natural systems that support human life. According to the *Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services* (IPBES), in its Global Assessment Report on Biodiversity and Ecosystem Services (2019), while climate change is a contributing factor, there are four other direct drivers of biodiversity loss—all linked to human activity: land and sea use change, pollution, overexploitation of natural resources, and the introduction of invasive species (GRI 304-1; ESRS E4-2 b).

The connection between climate change and biodiversity loss is widely recognised by both the scientific community and the business sector. At Nueva Pescanova, we incorporate this understanding into our risk assessments (GRI 102-15; ESRS 2 IRO-1) and biodiversity planning (GRI 304-2; ESRS E4-1 b), ensuring that our strategy addresses the systemic nature of these challenges.

1.7.3 A GLOBAL COMMITMENT FOR CHANGE

Transforming the way we manage natural resources is key to halting biodiversity loss. The Kunming-Montreal Global Biodiversity Framework, adopted in 2022 under the United Nations Convention on Biological Diversity, provides a roadmap to reverse environmental degradation (GRI 304-1; ESRS E4-1 a). This framework aligns with the European Green Deal and the EU Biodiversity Strategy for 2030, both of which are key reference points for the Nueva Pescanova Group's biodiversity commitments.

Globally, expectations for companies are rising: they are increasingly expected to actively manage their impacts on nature and report their progress transparently (GRI 2-22; ESRS 2 SBM-3 and ESRS E4-3). The *Taskforce on Nature-related Financial Disclosures* (TNFD) provides guidance for organisations to assess and disclose nature-related risks and opportunities (GRI 102-15; ESRS 2 IRO-1 and E4-2 c). In Europe, these expectations have been formalised through the Corporate Sustainability Reporting Directive (CSRD), which places biodiversity at the heart of the corporate reporting framework.

1.7.4 SUSTAINABLE PRACTICES IN FISHING AND AQUACULTURE

Our sector has evolved under increasingly stringent regulatory frameworks designed to minimise environmental impact (GRI 2-27; ESRS 2 GOV-1). At Nueva Pescanova, we integrate sustainability into our corporate policies and our public accountability processes (GRI 2-22; ESRS 2 SBM-1 and SBM-3).

We have voluntarily committed to certifying the sustainability of raw materials sourced from fishing and aquaculture, in line with our objectives in this area (GRI 304-2; ESRS E4-1 c).

We conduct rigorous monitoring of our progress through key performance indicators (KPIs) across various ESG areas, such as climate action (GRI 305-1 to 305-5; ESRS E1), the health of fisheries, species, and areas surrounding our operations (GRI 304-1, 304-2, 304-3; ESRS E4-1 a, b, and c), water management (GRI 303-1 to 303-5; ESRS E3), and social responsibility (GRI 401, 403, 413; ESRS S1-S4). These indicators are reviewed annually and reported according to the *Global Reporting Initiative* (GRI) standards, which are already aligned with the forthcoming requirements of the CSRD (ESRS 1 General Requirements).

1.7.5 A STRUCTURED APPROACH TO BIODIVERSITY

Our biodiversity framework has been developed as an extension of our existing sustainability strategies and programmes, and responds both to certification requirements and to the double materiality assessment conducted in accordance with the CSRD (GRI 2-12, 3-1, 3-2; ESRS 2 IRO-1). It reflects the expectations of key stakeholders — such as the UN Global Compact, the Sustainable Development Goals of the 2030 Agenda (GRI 2-29; ESRS 2 SBM-2), and other strategic partnerships we maintain — and also incorporates internal input from our people on risks and opportunities related to nature (GRI 102-43, 102-44; ESRS 2 IRO-2 and SBM-3).

We have involved various business areas in identifying biodiversity-related impacts, dependencies, and risks at each stage of our value chain (GRI 304-1; ESRS E4-1 a, b, c, d; ESRS 2 IRO-1). This collaborative effort enables us to better understand our interactions with the natural environment and to strengthen our environmental management (GRI 2-22; ESRS E4-2 a).

We reaffirm our alignment with the principles and measures set out in the *Kunming-Montreal Global Biodiversity Framework* (GRI 304-2; ESRS E4), such as the global commitment of the 30×30 initiative, and express our support for the establishment of Marine Protected Areas (MPAs), as well as more broadly for the principles of the Convention on Biological Diversity (CBD), promoted by the United Nations Environment Programme (UNEP), and globally for its 2030 Agenda (GRI 2-23; ESRS 2 SBM-3).

1.7.6 LEADERSHIP AND GOVERNANCE

Biodiversity and natural capital are incorporated within the scope of our sustainability governance structure (GRI 2-9; ESRS 2 GOV-1, GOV-2). The highest oversight body for these matters is our Board of Directors, through the Governance, Responsibility and Sustainability Committee. This committee also addresses issues related to climate change and the green transition, empowerment, regulatory compliance, risk mitigation, corporate reporting and communication requirements, as well as monitoring of sustainability and ESG objectives (GRI 2-12; ESRS 2 GOV-3).

This committee, together with the executive team, approves and periodically reviews our values, principles, strategies (including the sustainability strategy and biodiversity framework), policies and objectives related to sustainable development (GRI 2-22, 2-24; ESRS 2 SBM-1, SBM-3).

In addition, business units and global businesses report annually to the Board, through the Management Committee, on their main ESG initiatives and results (GRI 2-23; ESRS 2 GOV-4).

The Audit, Control and Finance Committee — responsible for risk management, the internal control system, and financial reporting, among other functions — is involved in reviewing policies and risk appetite, overseeing risk management, shaping the ESG strategy, and monitoring ESG-related disclosure, information, processes, and controls. Meanwhile, the Commercial and Strategy Committee is responsible for the Group's commercial strategy and the fulfilment of its Strategic Plans (GRI 2-14; ESRS 2 GOV-3, GOV-4, IRO-1).

In line with GRI recommendations (GRI 3-3; ESRS E4-1), our material topics related to biodiversity include: climate-responsible food production; environmentally sustainable fishing operations; efficient use of natural resources; escape prevention; controlled use of medicines and chemicals; sustainable feed; circular economy; proper waste management; freshwater management; ethical supply chains; respect for local environments; and support for conservation projects.

Dependencies, impacts, risks, and opportunities related to nature can affect our business model, value chain, transition plans, and financial planning (GRI 3-3; ESRS 2 IRO-1, ESRS E4-2). Our vertically integrated business model enables us to more clearly identify these impacts and manage the resulting risks and opportunities more effectively.

1.7.7 IMPLEMENTING THE LEAP APPROACH

To strengthen our analysis and management of nature-related issues, we apply the LEAP methodology developed by the TNFD.

This four-stage framework enables us to: identify and map where we interact with nature (*Locate*); analyse nature-related risks and opportunities, both in terms of physical impact and dependency (*Evaluate*); assess the potential impact of these risks and opportunities on the business (*Assess*); and prepare an appropriate response to manage the risks and seize the identified opportunities (*Prepare*). This methodology also complements our double materiality analysis in the context of the CSRD.

Phase 1: *Locate* – Identifying Our Footprint on Nature and Priority Locations

We have mapped our operations located in priority areas, including fishing and aquaculture activities, industrial and work centres in zones of high biodiversity value, areas facing significant water stress, sites near nationally or subnationally designated protected areas, Ramsar Convention wetlands, and key biodiversity areas.

This analysis was carried out using the *Map of Life* (MOL) tool (mol.org), which provides species distribution maps and ecosystem classifications. It enables users to explore ecosystem types and biodiversity patterns at a global scale to identify sites located in sensitive areas. In addition, we used the *IUCN Global Ecosystem Typology* (global-ecosystems.org) to map relevant ecosystems and biomes.

Phase 2: *Evaluate* – Assessing Nature-related Impacts and Dependencies

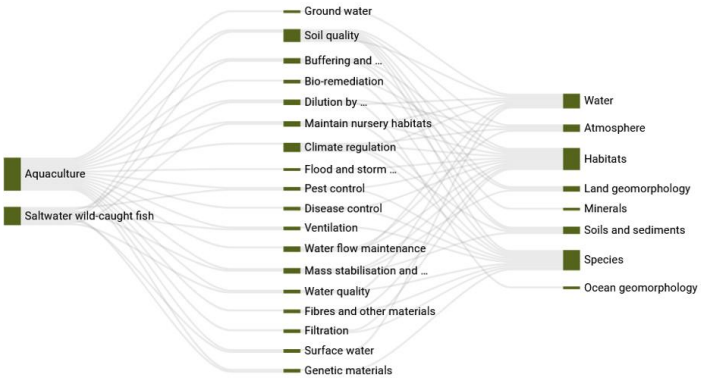
The next step was to analyse our priority impacts and dependencies, based on the TNFD guidelines and the *Biodiversity Risk Filter* (BRF) tool (riskfilter.org) developed by the World Wildlife Fund (WWF). This assessment enabled us to identify nature-related impacts and dependencies, categorising them according to their relevance to the fishing and aquaculture sectors, and thus establish the initial criteria for the evaluation.

The framework breaks down risk into 33 different indicators, covering aspects of biodiversity that may constitute material risks from a financial, environmental, or social perspective. The BRF rates each indicator according to its level of impact or dependency — from very high to very low. Indicators classified as high or very high were selected for deeper assessment, analysing their connection with our operational sites, activities, and value chain.

Indicators classified as having very high relevance for the fishing and aquaculture sector include water availability and quality; limited availability of marine biological resources; ecosystem condition; changes in land use, freshwater, and seabed; extreme heat; and pollution.

Meanwhile, indicators of high relevance include air quality; landslides; wildfire risk; pests and diseases affecting plants, forests, and aquatic ecosystems; tropical cyclones; and labour and human rights.

This prioritisation was reviewed by evaluating the objectives set out by the TNFD recommendations, the ENCORE analysis, and the existing strategic sustainability programmes of the Nueva Pescanova Group.



Phase 3: *Assess* – Assessing nature-related risks and opportunities

For each priority impact or dependency, we evaluate nature-related risks, classifying them by location within the value chain, type (physical, transition, or systemic), and time horizon. We also link identified opportunities to those impacts and dependencies.

Our operations undergo environmental assessments and sustainability certifications, taking into account how and where we operate. This process evaluates whether activities affect nature and in what way, considering environmental and physical conditions, knowledge of nearby ecosystems and wildlife, and the implementation of mitigation measures to limit adverse impacts.

Considerations on nature-related risks:

- **Physical risks:** arise from the degradation of nature and the loss of ecosystem services, which can affect essential resources, operational continuity, costs, and environmental impact. These include climate-related damage caused by storms, impacts on seabed, risks associated with aquaculture, fishery and agricultural raw materials, water stress in critical areas, as well as disruption to fishery resources due to climate change, which may influence the availability and price of raw materials.
- **Transition risks:** linked to the shift towards low-carbon and sustainable economies, including regulatory, technological, market, and social changes that impact strategy, operations, and competitive positioning. Examples include regulations on greenhouse gas (GHG) emissions, failure to comply with environmental monitoring, reputational risk related to the use of medicines in aquaculture amid global concerns about antimicrobial resistance, governance and potential changes in the management of protected areas, along with reputational risks associated with interactions and impacts on other species, especially those listed as threatened on red lists.
- **Systemic risks:** affect the natural or socio-economic system as a whole, not just individual components. For example, the collapse of key ecosystems and massive biodiversity loss can cause cascading effects on food security, water resources, and economic stability. Additionally, the geographic displacement of marine species caused by climate change has political, management, and access implications.

We are fully aware that society depends on biodiversity and that achieving the Sustainable Development Goals (SDGs) requires healthy and functioning ecosystems.

Phase 4: *Prepare* – Prepare action plans to protect our natural environment

This document outlines our global policies, mitigation actions, strategic objectives, and key performance indicators (KPIs) for relevant topics, aiming to demonstrate our approach to nature protection.
Our commitment includes preserving ecosystem integrity, progressing towards sustainable certifications in aquaculture and fishing, and environmentally managing our operational facilities. This involves the responsible use of biological resources, participation in collaborative projects, adoption of circular economy solutions, and promoting efficiency throughout our value chain.

We also prioritise decarbonisation as a pathway to climate-responsible food production. Additionally, we work on responsible freshwater management, addressing both water stress and our dependencies to anticipate risks and optimise solutions.

Finally, we promote the responsible use of the sea and land, mitigating the impacts of our operations on the physical compartments of the ecosystems on which we depend.

1.7.8 NATURE AS A STRATEGIC LEVER FOR CORPORATE SUSTAINABILITY

We use the results of our analysis of dependencies, impacts and risks related to nature as a lever to align our sustainability and ESG strategy with the actual challenges of the business. Based on this approach, we focus our work on four key areas.

First, we integrate nature-related risks and dependencies into the ESG strategy, prioritising material areas and adjusting our priorities based on the outcomes of the LEAP approach and the TNFD framework. For instance, high dependence on water resources in certain areas calls for reinforced commitments to water efficiency, circular economy or climate resilience.

Similarly, identifying significant impacts on biodiversity or ecosystem services leads to the inclusion of specific conservation or restoration targets within the corporate strategy.

Secondly, we promote new lines of action by defining nature-related key performance indicators (KPIs), such as water stress indicators, specific environmental footprints, or the progress of conservation and compensation projects.

LINK WITH THE ESG PILLARS OF THE NUEVA PESCANOVA GROUP	
ESG PILLAR	HOW IT CONNECTS WITH THE OUTCOMES
	The analyses inform decisions on impact mitigation, biodiversity conservation, water resilience, and climate adaptation. They strengthen initiatives such as sustainable aquaculture and ecosystem-based fisheries management.
	Identifying impacts on natural environments also supports the protection of local livelihoods, coastal communities, and ensures fair access to essential natural resources.
	They provide a scientific and traceable basis for integrating nature-related risks into strategic decision-making, financial planning, and compliance with frameworks such as the CSRD, TNFD, or SBTN. They enhance transparency and accountability.

We provide closer support to projects in critical areas and develop regenerative initiatives aimed at restoring ecosystems, halting biodiversity loss, and enhancing the resilience of systems and the availability of strategic resources for the business (such as mangroves, forests, or carbon sequestration services).

In parallel, we promote innovation across the supply chain, collaborating with suppliers to reduce shared impacts and risks, including decarbonisation, deforestation, and overfishing.

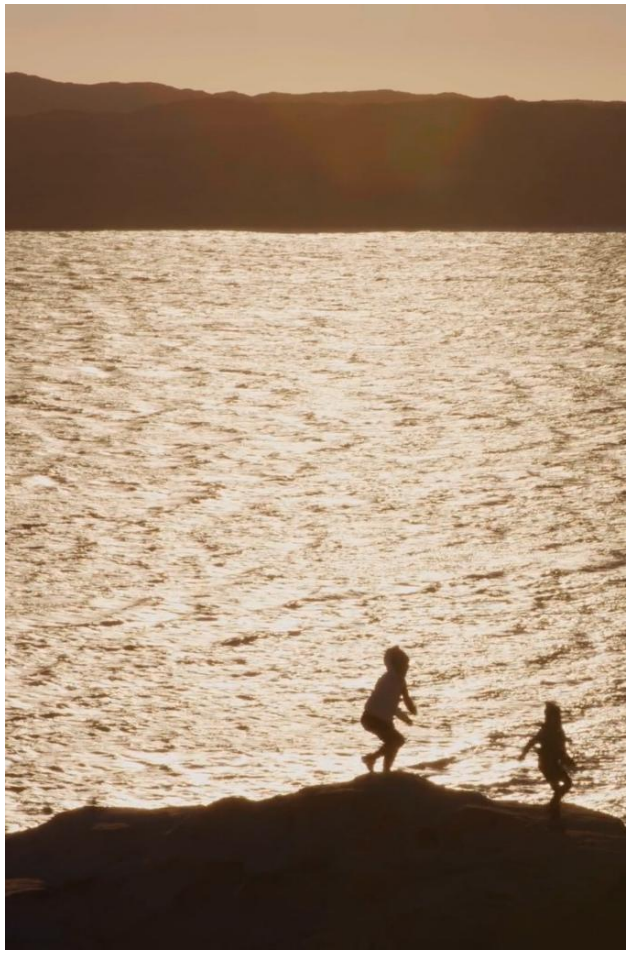
Thirdly, we are making progress in aligning with international frameworks and sustainable finance by developing management indicators adapted to formats such as the TNFD or CSRD.

The results obtained already provide a solid foundation for more comprehensive nature-related disclosures and help facilitate access to financial instruments linked to ESG performance. In this regard, we structure our strategy with a science-based, nature-focused approach, as a differentiating factor and a driver of long-term value.

LINK WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDG)		
RESULT OF THE ANALYSIS	RELATED SDG	JUSTIFICATION
Water stress analysis	6 CLEAN WATER AND SANITATION; 13 CLIMATE ACTION	Identifies areas at risk of water stress to prioritise efficiency, resilience, and responsible water use.
Dependencies and impacts on nature (LEAP approach)	14 LIFE BELOW WATER; 15 LIFE ON LAND	Helps focus actions to mitigate impacts on marine and terrestrial ecosystems.
Nature-related risk analysis (TNFD)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION	Enables anticipation of systemic risks, adaptation of the business model, and strengthening of operational sustainability.
Footprint on nature in priority locations	2 ZERO HUNGER; 8 DECENT WORK AND ECONOMIC GROWTH	Informs decisions for the sustainable use of natural resources crucial to food security and local economic development.

Lastly, we strengthen dialogue with our stakeholders through transparent communication on risks and impacts, thereby enhancing our sustainability narrative with investors, authorities, customers, and civil society organisations.

In addition, we promote collaboration among key actors in priority areas, fostering partnerships with local communities, public authorities, and the scientific community.



2 SUSTAINABLE SOURCING

PRINCIPLE 1 OF SUSTAINABILITY

WE FISH, FARM AND PROCESS SUSTAINABLY
WHILE RESPECTING THE PLANET

A healthy ocean is the foundation for driving a prosperous blue economy.

Only through a strong blue economy —one that balances the ocean's natural productivity with the human activities that depend on it— can its long-term sustainability be ensured.

Managing risks and seizing opportunities are two sides of the same coin: it is essential to reward those who take the lead in addressing and mitigating impacts on marine ecosystems, while also recognising those who act decisively and swiftly to strengthen the resilience of the ecosystems they depend on.

In this context, blue carbon takes on special importance, both as a tool for CO_2 sequestration and for its ability to contribute to the regulation of key ecological processes, even in terrestrial ecosystems. Its role in controlling global temperature and combating climate change is undeniable.

Sustainable Development Goal 14 (SDG 14) is not just an end in itself but a true pivot platform for many other fundamental SDGs: it contributes to human health, alleviation of hunger and poverty, provision of key raw materials for sustainable production and consumption, generation of clean and affordable energy, and the creation of decent jobs, economic growth, equal opportunities, and global partnerships.

For all these reasons and more, the sustainable management of the ocean is not an option: it is an imperative necessity.

We disclose the origin of our raw materials, demonstrating transparency about our seafood portfolio, showcasing responsibility and accountability in our operations, thereby contributing to SDG targets 12.2 and 14.4.

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

SUSTAINABLE SOURCING

ORIGIN OF RAW MATERIALS

TRACEABILITY

SUSTAINABLE FEEDS FOR AQUACULTURE

2.1 SUSTAINABLE SOURCING INDICATOR

While we remain committed to advancing towards sourcing fishery and aquaculture raw materials with fully documented, certified, and traceable origins, we have reviewed and refined our sustainable sourcing targets. We pledge to **ensure that, each year, at least 90% of the fishery raw materials caught by our own fleet and 100% of our own aquaculture raw materials are supported by sustainability evidence, in accordance with the sustainable sourcing criteria defined in our 'Pescanova Blue' sustainability programme.**

In 2024, we identified that **92% of the fishery products caught by our own fleet have evidence of sustainable origin**, including those currently undergoing improvement processes. We continue to work actively to strengthen the status of the remaining species and fishing grounds. Our **own aquaculture production holds 100% certification of sustainable origin**.

In cases where it is not yet possible to fully certify this status, fishing activities are conducted under responsible management exercised by government authorities and scientific bodies of the respective countries. In these contexts, the local subsidiaries of the Nueva Pescanova Group actively collaborate by strictly complying with fishery management plans, providing material and logistical support to scientific research campaigns, and systematically contributing essential data that helps improve understanding and modelling of biological resource dynamics.

However, between 40% and 50% of our raw materials are purchased annually from external suppliers, who vary in size, capacity, levels of maturity in their sustainability processes and commitments, as well as representing a wide geographical diversity within a complex global supply chain.

In this context, we have set a specific target to **implement control measures that will enable us to demonstrate, by 2030, the sustainable origin of at least 80% of the fishery and aquaculture raw materials acquired from third parties outside the Nueva Pescanova Group**.

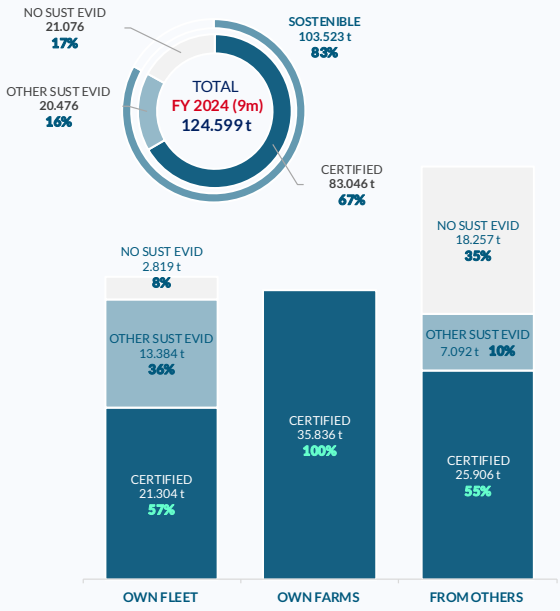
We are rolling out various initiatives to strengthen sustainability processes within these supply chains, including the development of responsible purchasing policies and procedures, supplier approval and evaluation, the implementation of due diligence processes, launching sustainability collaboration programmes, and enhancing traceability systems to increase the availability of verified sustainability evidence and continue improving this indicator.

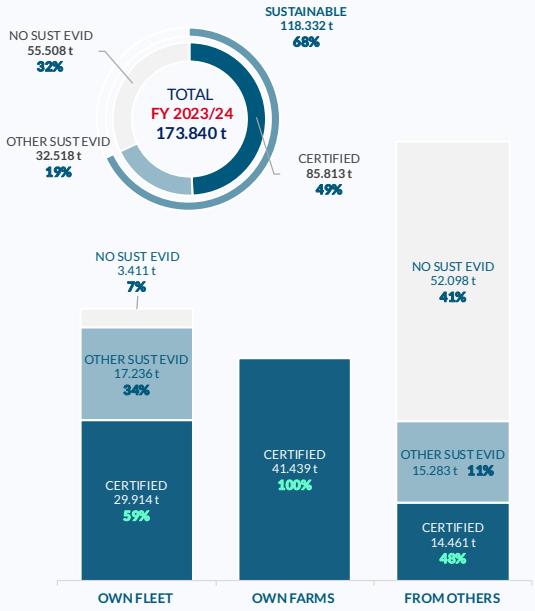
It is important to note that certain raw materials typically exhibit high variability in availability due to natural factors, supply and demand fluctuations, origin, or the availability of associated certifications and evidence, which can cause significant variations in the overall indicator from one year to another despite our ongoing mitigation efforts.

In 2024, significant progress was made in our sustainable sourcing practices. The percentage specifically related to third-party aquaculture production increased from 72% to 76%, while the composite indicator, reflecting the total of third-party purchases, rose from 60% to 64%. Particularly noteworthy is the advancement in raw materials with certified chain of custody, which increased from 49% to 67%.

As a result, the aggregated sustainable sourcing indicator reached 83%, compared to 68% recorded in the previous fiscal year.

CATEGORY	FY 2024 (9 M)	FY 2023/24	EVOLUTION
OWN FLEET CATCHES	92%	93%	—
OWN AQUACULTURE PRODUCTION	100%	100%	—
THIRD-PARTY AQUACULTURE PRODUCTS	76%	72%	▲
PRODUCTS SOURCED FROM EXTERNAL SUPPLIERS	64%	60%	▲
RAW MATERIALS WITH CHAIN OF CUSTODY EVIDENCE	67%	49%	▲
AGGREGATE INDICATOR OF SUSTAINABLE SOURCING	83%	68%	▲





2.2 ORIGIN OF RAW MATERIALS

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

- Third-party audits of private fishery or aquaculture sustainability standards (ecolabels) that comply with the FAO's responsible fishing principles, as recognized by the *Global Sustainable Seafood Initiative* (GSSI) (*cf.* ourgssi.org/gssi-recognized-certification).
- The requirements of the Nueva Pescanova Group's private sustainable fishing standard in the countries or for the species where it is in effect.
- Complementary fishery and/or aquaculture sustainability actions, such as Fishery Improvement Projects (FIPs) or Aquaculture Improvement Projects (AIPs) managed and documented transparently and adequately (*cf.* fisheryprogress.org).
- Fishery performance evaluation criteria according to internationally accepted sustainability measures and in line with the scientific profile platform FishSource (*cf.* fishsource.org).

Additionally, we identify the quantity [t] and percentage [%] of raw materials of fishery or aquaculture origin, both from own production and external sources; those with a sustainable origin and/or certified chain of custody by a GSSI-recognized standard; the quantity and percentage of raw materials with alternative sustainability evidence (FIP and/or FishSource); and the quantity and percentage without sustainability evidence, which does not imply that such raw materials could not have been produced or obtained responsibly and/or sustainably.

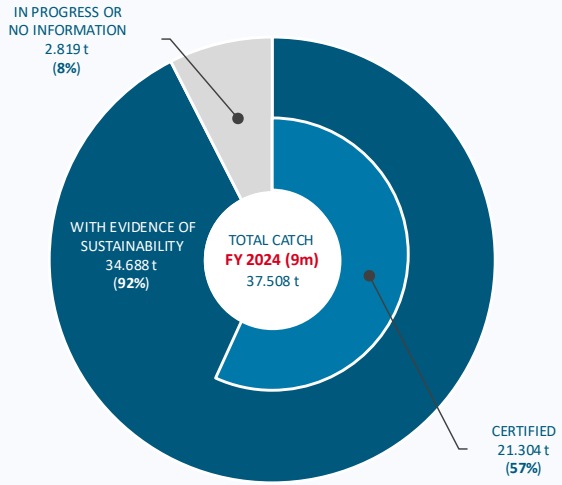
2.2.1 SUSTAINABLE ORIGIN OF CATCHES FROM OWN FLEET

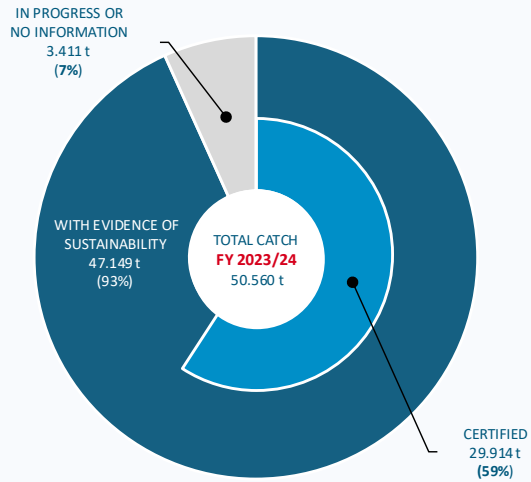
We are aware that catches — understood as the result of fishing operations in each country where we operate with our fleets — can experience significant variations due to multiple factors: the availability or differentiated management of fishing quotas; natural fluctuations in species abundance based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

As part of our Transparency in Sustainability Programme, we disclose relevant information about our fishing operations, including species and fisheries, catch and bycatch data, operating areas, fishing gears used, available sustainability evidence, and the sustainability status associated with each fishery.

The total catch by our fleet in the four countries where we operate (Namibia, Argentina, Mozambique, and Angola) reached 37,508 tonnes over a 9-month period in FY 2024, and 50,560 tonnes in the full 2023/2024 fiscal year. Of these catches, 92% and 93%, respectively, have evidence of sustainable origin in accordance with the criteria established in the 'Pescanova Blue' Sustainability Programme, including 57% and 59% certified under the *Marine Stewardship Council* (MSC) fishery sustainability standard.

The fraction of the catch corresponding to species and fishing grounds for which sustainability information is unavailable or currently under development represents 8% and 7% of the total, respectively.





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

	CATCHES [t]		BYCATCH [t] AND (%)		FISHING AREA	FISHING GEAR	SHARE WITH EVIDENCE OF SUSTAINABILITY		EVIDENCE OF SUSTAINABILITY	TRACEABILITY AND CHAIN OF CUSTODY	STOCK SUSTAINABILITY STATUS	CURRENT / FUTURE STOCK HEALTH	CONSERVATION STATUS	POPULATION TREND
	FY 2024 (9 m) 04.2024-12.2024	**FY 2023 04.2023-03.2024**	**FY 2024 (9 m) 04.2024-12.2024**	**FY 2023 04.2023-03.2024**			**FY 2024 (9 m)**	**FY 2023**						
SOURCES	PRIMARY DATA						'PESCANOVA BLUE' SUSTAINABLE SOURCING CRITERIA				FISHSOURCE		IUCN RED LIST / CITES	
Pleoticus muelleri - LAA Argentine red shrimp (ARG)	10,306	9,820	17.2 (0.1%)	8.4 (0.05%)	FAO 41	TRAWLS	100%	100%	FIP, FISHSOURCE	GDST	MANAGED (FIP) IN MSC ASSESSMENT	≥6 / DD (2023)	N/A	N/A
Illex argentinus - SQA Shortfin squid (ARG)	1,674	5,047				HOOKS AND LINES			FIP	INTERNAL TRACEAB.	MANAGED (FIP)	DD / DD (2024)	LC (2010)	UNKNOWN (2014)
Dissostichus eleginoides - TOP Toothfish (ARG)	399	983				TRAWLS			FIP	INTERNAL TRACEAB.	MANAGED (FIP)	NOT ASSESSED (2016)	N/A	N/A
Merluccius hubbsi - HKP Argentine hake (ARG)	463	618				TRAWLS			FISHSOURCE	INTERNAL TRACEAB.	MANAGED (FISHSOURCE, ≥6 / ≥6 / 5.8)	≥6 / ≥6 (2025)	N/A	N/A
Merluccius capensis - HKK *Merluccius paradoxus* - HKO Cape hake (NAM)	21,304	29,914	1,023 (4.5%)	964 (3%)	FAO 47	TRAWLS	98%	98%	MSC, FISHSOURCE	MSC CoC	CERTIFIED (MSC), (FISHSOURCE, ≥6 / 9,6 / 10)	≥6 / ≥8 ≥6 / ≥8 (2025)	LC (2012) N/A	UNKNOWN (2012)
Brama brama - POA Angelfish, pomfret (NAM)	114	158							N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED	LC (2013) N/A	UNKNOWN (2013)
Genypterus capensis - KCP Kingklip (NAM)	115	235							N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED	N/A	N/A
Helicolenus datylopterus - BRF Jacopever, blackbelly rosefish (NAM)	91	126							N/A	INTERNAL TRACEAB.	NOT ASSESSED	NOT ASSESSED	LC (2013) N/A	UNKNOWN (2013)
Lophius vomerinus - MVO Devil anglerfish, monkfish (NAM)	96	115							N/A	INTERNAL TRACEAB.	NEEDS IMPROV. (FISHSOURCE, ≥6 / DD / DD)	≥6 / ≥6 (2022)	NT (2009 - NEEDS UPDATING)	UNKNOWN (2009)
Aristeus varidens - ARV Striped red shrimp (ANG)	303	270	0	0	FAO 47	TRAWLS	0%	0%	N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Parapenaeus longirostris - DPS Deep-water rose shrimp (ANG)	97	197							N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Other crustaceans Deep-water shrimps and crabs (ANG)	35	41							N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Penaeus indicus - PNI Indian white prawn (MOZ)	542	767	0	0	FAO 51	TRAWLS	22%	25%	FISHSOURCE	INTERNAL TRACEAB.	MANAGED (FISHSOURCE, ≥6 / ≥6 / ≥8)	≥8 / 6,7 (2016)	N/A	N/A
Multiple species Prawns and shrimps (MOZ)	813	1,151							N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
Fam. Scianidae Croakers and meagres (MOZ)	1,155	1.118							N/A	INTERNAL TRACEAB.	NOT ASSESSED	N/A	N/A	N/A
TOTAL	**37,508**	**50,560**	**2.8%**	**1.9%**			**92%**	**93%**	57% MSC 34% FIP 87% FISHSOURCE	TOTAL GDST: 27% TOTAL CdC: 57%	93% managed 0.3% needs improv. 7% not rated	DD: Data Deficient	LC: Least Concern NT: Near Threatened	N/A: INFO NOT AVAILABLE

GRUPO NUEVA PESCANOVA

2.2.2 SUSTAINABLE ORIGIN OF OWN AND THIRD-PARTY AQUACULTURE PRODUCTION

The total aquaculture production figures for vannamei shrimp and turbot in own farms (approximately 7,000 ha across three countries: Ecuador, Nicaragua, and Spain) amounted to **35,836 tonnes** (over a 9-month period in 2024) and **41,439 tonnes** (over a full 12-month fiscal year FY 2023/24). All production demonstrates sustainable origin according to the criteria of the 'Pescanova Blue' Sustainability Programme.

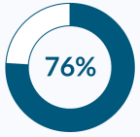
Sustainability evidence for own production corresponds to ASC, GSA BAP certifications (vannamei shrimp), and GLOBALG.A.P. (turbot) certifications indicated for each site (see the Nueva Pescanova Group global certification map – Annex I).

During the same periods, we processed **19,349 tonnes** and **23,332 tonnes**, respectively, of vannamei shrimp acquired from external local producers, of which **76%** and **72%** held certifications or evidence of sustainable production.

CSR PILLAR: PLANET
PRINCIPLE: SUSTAINABLE SOURCING
MATERIAL ASPECT: SUSTAINABLE AQUACULTURE

FY 2024	OWN PRODUCTION - INTERNAL SUPPLIERS					PRODUCCIÓN DE TERCEROS - PROVEEDORES EXTERNOS				
	PRODUCTION [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY	TRACEABILITY STANDARD	QUANTITY [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY	TRACEABILITY STANDARD
Penaeus vannamei - PNV Whiteleg shrimp, ECUADOR (ECU)	24,325	100%	ASC GSA BAP	ASC CoC GSA BAP	GDST	15,670	70%	ASC: 70%	ASC CoC	GDST
Penaeus vannamei - PNV Whiteleg shrimp, CAMANICA (NIC)	8,861	100%	ASC GSA BAP	ASC CoC GSA BAP	GS1	--	--	--	--	--
Penaeus vannamei - PNV Whiteleg shrimp, NOVAGUATEMALA (GUA)	0	--	--	--	--	3,679	100%	ASC: 100%	ASC CoC	GS1
Scophthalmus maximus - TUR Turbot, INSUIÑA (ESP)	2,650	100%	GLOBALG.A.P.	GLOBALG.A.P.	GS1	--	--	--	--	--
TOTAL AQUACULTURE	35,836	100%		TOTAL CoC: 100%	TOTAL GDST: 68%	19,349	76%		TOTAL CoC: 76%	TOTAL GDST: 81%

SUSTAINABLE SOURCING - OWN PRODUCTION

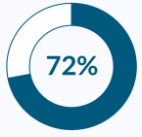


SUSTAINABLE SOURCING - PRODUCED BY OTHERS

CSR PILLAR: PLANET
PRINCIPLE: SUSTAINABLE SOURCING
MATERIAL ASPECT: SUSTAINABLE AQUACULTURE

FY 2023/24	OWN PRODUCTION - INTERNAL SUPPLIERS					PRODUCCIÓN DE TERCEROS - PROVEEDORES EXTERNOS				
	PRODUCTION [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY	TRACEABILITY STANDARD	QUANTITY [t]	SHARE WITH EVIDENCE OF SUSTAINABILITY	EVIDENCE OF SUSTAINABILITY	CERTIFIED CHAIN OF CUSTODY	TRACEABILITY STANDARD
Penaeus vannamei - PNV Whiteleg shrimp, ECUADOR (ECU)	26,834	100%	ASC GSA BAP	ASC CoC GSA BAP	GDST	18,509	65%	ASC: 43% GLOBALG.A.P.: 22%	ASC CoC GLOBALG.A.P.	GDST
Penaeus vannamei - PNV Whiteleg shrimp, CAMANICA (NIC)	11,034	100%	ASC GSA BAP	ASC CoC GSA BAP	GS1	--	--	--	--	--
Penaeus vannamei - PNV Whiteleg shrimp, NOVAGUATEMALA (GUA)	0	--	--	--	--	4,823	100%	ASC: 100% GLOBALG.A.P.: 80%	ASC CoC --	GS1
Scophthalmus maximus - TUR Turbot, INSUIÑA (ESP)	3,571	100%	GLOBALG.A.P.	GLOBALG.A.P.	GS1	--	--	--	--	--
TOTAL AQUACULTURE	41,439	100%		TOTAL CoC: 100%	TOTAL GDST: 65%	23,332	72%		TOTAL CoC: 55%	TOTAL GDST: 79%

SUSTAINABLE SOURCING - OWN PRODUCTION



SUSTAINABLE SOURCING - PRODUCED BY OTHERS

VANNAMEI SHRIMP

TURBOT

2.2.3 PURCHASE OF RAW MATERIALS FROM THIRD PARTIES

CSR PILLAR	PLANET
PRINCIPLE	SUSTAINABLE SOURCING
MATERIAL ASPECT	EXTERNAL SUPPLIERS

	QUANTITY [t]		SHARE WITH EVIDENCE OF SUSTAINABILITY		SHARE BY EVIDENCE OF SUSTAINABILITY			CERTIFIED CHAIN OF CUSTODY	
PRODUCT CATEGORY	FY 2024 (9m)	FY 2023/24	FY 2024 (9m)	FY 2023/24	EVIDENCE	FY 2024 (9m)	FY 2023/24	FY 2024 (9m)	FY 2023/24
FINFISH	12,786	21,434	74%	79%	MSC:	69%	60%	MSC CoC	MSC CoC
					ASC/BAP:	0%	0%	--	--
					FIP:	3%	16%	INTERNAL TRACK	INTERNAL TRACK
					FISHSOURCE:	2%	3%	INTERNAL TRACK	INTERNAL TRACK
CRUSTACEANS	28,049	37,418	71%	66%	MSC:	0%	0%	--	--
					ASC/BAP:	51%	51%	ASC/BAP CoC	ASC/BAP CoC
					FIP:	10%	10%	INTERNAL TRACK	INTERNAL TRACK
					FISHSOURCE:	1.4%	1%	INTERNAL TRACK	INTERNAL TRACK
CEPHALOPODS	10,013	22,506	36%	33%	MSC:	4%	0%	MSC CoC	MSC CoC
					ASC/BAP:	0%	0%	--	--
					FIP:	32%	33%	INTERNAL TRACK	INTERNAL TRACK
					FISHSOURCE:	0.4%	0.4%	INTERNAL TRACK	INTERNAL TRACK
BIVALVES	407	483	0%	0%	MSC:	0%	0%	--	--
					ASC/BAP:	0%	0%	--	--
					FIP:	0%	0%	--	--
					FISHSOURCE:	0%	0%	--	--
TOTAL FY	51,255	81,841	64%	60%				51%	41%

2.3 *TRACEABILITY OF RAW MATERIALS AND PRODUCTS*

As part of our commitment to sustainable sourcing, we work to transparently guarantee the sustainability attributes of all our raw materials and seafood products, whether sourced from our own fleet, aquaculture farms, or external suppliers. We track their origin and identify processes and transactions throughout the entire value chain.

Currently, we are transforming our sustainability and traceability data management systems, incorporating new methods of recording and processing into our digital tools. This evolution responds to the need to standardize practices and harmonize regulations to promote interoperable traceability in the sector, driven by: (i) increasing regulatory and consumer demands regarding product origin; (ii) concerns over illegal, unsustainable, or irresponsible practices; and (iii) growing commercial interest in supply chain transparency.

2.3.1 PROGRESS IN IMPLEMENTING DIGITAL TRACEABILITY CONTROL

To comply with the requirements of Regulation (EU) 2023/2842 on Fisheries Control, Nueva Pescanova Group is developing and deploying a digital traceability tool for raw materials and seafood products. This solution will ensure full digital traceability from origin to final product, covering both fishery and aquaculture products, whether fresh or frozen. The rollout of this tool is structured in four progressive phases:

- Phase 1 – Completed: The tool has been implemented in six key fishery and aquaculture production facilities, as well as processing centres. These facilities represent approximately 46% of Nueva Pescanova Group's total production, with full traceability now fully operational.
- Phase 2 – In progress: Implementation is currently underway in five additional production and processing facilities. Progress has reached up to 15% of key traceability processes, covering approximately 30% of the Group's total industrial production.
- Phase 3 – Planned for 2025: The digitalisation process will include two additional fishery production units, representing around 10% of the total catch volume of the Group's own fleet.
- Phase 4 – Planned for 2025: The inclusion of five more production or processing units is also planned, equivalent to approximately 10% of the Group's industrial production.

The Group's objective is to achieve full digital traceability across all fresh fish, frozen products, and aquaculture units by January 2026, in line with the deadlines set by European legislation.

The GDST standard provides a global framework based on: (i) key data elements, (ii) interoperable traceability, (iii) data validity, and (iv) ease of compliance. This standard aligns with the UN Global Compact actions to achieve a healthy ocean and a more sustainable industry by 2030.

2.4 SUSTAINABLE FEEDS FOR AQUACULTURE

Our goal is to ensure that the ingredients used in feeds for vannamei shrimp and turbot are sourced responsibly and with verifiable evidence of sustainability, in line with our procurement policies.

Formulations are tailored to each species, growth stage, and farming system. When using standard formulations, we follow the sustainability criteria published by suppliers. We also collaborate with smaller-scale suppliers to advance traceability and reporting of the sustainable origin of key ingredients.

Between fiscal years 2023/24 and 2024, we increased transparency and traceability of raw material origins in feeds for vannamei shrimp and turbot farming from 47% to 57%.

We recognize that certain ingredients may be associated with unacceptable risks of natural habitat conversion, which can have significant impacts on terrestrial biodiversity. Conversion is defined as the deep change or transformation of a natural ecosystem into other land uses, with deforestation being one of its most common forms (see accountability-framework.org).

In this context, we have set a target that by 2030 all key feed ingredients used in our aquaculture operations will be able to demonstrate a sustainable origin and be free from deforestation and conversion risks (DCF: Deforestation and Conversion Free).

We collaborate with suppliers and manufacturers to ensure that key raw materials, especially marine ingredients (fishmeal and fish oil) and those of agricultural origin, are sustainable and certified.

Some plant-based ingredients are critical in feed production. We work with our suppliers to ensure that, for example, soy or palm oil come from more sustainable sources, contributing to SDGs 15.1 and 15.5.

We also support the development of more sustainable formulations, with more efficient use (improved feed conversion ratios), reduced dependence on marine ingredients or forage fish, and the incorporation of alternative ingredients with equivalent nutritional value and lower environmental impact, contributing to SDGs 12.2, 14.4, and 15.5.

CSR PILLAR	PLANET
PRINCIPLE	SUSTAINABLE SOURCING
MATERIAL ASPECT	AQUACULTURE FEED

SUPPLIER	FY 2024 CONSUMPT [kt]	FY 2024 SHARE [%]	FY 2023/24 CONSUMPT [kt]	FY 2023/24 SHARE [%]	EVIDENCE OF SUSTAINABLE AND RESPONSIBLE ORIGIN FOR KEY RAW MATERIALS	TRANSPARENCY (4 VERY HIGH, 3 HIGH, 2 MODERATE, 1 LOW)
SUPPLIER A	10-15	28%	2-5	6%	Marine-sourced ingredients: Certified sources: MSC, FIP, MarinTrust, SMETA, RFVS. Use of critically endangered or endangered species (IUCN Red List) is prohibited. For reduction fisheries: evidence must be provided that the catch does not include IUCN-listed species. Plant-based, agricultural ingredients: Sourced exclusively from areas free from illegal deforestation and without conversion of high conservation value land. Certified sources: FEFAC, RSPO, RTRS, DONAU SOJA, PROTERRA, ISCC PLUS, RAINFOREST.	3
SUPPLIER B	10-12	23%	20-25	29%	GLOBALG.A.P., GSA BAP, ISO 9001, ISO 14001, ISO 45001, GS1.	2
SUPPLIER C	8-10	18%	15-20	23%	GSA BAP, GLOBALG.A.P, MSC, ASC, IFFO, RTRS, SQF.	2
SUPPLIER D	5-8	16%	10-15	17%	Marine-sourced ingredients: • FFDR: 0.44 (fishmeal) and 1.17 (fish oil) • Fishmeal (49% trimmings): 95% ASC-compliant; certified MSC (27%), MarinTrust (66%), FIP (23%), FishSource. • Fish oil (69% trimmings): 95% ASC-compliant; certified MSC (19%), MarinTrust (54%), FIP (14%), FishSource. • Krill meal: 100% MSC certified. Plant-based, agricultural ingredients: • Palm oil: 100% RSPO certified deforestation-free. • Soy: 86% certified deforestation-free (RTRS, ProTerra, Donau Soy or U.S. SSAP). LAPs / PAPs: 8% FFDR: 0.37 Carbon footprint: 1.86 t CO_2eq/t feed	4
SUPPLIER E	5-8	13%	15-20	24%	Marine-derived products (fishmeal and fish oil) (average 17.7%): • FFDR: 0.16 (fishmeal) and 0.16 (fish oil) in shrimp feed. • FFDR: 0.39 (fishmeal) and 0.32 (fish oil) in turbot feed. • 60% whole fish, with certifications (48.4%): MarinTrust (21.1%), MarinTrust FIP (16.8%), MSC (8.8%), FIP (1.6%), ITM (0.2%). • 40% fishery by-products (trimmings), with certifications (36.3%): MarinTrust (25.9%), MSC (8.5%), MarinTrust FIP (16.8%), FIP (0.4%), ITM (0.6%). Plant-based, agricultural ingredients (average 68.9%): • 99.6% certified deforestation-free soy, depending on country of origin. Alternative omega-3 sources: 0.94% (algae and rapeseed oil). Carbon footprint: 1.58 t CO_2eq/t_{feed}	4
OTHERS	<1	2%	<1	<1%	In progress	1 - 4

3 RESPONSIBLE OPERATIONS

PRINCIPLE 1 OF SUSTAINABILITY

WE FISH, FARM AND PROCESS SUSTAINABLY
WHILE RESPECTING THE PLANET

Our processing and manufacturing operations are designed and implemented to pursue continuous improvement across all industrial centres.

In practice, our commitment to this principle is reflected across the three main areas of the Nueva Pescanova Group's production activities: fishing, aquaculture, and seafood processing.

Beyond the provisions set out in the Group's other Responsible Conduct Policies, we base our approach on the FAO's principles for responsible fishing and aquaculture. This commitment extends to the responsible management of water, energy, and raw materials, by minimising emissions and waste and identifying and preventing potential environmental impacts arising from our activities.

3.1 RESPONSIBLE FISHING

In conducting responsible fishing activities, our commitment is based on full compliance with the legal fishing requirements of the countries where we operate, as well as applicable international regulations. We also explicitly recognise the principles set out by the FAO in its Code of Conduct for Responsible Fisheries (CCRF) as the necessary framework to ensure the sustainable exploitation of fishery resources in line with environmental conservation, within both national and international initiatives.

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

RESPONSIBLE FISHING

BEST PRACTICES IN AQUACULTURE

ENVIRONMENTAL CERTIFICATIONS

DESCARBONIZATION

CONSERVATION OF BIODIVERSITY

RATIONAL USE OF WATER

ATMOSPHERIC CONTAMINANTS

WASTE AND ORGANIC BY-PRODUCTS

FOOD LOSS AND WASTE

The CCPR sets out voluntary principles and standards for the conservation, management, and development of fisheries, with the aim of promoting the responsible governance of fishing activities.

By complying with fisheries management measures and contributing positively to the conservation and sustainable use of fishery resources, we help promote their optimal use and support their availability and quality for both current and future generations. This commitment led us to sign the UN Global Compact's Sustainable Ocean Principles (unglobalcompact.org/take-action/ocean/signatories), which are designed to advance ocean health and emphasise the shared responsibility of businesses to take action to ensure a healthy and productive ocean. These principles call on companies to assess their impact on the ocean and integrate this perspective into their strategies, providing us with a framework to uphold responsible business practices in this regard.

We also reaffirm our commitment to combat illegal, unreported and unregulated (IUU) fishing. Our efforts include ensuring transparent and robust traceability; obtaining *FISH Standard for Crew* labour certification (see section 4.2); certifying our fishery products under international sustainability standards aligned with the FAO's principles for responsible fishing (see section 2.2); and participating in fishery improvement projects governed by the CCRF (see section 3.1.1). These are all concrete measures to ensure the legality and transparency of our fishing activities.

3.1.1 PARTICIPATION IN AND PROMOTION OF FISHERY IMPROVEMENT PROJECTS

Our direct participation in Fishery Improvement Projects (FIPs) is publicly visible on the FisheryProgress platform (fisheryprogress.org/).

Status of the FIPs in which we participate:

Argentina red shrimp (*Pleoticus muelleri*), offshore, bottom trawl, fisheryprogress.org/fip-profile/603/overview
Participating company: ARGENOVA.
Stage: 4; Progress Rating: A (as of December 2024); Status: Active (→ Completed in January 2025); FIP Type: Comprehensive; Full MSC assessment scheduled to begin in January 2025.

In 2024, the FIP made significant progress towards its sustainability objectives. Key meetings of the Federal Fisheries Council were held to review quotas, restrict shrimp fishing, and update management plans for king crab and Patagonian scallop. Data from the 2023 onboard observer programme were analysed, with no breaches of the FIP's environmental code recorded. At the end of 2024, shrimp fishing was banned in national waters due to low concentrations and high reproductive activity. The FIP has identified no elevated risks of forced labour or human trafficking and is ready to enter full MSC assessment in January 2025.

Argentina patagonian toothfish (*Dissostichus eleginoides*), bottom trawl, fisheryprogress.org/fip-profile/15414/overview
Participating company: ARGENOVA.
Stage 4; Progress: A (as of December 2024); Status: Active; FIP type: Comprehensive.

The FIP has achieved verifiable improvements in fishery management and fishing practices. In 2024, new biological reference points aligned with Maximum Sustainable Yield (MSY) were adopted, and the internal review system was strengthened. Fishery management responsiveness also improved, thanks to a new resolution concerning the Advisory Commission for the Monitoring of Patagonian Toothfish. In addition, partial strategies were implemented for secondary species, along with sampling protocols for benthic invertebrates, supported by data provided by CeDePesca. The FIP has identified no elevated risks of forced labour or human trafficking.

WHAT IS A FIP?

A FIP, or *Fishery Improvement Project*, is a collaborative initiative involving multiple stakeholders—private sector, public institutions, and NGOs—designed to address environmental challenges in a fishery. These projects harness the influence of the private sector to drive positive change towards sustainability, improve fishery management and fishing practices, and aim to secure long-lasting improvements through policy change.

Participation in a FIP qualifies as evidence of sustainability under our Sustainable Fisheries Raw Material Approval Scheme, part of the 'Pescanova Blue' Sustainability Programme, which seeks to verify that our products are genuinely sustainable. To be recognised under this scheme, a FIP must meet the following criteria: it must have a clearly defined and approved action plan and budget; be publicly registered on the FisheryProgress.org platform; show evidence of progress on that platform; have an A or C progress rating; and be in implementation stage 3 or above.

Argentina shortfin squid (*Illex argentinus*), jigging (hooks and lines), fisheryprogress.org/fip-profile/19585/overview
Participating company: ARGENOVA, member of the Argentine Jigging Vessel Owners Chamber (CAPA).
Stage: 4; Progress Rating: A (as of December 2024); Status: Active; FIP Type: Comprehensive.

Between 2023 and 2024, the FIP made important technical and scientific strides to enhance the sustainability of the Argentine squid fishery. An agreement was signed with *Resilience Environmental Consulting* to implement the actions outlined in the work plan. Stock assessments revealed a high presence of immature individuals and a significant recovery of the southern Patagonian stock.

Preliminary technical reports were also developed on the Argentine Sea ecosystem. In addition, the National Scientific and Technical Research Council (CONICET) proposed a methodology for assessing the fishery's impact on the ecosystem, including the vulnerability of bycatch species and spatiotemporal alterations. The FIP has identified no elevated risks of forced labour or human trafficking.

Peru mahi-mahi (*Coryphaena hippurus*), longline, fisheryprogress.org/fip-profile/663/overview
Participating company: PESCANOVA USA.
Stage: 4; Progress Rating: A (as of December 2024); Status: Active; FIP Type: Comprehensive.

In 2024, the Peruvian mahi-mahi FIP recorded key advancements in fishery management and formalisation. Ministerial resolutions were issued establishing a catch quota of 59,000 tonnes for the 2024–2025 season, listing mahi-mahi as a fully exploited resource, and adopting alternative measures to protect its spawning process. A report was also published on the formalisation of 3,404 artisanal vessels, with progress in licensing rising from 67% to 69% since May.

The National Fund for Fisheries Development (FONDEPES) launched a platform to identify fishers certified in best practices for sea turtle handling, and the FIP took part in a workshop to evaluate management strategies. The FIP has identified no elevated risks of forced labour or human trafficking.

Peru jumbo flying squid (*Dosidicus gigas*), jig, fisheryprogress.org/fip-profile/8041/overview
Participating company: NOVAPERU, member of the Peruvian Giant Squid Chamber (CAPECAL).
Stage: 4; Progress Rating: A (as of December 2024); Status: Active; FIP Type: Comprehensive.

In 2024, the Peruvian jumbo flying squid FIP made significant progress in formalisation, scientific research, and fishery monitoring. Under the SIFORPA II scheme, 95% of vessels hold registration certificates and sanitary protocols, and 91% have fishing permits. In the cooperative scheme, these figures reach 85%, 63%, and 69%, respectively.

IMARPE studies presented to the SPRFMO on larval drift and population genetic structure revealed reproductive and genetic differences between northern and southern zones. Additionally, a biological survey detected low squid availability and strong environmental influence on its distribution and reproduction. Lastly, a ministerial resolution was issued to continue the permit process for artisanal vessels under the cooperative scheme.

GIVING FISHING NETS A SECOND LIFE

We promote the **responsible management of discarded fishing nets** through *Net Positiva* in Argentina, an initiative led by Bureo in partnership with Moscuzza Redes and the Whale Conservation Institute. Since 2019, we have participated via our subsidiary Argenova. This initiative transforms the plastic materials that make up the nets—mainly nylon and high-density polyethylene—into recycled raw materials.

In Puerto Deseado, we operate our own net-making workshop that manufactures, repairs, and redesigns nets, and also serves as a training centre for local communities. Here, we encourage more sustainable fishing gear and responsibly manage discarded nets by recycling them and giving them a second life through their use in the development of new products.

In the past year, we donated nearly **6,500 kg** of nets no longer in use, totalling around 19,000 kg recovered since the agreement began. This effort helps **reduce plastic waste** in the ocean and the **risk of ghost fishing**—by preventing the potential *Abandoned, Lost or otherwise Discarded Fishing Gear* (ALDFG). At the same time, it **lowers the carbon footprint** associated with the use of virgin materials thanks to circular solutions.

These initiatives are concrete and replicable examples of how collaborative solutions based on circularity principles can be effectively integrated into our operations, generating environmental, social, and economic benefits.

3.2 BEST PRACTICES IN AQUACULTURE

Because we farm different species and it is our responsibility to do so responsibly, we incorporate concerns about animal welfare and the environment into our operations, management, and governance.

3.2.1 OUR COMMITMENT TO ANIMAL WELFARE

Our shrimp farming relies heavily on environmental conditions. Therefore, we work to ensure optimal water quality in the cultivation ponds, preventing external pathogens and any form of stress on the animals.

We operate in harmony with the natural environment, strictly complying with requirements that minimise the risk of disease, aligned with our commitment to sustainable aquaculture production certifications. This includes animal health plans, biosecurity management, the use of pathogen-free larvae, and rigorous control over medication use. As a result, we have not experienced significant disease outbreaks in our shrimp and turbot farms.

Animal health, water quality, and feeding are rigorously and regularly monitored to detect any early signs of disease or sources of stress, thereby minimising potential risks. While isolated cases of illness may occur, the controls we implement prevent serious outbreaks that could significantly impact production.

We document our management plans and any possible diseases, both for operational control and veterinary compliance purposes. These plans include standard operating procedures that are documented and designed to help manage water quality parameters in the ponds whenever an imbalance or signs of disease are identified.

We do not resort to therapeutic treatments, as we prioritise prevention through strict control of water quality and feeding. This approach helps avoid potential stressors related to unsanitary conditions, chemical imbalances, or low oxygen levels.

This preventive practice directly supports the achievement of Sustainable Development Goal 12.4, which focuses on the responsible management of chemicals and waste.

In our Corporate Aquaculture Responsibility Policy, we recognise the importance of respecting the "Five Freedoms" for farmed animals. These freedoms aim to ensure conditions free from hunger and malnutrition; discomfort; pain, injury, or disease; restrictions on natural behaviour; and fear or distress. The goal is to minimise all sources of stress that may affect their welfare.

Among the measures we have adopted are optimising stocking and farming densities as a stress control method, carefully managing the transport of live animals over long distances, and implementing pre-slaughter stunning. The policy also prohibits practices such as mutilations, genetic manipulation, and the encouragement of unnatural behaviours.

3.2.2 PERFORMANCE INDICATORS

Survival rate is a fundamental indicator of aquaculture operational performance. Each year, we evaluate the farming strategy and define KPIs—including survival rate—for every operation. Although survival rate alone is not a fully significant indicator, we monitor it for each batch, pond or tank, and production cycle. This makes it a key component of the comprehensive set of indicators used to optimise farming practices.

These indicators include animal density and biomass in the pond or tank, animal growth rate, and feed conversion ratio (FCR), among others.

By managing the desired operational balance between these indicators, we can steer the farming process toward specific goals such as productivity, individual weight, or harvest timing.

Working in harmony with the natural environment, ensuring optimal water quality, and minimising sources of stress have been key factors in making our commitment to 'zero use' of antibiotics and medications viable. Alongside a strong focus on efficient use of automatic feeding systems through the Aquaculture 4.0 project, these factors have been decisive in recent years, contributing to a significant improvement in our shrimp farming productivity. In fact, since 2016, we have nearly quadrupled production results and improved the *feed conversion ratio* (FCR) by 15-25%.

For turbot production, the average FCR in 2022 was 1.12, with a cycle length of 21-28 months and a final weight of 1.0–1.5 kg (*cf.* APROMAR Sustainability Report 2025).

3.2.3 BROODSTOCK MATURATION

We align our animal welfare practices with the principles outlined in our Corporate Aquaculture Responsibility Policy, which translates into responsible operations that include careful management of farming environments, feed quality, appropriate stocking densities, predator control, and the prevention and management of disease across all stages of the production cycle.

A key advance in animal welfare in the farming of *Litopenaeus vannamei* (shrimp) has been the elimination of eyestalk ablation in female broodstock. This step, previously defined as a strategic objective, marks the complete eradication of any mutilation practices in our aquaculture operations.

Following a successful two-year research programme, the measure was fully implemented across all our operations in 2021.

In both shrimp and turbot (*Scophthalmus maximus*) farming, we have our own genetic improvement programme, which includes systematic monitoring of all broodstock lines and any new additions.

3.2.4 ON THE USE OF ANTIBIOTICS AND MEDICINES

In relation to control points and animal welfare compliance—and in line with the requirements of standards recognised by the *Global Sustainable Seafood Initiative* (GSSI) (ourgssi.org/gssi-recognized-certifcation) for sustainable aquaculture—we maintain records and report as needed, ensuring:

- Oversight and compliance with veterinary health plans, disease control, the use and treatment with veterinary medicines, biosecurity measures, selection and slaughter methods, water quality and hygiene plans, animal stocking densities, mortality and escapes, as well as predator, pest and external stressor management, and feeding protocols, among other aspects, in accordance with our GLOBALG.A.P. certification, where applicable.
- Compliance with medicine use restrictions, including antibiotics, and the prohibition of any antimicrobial classified as critically important for human health. We do not use medicines prophylactically; medicines are only used for animal welfare reasons and under strict conditions, in line with our ASC certification, where applicable.
- Proper care of animals with respect to stocking density, disease control, water quality, and methods of transport and slaughter, in accordance with our GSA BAP certification, where applicable.

As an extension of our commitment, we do not use antibiotics or growth-promoting substances in any of our shrimp farming operations.

Furthermore, we are founding members of the *Sustainable Shrimp Partnership* (SSP) (sustainableshrimppartnership.org) in Ecuador, whose main objective is to promote antibiotic-free shrimp farming throughout the entire production cycle.

We actively support initiatives aimed at eliminating the use of antibiotics in shrimp aquaculture, in order to protect water quality and minimise environmental impact.

We restrict the use of Critically Important Antimicrobials (CIAs) for human medicine to those listed under Category C1 of the World Health Organization (WHO) list (apps.who.int/iris/handle/10665/325037).

Their use is only permitted when therapeutically necessary for animal welfare reasons, and always under veterinary prescription and supervision.

The specific objectives of avoiding prophylactic or metaphylactic use of antibiotics and growth-promoting substances across all aquaculture operations, and of restricting the use of antimicrobials classified as critically important for human medicine, are duly and independently verified for certification purposes. Both the SSP and GSSI-recognised certification schemes carry out control audits and verification of our antibiotic-free operations under their respective audit plans.

Best practices in prevention and management work in combination to deliver optimal results and avoid the use of medication throughout the production cycle. Prevention is achieved through vaccination in turbot farming and the use of probiotics in shrimp farming. Coupled with strict water quality management and efficient feeding protocols, these practices support the healthy development of animals and minimise sources of stress—thus contributing to SDG Target 12.4 on the environmentally sound management of chemicals and waste.

3.2.5 STOCKING AND CULTIVATION DENSITIES

We have defined our stocking density for shrimp farming, as no specific regulations currently apply. We follow the density limits agreed with our key customers where applicable, and in the absence of such agreements, we aim for a recommended density of 15 post-larvae/m², with an operational optimum range of 12–18/m².

The stocking densities used in our extensive systems play a key role in maintaining water quality, controlling the spread of disease, and minimising environmental impact. They are critical parameters that directly influence productivity.

This approach also reflects our commitment to animal welfare, setting us apart from other extensive models operating at higher densities, as well as from intensive systems, which can reach levels of around 500 post-larvae/m², posing significantly greater environmental and operational risks.

In turbot farming, stocking density is determined by the available surface area in the rearing tanks, as this is a flatfish species. Densities vary depending on the development stage—fry, juveniles or adults. We work to keep production within the recommended operational densities, based on industry-agreed standards and validated by our insurers. To this end, we continuously monitor animal size and growth, and regularly assess how density affects both animal welfare and operational efficiency.

3.2.6 ESCAPE RISK MANAGEMENT IN AQUACULTURE

During the reporting period, no escape events occurred in our shrimp or turbot farming operations, with zero animals lost. We work proactively to prevent and mitigate escapes, designing and installing systems and equipment that minimise the risk without compromising animal health or welfare.

Escape risk varies throughout the production cycle. In the early stages, the small size of the animals may pose a risk during water exchange operations. In later stages, the escape of adult animals could disrupt the ecological balance of nearby water bodies.

However, our facilities have little to no environmental exposure, thanks to the implementation of nets, filters and retention devices in effluent channels and water intake/outlet pipes. These form an effective, low-maintenance control system.

Moreover, the use of native species significantly reduces the potential ecological or genetic impact in the event of an escape. Any competitive advantage of farmed individuals—such as greater size or vitality—would be marginal and short-lived.

The combination of a very low likelihood of escape and a limited potential impact results in an insignificant environmental risk. We have preventive mechanisms and contingency plans in place to mitigate any effects, thereby contributing to SDG targets 2.5 and 15.8.

All of these escape prevention and management measures are outlined in our Corporate Aquaculture Responsibility Policy and in the safety and management plans of each of our operations.

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

	Survival rate *- hatcheries*	Survival rate *- grow out*	Significant disease outbreaks	Use of preventive products	Prophylactic use antibiotics and growth-promoting substances	Use of therapeutic products	Use of desinfectant chemicals	Physical integrity	Slaughter method	Biosecurity measures	Control of predators	Escapes (events and individuals)
Penaeus vannamei Shrimp, PROMARISCO (ECU)	*goal 2025: 95%* 95% (2024 9m) 93% (2023/24) 96% (2022/23) 93% (2021/22) 86% (2020) 91% (2019)	*goal 2025: 70%* 81% (2024 9m) 61% (2023/24) 66% (2022/23) 67% (2021/22) 60% (2020) 58% (2019)	No	Probiotics	*goal 2025: zero use* Zero use	None	Quicklime	No eyestalk ablation in breeders, nor systematic mutilations	Hypothermia	*goal 2025: 100%* Yes, internal plan for 100% operations	Yes, in extensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped
Penaeus vannamei Shrimp, CAMANICA (NIC)	*goal 2025: 70%* 78% (2024 9m) 78% (2023/24) 68% (2022/23) 68% (2021/22) 74% (2020) n/a (2019)	*goal 2025: 60%* 61% (2024 9m) 52% (2023/24) 58% (2022/23) 54% (2021/22) 53% (2020) 52% (2019)	No	Probiotics	*goal 2025: zero use* Zero use	None	Quicklime	No eyestalk ablation in breeders, nor systematic mutilations	Hypothermia	*goal 2025: 100%* Yes, internal plan for 100% operations	Yes, in extensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped
Scophthalmus maximus Turbot, INSUIÑA (ESP)	*goal 2025: 15%* 22% (2024 9m) 17% (2023/24) 17% (2022/23) 10% (2021/22) 10% (2020) 9% (2019)	*goal 2025: 95%* 96% (2024 9m) 95% (2023/24) 95% (2022/23) 95% (2021/22) 95% (2020) 95% (2019)	No	Vaccines	*goal 2025: zero use* Zero use	*goal 2025: 0.5%* With veterinary prescription and respecting the suppression period. Average medicated feed index: 0.3% (APROMAR's Sustainability Report 2025)	Only antiparasitic treatment, with veterinary prescription	No systemtic mutilations	Hypothermia, as per AENOR UNE 173300	*goal 2025: 100%* Biosecurity index: 100% operations (APROMAR's Sustainability Report 2025)	Yes, in intensive system	*goal 2025: 0* Native species 0 events and 0 animals escaped

3.3 ENVIRONMENTAL CERTIFICATIONS

Our aquaculture operations maintain detailed records of key parameters for operational control, as well as veterinary, health, and food safety checks. This information is shared transparently with the relevant authorities.

In addition, it is made available for verification by external auditors within the framework of certifications related to sustainability, environment, food safety, and quality. This traceability is reflected in our valid certificates, which we publish publicly as part of our commitment to accountability.

The certification of our facilities and production processes is a cornerstone of our sustainability and environmental responsibility strategy. Compliance with environmentally responsible practices is verified through third-party audits based on internationally recognised standards.

Through our Corporate Sustainability and Environmental Responsibility Policies, we have committed to certifying both facilities and products under internationally recognised environmental standards. We report our progress in this area in line with principles of sustainable sourcing and responsible operations, as outlined in the Nueva Pescanova Group's global certification matrix (Annex I) and the ESG evidence chart (Annex II).

Our aquaculture operations hold international sustainability certifications: PROMARISCO (Ecuador) and CAMANICA (Nicaragua) are certified under the *Aquaculture Stewardship Council* (ASC) standards (asc-aqua.org/find-a-farm/) and the *Global Seafood Alliance – Best Aquaculture Practices* (GSA BAP) (bapcertification.org/Producers); INSUIÑA (Spain) is certified under GLOBALG.A.P. (*Good Agricultural Practices*) (database.globalgap.org/globalgap/search/SearchMain.faces).

We highlight the ISO 14001 Environmental Management System certification held by all industrial centres of PESCANOVA ESPAÑA, as well as the EMAS (*Eco-Management and Audit Scheme*) certification at the INSUIÑA centres in MOUGÁS and XOVE, in accordance with the Galician Government's EMAS Register (*Rexistro Galego de centros adheridos ao EMAS*) (available at shorturl.at/cnEAV).

3.4 DECARBONISATION

We acknowledge that the activities of our companies across the different stages of the value chain result in the emission of various substances, including greenhouse gases (GHGs) which, depending on their warming potential, contribute to the greenhouse effect in the atmosphere and may drive climate change.

We are aware that our fishing, aquaculture, and seafood processing operations involve significant energy consumption—primarily electricity and fuels—as well as the use of refrigerant gases in the freezing and preservation processes of products and raw materials. This is compounded by their transport and distribution.

It is our responsibility to identify and quantify the environmental footprint caused by emissions for which the Group's companies are accountable and, based on this information, to make informed decisions about transitioning to more efficient processes and practices with a lower impact.

To ensure the resilience of our society and the long-term viability of economic activities that depend on ecosystem services, it is essential to mitigate the effects of global warming.

In line with the Paris Agreement, we recognize the urgency of limiting the increase in global average temperature to 1.5 °C above pre-industrial levels, in order to reduce the risks associated with climate change to natural systems, food security, water availability, and human health.

This commitment guides our climate strategy and directs our actions towards the progressive decarbonisation of our operations, adaptation to the already inevitable impacts of climate change, and active contribution to the protection of biodiversity and the integrity of the ecosystems on which we depend.

3.4.1 DECARBONISATION MEASURES

As a fundamental element of our decarbonisation plan, we identify measures that are (i) aimed at reducing our contribution to atmospheric emissions, primarily through lowering GHG emissions in energy conversion and consumption processes; (ii) focused on industrial reconversion by promoting the substitution of polluting fuels with less polluting alternatives in industrial equipment; and (iii) designed to accelerate the shift towards renewable energy sources.

The comprehensive set of measures, established as targets, includes (i) improving the energy efficiency of combustion equipment and electrical consumption; (ii) the preferential use of materials and products that generate lower emissions and energy consumption throughout their life cycle; (iii) the energy recovery from generated waste; (iv) the preferential consumption of energy from renewable sources (57% overall in 2024), whether produced internally or externally; and (v) the reduction of material loss and waste, as well as the valorisation of by-products throughout all phases of our supply chains.

Overall, we identify greenhouse gas (GHG) emission sources, inefficient processes, and opportunities for improvement, including the replacement of equipment and processes to achieve the desired reduction in emission intensity for our products.

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

We classify our emissions according to the three scopes defined by international standards. Scope 1 includes direct emissions resulting from the use of fossil fuels in equipment owned or controlled by the Group, covering both stationary sources (such as fugitive gas emissions from refrigeration and air conditioning equipment) and mobile sources (fishing fleet and vehicles). Scope 2 covers indirect emissions associated with the generation of purchased and consumed electricity. Scope 3, meanwhile, encompasses other indirect emissions related to the transportation and cold storage of raw materials and products, the production of aquaculture raw materials by third parties, water supply, waste management, and business travel. Carbon intensity by activity can be found in Annex III.

As participating members of the United Nations Global Compact (unglobalcompact.org/what-is-gc/participants), we share the principles of the "*Business Ambition for 1.5°C*" initiative led by the *Science Based Targets initiative* (SBTi) in partnership with the Global Compact. Accordingly, we are committed to setting annual reduction targets of 3% for Scope 1 and 2 emissions, aiming for a 50% reduction by 2040 based on 2020 baseline emissions.

COLLABORATION FOR MORE SUSTAINABLE LOGISTICS

Sustainability is a shared goal that requires the commitment of our entire value chain. Strategic collaboration with our suppliers enables continuous improvement in our environmental performance, especially in reducing Scope 3 emissions.

Innovative solutions in transport, storage, and energy management optimise our operations and directly contribute to our **decarbonisation and energy efficiency targets**.

In this regard, we collaborate with STEF, a specialist in logistics, transport, and cold storage solutions, which has made strong commitments to sustainability.

Their approach focuses on reducing emissions from their fleet through **sustainable mobility**, incorporating low-carbon energy into their energy mix within the framework of a **responsible cold chain**, and promoting sustainable practices alongside clients and suppliers, supporting the entire value chain.

STEF

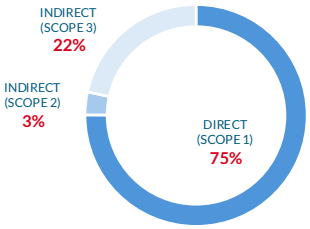
With the renewal of its fleet, the incorporation of renewable energies, Lean & Green certification, and the adoption of emerging technologies such as green hydrogen, it has strengthened its contribution to lower-carbon logistics.

This strategic collaboration enables us to significantly reduce scope 3 emissions, advance in fulfilling our **climate commitments**, and improve our **ESG performance**, strengthening **transparency** with our stakeholders. At the same time, we optimise our operating costs through **more efficient logistics processes** and the **use of clean technologies**, while **mitigating regulatory and reputational risks** by anticipating regulatory demands and market expectations. All of this reinforces our corporate reputation and adds value for clients, consumers, and investors who appreciate working alongside responsible partners.

Coordinated work with our suppliers strengthens our capacity to build a more resilient, competitive supply chain aligned with global sustainability challenges.

Current carbon footprint values show a cumulative reduction of 44% across all three emission scopes and a 51% reduction in Scopes 1 and 2 compared to the 2020 baseline year. These results demonstrate the effective implementation of measures across the Group's companies and operations.

BREAKDOWN OF GHG EMISSIONS BY SCOPE



3.4.2 PHOTOVOLTAIC PRODUCTION

We operate our own photovoltaic parks across nine industrial centres, totalling 42,000 m² of solar panel surface area, with a potential capacity to generate 12.4 GWh annually.

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

CENTRE	POWER [MWp]	ANNUAL PRODUCTION [MWh]	SOLAR PANELS AREA [m²]
PESCANOVA ESPAÑA, CI ARTEIXO	0.57	689.52	3,423
PESCANOVA ESPAÑA, CI CATARROJA	0.20	300.69	925
PESCANOVA ESPAÑA, CI CHAPELA	0.93	1,305.87	5,377
PESCANOVA ESPAÑA, CI PATERNA	0.24	362.97	1,130
PESCANOVA ESPAÑA, CI PORRIÑO	1.04	1,452.07	5,650
INSUIÑA, XOVE	1.60	2,457.33	10,661
PESCANOVA BIOMARINE CENTER	0.26	290.23	1,433
NOVANAM, LÜDERITZ	2.27	3,941.0	10,240
NOVANAM, WALVIS BAY	1.65	1,623.0	3,160
TOTAL	**8.77**	**12,422.68**	**≈42,000**

3.4.3 EMISSIONS COMPENSATION

We extend our commitment to emission reduction by progressively offsetting residual Scope 1 and 2 emissions. These refer to greenhouse gas emissions that cannot be avoided after implementing reduction measures (as outlined in our decarbonisation plan). Environmental compensation is provided through resource-based investments (non-monetary) capable of protecting, generating, or storing positive impacts on natural capital to an extent equivalent to the negative impacts generated, in line with the principles of our Environmental Compensation Programme.

We distinguish between two types of compensation: (i) compensation for impacts associated with the consumption and emissions resulting from our activities and presence; and (ii) biodiversity compensation focused on restoring ecological functions, habitats, and species potentially affected negatively—whether temporarily or persistently, reversibly or not—to safeguard their capacity to provide associated ecosystem services.

Mitigation and compensation measures for our environmental footprint, along with adaptation to climate change, underpin the focus of most of our actions aimed at improving efficiency in equipment and processes, including energy and natural resource use, as well as minimizing emissions, waste, and discharges.

We consider it important to highlight the Nueva Pescanova Group's effort towards technological modernization; investment in new production, measurement, and control equipment; and the optimization of our operations in pursuit of maximum efficiency.

CSR PILLAR	PLANET
PRINCIPLE	RESPONSIBLE OPERATIONS
MATERIAL ASPECT	CARBON FOOTPRINT AND ENERGY EFFICIENCY

	2024 (9m)	Δ (%)	2023/24	Δ (%)	2022/23	Δ (%)	2021/22	Δ (%)	2020
GHG EMISSIONS [t CO_2e]	**206,656**	**-21%**	**260,787**	**-17%**	**315,421**	**-8%**	**344,707**	**-7%**	**368,781**
DIRECT (SCOPE 1)	155,157	-22%	198,663	-20%	247,023	-6%	263,438	-10%	293,426
INDIRECT (SCOPE 2)	6,897	-35%	10,670	-36%	16,632	-17%	20,018	-48%	38,245
INDIRECT (SCOPE 3)	44,602	-13%	51,453	-1%	51,766	-15%	61,252	65%	37,111
KPI GHG [t CO_2e/t_{PROD}][a]	**1.11**	**-2%**	**1.14**	**-14%**	**1.33**	**-21%**	**1.67**	**-14%**	**1.95**
KPI ENERG [KWh/t_{PROD}][b]	**2.56**	**-5%**	**2.69**	**-3%**	**2.79**	**-23%**	**3.63**	**-2%**	**3.69**
KPI RENEWABLES [%][c]	**57%**	**11 pp**	**46%**	**9 pp**	**37%**	**7 pp**	**30%**	**1 pp**	**29%**

[a] Greenhouse Gases (GHG) emission intensity; [b] Energy intensity; [c] Share of electricity from renewable sources.

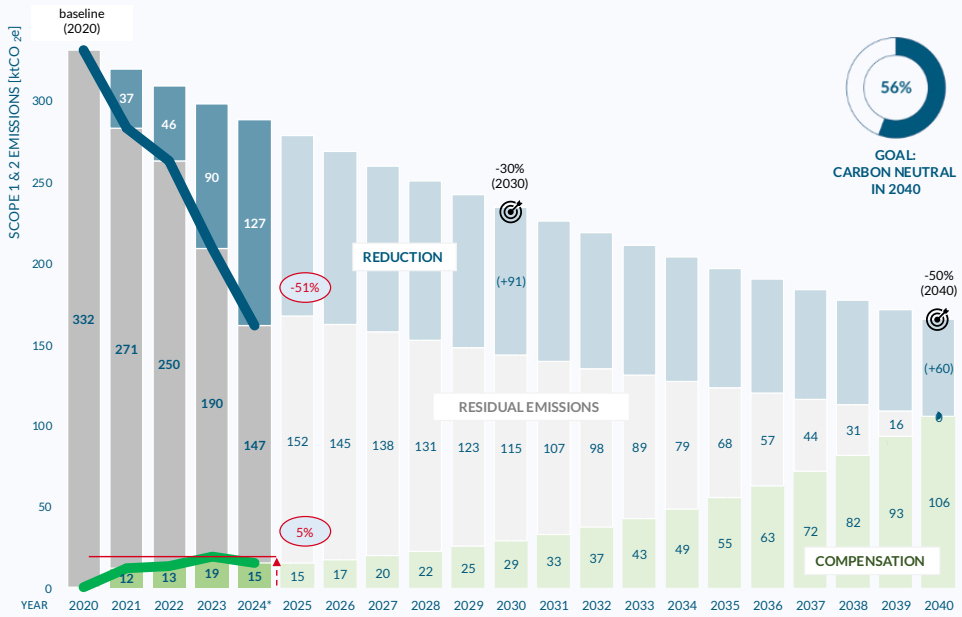
In parallel, we work with our people to change habits and adopt good practices; with supply chains to seek better technical solutions, materials, and services; and with the communities where we play a significant role, raising awareness and collaborating directly on mitigation and compensation projects, with a special focus on biodiversity and the environment.

We have invested in the knowledge and quantification of initiatives aimed at offsetting greenhouse gas emissions through carbon sequestration actions. Notably, we highlight reforestation and afforestation projects with native species and mangroves in the areas of our subsidiaries' farms in Ecuador, Nicaragua, and Guatemala. Additionally, the offsetting actions at the farms of our subsidiaries CAMANICA (Nicaragua) and NOVAGUATEMALA (Guatemala) have already been quantified through collaboration with local forestry experts.

The exercise of quantifying CO_2 emission offsets through carbon sequestration in forests and reforested areas is integrated into the Environmental Compensation Program, with the dual objective of promoting offset actions and measuring progress toward achieving our carbon neutrality target set for 2040.

The annual accumulated carbon sequestration across **2,159 hectares** of mangrove forests on our farms in Ecuador, Nicaragua, and Guatemala, and **126 hectares** of teak (*Tectona grandis*) plantations in the El Viejo region, Chinandega (Nicaragua), was estimated at **11,390 tCO_2** in the native mangrove forests and **3,695 tCO_2** in the teak plantations and other scattered forests.

In total, during the 9 months of FY 2024, **15,085 tCO_2** have been sequestered, representing an accumulated offset effort equivalent to 4.5% of the scope 1 and 2 emissions from the base year, or 9.3% of the FY 2024 emissions.



OUR CLIMATE AMBITION

At Nueva Pescanova, we are firmly committed to combating climate change and decarbonizing our operations. As part of our sustainability strategy, we have set the ambitious goal of achieving carbon neutrality by 2040. To this end, we **work on reducing our greenhouse gas (GHG) emissions and compensating for the residual emissions that we cannot avoid**.

Through the implementation of the measures outlined in our transition and decarbonization plan, we aim to achieve a 50% reduction in our scope 1 and 2 emissions by 2040, taking 2020 as the baseline year. This objective is approached with a continuous improvement mindset, establishing annual reduction targets of 3% in both scopes.

This commitment translates into concrete actions across our operations, from improving energy efficiency in our plants and vessels to transitioning to cleaner energy sources. Thanks to these efforts, we have already achieved a **51%** reduction in direct and indirect emissions associated with energy consumption (scopes 1 and 2), and an overall progress of **56%** toward our climate goal, due to the synergistic effect between effective reductions and offset actions.

These advances reflect the effectiveness of the measures implemented across the Group's various companies and operational centres, reinforcing our conviction that environmental sustainability is an essential pillar for the future of the seafood sector.

We have launched and characterized additional complementary projects focused on maintaining nurseries of endemic plants and collaborating on local reforestation initiatives using the seedlings produced in these nurseries. We are also working on quantifying and verifying planted areas, species, biomass, and sequestered carbon.

Our carbon neutrality plan for 2040 requires a synergistic effect of a 50% reduction in our GHG emissions (scopes 1 and 2) and a 50% compensation of residual emissions (baseline 2020). To meet this goal, we have set an annual emissions reduction target of 3% and an interim target of 30% by 2030. In addition to the original objective, we are committed to continuing to drive the reduction measures outlined in our decarbonization plan to maximize emission reductions and minimize, as much as possible, the fraction of residual emissions (those we cannot avoid), so that we can responsibly assume their compensation.

Therefore, reduction and mitigation measures must be aligned to enable our commitment to net zero emissions by 2040 for scopes 1 and 2. Regarding scope 3 emissions, we commit to establishing internal goals and targets to support the ambition of limiting global warming.

3.4.4 PROGRESS AND ALIGNMENT

Emission reduction is incorporated into the decarbonization plan (see section 3.4.1), which initially aims to achieve significant reductions by maximising efficiency in equipment and processes and by adopting immediate-impact decisions (for example, collaborating with electricity suppliers from renewable sources).

However, it will require investment measures to generate additional significant changes in the medium and long term in equipment and processes to consequently achieve the necessary improvements (for example, through electrification or hybridisation of current combustion processes or the complete replacement of refrigerant gases with zero global warming potential).

We have adopted a decarbonization pathway clearly aligned with the most ambitious objectives of the Paris Agreement, reflecting a proactive, ambitious, and effective approach.

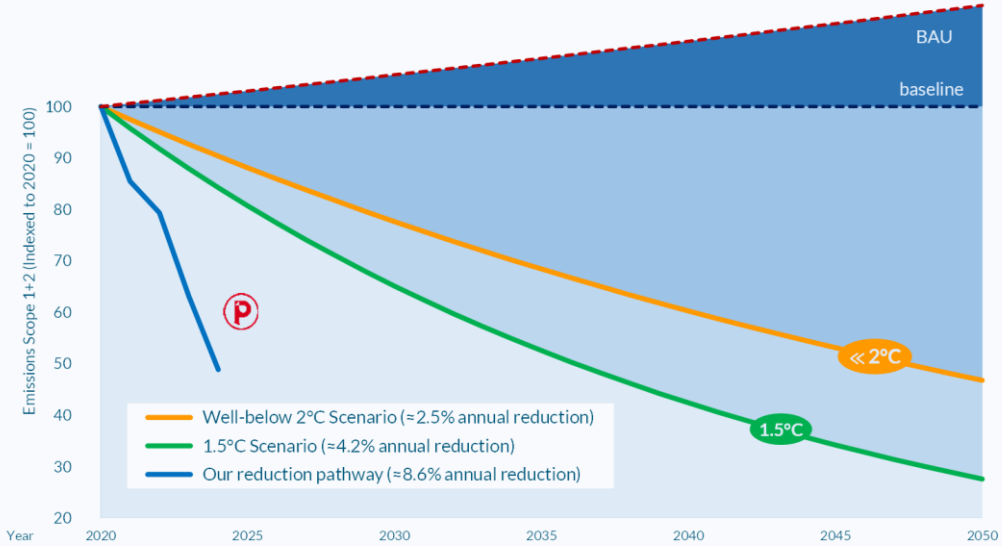
ANALYSIS OF THE GHG EMISSIONS REDUCTION PROFILE

The comparative analysis of greenhouse gas (GHG) emissions reduction trajectories allows us to position our decarbonization performance within a global context, evaluating its alignment with the objectives of the Paris Agreement.

The *Business as Usual* (BAU) scenario reflects a continuous growth in emissions in the absence of measures, while the <2 °C scenario requires an average annual reduction of 2.5%, and the 1.5 °C scenario a 4.2% annual reduction relative to 2020. **Our trajectory shows an average annual reduction of 8.6%, more than double what is required by the most ambitious scenario**.

This evolution not only demonstrates a rigorous approach toward climate neutrality but also positions us as a leading actor in climate sustainability within the sector. In this vein, we will continue strengthening our mitigation strategies to actively contribute to the transition toward a low-carbon economy.

This performance enhances our preparedness for future regulatory requirements, improves access to sustainable financing, and consolidates the trust of investors, customers, and other stakeholders committed to sustainability.



3.5 CONSERVATION OF BIODIVERSITY

The initiatives we carry out in the conservation, repopulation, and protection of different species stem from the commitments we undertake in our Sustainability and Responsibility Policies, as well as with third parties, such as the Sustainable Ocean Principles of the United Nations Global Compact (unglobalcompact.org/take-action/ocean/communication/sustainable-ocean-principles).

These commitments ultimately aim to ensure the implementation of compensation measures for potential impacts of our operations and to combat biodiversity loss. By defining and implementing projects integrated into our Environmental Compensation Programme, we seek to reverse these impacts and contribute to maintaining biodiversity in the environments where we operate.

3.5.1 MANGROVES

Mangroves are formations of facultative halophytic plants established in the intertidal zone. They border bays, coastal lagoons, estuaries, deltas, and river mouths. The red mangrove planting project (species *Rhizophora mangle*), carried out by PROMARISCO (Ecuador) and CAMANICA (Nicaragua), is integrated into our Environmental Compensation Program due to its role in compensating greenhouse gas (GHG) emissions (see section 3.4.3) and maintaining aquatic biodiversity.

Ecosystem services (provisioning, regulating, and supporting) provided by mangroves play an extremely important role in our plans for (i) decarbonization, by sequestering carbon through the fixation of atmospheric CO_2 in plant biomass and its storage in the soil; (ii) biodiversity protection, by creating important habitats and offering optimal nursery conditions for several coastal fish species; (iii) pond productivity, through their contribution to water filtration and reduction of aquatic pollution; and (iv) climate change adaptation, coastal protection, and erosion control, helping to mitigate the impacts of extreme weather events and sea-level rise.

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

3.5.2 PLANT NURSERY

The CAMANICA plant nursery project (Nicaragua) originated from a collaboration with the National Forestry Institute (INAFOR) in 2015 to reforest areas previously affected by monoculture development and to help combat soil erosion.

The project involves the annual production of around 30,000 native plants from up to 30 species. INAFOR provides the seeds and technical guidance; the plants are cultivated in our nursery and later used for reforestation – almost 76 hectares since the start of the project – supporting the regeneration of degraded soils and the protection of the environment.

The planting campaigns are carried out together with INAFOR on the farmland around our farms, in collaboration with local authorities, nearby schools and community volunteers.

3.5.3 FOREST PLANTATION

Afforestation and reforestation projects are recognized as greenhouse gas (GHG) removal mechanisms under the Kyoto Protocol and are key to combating global biodiversity loss. For this reason, they are integrated into the objectives of our Environmental Compensation Programme.

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

The endemic plant nursery at CAMANICA (Nicaragua) also plays an important role in producing ornamental, forestry, fruit-bearing, and energy-purpose tree species for planting in designated areas during reforestation campaigns with volunteers. Additionally, it supports the planting of trees and small forests on our farms.

3.5.4 SEA TURTLES

We are running a repopulation project for Olive Ridley sea turtles (*Lepidochelys olivacea*) in Guatemala. Through this initiative, we contribute to the conservation of this species, which is classified as 'vulnerable' on the IUCN Red List (iucnredlist.org). Since the project began in 2009, and with the collaboration of volunteers, schools, and local authorities, more than 2,000 sea turtles have been released.

3.5.5 MARINE BIRDS

Fishing activities can cause accidental impacts on some marine bird species. Aware of this, we have been pioneers in designing and implementing *tori lines* (bird-scaring lines) on our vessels to prevent such incidents. These devices have been installed on all ships where bird interactions are frequent and the risk of incidents is higher, as is the case in Namibia.

As part of this initiative, we actively collaborate with the expert group *Albatross Task Force* (ATF)—led by the NGO *BirdLife International* and the *Royal Society for the Protection of Birds* (RSPB), and supported by the *Namibian Nature Foundation*—to improve the design and deployment of tori lines.

The goal is to avoid bycatch of marine birds by enhancing the effectiveness of tori lines in reducing incidents (scientific literature by the ATF—doi.org/10.1016/j.biocon.2020.108915—reports up to an 80% reduction in seabird mortality in trawl fleets and up to 98% in longline fleets).

According to the ATF, 2 out of the 5 marine bird species identified in the study are classified as vulnerable or threatened on the IUCN Red List, making these mitigation measures and their outcomes highly relevant to our biodiversity protection efforts.

3.5.6 SHOREBIRDS

From CAMANICA (Nicaragua), we continue collaborating on a study about the importance of shrimp farms for shorebirds, focusing on the responsible coexistence between shrimp farming activities and the conservation and protection of the natural environment and these species in particular.

This is a trinational study in the Gulf of Fonseca, conducted in Nicaragua, El Salvador, and Honduras by Grupo Quetzallí, MANOMET, and WHSRN (*Western Hemisphere Shorebird Reserve Network*). The study has analysed the abundance and species richness of aquatic and shorebirds in shrimp farming areas.

Aquatic birds depend ecologically on wetlands, occupying them either permanently or temporarily during certain stages of their life cycle, while shorebirds—often long-distance migratory species—frequently rely on just a few stopover, breeding, and wintering sites. Shrimp farms provide the necessary conditions for feeding and replenishing energy for their demanding migrations.

This study helps us understand how to mitigate risks impacting these species and their habits, contribute to their conservation, and maintain biodiversity in our surroundings.

3.5.7 IGUANAS

The iguana conservation project (species *Iguana iguana*) includes breeding in captive breeding centres located at CAMANICA's facilities (Nicaragua), followed by the release of hatchlings into the wild.

This initiative involves collaboration with school volunteers and local authorities, in partnership with the Ministry of Environment and Natural Resources (MARENA).

Since the project began in 2016, more than 4,000 individuals have been released. This species is identified as potentially affected by shrimp farm activities, so we work to more than compensate for the potential risk to its conservation.

3.6 RATIONAL USE OF WATER

We have analysed how water consumption, according to its source type, in our companies and activities may affect resource availability both now and under future scenarios, following the methodology proposed by the *World Resources Institute* (WRI) and its *Aqueduct™ 4.0* water risk assessment tool.

To quantify the risk associated with water consumption by source (according to GRI 303-3 classification), we selected the water stress index and applied it to our annual operations, as well as to various current and future reference scenarios (2030, 2050, and 2080) under three perspectives: business as usual, optimistic, and pessimistic.

We have also evaluated the risk of specific impacts in resource use, such as groundwater depletion (high consumption may indicate unsustainable underground extraction), seasonal variability (temporary peaks may reflect unsustainable demand), and depletion of reference water (which has a greater impact on local supply and resource availability).

The water stress analysis allows us to draw more precise conclusions about the urgency and relevance of the measures to be implemented in each company, industrial centre, or specific activity. This information is key to guiding decision-making in water management and facilitates the setting of operational targets tailored to each geographical and water context.

Thanks to this evaluation, we can identify where the greatest risk related to resource availability exists, which strengthens the planning of investments and priority actions (see Annex IV for the analysis of water extraction risk based on water stress by location).

Our goal is to reduce the overall environmental footprint and fulfil our commitment to the rational use of natural resources, thereby optimizing our performance. Since setting an absolute target is not feasible, we have adopted as a relative annual objective the continuous improvement of the water use indicator per unit of production (volume of water consumed per ton of finished product, [m^3/t_{PROD}]).

The spatially differentiated analysis of water extraction risk allows us to adjust the definition of measures to reduce consumption and losses, improve the efficiency of equipment and processes, and prioritize their implementation according to the specific conditions of each case.

3.6.1 RATIONAL WATER MANAGEMENT PROJECTS

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

The industrial water treatment consists of ultrafiltration through a reverse osmosis process. Previously, the Industrial Wastewater Treatment Plant (IWTP) used physicochemical and biological treatments, where the quantity of chemical agents used and sludge generated was directly proportional to the pollutant load of the water to be treated.

The treated water is used in the cooling towers and cleaning processes. With the inclusion of the new reverse osmosis treatment plant, we have achieved a significant reduction in the amount of chemical agents and sludge to be treated, as well as a 50% reduction in water consumption in the cooling towers. Simultaneously, reductions have been verified in water consumption for cleaning, the organic load of the discharged water, and the associated treatment costs.

At our NOVANAM plants (Namibia), we have incorporated reverse osmosis desalination using seawater to meet the demand for clean and consistent water for washing processes.

This solution allowed us to reduce dependence on traditional sources and eliminate corrosion problems in machinery and pipelines.

Desalination provides an alternative and reliable source of low-salinity, consistent-quality water, both for washing purposes and in closed-loop cooling solutions to cool industrial systems, which is especially valuable for facilities located in coastal areas.

Additionally, with a sustainable water management approach, the ecological impact is reduced by eliminating the need to draw from scarce freshwater sources—something particularly important in regions experiencing high water stress.

3.6.2 WATER CONSUMPTION IN THE NUEVA PESCANOVA GROUP

We have set a continuous improvement target for the efficiency indicator of water consumption required to ensure production, with the KPI [m^3/t_{PROD}] reported annually.

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

	WATER USE EFFICIENCY [m^3/t_{PROD}]					
	FY 2024	Δ [%]	FY 2023/24	FY 2022/23	FY 2021/22	FY 2020
GLOBAL (GROUP)	10.5	-4%	11.0	13.2	13.2	14.3
ECUADOR	19.1	-4%	20.0	22.0	19.5	27.7
NICARAGUA	28.0	-27%	38.4	39.4	39.6	31.7
GUATEMALA	41.6	5%	39.8	36.1	37.9	45.6
NAMIBIA	10.3	49%	6.9	5.8	9.3	4.7
FRANCE	7.8	5%	7.4	8.7	8.8	9.3
SPAIN (AQUACULTURE)	8.3	-4%	8.6	3.4	4.1	7.8
SPAIN (INDUSTRY)	7.4	10%	6.8	7.8	8.2	10.0
MOZAMBIQUE	3.8	-12%	4.4	3.9	5.2	5.4
ARGENTINA	5.5	-67%	16.4	6.9	N/A	2.8
PERU	4.3	23%	3.5	1.8	1.4	2.5

(Source: EINF, information with independent verification)

3.7 ATMOSPHERIC CONTAMINANTS

We collect information on NOx and SOx air emissions from our seafood processing operations, which are primarily produced during the combustion of natural gas or other fossil fuels in boilers and furnaces used for processes such as generating steam for heating or cooking. These emissions are considered not material, as their volume and relevance are not significant given the company's type and scale of activity. NOx emissions in FY 2024 amounted to 80.9 t, down from 268.1 t in 2021/22. SOx emissions amounted to 4.1 t, with no clear reduction trend observed due to several changes in the types of fuels used in the plants in recent years. All air emissions are verified and comply with regulatory limits, as duly confirmed by the competent authorities.

3.8 WASTE AND ORGANIC BY-PRODUCTS VALORIZATION

In the Group's Corporate Environmental Responsibility Policy, we commit to implementing circular economy solutions, directing our activities toward a zero-waste strategy. Thus, in all our industrial centres, we apply responsible practices to prevent the generation of waste and by-products during operations. Additionally, we implement best practices to ensure proper segregation, recovery, classification, and maximisation of reuse and recyclability of all materials.

We apply the methodology defined in the Measurement and Performance Programme (MyD) for the quantification and reporting of waste types, as well as their management, treatment, and final disposal, consistently across all Group companies.

The global strategy for the efficient management of non-hazardous waste includes objectives aimed at minimizing the fraction sent to landfill and maximizing the fractions valorised through recycling, composting, and energy recovery.

We conducted an equivalence analysis comparing the first nine months of fiscal year 2024 with the previous twelve-month period, estimating a 21% reduction in hazardous waste generation, a 0.4% reduction in non-hazardous waste, and a significant 25% decrease in waste sent to landfill.

Additionally, we have improved efficiency in the primary and secondary processing of raw materials. Based on the same equivalence estimate, the relative indicator of organic by-products generated per tonne produced would have decreased by 31% compared to the 2020 base year, with these by-products valorised through multiple partnerships in various countries.

With the aim of ensuring the responsible and sustainable use of marine biological resources, the Group also promotes circular economy solutions for the utilization of fishing by-products. Integral utilization of fish is considered essential to achieve this goal; therefore, projects are implemented, and partnerships are fostered in the countries where the Group carries out fishing or seafood processing activities, in order to define valorisation solutions for the by-products generated in these activities. These solutions enable their incorporation into industries such as fishmeal and fish oil production or animal feed manufacturing.

Moreover, in many cases, these partnerships contribute to job creation and the socioeconomic development of the communities where we operate.

In this regard, several initiatives for by-product valorisation stand out:

- For the production of animal feed, using: (i) skins and heads of toothfish at the industrial centre in Puerto Deseado (Argentina); (ii) shrimp shells and heads in Ecuador and Nicaragua; (iii) fish heads and viscera collected in specific tanks onboard the new NOVANAM vessels, as well as fish bones, skins, and discards in both plants in Namibia; (iv) various organic by-products in several industrial centres in Spain.
- For the generation of fertilizer aimed at soil improvement, using: (i) skins and heads of toothfish at the industrial centre in Puerto Deseado (Argentina); (ii) shrimp shells and heads at the industrial centre in Boulogne-sur-Mer (France).
- To produce biofuel, using shrimp shells and heads at the industrial centre in Lorient (France).

3.9 HALTING FOOD LOSS AND WASTE

The fight against food loss and waste is a constant priority and concern for a food sector group such as ours.

Aligned with the FAO definitions of food loss (*the decrease in edible food mass in the part of the supply chain that specifically leads to edible food for human consumption that occurs at the production, post-harvest or post-catch, and processing stages of the food supply chain*) and food waste (*food losses that occur at the end of the food chain in retail and final consumption, related to the behaviour of retailers and consumers*), we have implemented specific practices to reduce this risk as well as such losses and waste.

Responsible practices implemented to minimize food loss and waste:

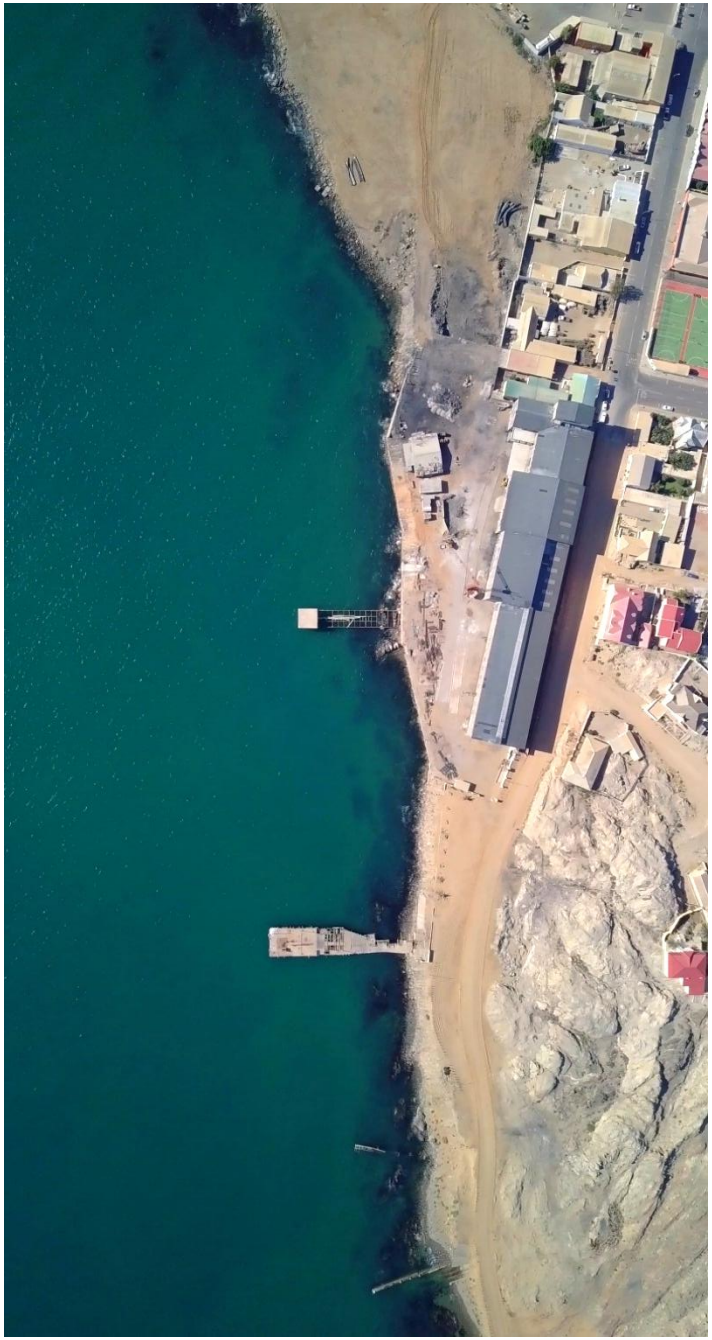
- In fishing operations, we improve efficiency through the use of sensors and the optimization of equipment and preservation techniques on board. In aquaculture, we plan harvesting according to demand, promote animal welfare and survival rates during the fattening phase, also improving cultivation, transport, and product storage conditions.
- In logistics processes, we optimize the cold chain, transport, and storage, and improve packaging types and conditioning, among other measures. Finally, in operational management, we work on optimizing stock control and demand.
- Additionally, we donate relevant products to non-profit entities and institutions that distribute them to meet the needs of people and groups facing hardship and/or social exclusion.

We also implement specific R&D and food safety measures to minimize food waste. These include adapting packaging to demand (in type, size, and quantity); comprehensive safety assurance; clear, intuitive, and responsible labelling; and providing accurate information to retailers and consumers about the type and conditions of storage, preservation, and preparation methods.

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

Key indicators for process optimization and progress reporting include the quantification of: (i) reprocessed losses in food products at industrial centres; (ii) donations of food surpluses to charitable or social organizations; and (iii) food waste generated in industrial centres (losses and by-products), storage and transport processes, as well as their final destinations.

The internal plan for the prevention and reduction of food waste is clearly aligned with the commitments made by the sector. We lead by example and have participated since 2012 in the initiative *La Alimentación no tiene desperdicio* (alimentacionsindesperdicio.com) by the *Association of Manufacturers and Distributors* (AECOC) to reduce food waste. The objectives are to: (i) establish prevention and efficiency practices throughout the supply chain that maximise resource use; (ii) enhance the utilisation of surpluses generated at different stages; and (iii) raise awareness in society about this issue and the need to reduce food waste.



4 LABOUR RESPONSIBILITY

PRINCIPLE 2 OF SUSTAINABILITY

WE ENSURE THE DIVERSITY, SAFETY, AND PERSONAL AND PROFESSIONAL GROWTH OF OUR PEOPLE

At the Nueva Pescanova Group, we recognise that our people are the company's greatest asset.

With nearly 9,000 employees across four continents, we are firmly committed to teamwork and flexible talent management, fostering international careers as well as personal and professional development.

4.1 WORKFORCE DEMOGRAPHICS

Our commitment to labour responsibility for the people within Grupo Nueva Pescanova extends to a total of 8,986 employees at the end of FY 2024 (December 2024) and 9,353 employees at the end of FY 2023/24 (March 2024), including both permanent and temporary contracts, with the following disaggregated characteristics.

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

WORKFORCE DEMOGRAPHICS

WORKING CONDITIONS ON BOARD

OH&S RISK PREVENTION

CERTIFICATIONS AND OTHER EVIDENCE

4.1.1 GENDER PAY GAP

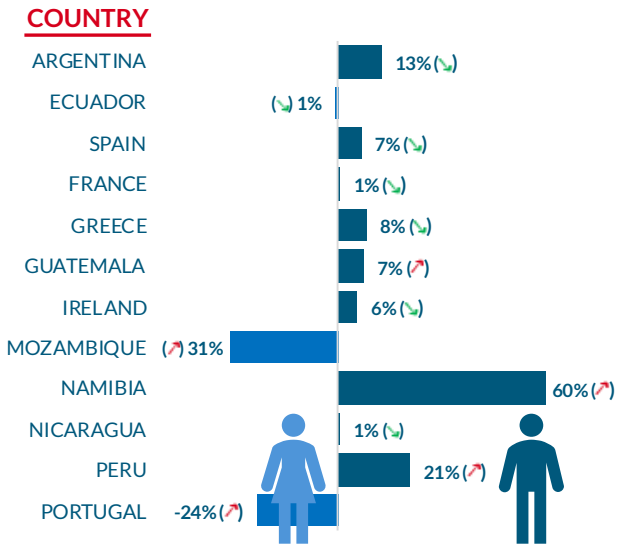
At the Nueva Pescanova Group, we are committed to preventing any type or form of discrimination, whether direct or indirect, based on sex, applying objective criteria and analytical systems to determine employee salaries.

The gender pay gap reflects the percentage difference in average remuneration between sexes, relative to the average remuneration of men.

The average for each country by sex is calculated by weighting the averages of the different professional categories by sex. For the calculation, gross annual salaries are considered, excluding the remuneration of fleet personnel, since salaries of men and women in this group are not comparable.

Remuneration from the Group's companies in the USA, Italy, and South Africa is also excluded due to an insignificant number of employees.

The variation compared to the previous fiscal year is indicated by an increase (↗) or decrease (↘) in this gap.

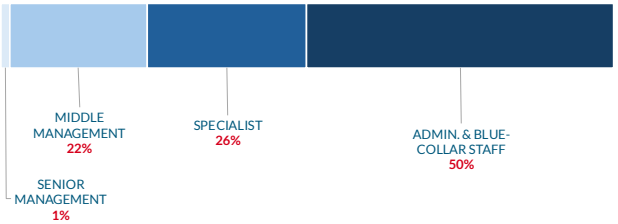


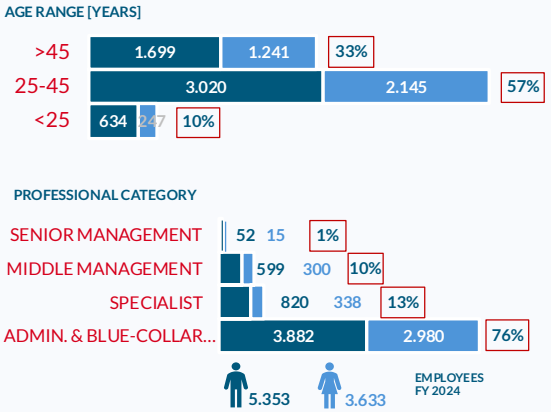
4.1.2 INVESTMENT IN TRAINING

The total number of training hours received by professionals at the Nueva Pescanova Group has increased by 19% over the past year.

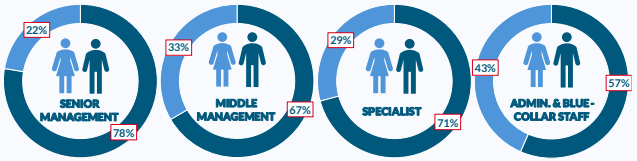
FY 2024		FY2023/24
55,543	TRAINING HOURS	60,222
5,357	PEOPLE TRAINED	8,826
ø 10.5	HOURS PER PERSON	ø 8.82

The distribution by professional categories is as follows:

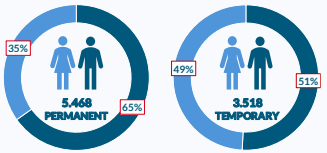




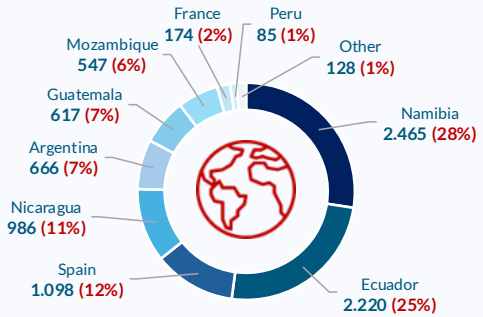
BY PROFESSIONAL CATEGORY:



BY TYPE OF CONTRACT:



GEOGRAPHIC DISTRIBUTION:



4.2 WORKING CONDITIONS ON BOARD FISHING VESSELS

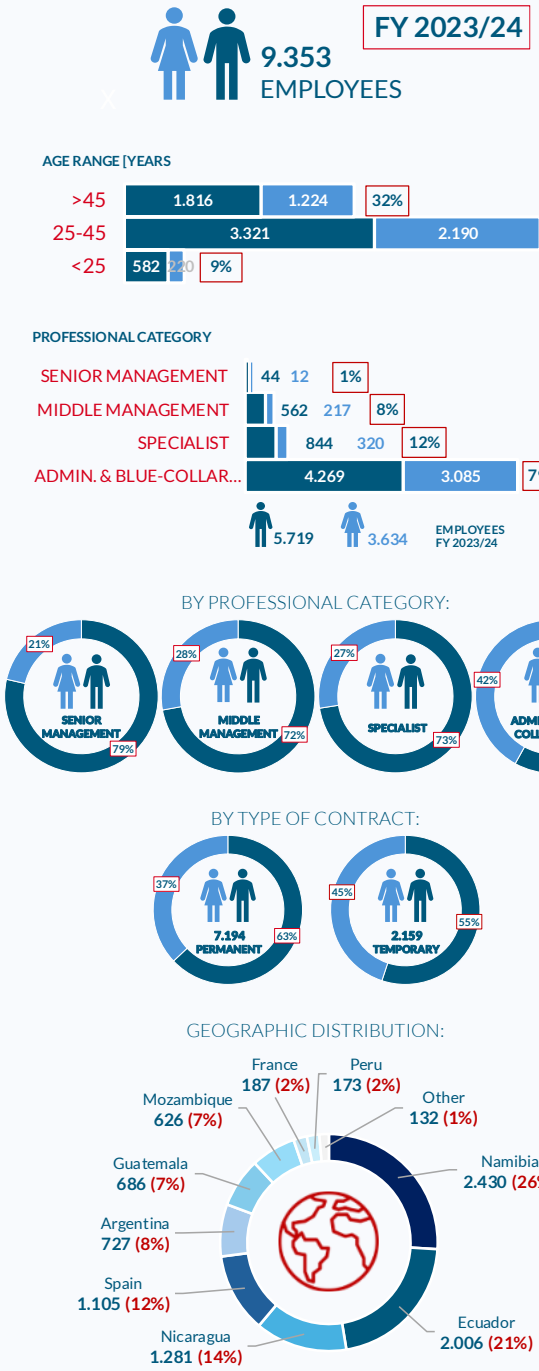
As a key indicator of working conditions on our fishing vessels, we ensure strict compliance with recognized international standards. Among these, we highlight the *FISH (Fairness, Integrity, Safety and Health) Standard for Crew* certification.

This certification, a pioneering initiative driven by over 20 fishing vessel owners worldwide, aims to guarantee and demonstrate to both the seafood value chain and the markets the good labour practices in the fishing sector and their alignment with ILO Convention 188 of the *International Labour Organization* (ILO). This scheme is supported by the *Sustainable Supply Chain Initiative* (SSCI).

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

- Principle 1: Promote socially responsible labour practices and ethical behaviours. Encourage socially responsible labour practices and ensure the absence of abusive or unethical labour practices such as child labour, forced labour, crew recruitment abuses, or disrespect for the dignity of individuals, among others.
- Principle 2: Establish fair working conditions for all crew members. Ensure that fair service conditions are met for all crew aboard the Group's vessels, including employment contracts, remuneration, freedom of association and collective bargaining, and non-discrimination, among others.
- Principle 3: Guarantee the safety and health of all crew members. Identify and eliminate or mitigate the root causes of accidents and illnesses in fishing operations. Additionally, establish provisions for reviewing occupational risk prevention and ensure crew members receive proper guidance and training regarding health and safety.
- Principle 4: Provide decent accommodation, provisions, water, and food. Require that crew members be provided with sufficient space and adequate accommodation, appropriate sanitary facilities, food, and drinking water. It also sets minimum requirements for other onboard facilities (e.g., kitchen, pantry, recreational spaces) and mandates proper maintenance of all areas.

F·I·S·H
STANDARD FOR CREW



4.3 OH&S RISK PREVENTION

The Nueva Pescanova Group has a Corporate Occupational Health and Safety (OH&S) Policy that applies to all the Group's companies. This Policy reflects senior management's firm commitment to strict compliance with legal obligations regarding occupational health and safety, both nationally and internationally. This commitment is reinforced in the Group's Corporate Policy on Responsible People Management, whose article 3.2 explicitly states that "*the occupational safety, health and hygiene of our professionals is non-negotiable and takes precedence over any other business or operational demands of the Group.*"

The Group's General Directorate of People oversees a robust Comprehensive Occupational Risk Prevention Management System, outlined and structured in the ISO 45001 Management Manual, which rigorously follows the legal requirements applicable in Spain. This system has been rolled out as a reference framework to the other countries where the Group operates, adapting to the local regulations of each jurisdiction—especially in contexts where national legislation is less developed.

4.3.1 ACCIDENT RATES

To the right is the number of occupational accidents by gender and activity, the associated parameters, accident rate indices, and the compliance and/or progress indicators for the annual targets set during FY2023/24 and FY2024. (GRI 403-9; ESRS S1-13; ESRS S1-14).

It also includes the types of accidents recorded across the Nueva Pescanova Group.

4.3.2 OCCUPATIONAL HEALTH AND SAFETY

We hold the ISO 45001:2018 Occupational Health and Safety certification. The workplaces of NUEVA PESCANOVA, PESCANOVA ESPAÑA, PESCANOVA BIOMARINE CENTER and INSUIÑA are certified under this international standard, which aims to establish safe and healthy working conditions and is the most recognised benchmark in this field, demonstrating our commitment to protecting the health and safety of our workforce. (GRI 403-1; GRI 403-2; ESRS S1-6; ESRS S1-13).

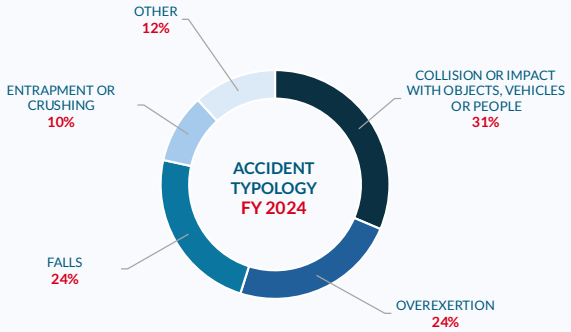
CSR PILLAR: PEOPLE
PRINCIPLE: LABOUR RESPONSIBILITY
MATERIAL ASPECT: WORK-RELATED ACCIDENTS

SECTOR OF ACTIVITY	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
PERIOD	FY 2024	FY 2024 (a.2024-d.2024)					
AVERAGE STAFF	**9,704**	**235**	**182**	**1,760**	**562**	**3,270**	**3,695**
MALE	5,964	94	134	659	465	1,776	2,836
FEMALE	3,741	141	48	1,102	97	1,494	859
WORK HOURS	**17,129,851**	**306,192**	**237,406**	**2,223,007**	**1,256,760**	**5,159,290**	**7,947,196**
MALE	10,983,772	122,827	174,309	830,413	1,039,421	2,546,408	6,270,395
FEMALE	6,146,079	183,366	63,097	1,392,594	217,339	2,612,882	1,676,802
NUMBER OF ACCIDENTS	**157 (-5%)**	**64**	**64**	**64**	**64**	**64**	**64**
MALE	107	0	7	26	9	11	54
FEMALE	50	0	0	31	2	7	10
NUMBER OF DAYS LOST	**31,355**	**0**	**8,799**	**15,377**	**400**	**5,723**	**1,056**
MALE	16,978	0	6,335	5,382	400	4,006	855
FEMALE	14,377	0	2,464	9,995	0	1,717	201

CSR PILLAR: PEOPLE
PRINCIPLE: LABOUR RESPONSIBILITY
MATERIAL ASPECT: ACCIDENT RATES

SECTOR OF ACTIVITY	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
INCIDENCE RATE (accidents per 1,000 employees)	**16.18 (-35%)**	**0.00**	**38.48**	**32.38**	**19.57**	**6.42**	**17.32**
I.R. FOR MALE	17.94	0.00	52.41	39.47	19.36	6.19	19.04
I.R. FOR FEMALE	13.37	0.00	0.00	28.14	20.55	4.69	11.64
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	64%	100%	75%	56%	0%	50%	50%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	23%	0%	0%	33%	0%	50%	50%
RANGE OF IMPROVEMENT IN THE INDICATOR	26%-82%	0%	0%	58%-82%	0%	26%	51%
FREQUENCY RATE (accidents per 1,000,000 work hours)	**9.17 (-17%)**	**0.00**	**29.49**	**25.64**	**8.75**	**4.07**	**8.05**
F.R. FOR MALE	9.74	0.00	40.16	31.31	8.66	4.32	8.61
F.R. FOR FEMALE	8.14	0.00	0.00	22.26	9.20	2.68	5.96
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	64%	100%	75%	44%	100%	50%	50%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	27%	0%	0%	33%	100%	50%	50%
RANGE OF IMPROVEMENT IN THE INDICATOR	36%-93%	0%	0%	44%-93%	76%	36%	38%
SEVERITY RATE (days lost per 1,000 work hours)	**1.83 (4.3×)**	**0.00**	**37.06**	**6.92**	**0.32**	**1.11**	**0.13**
S.R. FOR MALE	1.55	0.00	36.34	6.48	0.38	1.57	0.14
S.R. FOR FEMALE	2.34	0.00	39.05	7.18	0.00	0.66	0.12
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	59%	100%	75%	56%	100%	0%	0%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	27%	0%	0%	56%	100%	0%	0%
RANGE OF IMPROVEMENT IN THE INDICATOR	41%-97%	0%	0%	41%-97%	66%	0%	0%
FATAL ACCIDENTS	**1**	**0**	**0**	**0**	**0**	**1**	**0**
SERIOUS OR VERY SERIOUS ACCIDENTS	**11**	**0**	**0**	**0**	**0**	**10**	**1**
LIGHT ACCIDENTS	**145**	**0**	**7**	**57**	**11**	**7**	**63**

TYPE OF ACCIDENTS:



To obtain the ISO 45001 certification, organisations must not only comply with current legislation but also implement continuous improvement processes; provide optimal working conditions; identify, assess and control potential risks; establish effective mitigation measures; and promote a culture of safety and healthy habits among professionals.

Following a thorough process of risk analysis, specific features and needs, the external audit team confirmed that our centres have a management system fully aligned with the requirements of the standard. Obtaining this certification is further recognition of our commitment to occupational risk prevention and the well-being of our people.

4.4 CERTIFICATIONS AND OTHER EVIDENCE

Our operations—whether in fishing, aquaculture or industry—are geared towards ensuring the highest standards of health and safety for all workers, as well as for anyone who may be involved in our processes. We also ensure strict compliance with applicable regulations, and transparency in the documentation of key performance indicators (KPIs) related to operational, functional, safety and quality control.

This information is shared transparently with the competent authorities and is also available for verification by external auditors as part of the relevant certifications. This traceability is reflected in the valid certificates, which we disclose publicly as part of our commitment to accountability.

In terms of governance, we are committed to certifying both human processes and the people involved, in accordance with internationally recognised standards. We report our progress in line with sustainability principles relating to people, their environment and their roles, as outlined in the Nueva Pescanova Group's global certification matrix (Annex I) and the ESG evidence table (Annex II).

Within this framework, our fishing operations in Namibia are certified under the *FISH Standard for Crew*, which guarantees labour responsibility and working conditions on board fishing vessels. This certification is complemented by SMETA (*Sedex Members Ethical Trade Audit*) audits, developed by *Sedex* to assess areas such as working conditions (hours, wages, non-discrimination, child labour), health and safety, environmental impact and business ethics. SMETA is based on international frameworks such as the *Ethical Trading Initiative* (ETI) Base Code, ILO conventions and national legislation, and is applied in our operations in Namibia, Nicaragua, Peru and Guatemala (in the latter case, under the 4-pillar format, which includes environmental and business ethics criteria).

Likewise, our aquaculture operations at INSUIÑA in Spain apply the GRASP (*GlobalG.A.P. Risk Assessment on Social Practice*) module, a complementary tool to the GlobalG.A.P. standard that specifically assesses social practices in the workplace, particularly regarding workers' rights.

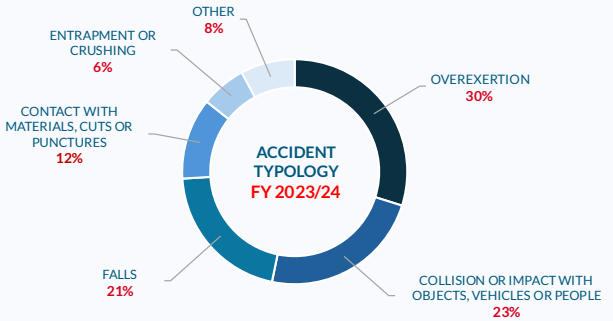
In terms of supply chain security, we hold BASC (*Business Alliance for Secure Commerce*) certification in Peru and Ecuador. This certification is aimed at strengthening security in international trade operations and preventing illicit activities such as smuggling or goods trafficking.

Finally, we highlight the ISO 45001 certification on occupational health and safety, which sets out the requirements for an *Occupational Health and Safety Management System* (OHSMS). Its aim is to prevent workplace accidents and occupational illnesses while promoting employee well-being. This certification has been implemented in all PESCANOVA ESPAÑA work centres.

CSR PILLAR	PEOPLE						
PRINCIPLE	LABOUR RESPONSIBILITY						
MATERIAL ASPECT	WORK-RELATED ACCIDENTS						
SECTOR OF ACTIVITY	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
PERÍODO	FY 2023/24	FY 2023-24 (a.2023-m.2024)					
AVERAGE STAFF	**10,059**	**307**	**185**	**1,926**	**487**	**3,073**	**4,080**
MALE	6,082	136	135	678	464	1,664	3,007
FEMALE	3,977	172	51	1,248	23	1,410	1,073
WORK HOURS	**22,561,669**	**534,963**	**322,231**	**3,128,085**	**1.005.358**	**6,463,457**	**11,107,575**
MALE	14,849,385	235,944	234,082	1,050,160	957.838	3,824,776	8,546,585
FEMALE	7,712,283	299,019	88,148	2,077,925	47.520	2,638,681	2,560,990
NUMBER OF ACCIDENTS	**249 (-15%)**	**0**	**11**	**92**	**8**	**101**	**37**
MALE	186	0	10	49	8	89	30
FEMALE	63	0	1	43	0	12	7
NUMBER OF DAYS LOST	**9,735**	**0**	**399**	**6,053**	**165**	**1,912**	**1,206**
MALE	7,714	0	361	4,339	165	1,752	1,097
FEMALE	2,021	0	38	1,714	0	160	109

CSR PILLAR	PEOPLE						
PRINCIPLE	LABOUR RESPONSIBILITY						
MATERIAL ASPECT	ACCIDENT RATES						
TIPO DE ACTIVIDAD	GROUP TOTAL	OFFICES	AQUACULTURE	INDUSTRY	FISHING	INDUSTRY & FISHING	INDUSTRY & AQUACULTURE
INCIDENCE RATE (accidents per 1,000 employees)	**24.75 (-2%)**	**0.00**	**59.40**	**47.76**	**16.44**	**32.86**	**9.07**
I.R. FOR MALE	30.58	0.00	74.33	72.29	17.26	53.49	9.98
I.R. FOR FEMALE	15.84	0.00	19,74	34.44	0.00	8.51	6.52
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	43%	100%	75%	0%	100%	50%	0%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	9%	0%	0%	0%	100%	50%	0%
RANGE OF IMPROVEMENT IN THE INDICATOR	24%-25%	0%	0%	0%	24%	25%	0%
FREQUENCY RATE (accidents per 1,000,000 work hours)	**11.04 (-15%)**	**0.00**	**34.14**	**29.41**	**7.96**	**15.63**	**3.33**
F.R. FOR MALE	12.53	0.00	42.72	46.66	8.35	23.27	3.51
F.R. FOR FEMALE	8.17	0.00	11.34	20.69	0.00	4.55	2.73
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	39%	100%	75%	0%	100%	0%	0%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	4%	0%	0%	0%	100%	0%	0%
RANGE OF IMPROVEMENT IN THE INDICATOR	98%	0%	0%	0%	98%	0%	0%
SEVERITY RATE (days lost per 1,000 work hours)	**0.43 (26%)**	**0.00**	**1.24**	**1.94**	**0.16**	**0.30**	**0.11**
S.R. FOR MALE	0.52	0.00	1.54	4.13	0.17	0.46	0.13
S.R. FOR FEMALE	0.26	0.00	0.43	0.82	0.00	0.06	0.04
ANNUAL REDUCTION OBJECTIVES MET (% OF CENTRES)	39%	100%	75%	0%	100%	0%	0%
ANNUAL REDUCTION OBJECTIVES IMPROVED (% OF CENTRES)	4%	0%	0%	0%	100%	0%	0%
RANGE OF IMPROVEMENT IN THE INDICATOR	96%	0%	0%	0%	96%	0%	0%
FATAL ACCIDENTS	**1**	**0**	**0**	**0**	**0**	**1**	**0**
SERIOUS OR VERY SERIOUS ACCIDENTS	**1**	**0**	**0**	**0**	**0**	**0**	**1**
LIGHT ACCIDENTS	**247**	**0**	**11**	**92**	**8**	**100**	**36**

TYPE OF ACCIDENTS:



5

PRODUCT EXCELLENCE

PRINCIPLE 3 OF SUSTAINABILITY

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

We are committed to facilitating access to seafood products that are responsibly produced, nutritious, healthy, tasty, and innovative.

Under the commitments set out in our Corporate CSR Policy, we work to offer marine-origin products to our clients and consumers that guarantee food safety, comply with the highest quality standards, and are obtained sustainably and responsibly.

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

5.1 R&D STRATEGY OF NUEVA PESCANOVA GROUP: INNOVATION WITH PURPOSE

Innovation is one of the fundamental pillars of Nueva Pescanova Group's business strategy. In a global context marked by technological transformation, climate change, pressure on natural resources, and evolving consumption habits, we respond with a clear commitment: to build a more sustainable, healthy, safe, and efficient food model, relying on R&D as the driving force for change.

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

R&D STRATEGY: INNOVATION WITH PURPOSE

SUSTAINABLE PACKAGING STRATEGY

QUALITY AND FOOD SAFETY CERTIFICATIONS

NUTRITION AND HEALTH

RESPONSIBLE COMMUNICATION

This vision guides us in seeking alternatives that not only improve the company's competitiveness but also generate a positive impact on the environment in which we operate — a roadmap that strengthens our competitiveness and positions us as an innovative benchmark in the seafood value chain — providing solutions aligned with the needs of today and the demands of the future.

Based on this concept, our R&D strategy is structured around four main objectives:

- CONQUER ADDED VALUE: developing distinctive foods tailored to consumer needs with a strong focus on convenience. This includes, for example, ready-to-eat solutions, new ranges of refrigerated products, or formats that facilitate preparation and promote health (such as those suitable for air fryers).
- GUARANTEE OF SUPERIORITY: we commit to safer, more nutritious, tasty, and healthy foods, developed with natural ingredients and innovative technologies that enhance quality and shelf life without compromising excellence. This approach, based on a 'guarantee of superiority,' guides the development of healthier and more natural formulas, exceeding the requirements set by applicable standards.
- IMPROVEMENT OF INDUSTRIAL COMPETITIVENESS: we work on process optimization, line automation, integration of artificial intelligence, and application of more efficient and sustainable technologies, contributing to reducing raw material losses, ensuring traceability, and increasing safety.
- CIRCULAR ECONOMY: we promote the valorisation of by-products and waste reduction, moving towards a zero-waste model. We support solutions that prioritize upcycling for human food use and, when that is not possible, divert by-products to alternative uses such as ingredients for animal nutrition or nutraceutical applications.

These strategic pillars respond to specific challenges affecting both the food industry in general and our sector in particular. From resource scarcity and the need to guarantee global food security, to regulatory pressure and the growing demand for transparency from the market, each challenge requires an innovative, scalable, and sustainable response. In this way, we aim to address these goals through research lines and strategic projects designed to generate a tangible and positive impact both for the business and for society.

5.1.1 OUR RESPONSE TO MAJOR CHALLENGES THROUGH R&D: SUSTAINABILITY AND ENVIRONMENT – TOWARDS ZERO WASTE

One of the major challenges facing the food industry is moving towards a sustainable model based on waste reduction and valorisation. At the Nueva Pescanova Group, we work to minimise waste from the product design stage, extending product shelf life, optimising materials, and reducing manufacturing losses.

We also commit to more sustainable production technologies that improve raw material efficiency, reduce waste, and ensure the production of safe and nutritious foods.

In this area, projects like LIFE REFISH mark a turning point. This initiative, in which we participate alongside companies, associations, and research centres, aims to create a flexible biorefinery capable of transforming fish and seafood discards and by-products (such as heads, skins, and shells) into high-value compounds like chitin, chitosan, collagen, or gelatine.

Additionally, together with partners from Spain, Italy, Norway, and Portugal, we are working on the VALORISH project, focused on studying technologies that enable the recovery of by-products from industrial activities through fermentation. Advanced computational tools guide the design, modelling, optimisation, and scaling of key processes, resulting in food products, nutraceuticals, additives, and supplements.

Both initiatives reinforce our commitment to offering industrial solutions that close the cycle of marine resource use by valorising the by-products generated by our activity.

In this way, we address some of the industry's main challenges and contribute positively to the more rational management of marine resources and the sustainability of fishing and aquaculture activities.

INTEGRAL UTILISATION OF FISH: CIRCULAR ECONOMY AND RATIONAL USE OF BIOLOGICAL RESOURCES

The *Namibia Ocean Cluster* (NOC) is a national initiative created to promote the integral utilisation of Namibia's fishery resources, supported by the *World Economic Forum's Ocean Action Agenda*. It was officially launched on April 26, 2024, as a non-profit entity and brings together companies from the fishing sector, academic institutions, and allied organisations with the shared goal of minimising loss and waste of seafood products and maximising their socio-economic value.

Our subsidiary, NOVANAM, along with five other fishing companies in Namibia, the *Fishing Observers Agency*, the *Namibia Nature Foundation*, and the *University of Namibia* collaborate in the mission to promote circular economy models within the national fishing industry, **fostering innovation, research, and the development of markets for fishery by-products**. This work aligns with Sustainable Development Goal 12.3, which aims to halve food waste by 2030.

Key actions of the NOC include identifying opportunities to valorise fish by-products, developing collaborative innovation projects, and creating a pre-competitive forum where companies and entities can share experiences and solutions.

5.1.2 ENSURING THE AVAILABILITY OF MARINE PROTEIN FOR THE ENTIRE POPULATION

The growth of the global population poses the challenge of guaranteeing access to quality, safe, and sustainable protein sources. We address this challenge from three fronts: diversifying protein sources, developing accessible and easy-to-prepare products, and adapting to the specific nutritional needs of different population groups.

Within this framework, we participate in initiatives such as the European project INNOAQUA, focused on developing new technologies to obtain ingredients and food products based on algae. In our case, we develop new solutions in both vegan and hybrid formats, combining marine and plant protein. Additionally, research is underway on their application in functional products using omega-3 from algae and bioactive materials with potential for use as packaging.

In the area of infant nutrition and health benefit research, we participate in the following projects:

- MEDKIDS (*"Research and development of new food products to create a healthy basket for infant nutrition"*), through which we design new fish-based proposals aimed at improving the dietary habits of the child population, with the goal of preventing obesity based on a healthier pattern. The benefits of the new fish products will be clinically evaluated through intervention studies in children to support their health effects. (pescanova.es/medkids).
- MELIPOP (*"MEditerranean LIfestyle in Pediatric Obesity Prevention"*), a study focused on evaluating the effect of intervening in the incidence of obesity throughout childhood by promoting a healthy lifestyle. The Mediterranean diet and regular physical activity are the main pillars of this study, which is based on a clinical trial conducted with educational and health centres. Children aged between 3 and 6 at risk of developing obesity participate, with a planned follow-up over 10 years. (www.aesan.gob.es/AECOSAN/docs/documentos/nutricion/premios/2019/Mediterranean_Lifestyle.pdf).

Through this line of work, we contribute to facilitating the consumption of fish in everyday life, from convenient formats for preparation to solutions tailored to the specific needs of all types of consumers. We pay special attention to incorporating fish into the diets of children and young people, developing proposals that align with their preferences and nutritional needs and promote healthier lifestyle habits from an early age, thereby laying the foundations for their consumption in adulthood. In this regard, we explore the design of appealing, balanced, and easy-to-consumer products, aligned with nutritional recommendations and dietary patterns best suited for the growth and wellbeing of children and adolescents.

5.1.3 DIGITAL TRANSFORMATION AND INDUSTRIAL AUTOMATION

The competitiveness of the food sector inevitably depends on digital transformation. To advance this process, we are working on developing smart factories connected in real time. Within this framework, we focus on three key lines:

- Automated quality control, using advanced machine vision technologies and precision sensors that detect defects or anomalies in frozen products.
- Automation of critical processes, such as cutting or filleting, to increase efficiency, reduce waste, and improve workplace safety.
- Integration of artificial intelligence, which optimizes production line performance, predicts demand, and automatically adjusts processes.

An example of this is the SEA2TABLE 4.0 project, led by the Nueva Pescanova Group, which focuses on designing a prototype smart food factory. Using a digital twin, it aims to simulate production scenarios, facilitate real-time decision-making, and integrate the supply chain within a cybersecurity-enabled environment based on artificial intelligence.

Complementarily, the SMART4SEAFOOD project delves deeper into digitalisation applied to quality control. It incorporates advanced technologies such as machine vision, high-precision sensors, and blockchain-based tools to anticipate potential issues, optimise resource management, and enable more agile decision-making. The ultimate goal is to improve the quality of our products and maximise the sustainability of our production processes.

These initiatives represent a qualitative leap towards a more agile, efficient Industry 4.0 model focused on the quality and safety of the final product.

5.1.4 FOOD SAFETY: INNOVATION BASED ON NATURAL INGREDIENTS

Consumer trust is an essential asset. Therefore, we promote the reformulation of our product catalogue based on our commitment to nutritional quality and preservation free of artificial additives.

A notable example in this area is the AGRI-RESVAL project, in which we collaborate with academic and technological entities to transform agricultural waste, such as basil root, into natural antioxidant extracts. These compounds, produced through sustainable techniques, are being tested to extend the shelf life of frozen seafood products while preserving all their nutritional and organoleptic properties.

This approach reinforces our commitment to using natural ingredients and solutions that meet both regulatory requirements and the preferences of today's consumers.

5.2 SUSTAINABLE PACKAGING STRATEGY

At the Grupo Nueva Pescanova, we are firmly committed to the ambitions of the European Green Deal, taking concrete actions to advance towards a circular and sustainable model also in the field of packaging.

The Circular Economy Action Plan (2020), one of the pillars of the European Green Deal, aims to transform the way we design, produce, use, and recycle products, including packaging. In line with this framework, we have evolved our packaging strategy to align with its legal objectives and guidelines, aimed at reducing the environmental impact of packaging and promoting more efficient use of resources.

Adapting our strategy to this Plan is not just about complying with a regulatory requirement: it is a key lever to drive operational efficiency, anticipate future regulatory demands, and strengthen our value proposition in a market increasingly aware of sustainability.

Over the last five years, we have implemented good practices that have allowed us to continuously progress towards a circular packaging model. A tangible result of this is the significant increase in the recyclability of our packaging, which has risen from 31% in 2021 to 72% today.

rPET (recycled polyethylene terephthalate) has established itself as the material with the greatest technological development and availability in the market, allowing us to surpass our initial target and reach 56% recycled content in our packaging. Likewise, we have managed to reduce the use of virgin plastic by 8%, a key milestone in lowering our environmental footprint.

Our objectives were set based on the best information available at the time, enabling us to develop an ambitious yet realistic plan. However, we are aware that significant challenges remain, such as limited infrastructure, technological barriers, and the restrictions inherent to materials intended for packaging food products, which must comply with strict safety and hygiene standards.

We understand that progress towards a truly circular economy is only possible through close collaboration among all actors in the value chain: companies, suppliers, technology centres, and public administrations. Therefore, we maintain a collaborative and participatory approach to continue advancing towards common goals.

Looking ahead, we will continue developing our circular packaging strategy with a firm commitment to complying with the requirements of the new European Packaging and Packaging Waste Regulation, ensuring the quality and safety of our products.

RESPONSIBLE MANAGEMENT OF PACKAGING WASTE WITH ECOEMBES

At PESCANOVA ESPAÑA, we manage packaging waste through Ecoembes, the organisation responsible for operating the collective extended producer responsibility system (SCRAP) for household packaging in Spain. Thanks to this collaboration, we contribute to significant environmental savings by promoting recycling and waste valorisation, thereby substantially reducing environmental impact.

The environmental savings manifest in Reduction of landfill waste, helping to protect soil and reduce pollution; Reuse of recycled materials in manufacturing new products, reducing extraction and processing of virgin raw materials; Decrease in greenhouse gas (GHG) emissions by avoiding carbon-intensive processes linked to producing new materials; Conservation of natural resources such as water, minerals, and energy; Job creation in collection, sorting, recycling, and material transformation stages.

Ecoembes has calculated our environmental savings using the European Commission's Product Environmental Footprint (PEF) 3.1 methodology, which weighs 16 environmental indicators, including carbon footprint, embedded energy, and water footprint.

According to this study, in 2024, our packaging waste management helped **avoid emissions of 1.97 kt of CO_2e, consumption of 9.6 GWh of energy, and 17.6 million litres of water**. These results place us 57% above the average performance of the fish and seafood products sector in Spain, reflecting our commitment to an efficient and sustainable circular economy.

5.2.1 MORE SUSTAINABLE PACKAGING

We have set the goal of **ensuring that all packaging for Pescanova branded products is recyclable by 2030; to promote voluntary measures to incorporate recycled materials and reduce the use of plastics; and to ensure that paper and cardboard come from certified sustainable sources**.

Our commitment to developing more sustainable packaging aligns with the principles and measures outlined in our CSR, Sustainability, Quality and Food Safety, and Environmental Responsibility policies, all of which share objectives related to the responsible use of natural resources and material optimisation. Our strategy for developing more sustainable packaging shows the following progress:

CSR PILLAR	PRODUCT
PRINCIPLE	PRODUCT EXCELLENCE
MATERIAL ASPECT	SUSTAINABLE PACKAGING

IN 2024

72%	**RECYCLABLE, REUSABLE AND/OR COMPOSTABLE PACKAGING** *By 2030, 100% of PESCANOVA packaging will be designed to be recyclable, reusable or compostable, in line with the sorting and recycling technologies available in each market.*
56%	**INCORPORATION OF RECYCLED PLASTIC (rPET)** *By 2026, an average of 25% recycled rPET will be incorporated into all PET packaging.*
8%	**INCORPORATION OF RECYCLED PLASTIC (OTHER PLASTICS)** *By 2030, an average of 30% recycled plastic material will be incorporated into all packaging.*
100%	**PAPER AND CARDBOARD USED IN PACKAGING COMES FROM CERTIFIED RENEWABLE SOURCES** *By 2026, 100% of paper and cardboard packaging will be made from raw materials sourced from certified sustainable sources.*

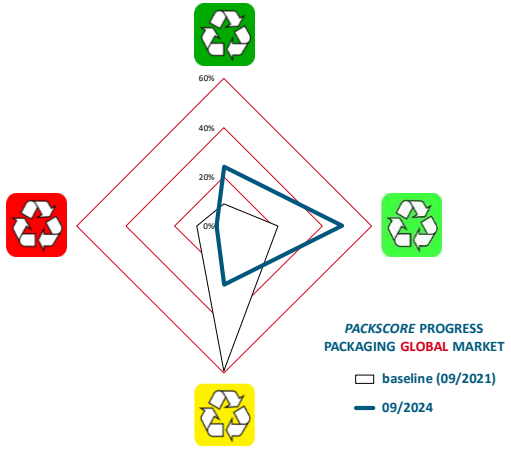
The action plans we are working on analyse the design and materials used in each of our packages with the goal of optimizing material usage, aiming for the minimum material necessary to protect the products, and eliminating overpackaging whenever possible.

We seek to use materials that are recyclable and for which recycling technology exists in the country where the product is sold, eliminating plastic and using recycled plastic whenever possible, while guaranteeing food safety. We also study and validate the use of new materials that are more environmentally friendly.

5.2.2 PACKSCORE

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

- Replacing non-recyclable multilayer, multi-material bags with recyclable polyethylene monomaterial and standardising packaging material specifications.
- Replacing black plastic with transparent or lightly coloured recyclable plastic.
- Incorporating recycled rPET plastic in trays and skin packaging.
- Replacing plastic film in cartons with a new recyclable alternative material without plastic that maintains the same physical and mechanical properties.



RECYCLABLE: the packaging elements are recycled in all facilities, and the resulting secondary materials have market value, even allowing to produce new packaging.

CONDITIONALLY RECYCLABLE: the packaging elements are compatible with recycling in certain applications and have lower market value.

INEFFICIENT FOR RECYCLING: the packaging elements present recyclability issues that affect the quality of the recycled material or cause losses during the process.

NON-RECYCLABLE: the packaging elements are mostly non-recyclable or contaminate recycled material streams.

% of SKUs per *PACKSCORE* category in **SPAIN**

PACKSCORE category	baseline (10/2020)	iterations 09/2021	09/2022	09/2023	09/2024
RECYCLABLE	11%	14%	23%	27%	16%
CONDITIONAL RECYCLING	17%	27%	16%	26%	60%
INEFFICIENT FOR RECYCLING	54%	48%	51%	39%	21%
NOT RECYCLABLE	18%	11%	10%	7%	3%

% of SKUs per *PACKSCORE* category in the **GLOBAL** market

	baseline (09/2021)	iterations 03/2022	09/2022	03/2023	09/2023	09/2024
RECYCLABLE	9%	16%	21%	28%	32%	24%
CONDITIONAL RECYCLING	22%	17%	18%	21%	21%	48%
INEFFICIENT FOR RECYCLING	59%	57%	51%	43%	40%	24%
NOT RECYCLABLE	11%	10%	10%	8%	7%	3%

% of SKUs per *PACKSCORE* category by **COUNTRY**

	PORTUGAL (09/2022)	(09/2023)	(09/2024)	FRANCE (09/2022)	(09/2023)	(09/2024)	ITALY (09/2022)	(09/2023)	(09/2024)	GREECE (09/2022)	(09/2023)	(09/2024)
RECYCLABLE	27%	38%	18%	13%	20%	24%	14%	28%	48%	31%	66%	62%
CONDITIONAL RECYCLING	1%	12%	42%	32%	21%	53%	39%	21%	30%	15%	17%	28%
INEFFICIENT FOR RECYCLING	68%	40%	38%	38%	54%	18%	39%	43%	13%	50%	17%	10%
NOT RECYCLABLE	4%	10%	2%	17%	5%	5%	9%	8%	9%	4%	0%	0%

5.3 QUALITY AND FOOD SAFETY CERTIFICATIONS

The certification of facilities and processes involved in the sourcing, handling, and processing of raw materials and seafood products is a key element of our commitment to sustainability, as well as to quality and food safety.

To uphold these standards, we follow rigorous principles and apply internationally recognised best practices, as demonstrated by our achievement of certifications under schemes approved by the *Global Food Safety Initiative* (GFSI).

Through our Corporate Sustainability and Quality & Food Safety Policies, we have committed to certifying both processes and products under internationally renowned food safety standards.

We report our progress in this area in line with the principles of product excellence, as detailed in the Nueva Pescanova Group's global certification matrix (Annex I) and the ESG evidence table (Annex II).

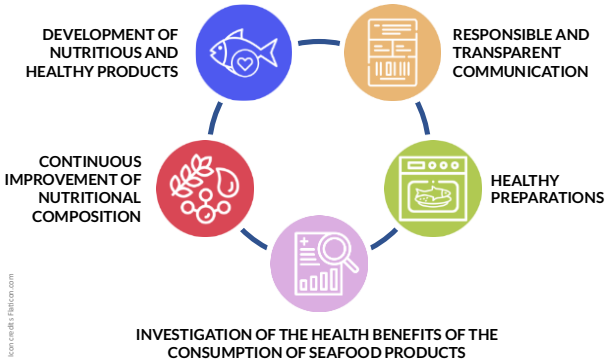
5.4 NUTRITION AND HEALTH

We are committed not only to the food safety of our products, but also to the certification of our facilities and processes in line with the relevant standards.

We strive to ensure that our products meet the strictest food safety and quality criteria, that they are healthy, nutritious and tasty, and that production processes are based on the best available techniques, with a focus on efficiency and sustainability.

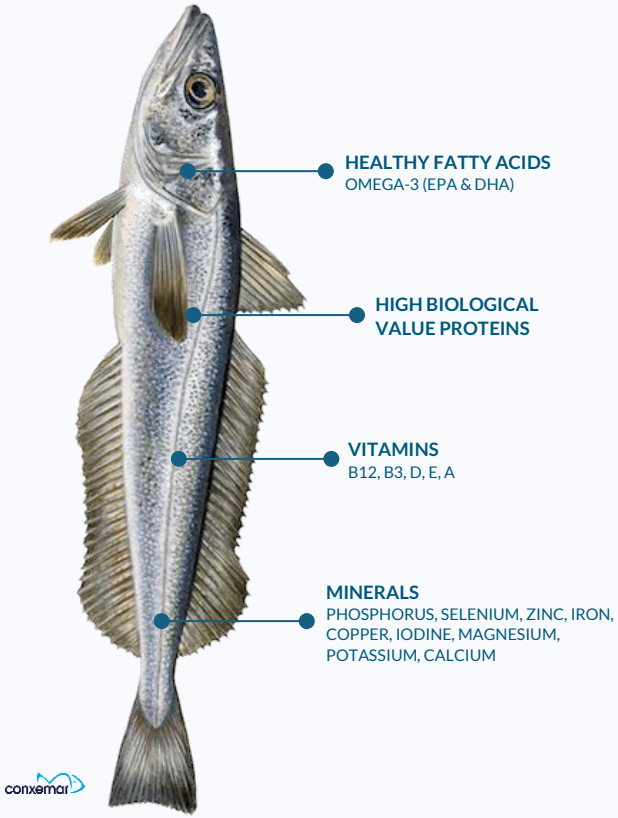
Our third sustainability principle formalises our commitment to nutrition and health through our products by stating that they *"make a positive contribution to the health and well-being of our consumers."*

We have translated this principle into the following five nutritional commitments that our products must meet:



5.4.1 INNOVATION AND DEVELOPMENT OF NUTRITIOUS AND HEALTHY PRODUCTS

The development of new products is based on our definition of healthy food: a healthy product is one that makes a positive contribution to the nutrition and health of our consumers. Therefore, our product development efforts aim to (i) maximise the proportion of nutrients with recognised health benefits—such as healthy fatty acids (like omega-3 EPA and DHA), high biological value proteins, fibre, vitamins (e.g. B12, B3, D, E or A), and minerals (e.g. phosphorus, selenium, zinc, iron, copper, iodine, magnesium, potassium or calcium); and (ii) minimise or eliminate altogether the presence of nutrients to be limited—such as total fat, saturated fat, trans fats,



THE NUTRITIONAL VALUE OF FISH IN THE HUMAN DIET

Fish and seafood are highly nutritious foods and play a key role in a balanced diet. They are notable for their **high biological value proteins**, essential for growth and tissue repair. They provide **healthy fats**, such as omega-3 fatty acids (EPA and DHA), which support cardiovascular health, contribute to the development of the nervous system, and have anti-inflammatory properties. They are also an important source of **vitamins**, such as vitamin D—crucial for calcium absorption and maintaining strong bones; B vitamins (including B12, niacin, and B6)—key to energy metabolism and brain function; and vitamin A, which benefits vision, skin, and the immune system.

As for **minerals**, fish and seafood supply iodine—vital for thyroid function—along with selenium, which has antioxidant properties, as well as iron, zinc, calcium, and phosphorus.

In addition to being easy to digest, fish contains less saturated fat than other meats, making it a healthy choice for all ages. That is why the WHO recommends eating fish at least twice a week.

sugars, and salt, wherever possible; and (iii) under the following principles: that they are adapted to the needs of the population, considering allergies and intolerances; that they address the specific requirements of each stage of life; that they preserve the nutritional value of seafood; and that they use only healthy fats. In addition, all our products are low in sugars and free from trans fats, and we are committed to ensuring they remain so.

We have set ourselves the goal of ensuring that our products offer some health benefit to consumers. This includes the presence of healthy fatty acids, high-quality proteins, vitamins, minerals, and ingredients with known positive effects on human health, as well as the continuous improvement of formulations—for example, by reducing fat or salt content. We are also working on the development of specific alternatives that address food allergies and intolerances, such as gluten-free or lactose-free products.

Examples of nutritious and healthy product developments:

- Tronquitos de mar (PESCANOVA ESPAÑA).
- Shrimp with Pesto & Linguini (PESCANOVA USA).
- Bacalhau desfiado (PESCANOVA PORTUGAL).
- Hake Fillet Roll (PESCANOVA HELLAS).
- Merluzzo croccante Senza Glutine (PESCANOVA ITALIA).
- Crevettes Sauce à la Truffe (PESCANOVA FRANCIA).

5.4.2 CONTINUOUS IMPROVEMENT OF NUTRITIONAL COMPOSITION

As part of our R&D+i work on products and formulations, we focus on improving the nutritional composition of our products based on the following principles:

- Reducing the content of nutrients that should be consumed in moderation, such as salt and total fats. We focus especially on salt, as our products contain no trans fats and do not include added sugars in their preparation.
- Increasing the content of specific nutrients with known health benefits: high biological value proteins, healthy fatty acids, fibre (from vegetables and whole grains), vitamins and minerals.

Additionally, we are committed to joining nutritional composition improvement initiatives promoted by different organisations and government institutions. On this basis, we have joined the *"Collaboration plan to improve the composition of food and beverages and other measures 2020"* launched by the *Spanish Agency for Food Safety and Nutrition* (AESAN), as part of the *Strategy for Nutrition, Physical Activity and Obesity Prevention* (NAOS Strategy) (www.aesan.gob.es/AECOSAN/docs/documentos/nutricion/BOE-A-2019-3631ASEFAPRE.pdf).

5.4.3 HEALTHIER PREPARATIONS

Our innovation work is also focused on offering consumers healthier and more convenient preparation options. In this regard, we committed that from 2023, all our breaded products can be prepared in the oven. Additionally, we are progressing in the development of formats suitable for air fryers, aiming for availability by 2025, thus avoiding the added fats typical of traditional frying.

5.4.4 NUTRITION AND HEALTH OF OUR PEOPLE

At Nueva Pescanova, we promote work environments that support the holistic wellbeing of our people by facilitating access to healthy food, supporting breastfeeding, encouraging healthy lifestyle habits, and providing health monitoring services. We understand that nutrition is a fundamental pillar in today's society, where the quality of diet and lifestyle habits play a key role in growth and maintaining good health at all stages of life.

We reaffirm our strong commitment to nutrition, extending it to our employees with the aim of fostering a healthy environment that contributes to their wellbeing and health. To achieve this goal, we have implemented a Nutrition and Healthy Habits Programme across the entire Group, which carries out concrete actions based on four key pillars:

We have implemented multiple initiatives grouped within a cross-functional program aimed at promoting nutrition and healthy living across the Group. This program gives rise to initiatives that drive education and awareness, as well as a healthier food offering in the workplace. Among the main examples are:

- Awareness campaigns at CAMANICA (Nicaragua) promoting healthy nutrition, including talks on eating habits targeted at staff with chronic illnesses (such as hypertension, diabetes, infections, or kidney failure), and recommendations for pregnant women aimed at preventing gestational obesity (diet and exercise plan).
- Healthy living campaigns to inform and raise awareness among PROMARISCO (Ecuador) employees about the effects of harmful substance abuse such as tobacco and alcohol, with campaigns on 'Awareness,' 'Detection and control,' and 'Verification, intervention, and follow-up.'
- Awareness campaign on healthy eating at PROMARISCO (Ecuador), featuring talks led by a nutritionist.
- Cardiovascular health programme at PROMARISCO (Ecuador), including blood pressure monitoring and dietary recommendations.
- Endocrinology health programme at PROMARISCO (Ecuador), which includes monitoring and control of height, weight, waist circumference, and clinical analyses to rule out diabetes or prediabetes. Additionally, recommendations for healthier meals are provided in the company cafeteria.
- Nutritional education and obesity prevention programme at NOVAPERU (Peru).
- Nutritional information provided for menus served in the cafeteria at Chapela (PESCANOVA ESPAÑA and NUEVA PESCANOVA, Spain), including energy value, protein, lipids, saturated fatty acids, carbohydrates, sugars, fibre, and salt content for the different dishes available. The vending machine offerings have also been improved.
- Free access to healthy snacks, promoting healthy eating and good dietary habits among employees. Depending on the location, items include fruit, yogurts, milk, coffee, and tea.
- Continued access to local gyms at reduced rates through various company agreements, promoting physical and mental health and wellbeing, extended to several Group companies.

The implementation of the Nutrition and Healthy Habits Programme has yielded the following indicators:

- Access to healthy food in the workplace: All employees have access to suitable spaces for eating. Additionally, 60% of the workforce has cafeterias or canteens on-site offering healthy options. 85% have received meal subsidies, 62% have benefited from free snacks, and 100% have access to free potable water.
- Support for breastfeeding: 48% of employees enjoy maternity leave periods longer than those mandated by current legislation. In locations with a high concentration of women, properly equipped lactation rooms have been established, and 78% of female employees have participated in awareness campaigns on the importance of breastfeeding.
- Training in nutrition and healthy habits: 65% of employees have participated in training sessions on nutritional education and healthy lifestyle habits. Additionally, 25% have had access to specific programmes encouraging physical exercise.
- Health monitoring: 98% of employees have benefited from free medical check-ups, contributing to the prevention and early detection of potential health issues.

5.4.5 MATERNITY LACTATION ROOMS

Aware of the importance of fostering work environments that support motherhood and child well-being, the Nueva Pescanova Group provides lactation rooms at our NOVAGUATEMALA (Guatemala) and PROMARISCO (Ecuador) facilities.

These spaces are equipped so that breastfeeding women can safely, hygienically, and privately express and store breast milk during their workday. This initiative aligns both with our labour welfare policies and with compliance with national regulations promoting maternal and child health protection, the fight against child malnutrition, and work-life balance.

In Guatemala, the lactation room has been operational since 2021 and is supervised by medical personnel. In Ecuador, where healthcare support is also provided, the Ministry of Health awarded PROMARISCO recognition for adapting this space in accordance with the legal and technical requirements established by the Law for the Promotion, Support, and Protection of Breastfeeding.

Having such facilities not only serves a practical purpose but also reflects the Group's commitment to healthy childhood development, respect for the rights of working mothers, and the promotion of an inclusive organisational culture. In addition to providing a dignified and safe space, professional support, specialised breastfeeding guidance, and access to educational sessions are offered.

This measure has brought multiple benefits: it helps improve the health of mothers and children, facilitates return to work after maternity leave, strengthens the mother-child bond, and enhances the workplace environment. Through initiatives like this, we reaffirm our commitment to a people-centred growth model.

5.4.6 NUTRITION AND HEALTH IN OUR COMMUNITIES

Our commitment to nutrition and health also extends to the communities where we operate, aiming to facilitate access to healthier food, especially among the most vulnerable groups.

One example of this is our work in Namibia, where we promote fish consumption through the management of a shop and a restaurant in Lüderitz; our collaboration with the government agency *Namibia Fish Consumption Promotion Trust* (NFCPT); and supplying fish to the local market to encourage regular consumption.

In fact, fish consumption increased from approximately 4 kg per capita in 1990 to 16.6 kg per capita in 2021 (*source: NFCPT, 2022*). Additionally, we donate seafood products in various countries, delivering between 40 and 70 tonnes annually, benefiting millions of people.

5.5 RESPONSIBLE COMMUNICATION

As part of our commitment to responsible communication, ethical marketing, and the promotion of our products, we adhere to codes of good commercial practices and responsible self-regulation, with a particular focus and sensitivity regarding communication and advertising aimed at minors.

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

Additionally, we are members of *Autocontrol*, the independent self-regulation body of the advertising industry in Spain, which brings together advertisers, advertising agencies, media, and professional associations, aiming to promote responsible advertising that is truthful, legal, honest, and fair (www.autocontrol.es/autocontrol/organizacion/socios/?_tipo_de_socio=anunciantes).

In addition to these leadership initiatives in the transformation and marketing of seafood products, we promote and collaborate in the technical and scientific dissemination about the species we fish or cultivate, such as the Argentine toothfish (merluzanegraargentina.org) and the Ecuadorian shrimp (sustainableshrimppartnership.org). We also support the promotion of the frozen products sector (conxemar.com) and foster its competitiveness (anfaco.es), as well as responsible fishing (cepesca.es) and aquaculture (apromar.es), among other initiatives.

5.5.1 RESPONSIBLE AND TRANSPARENT LABELLING

We maintain our commitment to ensuring clear, truthful, and accessible labelling for consumers. We are guided by the principles of transparency, regulatory compliance, and responsibility in the communication of our products. We comply with national and international regulations on labelling and packaging information, following the FAO's labelling guidelines for fish and fishery products.

By 2023, we had progressed in implementing the Nutri-Score system on our packaging in markets such as Spain, Portugal, France, and Greece.

However, after thorough evaluation and consumer research, we decided to discontinue its use due to: Lack of widespread adoption, which hindered consumer understanding and the system's usefulness; Absence of endorsement from European institutions, limiting its legitimacy as a common standard; Changes in the calculation algorithm, which affected the classification of certain products without accurately reflecting their real nutritional profile; Limited level of consumer understanding, due to its low presence among other manufacturers, making interpretation even more difficult.

Despite this decision, we guarantee that nutritional claims are clear, accurate, and up to date; that nutritional information after product preparation is included when relevant; and that all our packaging will feature nutritional declarations by 2025 and a front-of-pack labelling system by 2030.

In line with this commitment, we have chosen to progressively incorporate the *Reference Intake (RI) system*—also known as the *Guideline Daily Amount (GDA) label*—a Front-of-Pack (FoP) nutrition labelling system promoted by FoodDrinkEurope (fooddrinkeurope.eu) and aligned with Regulation (EU) No. 1169/2011.

This complementary and voluntary nutritional labelling system makes it easier for consumers to quickly interpret the energy and nutritional content of foods. It shows the percentage that a serving of the product represents in relation to the daily needs of an average adult, thereby helping consumers make more informed purchasing decisions. Our choice of the RI system reflects our commitment to providing objective, understandable information based on scientific criteria validated by the *European Food Safety Authority* (EFSA).

As a company specialising in seafood—foods with high nutritional value due to their protein and healthy fat content—we believe this system more accurately reflects the true characteristics of our products and helps build consumer trust.

5.5.2 THE PESCANOVA CADETS: EDUCATION, CHILDREN'S AWARENESS, AND ESG VALUES

At the Nueva Pescanova Group, we have a special figure designed to connect with children: *the Pescanova Cadets*. These characters are a distinctive element that allows us to introduce fish consumption to boys and girls through approachable messages aligned with the values guiding our company's purpose.

The *Cadets*, who are the main icons of our product range aimed at this segment, serve an educational and social role by promoting core values such as respect for the environment, ocean protection, and the encouragement of healthy eating. Since their creation, they have been conceived as positive role models for

children, fostering responsible and conscious habits from an early age.

In line with our commitment to diversity and equal opportunities, we later introduced the female figure, the *Cadette*, to give this initiative an inclusive approach. This strengthens representation and equality in the narrative aimed at new generations, reflecting social reality and promoting diverse and relatable role models.

The *Cadet* and *Cadette*, recognizable by iconic elements such as our traditional yellow raincoat, connect with children's imagination in a playful yet educational way. They embody active vigilance over good practices, promoting responsible fishing and aquaculture, defending every child's right to healthy nutrition, and serving as examples of the generational renewal needed in the seafood sector.

With this initiative, we aim not only to bring responsible consumption closer to children but also to promote a more sustainable and fair future by educating those who are children today to become adults committed to caring for the planet tomorrow.

5.5.3 COMMITMENT TO HEALTHY EATING FROM CHILDHOOD

We actively work to promote healthy eating habits from an early age, with a special focus on encouraging fish consumption among boys and girls. Fish is an essential food, rich in high-quality proteins, omega-3 fatty acids, vitamins, and minerals, all fundamental for children's physical and cognitive development. However, its consumption among younger age groups remains a challenge, which is why we drive initiatives that bring fish closer to their daily lives in an appealing way, adapted to their tastes and family routines.

To achieve this, we develop actions that combine nutrition, education, and entertainment, reinforcing positive habits and building a close, lasting relationship with fish. Among these initiatives, our range of products specially designed for children stands out, combining nutritional quality with practical formats adapted to their preferences. Products such as *Hake Sticks*, *Caprichos*, and *Peskitos* make it easier to incorporate fish into children's diets.

In 2024, we took a step further with the launch of *Pescadinos* — breaded hake shaped like dinosaurs, gluten-free and suitable for cooking in a pan, oven, or air fryer. This product was created with a playful approach to remove barriers to acceptance without compromising on quality and flavour.

In 2023, we revived the iconic *Captain Pescanova*, transforming it from a character into an attitude symbolizing resilience, ingenuity, and leadership. Under the slogan *"We are all Captain Pescanova,"* we launched an audiovisual campaign featuring everyday scenes in a home transformed into a ship, with the family facing challenges with optimism. The *Hake Sticks* star in one of the videos as a practical and nutritious solution for families.

Furthermore, we strengthened our commitment through a partnership with *Playmobil* during the back-to-school seasons of 2023 and 2024. This collaboration included prize draws linked to the purchase of products from the *Cadet* range, encouraging the connection between fish consumption, play, and the return to the classroom. The promotion was carried out in major retail stores, enhancing the emotional bond between children and their families and our products.

These actions reflect our commitment to children's health, integrating fish into the diets of new generations in an innovative, appealing, and sustainable way, through responsible communication.

6 PROSPEROUS COMMUNITIES

PRINCIPLE 4 OF SUSTAINABILITY

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

We are committed to the development of more prosperous communities by generating wealth, job opportunities, and training wherever we operate.

In this regard, (i) we promote and create stable, quality local employment and encourage continuous training and professional development for our workforce; (ii) we invest in quality assets that enhance productivity, efficiency, and a suitable working environment; and (iii) we contribute to improving the quality of life in these communities through social welfare programs, supporting educational and wellbeing initiatives, investing in necessary infrastructure, thereby fostering the sustainable development of our activities within the community.

This commitment, stemming from our Corporate CSR Policy, aims for all Group companies to generate a positive contribution towards the sustainable development of the communities where they operate.

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

- MARITIME AND FISHERIES TRAINING IN MOZAMBIQUE
- NURSERY IN LÜDERITZ, NAMIBIA
- CEPAC SCHOOL IN CHAMPERICO, GUATEMALA
- TECHNICAL STUDIES IN AQUACULTURE, NICARAGUA
- ENVIRONMENTAL AWARENESS
- CLEAN-UP OF NATURAL AREAS
- SOCIAL ACTION AND HUMANITARIAN AID
- ACCESIBILIDAD UNIVERSAL
- DONACIONES
- FUNDACIÓN NUEVA PESCANOVA
- GENERACIÓN DE EMPLEO

6.1 MARITIME AND FISHERIES TRAINING IN MOZAMBIQUE

We have continued to advance the second phase of the maritime and fisheries training project in Mozambique. This program aims to consolidate technical training in this essential area for our activity and to promote quality employment and sustainable development in the country.

The initiative is part of the *Public-Private Partnership for Development* (PPPD), launched in 2019 to strengthen the capacities of the fishing sector and promote sustainable employment in the African nation.

The project will be carried out over the coming years with the goal of consolidating and expanding the achievements made during the first phase of the program (2019–2021). That initial stage laid the foundations for improving professional skills in the fisheries sector, with a focus on sustainability, gender equity, and respect for human rights.

The programme will focus on strengthening the training of trainers at the *Instituto de Ciências do Mar e Pescas de Mozambique*, especially in those areas that could not be fully developed due to the restrictions imposed by the pandemic. It also includes expanding the academic offerings of the institute by incorporating new degrees and equipment tailored to labour market demands and aligned with international standards.

Additionally, the program plans to extend training opportunities to other key coastal regions essential for the development of Mozambique's fishing sector, as well as to foster synergies between public, private, and educational institutions to strengthen technical training and facilitate access to employment in the maritime and fisheries sector.

The PPPD is supported by the Nueva Pescanova Foundation and PESCAMAR, a subsidiary of the Nueva Pescanova Group in Mozambique; the *Spanish Agency for International Development Cooperation* (AECID); the *Instituto Politécnico Marítimo-Pesquero do Atlántico* (IPMPA), under the *Xunta de Galicia's Ministry of the Sea*; the *Instituto de Ciências do Mar e Pescas* (IMARP); and the *Associação Moçambicana de Armadores de Pesca Industrial de Camarão* (AMAPIC).

6.2 NURSERY IN LÜDERITZ, NAMIBIA

In Lüderitz (Namibia), our subsidiary NOVANAM provides employees with access to a nursery which, over the past year, welcomed 87 children. This number exceeds 1,000 when considering the total since the programme began in 2010.

In addition to being a significant support for employees, the nursery offers preschool education and essential nutritional reinforcement to support the development of the youngest members of the community.

6.3 CEPAC SCHOOL IN CHAMPERICO, GUATEMALA

The Nueva Pescanova Group continues its important educational work by managing the Pacific Experimental Centre (CEPAC), which provides training programmes for the local community. (see *insert*)

6.4 TECHNICAL STUDIES IN AQUACULTURE, NICARAGUA

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

Through our company CAMANICA (Nicaragua), we participate in a partnership with the National Technological Institute (INATEC) in designing and adapting curricula and delivering training courses related to priority or deficient functions.

EDUCATION FOR THE FUTURE: THE IMPORTANCE OF CEPAC IN GUATEMALA

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.

For years, through our subsidiary NOVAGUATEMALA, we have managed this educational centre, which provides free, high-quality education to children and young people in vulnerable situations, actively contributing to their personal and professional development.

The centre currently offers academic programmes at Pre-primary, Primary, Basic and Diversified levels, in areas relevant to both the national and local context, such as Accounting, Early Childhood Education and Food Industry Technician.

In addition, the centre participates in Ministry of Education programmes that deliver food to the families of all students. In 2023, 756 students were enrolled at the centre, and 49 graduated—5 of whom found professional opportunities at NOVAGUATEMALA. In 2024, the number of students enrolled was 753, with 49 graduates, 2 of whom joined NOVAGUATEMALA in various roles.

These outcomes reaffirm the Nueva Pescanova Group's commitment to education as a driver of social transformation and to creating value in the communities where we operate.

Recently, we collaborated on defining the syllabus for the Aquaculture Technician programme and on community training initiatives, which include a work experience placement at CAMANICA.

6.5 ENVIRONMENTAL AWARENESS

The Group's aquaculture companies in Latin America organise, participate in, and deliver educational and awareness talks in neighbouring communities and local schools near shrimp farms and processing plants, addressing topics related to environmental responsibility.

Examples include sessions on the current condition and risks affecting local flora and fauna in the community of Champerico (Guatemala); caring for the natural environment in Chinandega (Nicaragua); and the environmental impact and importance of conserving mangroves, biodiversity, and crocodile management in Durán (Ecuador).

In Namibia, NOVANAM has taken part in training workshops provided by the Albatross Task Force.

The museum at the PESCANOVA BIOMARINE CENTER —our R&D+i facility in O Grove, Spain— is an educational space open to the public that raises awareness about the importance of protecting marine ecosystems and the history of aquaculture. We have delivered awareness talks to nearly 1,000 visitors.

6.6 CLEAN-UP OF NATURAL AREAS

We organise and collaborate in voluntary clean-up campaigns in natural areas across several countries. These actions, documented in our Responsible Action Programme (RAP), include:

- PESCAMAR (Mozambique) takes part in local beach clean-up days in Beira, collecting over 100 kg of waste each year.
- NOVANAM (Namibia) organises and carries out clean-up events in local areas, working together with communities and local authorities in Lüderitz and Walvis Bay.
- PROMARISCO (Ecuador) collaborates in the centralised management of waste collected in surrounding communities through its processing plant, handling over 900 kg of waste annually.
- PROMARISCO (Ecuador) also participates in the collective initiative *"Champerico Te Queremos Limpio"*, organising street clean-up events with processing plant employees and other local companies, collecting more than 300 kg of rubbish per year. Additionally, it works with a local crabbers' association to clean up the estuary near the shrimp farm.
- Since 2008, volunteer students from the CEPAC school in Champerico (Guatemala) have regularly taken part in rubbish collection activities, gathering around 6,000 kg annually.
- We have also contributed symbolically to international clean-up campaigns of seabeds and Spanish coastlines led by the NGO OCEANIDAS, by donating food in amounts equivalent to the waste recovered from the sea (see *insert*).

FROM OCEAN STEWARDSHIP TO SOCIAL IMPACT: A PARTNERSHIP FOR SUSTAINABILITY

At the Nueva Pescanova Group, we continue to strengthen our commitment to protecting marine ecosystems by supporting, for the fifth consecutive year, the seabed clean-up campaigns organised by the *Red de Vigilantes Marinos* (Marine Watch Network). This volunteer network forms part of the LIBERA project — an initiative led by SEO/BirdLife and Ecoembes — whose goal is to prevent and reduce the impact of litter in natural environments. Under the slogan *"1m² against litter"*, thousands of volunteer divers take part each year in clean-up operations along the Spanish coastline, actively contributing to the conservation of ecosystems and marine biodiversity.

As part of our sustainability and social responsibility policies, we have an agreement in place with the Spanish Federation of Food Banks (FESBAL), through which we donate an amount of food equivalent to the weight of the marine litter collected. In 2023, thanks to the work of volunteers, 12,800 kg of marine waste were removed, resulting in an equivalent donation of food products to FESBAL. In 2024, 9,879 kg of waste were collected, which translated into 14,016 kg of food donated, valued at over €158,000, reaching 142% of the initially projected target.

This initiative reflects our commitment to both preserving the marine environment and building partnerships with positive social impact, in line with our ESG principles and the Sustainable Development Goals.

6.7 SOCIAL WORK AND HUMANITARIAN AID

For over 15 years, we have been working with social interest foundations and other civil society organisations on volunteer programmes focused on housing support, people with disabilities, and groups in situations of vulnerability or at risk of social exclusion. Over this time, companies within the Group have participated in a range of one-off social actions tailored to the specific needs of each context. Among these, the following are particularly noteworthy:

- Following the assistance we provided in response to recent emergencies — such as cyclones Idai (2019) and Eloise (2021) in Mozambique, or the 2016 earthquake in Ecuador — which directly affected the families of our employees and the wider community, we have developed a disaster response protocol. This covers natural disasters, accidents, health crises, economic or social emergencies (such as the COVID-19 pandemic), and political crises, allowing us to streamline the delivery of humanitarian aid as well as emergency medical support and assistance.

- Responsible management of the 2024 DANA in Valencia: In response to the severe flooding caused by an upper-level low-pressure system (known in Spain as DANA) that affected the Valencian Community in late October 2024, the Group immediately activated a response protocol focused on protecting people, ensuring operational continuity, and supporting affected employees. From the outset, the safety of individuals was prioritised through the preventive evacuation of work centres and the suspension of on-site activity until a safe environment could be guaranteed. Thanks to these measures, no personal injuries were reported among staff at the Paterna and Catarroja centres. The impact on facilities was uneven: while the Paterna centre was able to resume operations in the short term, Catarroja faced disruptions due to the loss of essential supplies. Despite the temporary suspension of production, the company guaranteed 100% of salaries for all employees and offered additional support measures, such as the early payment of the Christmas bonus and flexible working hours to facilitate work-life balance and volunteering. Psychosocial and legal support services were also made available, including free emotional support and guidance for applying for public aid and dealing with insurance claims. Additionally, the Nueva Pescanova Foundation launched a solidarity fund with an initial contribution of €100,000, open to voluntary donations from all employees. This initiative raised €160,600, enabling direct aid to be granted to 49 workers who suffered material losses. This set of measures reflects the Group's commitment to protecting its human capital, fostering internal solidarity, and ensuring resilient management in the face of climate emergencies, in line with the principles of social responsibility and sustainability that guide our actions.

- Socially purposed recycling in Peru: At our operation in Peru, we are driving a circular economy initiative that combines environmental impact with social commitment. By recycling cardboard generated in our industrial operations, we help fund rehabilitation therapies for children with severe burn injuries, in partnership with the NGO ANIQUEM. This initiative ensures proper management and recycling of cardboard, contributing to waste reduction and efficient resource use. At the same time, the value generated is channelled towards a high-impact social cause, supporting the comprehensive recovery of vulnerable children.

- Educational infrastructure improvements in Guatemala: Thanks to the generous contribution from PESCANOVA PORTUGAL, the Centro Experimental del Pacífico (CEPAC), located in Champerico (Guatemala), was able to renovate the exterior paintwork of its facilities in 2024. The donation, amounting to 10,178 US dollars, enabled the refurbishment of the school's façade and perimeter fencing, which had fallen into disrepair. CEPAC provides free education to children, young people, and adults in vulnerable situations. Improving its infrastructure was a priority ahead of the new school year starting in January, to ensure suitable conditions for both learning and teaching. In addition to supporting the well-being of the school community, this action also had a positive effect on the appearance of the area, strengthening the bond between the company and the local communities where we operate.

- Solidarity campaign to improve the CEPAC school in Guatemala: In 2024, the Nueva Pescanova Foundation launched a donation campaign to support the Centro Experimental del Pacífico (CEPAC) in Champerico, Guatemala. The initiative included an awareness-raising effort to highlight the centre's most urgent needs, with the refurbishment of the school dining hall identified as a top priority. Thanks to the generosity of 56 donors, €5,060 was raised. In line with its commitment, the Nueva Pescanova Group matched this amount, reaching a total of €10,120—well above the original target. In addition to upgrading the dining hall, the funds also made it possible to repair the flooring in the teacher training classroom, thereby helping improve study and working conditions for students and teachers ahead of the new school year in January. This initiative reinforces the Group and its Foundation's commitment to the social and educational development of the local communities where it operates.

6.8 ENGAGEMENT FOR INCLUSION OF PEOPLE WITH DISABILITIES

The Group collaborates with various associations that support social initiatives aimed primarily at the integration of people with disabilities, either through service or supply contracts or through donations.

This collaboration is aligned with the principles of social responsibility and diversity set out in GRI 406 (Non-discrimination) and ESRS S1-1 (Social and community impact), as well as with the governance criteria established in ESRS G1 (Governance).

6.9 DONATIONS

We have a donation programme in place to help improve the lives, health, and well-being of the most vulnerable groups, especially those affected by natural disasters or social and health crises. This is in line with the principles of social responsibility and sustainability outlined in GRI 201-1 (Direct economic contributions to the community) and ESRS S1-1 (Social and community impact).

Over recent financial years (see NFIS reports, *independently verified*), total donations amounted to €417,276 during the nine-month period ending 31 December 2024. Of this total, €259,592 (62%) corresponds to 42,394 kg of donated food. The remainder consists of monetary contributions (€129,367) and other goods (€28,317).

Additionally, a cumulative donation of €472,393 was recorded for the financial year ending 31 March 2024. Of this amount, €321,165 (68%) relates to 68,769 kg of donated food. The remainder includes monetary contributions (€126,435) and other goods (€24,793).

This information is reported in accordance with GRI 203-1 (Infrastructure investments and services supported) and ESRS S1-2 (Social and community assets).

6.10 NUEVA PESCANOVA FOUNDATION

The Nueva Pescanova Foundation is a non-profit organisation established by the Nueva Pescanova Group and recognised as being of Galician interest by the Xunta de Galicia.

Its purpose is to contribute to the sustainable development of the seafood industry by promoting initiatives related to fishing, aquaculture, processing, and commercialisation that foster sustainability in its social, environmental, and economic dimensions.

The Foundation also aims to support research, development, and the dissemination of scientific and technical knowledge in the marine field, positioning itself as a key player in generating knowledge and promoting best practices within the sector.

Through this entity, the Nueva Pescanova Group strengthens its commitment to the protection and conservation of the oceans, the responsible use of marine resources, and the improvement of the social and environmental conditions of the communities in which it operates.

FUNDACIÓN NUEVA PESCANOVA

6.10.1 GLOBAL SUSTAINABLE SEAFOOD GALICIA FORUM (GSSG FORUM)

The Nueva Pescanova Foundation organises the Global Sustainable Seafood Galicia Forum (GSSG Forum) annually — an international benchmark event for analysis and dialogue on the sustainability of seafood products.

Its first edition was held on 24 April 2023, bringing together 21 industry experts who shared knowledge and engaged in discussions on sustainability and traceability, the seafood industry's contribution to the UN 2030 Agenda, and sustainable finance.

The second edition, held on 11 and 12 November 2024 under the theme *"The Asymmetry of Sustainability"*, explored key issues such as the gap between large and small sector players, North–South imbalances, access to blue finance, and the future challenges facing the oceans.

The third edition will take place on 28 May 2025 under the theme *"Measuring Sustainability"*, with a focus on the systems and methodologies used to assess the sector's environmental, social, and economic performance.

The GSSG Forum, held at the Afundación headquarters in Vigo, is institutionally supported by the Xunta de Galicia, the European Maritime and Fisheries Fund, the Nueva Pescanova Group, and Abanca. Its aim is to position Galicia as a centre of international thought leadership in marine sustainability.

Through lectures, panel discussions, and debate forums, the Forum brings together the most influential voices in the sector and provides a comprehensive overview of the commitments, challenges, and opportunities related to environmental, social, and economic sustainability for the seafood industry.

Global Sustainable Seafood Galicia Forum

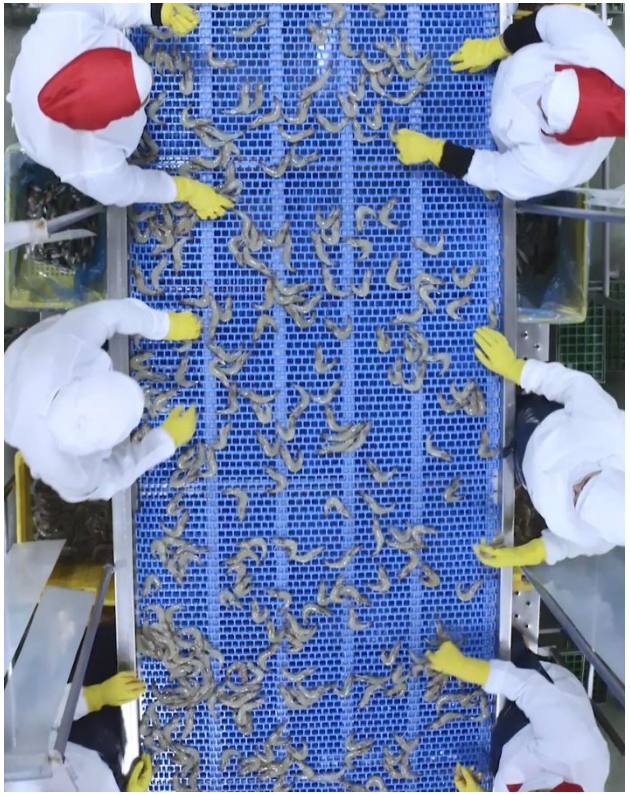
GSSG

24 april 2023 VIGO SPAIN

6.11 EMPLOYMENT GENERATION

The Nueva Pescanova Group, with workplaces in 17 countries, promotes and generates local, stable, and quality employment—legal, safe, decent, and fair—while fostering continuous training and professional development for its employees.

We also sought to quantify the positive impact that the Group's business activities have on the communities in which we operate. Given the absence of an exact methodology and aiming for a more appropriate scope, we use our contribution to local employment as a representative indicator of our socioeconomic impact. In this regard, we have confirmed that our subsidiary NOVANAM accounts for as much as 45% of the active workforce in Lüderitz (Namibia).



CSR PILLAR	PEOPLE
PRINCIPLE	PROSPEROUS COMMUNITIES
MATERIAL ASPECT	JOB CREATION IN LOCAL COMMUNITIES

ACTIVITY	COMPANY	NUMBER OF EMPLOYEES	MUNICIPALITY AND COUNTRY	POPULATION (MUNICIP.) *	ACTIVE POPULATION **	EMPLOYMENT GENERATED
FISHING	ARGENOVA	727	PUERTO DESEADO, ARGENTINA	14.183	6.004	12%
	NOVANAM	2.056	LÜDERITZ, NAMIBIA	12.537	4.592	45%
		374	WALVIS BAY, NAMIBIA	62.096	22.745	2%
	PESCAMAR	626	BEIRA, MOZAMBIQUE	592.090	258.799	<1%
	NOVA PESQUEIRA LOBITO	73	LOBITO, ANGOLA	324.050	132.272	<1%
AQUACULTURE	PROMARISCO	2.006	DURÁN, ECUADOR	243.235	106.124	2%
	CAMANICA	634	PUERTO MORAZÁN, NICARAGUA	13.328	5.932	11%
		647	CHINANDEGA, NICARAGUA	121.793	54.206	1%
	INSUIÑA	41	MOUGÁS – OIA, SPAIN	3.049	1.480	3%
		123	XOVE, SPAIN	3.277	1.591	8%
	PESCANOVA BIOMARINE CENTER	19	O GROVE, SPAIN	10.518	5.106	<1%
INDUSTRY	PESCANOVA ESPAÑA	151	ARTEIXO, SPAIN	32.738	15.892	<1%
		677	CHAPELA – REDONDELA, SPAIN	29.241	14.195	5%
		214	PORRIÑO, SPAIN	20.100	9.757	2%
		81	CATARROJA, SPAIN	28.608	13.887	<1%
		85	PATERNA, SPAIN	71.035	34.483	<1%
	NOVAGUATEMALA	686	CHAMPERICO, GUATEMALA	32.815	12.433	6%
	NUEVA PESCANOVA FRANCE	87	BOULOGNE-SUR-MER, FRANCE	40.664	18.260	<1%
		100	LORIENT, FRANCE	57.084	25.633	<1%
	EIRANOVA	29	CASTLETOWNBERE, IRELAND	860	416	7%
	NOVAPERÚ	173	SAN JUAN DE MIRAFLORES, PERU	355.219	174.549	<1%

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

Training and knowledge transfer are also key aspects of our commitment to the sustainable development of communities, including the most vulnerable groups or those at risk of social exclusion.

The development of high-quality technical and vocational training programmes in trades related to our activities serves as a clear driver of community development and skills-building, as well as generating quality employment and fostering local entrepreneurship.

Below are some examples, among many others, that demonstrate the success of this investment effort in the communities:

- The maritime and fisheries training APPD in Mozambique (see section 6.1) has delivered promising results in its first phase (2019–2021): 153 young people enrolled, 62 undertaking internships at our Beira subsidiary, and 13 hired by PESCAMAR.
- Up to 20 workers have opened their own workshops after training at BEIRANAVE (Mozambique), confirming the important role this trade school plays in Sofala province.
- The fishing net workshops in Walvis Bay and Lüderitz (Namibia), Beira (Mozambique), and Puerto Deseado (Argentina), where we have transferred trade knowledge to these communities and trained new local net makers to master the craft. These workshops employ several dozen people and have become established centres for the manufacture, repair, and maintenance of fishing nets used on our vessels. The expertise of our experienced net makers significantly contributes to the ongoing improvement of fishing gear design, enhancing selectivity, minimising potential impact on the seabed, and reducing the fleets' carbon footprint.
- The CEPAC school in Champerico, Guatemala (see section 6.3), offers training programmes in accounting expertise, early childhood education, and food industry technology, significantly equipping new generations of professionals within the community.

MORE RESPONSIBLE PROJECTS, MORE SUSTAINABLE OPERATIONS

CHANGEMAKERS
INTRODUCING THE WORLD'S FIRST INTELLIGENT AQUAFARM

MICROSOFT & PROMARISCO, ECUADOR, NUEVA PESCANOVA
tinyurl.com/5t57afru

CONNECTION IN THE DEPTHS
A STORY OF TRANSFORMATION THROUGH CONNECTIVITY

MOVISTAR & PROMARISCO, ECUADOR, NUEVA PESCANOVA
tinyurl.com/yc4mpuv2

THE CITY BORN FROM THE SEA
A STORY OF OVERCOMING

NOVANAM, NAMIBIA, NUEVA PESCANOVA
tinyurl.com/cdsv6z68

PESCANOVA BIOMARINE CENTER
LEADING AQUACULTURE R&D+i CENTRE IN SPAIN

O GROVE, PONTEVEDRA, NUEVA PESCANOVA
tinyurl.com/yr9ecuvf

ANNEX I

CERTIFICATIONS AND VERIFICATIONS

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

SUSTAINABLE AQUACULTURE FARMING

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

SUSTAINABLE FISHERIES

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

CHAIN OF CUSTODY MSC/ASC

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

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

FOOD SAFETY

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

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

FOOD SAFETY

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

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

FOOD SAFETY

FSMA VQIP	NOVAPERU, *Peru*

Standard Recognized by: **SUSTAINABLE SUPPLY CHAIN INITIATIVE (SSCI)**

WORKING CONDITIONS ON BOARD FISHING VESSELS

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

PREVENTION OF OH&S RISKS

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

ETHICAL AND SAFE LABOUR AND COMMERCE

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

Standards recognized by: **AENOR**

OCCUPATIONAL SAFETY AND HEALTH

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

ENVIRONMENTAL MANAGEMENT SYSTEMS

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

PRODUCT DIFFERENTIATION

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

ANNEX II
ESG EVIDENCE

CSR PILLAR CROSS-CUTTING
PRINCIPLE ALIGNMENT AND COMPLIANCE
MATERIAL ASPECT CERTIFICATIONS AND ESG EVIDENCE

COMPANY OF THE GROUP (COUNTRY)	ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY	HEALTH AND SAFETY	QUALITY AND FOOD SAFETY	ETHICS AND LABOUR RESPONSIBILITY
aquaculture production - vannamei shrimp				
PROMARISCO (ECU)	Environmental Statement, Environmental Management report ASC00805 y BAP H10593, F12443 certifications	Comprehensive Occupational Health and Safety Management System	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System
CAMANICA (NIC)	Environmental Statement, Environmental Management report ASC01643 y BAP H10542, F10518A/B, F12949, F12951 certif	Comprehensive Occupational Health and Safety Management System	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System
aquaculture production - turbot				
INSUIÑA MOUGÁS (ESP)	Annual Regulatory Assessm Report, Environmental Statement ISO 14001, EMAS, GLOBALG.A.P. GGN:4052852302869 certif	Comprehensive Occ. H&S Mgt System Comprehensive Occ. H&S Mgt System	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System GRASP/GLOBALG.A.P.
INSUIÑA XOVE (ESP)	Annual Regulatory Assessm Report, Environm Stat ISO 14001, EMAS, GLOBALG.A.P. GGN: 4052852302869 certif	Comprehensive Occ. H&S Mgt System ISO 45001, GRASP/GLOBALG.A.P.	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System GRASP/GLOBALG.A.P.
transformation plants				
PROMARISCO (ECU)	Environmental Permit, Environmental Statement ASC-C-02339 and BAP P10544 certifications	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System BASC certification, SMETA/SEDEX (SAQ)
CAMANICA (NIC)	Environmental Permit by MARENA ASC-C-02496 and BAP P10542 certifications	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System SMETA/SEDEX (2P)
NOVAGUATEMALA (GUA)	Environmental Permit, Environmental Statement ASC-C-02070 and BAP P10069 certifications	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System SMETA/SEDEX (4P)
NOVANAM DOP WALVIS BAY (NAM)	MAWLR inspection MSC-C-53794 certification	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System
NOVANAM SCT LÜDERITZ (NAM)	MAWLR inspection MSC-C-53794 certification	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System SMETA/SEDEX (2P)
NOVAPERÚ (PER)	Environmental Permit	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) BRC certification	Corp Governance & Compliance Regul System BASC certification, SMETA/SEDEX (2P)
EIRANOVA (IRL)	Environmental Permit	Comprehensive Occupational Health and Safety Management System	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System
ARGENOVA (ARG)	Environmental Permit	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) BRC certification	Corp Governance & Compliance Regul System
processing plants				
PESCANOVA ESPAÑA CI ARTEIXO (ESP)	Integrated Environmental Authorisation (IEA) ISO 14001, MSC-C-57809, ASC-C-02625 certifications	Comprehensive OH&S Management System ISO 45001 certification	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System
PESCANOVA ESPAÑA CI CATARROJA (ESP)	Annual Regulatory Assessment Report ISO 14001, MSC-C-57809, ASC-C-02625 certifications	Comprehensive OH&S Management System ISO 45001 certification	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System
PESCANOVA ESPAÑA CI CHAPELA (ESP)	Integrated Environmental Authorisation (IEA) ISO 14001, MSC-C-57809, ASC-C-02625 certifications	Comprehensive OH&S Management System ISO 45001 certification	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System
PESCANOVA ESPAÑA CI PATERNA (ESP)	Annual Regulatory Assessment Report ISO 14001, MSC-C-57809, ASC-C-02625 certifications	Comprehensive OH&S Management System ISO 45001 certification	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System
PESCANOVA ESPAÑA CI PORRIÑO (ESP)	Integrated Environmental Authorisation (IEA) ISO 14001, MSC-C-57809, ASC-C-02625 certifications	Comprehensive OH&S Management System ISO 45001 certification	Food Safety Risk Control System (HACCP) IFS certification	Corp Governance & Compliance Regul System SAE certification, SMETA/SEDEX (SAQ)
NUEVA PESCANOVA FRANCE LORIENT (FRA)	Environmental Permit MSC-C-56356 and ASC-C-01689 certifications	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) BRC certification	Corp Governance & Compliance Regul System SAE certification
NUEVA PESCANOVA FRANCE BOULOGNE-SUR-MER (FRA)	Environmental Permit MSC-C-56356 and ASC-C-01689 certifications	Comprehensive Occupational Health and Safety Management System	Food Safety Risk Control System (HACCP) BRC certification	Corp Governance & Compliance Regul System
fishing fleets				
ARGENOVA (ARG)	Compliance with specific national regulations Compliance with OPRC and MARPOL requirements	Comprehensive Occ Health & Safety Mngt Sys ILO maritime H&S requirements	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System
NOVANAM (NAM)	Compliance with specific national regulations MSC-F-31487 certif, OPRC and MARPOL requirements	Comprehensive Occ Health & Safety Mngt Sys ILO maritime H&S requirements	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System FISH STANDARD FOR CREW certification
PESCAMAR (MOZ)	Compliance with specific national regulations Compliance with OPRC and MARPOL requirements	Comprehensive Occ Health & Safety Mngt Sys ILO maritime H&S requirements	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System
NOVA PESQUEIRA LOBITO (ANG)	Compliance with specific national regulations Compliance with OPRC and MARPOL requirements	Comprehensive Occ Health & Safety Mngt Sys ILO maritime H&S requirements	Hazard Analysis and Critical Control Points (HACCP)	Corp Governance & Compliance Regul System

ANNEX III
CARBON INTENSITY PER ACTIVITY

CSR PILLAR: PLANET
PRINCIPLE: RESPONSIBLE OPERATIONS
MATERIAL ASPECT: GHG EMISSIONS

a.2024-d.2024	TOTAL GHG EMISSIONS [tCO_2e]	GHG EMISSIONS [tCO_2e] SCOPE 1	SCOPE 2	SCOPE 3	PRODUCTION [t]	CARBON INTENSITY [tCO_2e/t_{PROD}]
AQUACULTURE (FROM HATCHERY TO HARVEST OUTPUT)						
ECUADOR (SHRIMP; 3,530 ha)	31,884.3	31,623.0	209.4	52.0	24,325.1	1.31
PROMARISCO (4 FARMS + HATCHERY)	*31,884.3*	*31,623.0*	*209.4*	*52.0*	*24,325.1*	*1.31*
NICARAGUA (SHRIMP; 3,307 ha)	10,401.0	10,024.6	363.4	13.0	8,861.2	1.17
CAMANICA (19 FARMS + HATCHERY)	*10,401.0*	*10,024.6*	*363.4*	*13.0*	*8,861.2*	*1.17*
GUATEMALA (SHRIMP; 366 ha)	25.3	24.5	0.0	0.8	0.0	N/A
NOVAGUATEMALA (IXTAN)	*25.3*	*24.5*	*0.0*	*0.8*	*0.0*	*N/A*
ESPAÑA (TURBOT; 21 ha)	1,933.4	1,029.8	851.6	51.9	2,650.3	0.73
INSUIÑA MOUGÁS	*894.2*	*734.8*	*150.1*	*9.3*	*96.2*	*9.30*
INSUIÑA XOVE	*815.4*	*163.1*	*612.3*	*39.9*	*2,493.8*	*0.33*
INSUIÑA CHAPELA	*17.0*	*0.0*	*17.0*	*0.0*	*0.0*	*N/A*
PESCANOVA BIOMARINE CENTER	*206.8*	*131.9*	*72.2*	*2.6*	*60.3*	*3.43*
SUBTOTAL 'AQUACULTURE'	44,244.0	41,701.9	1,424.4	117.7	35,836.6	1.23
FISHING (FROM CATCH TO LANDED OUTPUT)						
ARGENTINA (16 VESSELS)	22,768.6	21,507.0	0.0	1,261.6	11.957.6	1.90
ARGENOVA (FLEET)	*22,768.6*	*21,507.0*	*0.0*	*1,261.6*	*11.957.6*	*1.90*
MOZAMBIQUE (26 VESSELS)	35,447.9	35,143.8	60.1	244.0	2,757.9	12.85
PESCAMAR (FLEET)	*35,447.9*	*35,143.8*	*60.1*	*244.0*	*2,757.9*	*12.85*
NAMIBIA (9 VESSELS)	15,684.4	14,400.2	12.0	272.2	15,709.0	1.00
NOVANAM (FLEET)	*15,684.4*	*14,400.2*	*12.0*	*272.2*	*15,709.0*	*1.00*
SUBTOTAL 'FISHING'	73,900.9	72,051.0	72.1	1,777.8	30,424.5	2.43
INDUSTRY (FROM INPUTS TO PLANT GATE)						
ARGENTINA (1 INDUSTRIAL CENTRE)	773.0	210.3	219.1	343.6	145.0	5.33
ARGENOVA (PLANT)	*773.0*	*210.3*	*219.1*	*343.6*	*145.0*	*5.33*
ECUADOR (1 INDUSTRIAL CENTRE)	16,079.5	4,130.7	724.1	11,224.7	40,046.7	0.40
PROMARISCO (PLANT)	*16,079.5*	*4,130.7*	*724.1*	*11,224.7*	*40,046.7*	*0.40*
SPAIN (5 INDUSTRIAL CENTRES)	10,364.8	8,385.2	1,488.4	491,3	41,965.0	0.25
ARTEIXO INDUSTRIAL CENTRE	*1,691.3*	*1,137.7*	*298.9*	*254.6*	*9,737.7*	*0.17*
CATARROJA INDUSTRIAL CENTRE	*546.7*	*396.3*	*137.1*	*13.3*	*3,922.2*	*0.14*
CHAPELA INDUSTRIAL CENTRE	*5,206.1*	*4,736.4*	*422.0*	*47.7*	*9,830.0*	*0.53*
PATERNA INDUSTRIAL CENTRE	*218.9*	*0.1*	*106.6*	*112.2*	*2,044.1*	*0.11*
PORRIÑO INDUSTRIAL CENTRE	*2,701.8*	*2,114.6*	*523.9*	*63.4*	*16,431.0*	*0.16*
FRANCE (2 INDUSTRIAL CENTRES)	2,717.7	2,190.1	356.7	170.8	10,490.6	0.26
BOULOGNE-SUR-MER INDUSTRIAL CENTRE	*849.9*	*626.1*	*145.0*	*78,8*	*5,107.5*	*0.17*
LORIENT INDUSTRIAL CENTRE	*1,867.8*	*1,564.0*	*211.7*	*92,0*	*5,383.1*	*0.35*
GUATEMALA (1 INDUSTRIAL CENTRE)	3,886.1	2,750.4	0.0	1,135.7	2,423.2	1.60
NOVAGUATEMALA (PLANT)	*3,886.1*	*2,750.4*	*0.0*	*1,135.7*	*2,423.2*	*1.60*
NAMIBIA (2 INDUSTRIAL CENTRES)	23,333.8	22,624.0	228.9	480.9	9,210.2	2.53
NOVANAM (DOP - WALVIS BAY)	*19,289.1*	*19,246.0*	*0.2*	*42.9*	*1,838.5*	*10.49*
NOVANAM (SCT - LÜDERITZ)	*4,044.7*	*3,378.1*	*228.7*	*438.0*	*7,371.7*	*0.55*
NICARAGUA (1 INDUSTRIAL CENTRE)	2,313.7	104.0	2,128.0	81.7	11,583.0	0.20
CAMANICA (PLANT)	*2,313.7*	*104.0*	*2,128.0*	*81.7*	*11,583.0*	*0.20*
PERU (1 INDUSTRIAL CENTRE)	491.3	9.1	355.2	226.9	3,506.6	0.14
NOVAPERÚ (PLANT)	*491.3*	*9.1*	*355.2*	*226.9*	*3,506.6*	*0.14*
SUBTOTAL 'INDUSTRY'	59,959.9	40,403.9	5,400.4	14,155.6	235,234.0	0.25
LOGISTICS (CROSS-CUTTING, CORPORATE)						
TRANSPORT (AIR, LAND, SEA)	27,782.1	0.0	0.0	27,782.1	--	--
STORAGE (COLD CHAMBERS)	237.1	0.0	0.0	237.1	--	--
BUSINESS TRAVELS	531.8	0.0	0.0	531.8	--	--
SUBTOTAL 'LOGISTICS'	28,551.0	0.0	0.0	28,551.0	--	--
TOTAL CARBON FOOTPRINT	206,655.9	155,156.8	6,897.0	44,602.1	301,495.1	0.69

ANNEX IV
WATER STRESS

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

WATER WITHDRAWAL RISK ANALYSIS

Source: WRI 2023. Aqueduct™ Water Risk Atlas (Aqueduct 4.0)

Country	Location	Region	Facility type	Water use	Overall Water Risk	Stress index by scenario										GRI 303-1: Water withdrawal by source FY 2023/24 & 2024 [m³]				Impacts of groundwater consumption on:		
						Baseline	Future: BAU			Future: optimistic			Future: pessimistic			Surface water	Ground water	Rainwater	Municipal water	Groundwater table decline	Seasonal variability	Baseline water depletion
							2030	2050	2080	2030	2050	2080	2030	2050	2080							
Argentina	Puerto Deseado	Santa Cruz	Primary processing plant	Industrial and fleet	Extremely High (4-5) due to riverine flood risk	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use			137.0 --	40,560.0 46,900.0	Insignificant	Low (<5%)	Arid and low water use
Ecuador	Duran	Guayas	Processing plant	Industrial	Medium-High (2-3)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	608,388.0 689,377.0	135,414.0 178,450.0			Insignificant	Medium-High (0.66-1.00)	Low-Medium (5-25%)
Ecuador	Guayaquil islands	Guayas	Shrimp farms	Shrimp ponds	High (3-4) due to riverine and coastal flood risk	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	pond water. non-consumptive use	3,690.0 7,000.0		19,316.3 34,323.9	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
France	Lorient	Bretagne	Processing plant	Industrial	Medium (1-2)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)				53,071.0 63,128.0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
France	Boulogne-sur-Mer	Hauts-de-France	Processing plant	Industrial	Medium (1-2)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)				28,267.4 28,141.1	Low-Medium (0-2 cm/y)	Low-Medium (0.33-0.66)	Low (<5%)
Guatemala	Champerico	Retalhuleu	Processing plant	Industrial	High (3-4) due to riverine flood risk	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)		100,742.4 133,031.5			Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Ireland	Cork	Lee	Primary processing plant	Industrial	Low (0-1)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	N/A	N/D	N/D	N/D	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Mozambique	Beira	Sofala	Shipyard	Industrial and fleet	High (3-4) due to riverine and coastal flood risk	Low (<10%)	Low-Medium (10-20%)	High (40-80%)	High (40-80%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)			52.0 160.5	10,528.7 12,582.0	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Namibia	Lüderitz	Karas	Processing plant	Industrial	Extermely High (4-5) due to interannual variability	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	Arid and low water use	desalinated seawater			138,779.0 172,369.0	Insignificant	Medium-High (0.66-1.00)	Arid and low water use
Namibia	Walvis Bay	Erongo	Processing plant	Industrial	Medium-High (2-3)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	desalinated seawater			106,447.0 44,164.0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Nicaragua	Chinandega	Cosiguina	Processing plant	Industrial	High (3-4) due to riverine flood risk and water quality	Low (<10%)	Low (<10%)	Low-Medium (10-20%)	Medium-High (20-40%)	Low (<10%)	Low (<10%)	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)		259,165.0 354,668.0		42,017.0 51,753.0	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Nicaragua	Estero Real	Estero Real	Shrimp farms	Shrimp ponds	High (3-4) due to water quality and regulatory risk	Low (<10%)	Low (<10%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low (<10%)	Low-Medium (10-20%)	pond water. non-consumptive use	8,721.0 13,444.3		12,988.2 25,161.4	Insignificant	Medium-High (0.66-1.00)	Low (<5%)
Peru	Lima District	Lima Coast	Processing plant	Industrial	Extremely High (4-5) due to water stress and depletion	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)	Extremely high (>80%)		15,148.0 29,090.0			Insignificant	Medium-High (0.66-1.00)	Extremely high (>80%)
Spain	Porriño	Miño	Processing plant	Industrial	Low-Medium (1-2)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Medium-High (20-40%)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)	Low-Medium (10-20%)	Medium-High (20-40%)	Medium-High (20-40%)		40,604.0 46,967.0		2.189	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Chapela, Vigo	Redondela	Processing plant	Industrial	Low (0-1)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	46,760.0 74,917.0			64,054.0 95,547.0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Catarroja, Valencia	Valencia	Processing plant	Industrial	Medium (1-2)	Medium-High (20-40%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)		16,296.0 15,828.0		4,236.0 8,685.0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Paterna	Valencia	Processing plant	Industrial	Medium (1-2)	Medium-High (20-40%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)	High (40-80%)	Extremely high (>80%)	Extremely high (>80%)				15,584.0 19,179.0	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Arteixo	Atlantic Coast	Processing plant	Industrial	Low (0-1)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)				123,790.0 109,656.6	Insignificant	Low-Medium (0.33-0.66)	Low-Medium (5-25%)
Spain	Mougás	Oia	Hatchery	Turbot farming	Low (0-1)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	production tank water	1,255.3 2,028.0		216.3 237.0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	Xove	Lugo	Turbot farms	Turbot farming	Low-Medium (1-2)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	production tank water			18,064.0 24,456.0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)
Spain	O Grove	Lerez/Umia	R&D	Research tanks	Low (0-1)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Low-Medium (10-20%)	Medium-High (20-40%)	production tank water			2,504.0 3,880.0	Insignificant	Low-Medium (0.33-0.66)	Low (<5%)

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