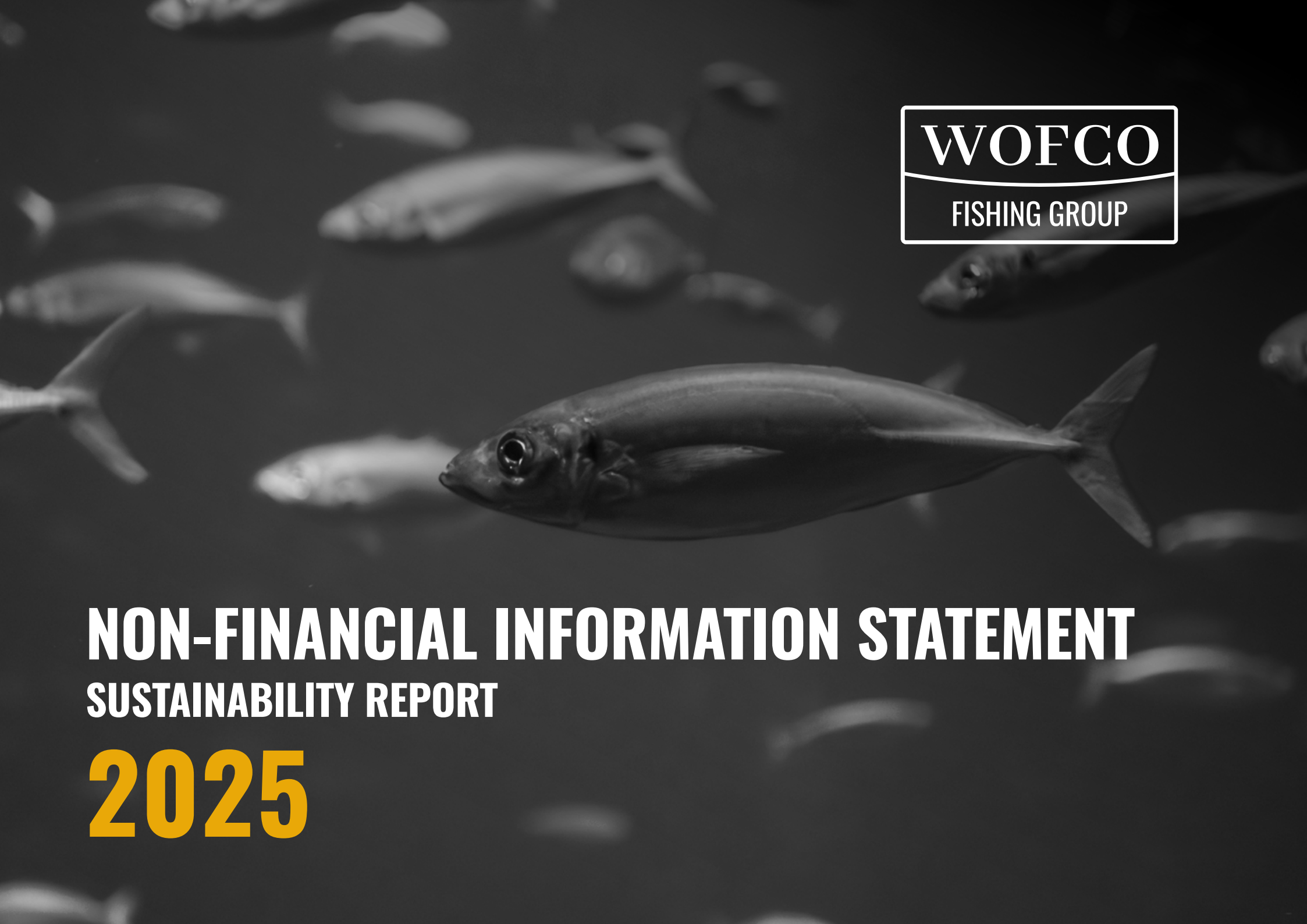




WOFCO

FISHING GROUP

NON-FINANCIAL INFORMATION STATEMENT

SUSTAINABILITY REPORT

2025

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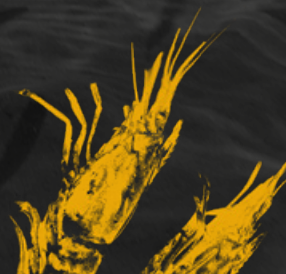
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LETTER FROM THE CEO

GRI 2-22

The ocean does not wait. Neither do we.

The sea has always been the origin of our activity and the foundation upon which we have built our business project. At WOFCO, we understand that the future of our company is deeply linked to the health of the oceans, the responsible management of fisheries resources, and respect for the people who are part of our value chain.

Therefore, sustainability is not a new concept for us, but rather a natural way of understanding our business.



With this first Sustainability Report, we are taking an important step towards greater transparency by sharing with our stakeholders how we manage our environmental, social, and governance (ESG) impacts, risks, and opportunities. This report reflects the work carried out over the past few years to integrate

sustainability criteria into the Group's management, establishing a solid foundation for continued progress.

During this period, we have developed our **Blue Legacy** strategic sustainability framework, which guides how the Group manages the economic, environmental, and

social aspects of its activities throughout the entire value chain. This framework is structured around four pillars: **ethics and governance, responsible sourcing, production and the environment, and people and community**. Additionally, as signatories to the United Nations Global Compact, we are committed to integrating

its Ten Principles on human rights, labor standards, the environment, and anti-corruption across our strategy, culture, and daily operations.

As a starting point, we have conducted a **double materiality assessment**, which enabled us to identify the most relevant topics for the Group, considering both the impacts of our activity on the environment and society, and the risks and opportunities that these aspects represent for the business.

The results of this exercise have allowed us to prioritize key areas such as marine ecosystem conservation, responsible supply chain management, food safety, climate transition and the protection of people's rights involved in our operations.

We are aware that the fishing sector faces significant environmental, social, and regulatory challenges. Pressure on marine resources, evolving market expectations, and increasing sustainability demands compel us to adapt continuously. Our commitment is

clear: to develop a responsible business model that ensures the traceability, legality, and sustainability of the products we bring to consumers.

This first report marks the beginning of a continuous improvement process. Our goal is to further strengthen sustainability management within the Group, improve the measurement of our impacts, and set increasingly ambitious targets that will allow us to make a positive contribution to the future of the sector.

None of this would be possible without the commitment of the people who make up WOFCO, nor without the trust of those who accompany us along our value chain.

The sea we enjoy today must be passed on to future generations in the best possible condition. That is the essence of Blue Legacy. We will continue working responsibly, with a long-term vision, and with the firm purpose of protecting the resource that makes our work possible: the sea.

WE LOOK TO THE FUTURE WITH RESPONSIBILITY, DETERMINATION, AND THE COMMITMENT TO PRESERVING THE OCEAN, THE ORIGIN AND PURPOSE OF EVERYTHING WE DO AT WOFCO.



ALBERTO BARREIRO NÚÑEZ
Joint Administrator

BORJA TENORIO RIVEIRO
Joint Administrator

01



ABOUT THIS REPORT



1. ABOUT THIS REPORT

GRI 1; GRI 2-1, 2-2, 2-3, 2-6

This **Sustainability Report** of Worldwide Fishing Company S.L. (hereinafter, WOFCO or the Group) constitutes the Non-Financial Information Statement (NFIS) for the period from January 1 to

December 31, 2025. With this first report on the subject, we seek to connect the company's business model with the impacts and opportunities identified in our activity, providing a detailed view of how we contribute to generating value for society and the environment.

The fundamental objective we pursue with this publication is **to transparently report** the Group's environmental, social and governance (ESG) performance.

To ensure maximum representativeness, the scope of non-financial information

defined for this reporting exercise is aligned with the Group's consolidated accounts and includes the companies with significant activity in the value chain that operate under the control or influence of WOFCO:

COMPANIES IN THE WOFCO* ECOSYSTEM

WORLDWIDE FISHING COMPANY, S.L.



100%



100%



66%

RIA DE VIGO
COLD STORE

100%

FANDICOSTA
• EST. 1989 •
BONFRIG

100%

*Structure of investee companies as of 12/31/2025.

This report covers 100% of the WOFCO Group's financial consolidation perimeter, including all companies in which the Group exercises control and that are consolidated by global integration. In this regard, the reported activity represents 100% of the Group's revenue and **100% of its consolidated workforce**. Furthermore, the report achieves **100% coverage of the work centers included within this perimeter**, encompassing warehouses, processing plants, and offices.

The investee companies in which the Group holds a significant stake (less than 50%) are not included in the reporting perimeter, as there is no direct operational control over their management. However, these entities form part of the Group's value chain and are considered, where applicable, in the analysis of impacts, risks, and opportunities associated with the supply chain.

This report is designed **to provide transparent information to our stakeholders**, including employees, customers, suppliers, investors, public administrations, and the local communities

where we operate, to facilitate informed decision-making. Through this reporting exercise, we reaffirm our commitment to ongoing communication with all of them, analyzing our direct operations as well as the impacts derived from our strategic position in the global fishing sector.

Regarding the European CSRD Directive (EU Directive 2022/2464), as amended by the Omnibus Directive I, WOFCO Fishing Group is not subject to its mandatory application. With an average consolidated workforce of 417 employees in 2025, the Group does not reach the employee threshold and is therefore excluded from its mandatory scope and, consequently, from the disclosure obligations related to the EU Taxonomy.

In **preparing this report**, we relied on the collaboration of the Group's various operational departments of the Group, as well as the support of the companies included within the reporting perimeter. For data collection, we used indicators extracted from the company's ERP (Enterprise Resource Planning) system, as well as our internal management systems.



OUR REPORTING PROCESS





To guarantee maximum rigor, data comparability, and transparency in accountability, the preparation of this report is based on the most demanding national and international regulatory frameworks. Thus, with this document, we fulfill the requirements of **Law 11/2018 on non-financial information and diversity**, which transposes Directive 2014/95/EU into Spanish law.

Likewise, we have adopted the **Global Reporting Initiative (GRI Standards) standards** in their most recent version as a reference framework, based on the «in accordance with» option of the GRI Standards.

Aware of the regulatory framework's evolution towards greater harmonization during 2025, we initiated a progressive adaptation process to the new **European Corporate Sustainability Reporting Directive (CSRD)** and the European Sustainability Reporting Standards (ESRS), preparing ourselves for future corporate reporting challenges. Therefore, in this report, we also align with the

Voluntary SME Sustainability Reporting Standard (VSME).

Following this first transparency exercise, our goal is to continue publishing the report on an annual basis, enabling us to monitor the Group's performance over time and provide regular updates to our stakeholders.

Finally, to strengthen our stakeholders' trust and ensure the reliability of the data presented, this report has undergone **an independent external verification process** conducted by SGS. The resulting assurance report, which confirms that the information has been prepared in accordance with Law 11/2018, is included as an annex at the end of this document.

For any inquiries or technical clarifications related to the content of this report, we provide our stakeholders with the **contact point of the Group's Sustainability Department** via the email address adelatorre@wofco-ltd.com.

02

WOFCO

**A MARITIME TRADITION WITH
A VISION FOR THE FUTURE**



2. WOFCO, A MARITIME TRADITION WITH A VISION FOR THE FUTURE

GRI 2-1, 2-2, 2-6

2.1. A COMPANY LINKED TO THE OCEAN

We are an organization formed by fishing families with a global vision. Founded in 2016 in Vigo by five partners with experience across different segments of the fishing industry, we have consolidated our position in less than ten years as **one of the fastest-growing players in the international fishing sector.**

Our activity is based on the **integration of the entire value chain**, from catching at the source to delivery to the professional client, relying on an agile structure and a diversified logistics capacity.

**WE ARE
FLEXIBILITY,
SPEED, AND
ADAPTABILITY
TO CHANGES
AND NEW
MARKETS.**

WE ARE WOFCO



58 %
of exports



98 **PRODUCT
FAMILIES**
marketed



58 COUNTRIES
where we operate



109 k T
of product sold

Worldwide Fishing Company's standalone turnover as a single entity is €520 million. Consolidated turnover is €558.9 million.

GUIDED BY THE WOFCO PHILOSOPHY



OUR MISSION

We are fishing families, agile and disruptive, offering what the sea provides, with a commitment to respect it, protect it, and pass it on to those who will come after us.



OUR PURPOSE

We serve the consumer while respecting our legacy.



OUR VISION

To serve seafood products to global consumers, acting with respect for the sea, its ecosystems, and the people and communities who depend on it, with a firm commitment to passing it on in the best possible condition.

AT WOFCO, WE OPERATE AN INTEGRATED VALUE CHAIN CONNECTING MARINE RESOURCES WITH GLOBAL MARKETS UNDER STRICT TRACEABILITY AND COMPLIANCE STANDARDS.

OUR VALUES



Commitment

We passionately embrace the responsibility of caring for our fishing families, customers, and the environments where we operate.



Innovation

We drive agile and innovative solutions to lead the transformation and modernization of the fishing sector.



Ethics and governance

We act with integrity and absolute transparency as the non-negotiable foundation of all our relationships and global operations.



Sustainability

We protect marine biodiversity today to ensure a blue and prosperous legacy for future generations.



Teamwork

We combine the talent and effort of all our professionals to efficiently achieve common goals.



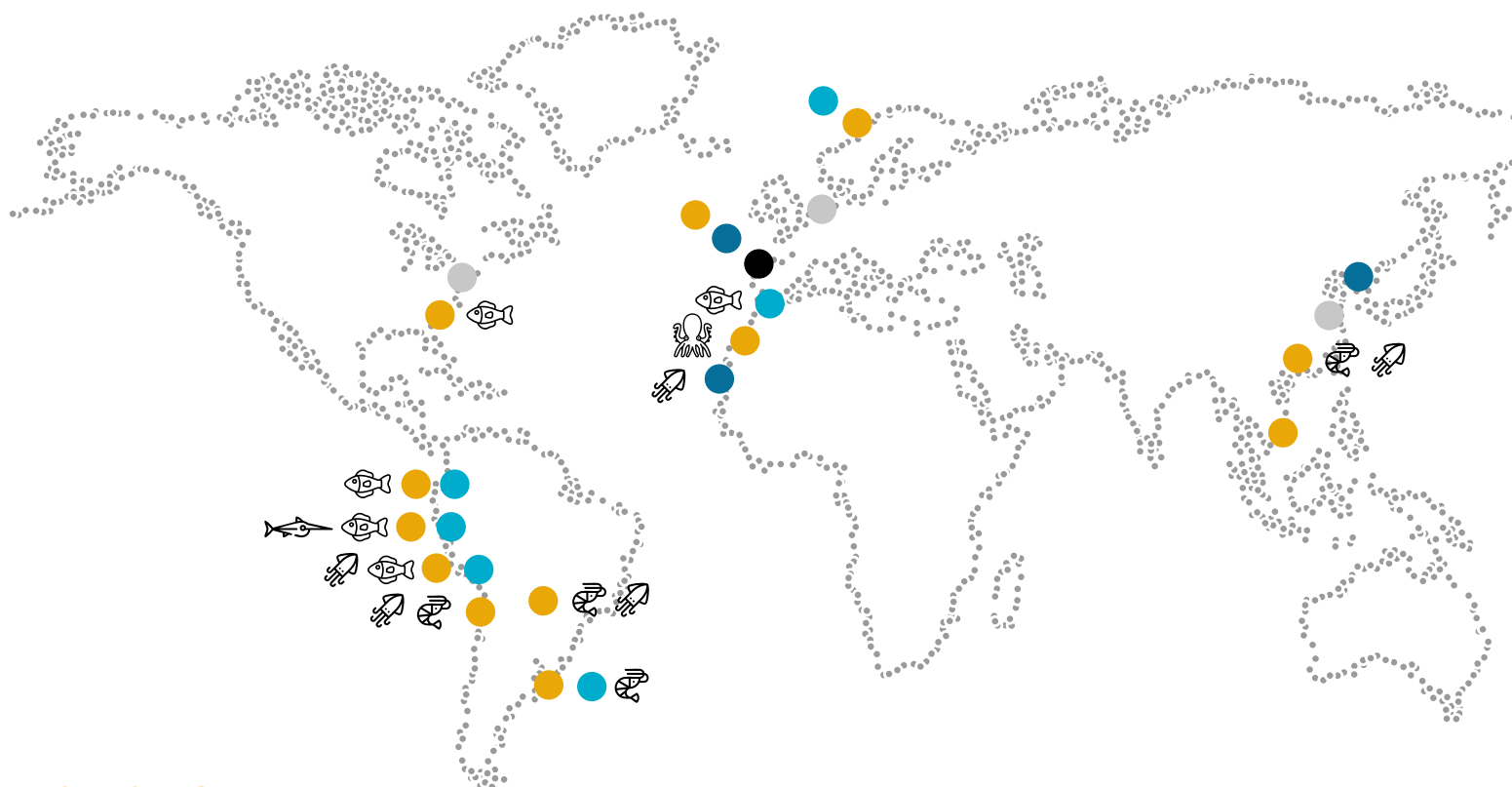
Continuous improvement

We evolve every day, striving for operational excellence and the highest quality standards in our products.



OUR GLOBAL PRESENCE

● Fleet
 ● Factories
 ● Offices
 ● Warehouse
 ● Headquarters



SOUTH ATLANTIC COMPANY, PRY ●
 CONARPESA, ARG ● ●
 TRANSMARINA, ECU ● ●
 TRANSMARINA, PERÚ ● ●
 IPRISCO, PERÚ ●
 ALDÁN PACIFIC, ECU ●
 EUROFISH, ECU ● ●
 PESBAK, MAR ● ●
 TRISTAN, USA ●
 ZHOUSHAN GREENFOOD, CHN ● ●
 MARINA DE SAN MARCO, ESP ●
 FANDICOSTA, ESP ● ●
 BONFRIG, ESP ●
 BLUEWILD, NOR ● ●
 HEADQUARTERS ●
 WOFCO USA ●

A BUSINESS MODEL BASED ON VERTICAL INTEGRATION

With a corporate architecture designed to efficiently and expertly manage every link in the fishing value chain, we apply a clear vertical integration approach. Worldwide Fishing Company S.L. acts as the Group's parent company, taking responsibility for the strategic oversight and consolidation of all our global operations.

The corporate structure of WOFCO's current ecosystem enables us, as a Group, to have the necessary agility to **respond to the demands of the global market** while always maintaining the traceability and quality that define us. From our inception, we have been guided by a global vision of both the market and the entire production process.



**WE ARE A GLOBAL
GROUP SPECIALIZING
IN THE CATCH,
PROCESSING, AND
COMMERCIALIZATION
OF HIGH-QUALITY
SEAFOOD PRODUCTS.**

BUILT ON A SOLID CORPORATE STRUCTURE

GROUP COMPANIES



Worldwide Fishing Company, S.L.

The Group's parent company, responsible for international commercial operations. Under this brand, we market a wide portfolio, notably including Argentine red shrimp, Patagonian squid, tuna, swordfish, and Argentine shortfin squid. It also includes our retail range, designed for the end consumer in various formats and packaging.

RIA DE VIGO COLD STORE

Ria de Vigo Coldstore S.L.

A Group company that is expected to commence in 2026.

FANDICOSTA

• EST. 1989 •

Fandicosta S.A.U.

The Group's industrial hub located in the Ría de Vigo, specializing in processing (toll manufacturing) and industrial refrigeration services for WOFCO. The company operates as a key infrastructure for the reception, transformation, storage, and preservation of seafood products, providing essential operational support to the Group's commercial activities.

BONFRIG

Bonfrig FDC Ultracongelados SA Unipersonal

A Group company specializing in cold storage and cold chain logistics services, managing infrastructure for the preservation and distribution of frozen products. Its activity complements the Group's operational capacity in cold chain management and seafood logistics.



San Marco Pesca S.L.

A plant specializing in product processing and transformation. Under the Marina San Marco brand, we centralize the processing and preparation of chilled fish destined for supermarket distribution.

ILULIAQ S.L.U.

One of the Group's commercial units operating in selected markets.

OTHER COMPANIES

CONARPESA

A company specializing in the catch, processing, and marketing of wild red shrimp. The company operates its own fleet with onboard freezing systems, which preserve product quality from the moment of capture. Conarpesa is recognized as the world's leading producer of wild red shrimp.

ALDÁN PACIFIC S.L. AND ECUADOR

Companies responsible for fishing activities in international and territorial waters. Aldán Pacific Ecuador is dedicated to tuna fishing in the Pacific.

SOUTH ATLANTIC COMPANY S.A.

An industrial plant in Paraguay dedicated to adding value to shrimp and squid.



Our headquarters are located in Moaña (Pontevedra), in the heart of **one of the world's most renowned fishing regions**. The Ría de Vigo, home to one of the world's most important international ports, houses our factory and headquarters, from where we coordinate the management of our investee companies and global operations.

Our history is one of **solid and strategic growth**. Although we began our activity as WOFCO ten years ago, today we represent a much broader legacy. Thanks to the recent integration of assets such as Fandicosta, we have accumulated over 30 years of experience in the seafood sector, allowing us to combine the dynamism of a young

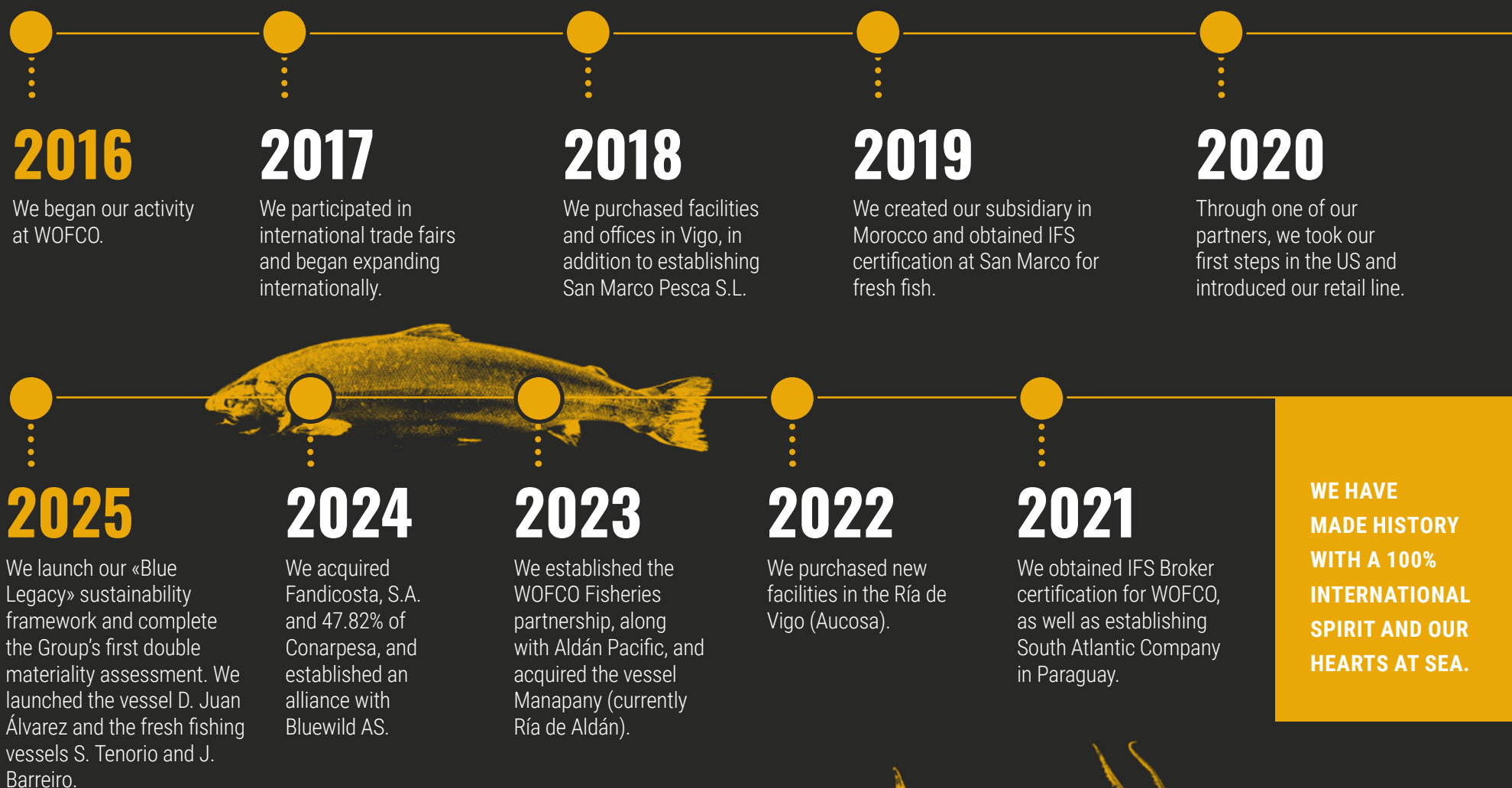
company with the technical reliability of a consolidated industrial infrastructure.

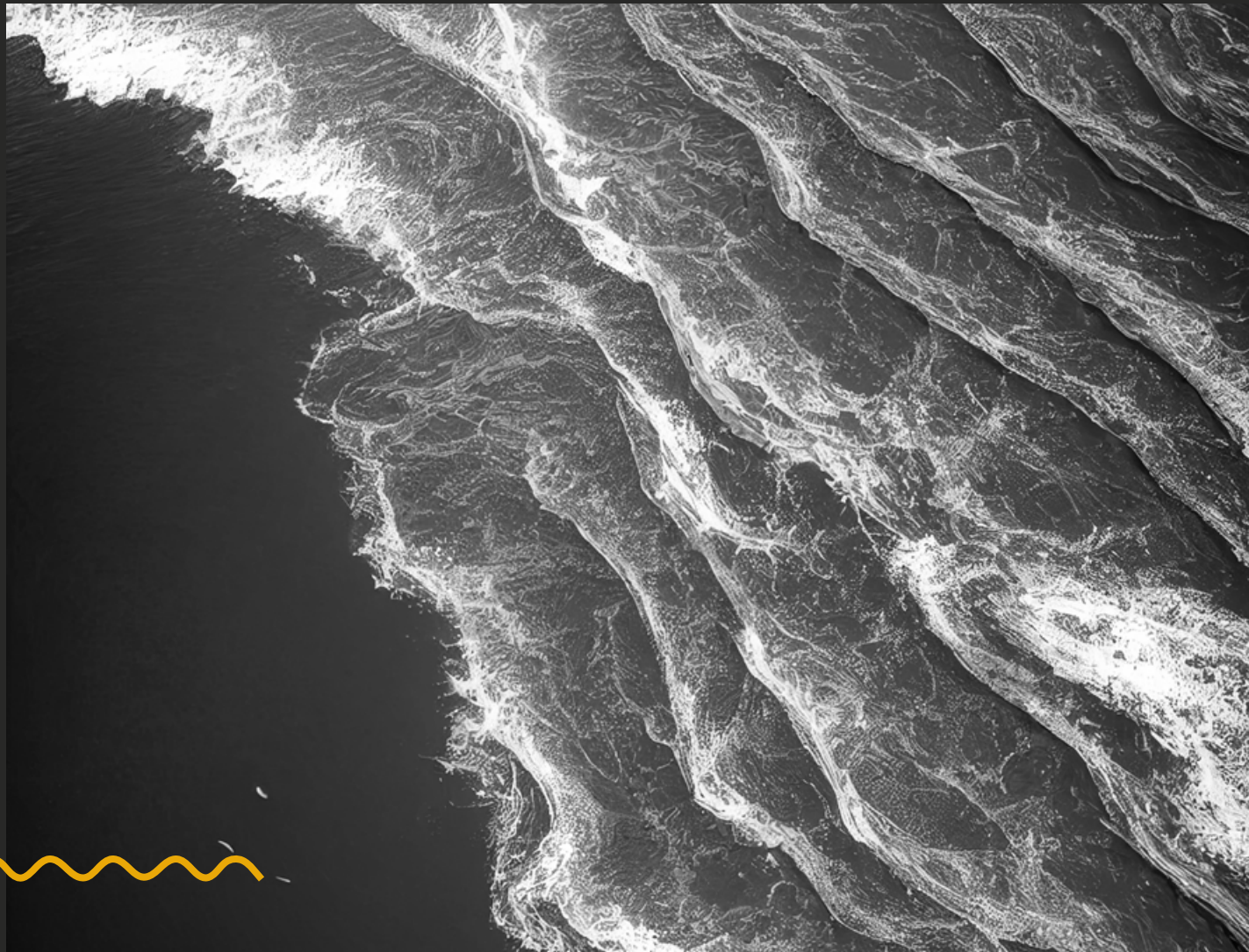
Furthermore, our growing scale of operations is supported by a robust infrastructure consisting of **11 warehouses and 3 production plants**, notably our hubs in Moaña and Vigo, as well as our international offices in

Morocco and the United States. We also have **4 strategically located sales offices** to serve our clients across five continents.



MARKED BY A HISTORY BUILT ON VERTICAL GROWTH





OUR ACHIEVEMENTS
DRIVE US TO
CONTINUE IMPROVING
WITH EVERY
NEW INITIATIVE.

ecofin
Business School

"Titanes de las Finanzas"

CEPYME
2018

2.2. FROM THE OCEAN TO THE WORLD

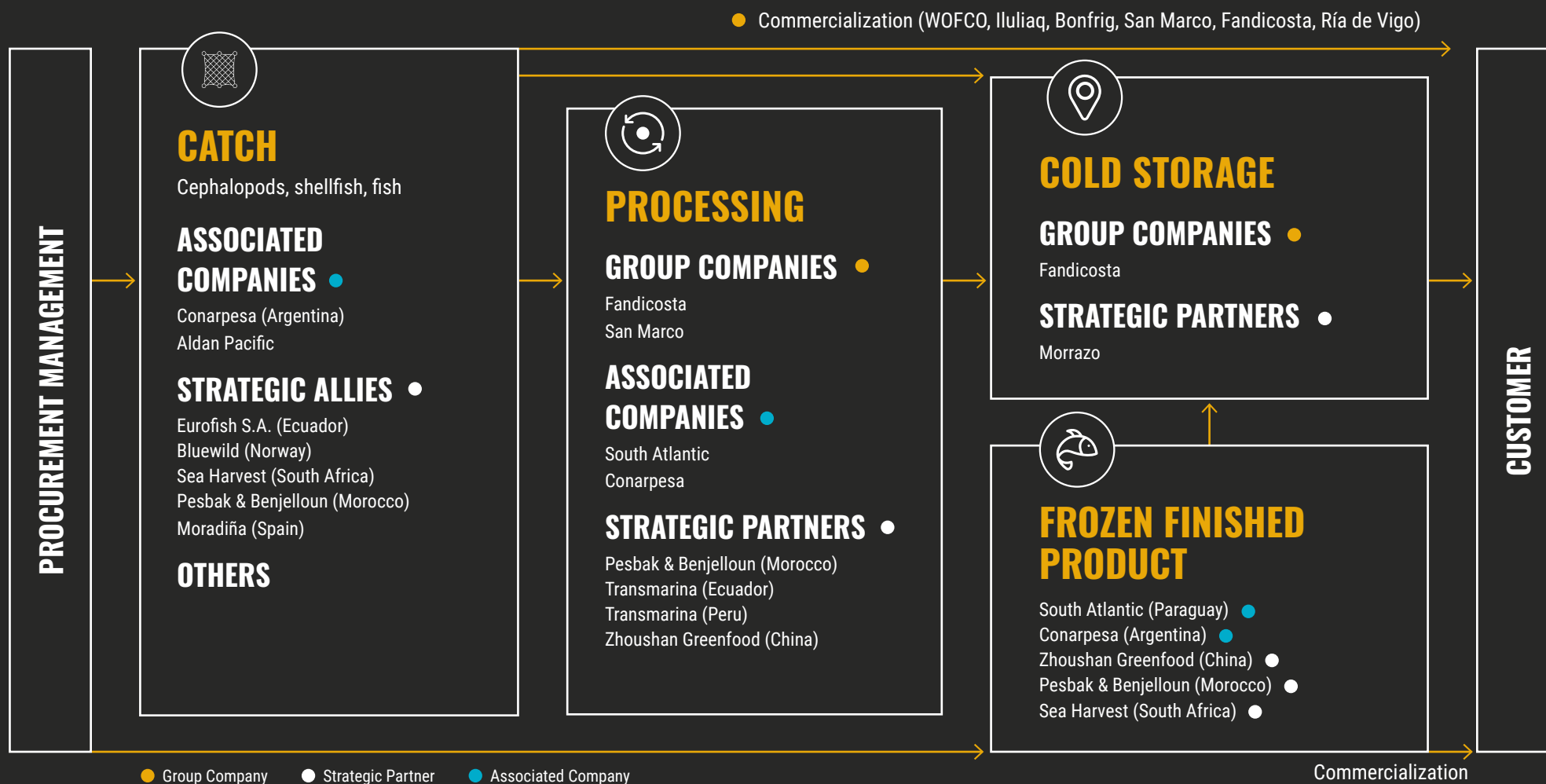
GRI 2-6, 2-7

We focus on an essentially B2B (Business-to-Business) business model, channeling seafood products from the fishing grounds to professional clients through an **integrated value chain**. We manage a wide variety of products, although we concentrate approximately 90% of our catch volume on a selection of 16 strategic species. This specialization allows us to optimize operational efficiency.

At WOFCO, we have consolidated a business model based on **vertical integration**, enabling us to control every critical stage of the value chain. This structure guarantees maximum quality and food safety, while giving us the agility needed to respond to the demands of a constantly changing global market.



THE INTEGRATED CYCLE «FROM SEA TO CUSTOMER»



OUR ACTIVITY IS ORGANIZED AROUND FOUR FUNDAMENTAL LINKS

1 Catch and sourcing (upstream)

The origin of our value chain lies in the sea. We have a mixed supply strategy, combining the strength of our associated companies and strategic partners with a global network of suppliers. In 2025, 49.74% of the total raw materials volume came from our associated companies and strategic partners, while the remaining 50.26% was acquired from third parties, primarily through stable commercial relationships with shipowners and suppliers in various fishing grounds. This diversification helps reinforce the supply chain stability of key species within our business.

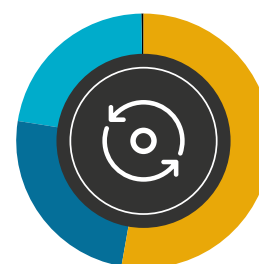
2 Cold chain management and logistics

Once the raw material is caught or acquired, proper preservation becomes a critical element of the value chain. To achieve this, the Group has cold storage infrastructure and specialized logistics capabilities, which allow us to maintain appropriate preservation conditions throughout the different stages of transport, storage, and distribution.

These infrastructures enable us to manage product reception at the source, cold storage, and subsequent distribution to different markets, adapting to logistical needs and the degree of processing required for each product.

3 Processing, manufacturing and value addition

Our industrial capacity allows us to transform raw materials into market-ready products. Regarding product typology, our portfolio in 2025 is distributed as follows:



- **53.0% intended for processing** (purchase, transformation, and sale of processed products)
- **24.7% used as raw material** (purchase and sale of raw material)
- **22.1% is commercialized as finished products** (purchase and sale of final commercial product)
- **0.2% intended for chilled and other specialty lines**

4 Marketing and distribution (downstream)

In the final stage of the value chain, the Group's commercial units connect our products with B2B customers across 58 countries. Through this international sales network, WOFCO distributes seafood products to different market segments, maintaining the quality, traceability, and sustainability standards defined by the Group.

WE HAVE A CLEAR INTERNATIONAL CALLING

At WOFCO, our ambition is to bring the best of the sea to tables around the world. To achieve this, we have a diverse product portfolio and a multichannel commercial structure that allows us **to adapt to the specific needs of each market and client**.

We have developed a specialized offering of **high-value species with strong global demand**, always guaranteeing traceability from the source. The main product categories we market are:

 **Crustaceans:** Especially Argentinian red shrimp.

 **Cephalopods:** Notably squid, shortfin squid, and octopus in various formats.

 **Pelagic fish:** Mainly tuna, swordfish, and bonito (albacore).

 **Whitefish:** With hake, redfish, and cod as our fundamental pillars.

 **Aquaculture species:** Especially Vannamei shrimp.

Although our roots are in Spain, we have a deeply international vocation. Thanks to an extensive logistics and commercial network, by 2025, **we have consolidated our presence across four continents**. The distribution of our sales reflects this balance between local strength and global expansion:



Distribution of total sales



Domestic market

42% of our total sales

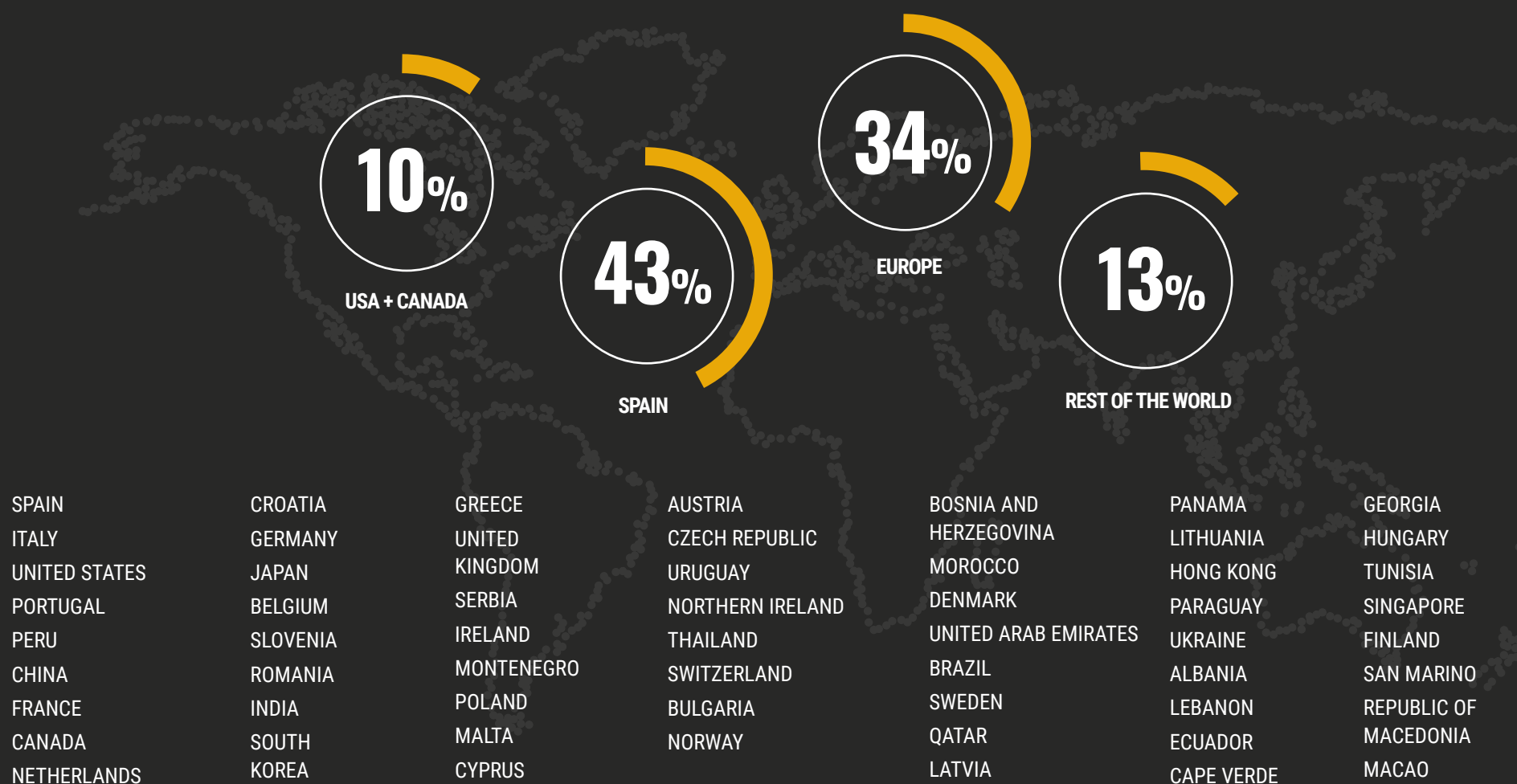


International market

58% of our revenue, with significant growth in the USA

We currently operate in the world's main fishing grounds, from the South Atlantic to the Pacific, ensuring direct access to raw materials. This operational capacity translates into a top-tier commercial network, enabling us **to sell our products in 58 countries** across four continents.

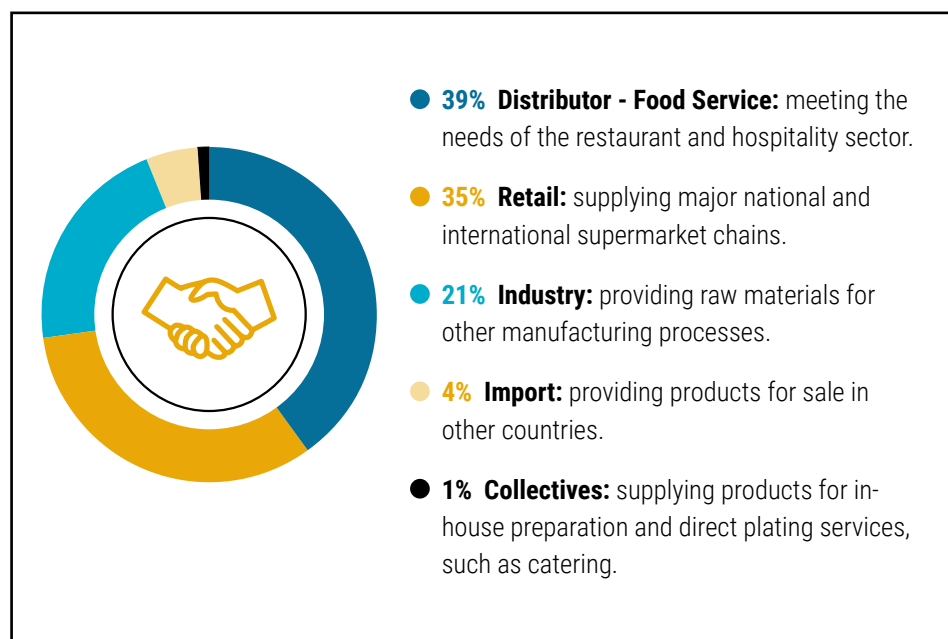
MAIN MARKETS IN WHICH WE OPERATE





To maximize our reach, **we operate through various commercial channels**, allowing us to diversify risks and identify and capitalize

on opportunities across different consumer segments. The segmentation of our sales by channel in 2025 is as follows:



Our commercial strength is supported by a diversified portfolio of **active clients worldwide**. This commercial deployment is led by our sales and customer

service team, who work to ensure that WOFCO's excellence is present in every commercial transaction.

INNOVATION IS PART OF WHO WE ARE

In a global environment characterized by regulatory changes, evolving consumer habits, and growing demands for traceability and sustainability, innovation is a strategic pillar for consolidating our competitive positioning. To this end, we actively develop solutions tailored to the specific needs of each market and client.



In this sense, since our inception, we have not implemented massive innovations, but rather we have systematically integrated small evolutions that have made a difference in our favor, seeking out new markets, formats, and channels. The key lies in our **capacity for immediate decision-making, adaptation, and flexibility**, making innovation the essential pathway for delivering an effective response.

Therefore, innovation at WOFCO translates into the continuous modernization of processes, the incorporation of new technologies, and the permanent improvement of our product portfolio. Furthermore, we drive improvements in formats, packaging, and technical specifications that allow us **to respond with agility to market demands**.



2.3. BLUE LEGACY: A COMMITMENT BORN FROM THE OCEAN

GRI 2-22, 3-3

At WOFCO, everything starts at sea. We work with marine resources that rely on proper management to ensure their future existence.

That is why we understand sustainability as the **ability to secure the future of marine resources while generating value for people and the environment.**

We incorporate it into how we source, process, and market seafood products, applying sustainability and traceability criteria. Our vision integrates ocean

stewardship, the well-being of our teams, supply chain integrity, and the progress of the communities where we operate.

Over the last few years, the Group has developed various sustainability-related initiatives, particularly in areas such as supply chain management and



WE LEAD A PROJECT THAT COMBINES RESPECT FOR MARITIME TRADITION WITH AN AGILE, DISRUPTIVE BUSINESS VISION COMMITTED TO SUSTAINABILITY.

collaboration with sector-wide initiatives aimed at improving fisheries.

2025 marks a turning point in this process, formally initiating the integration of sustainability into the Group's corporate strategy. Within this context, **we defined Blue Legacy**, the strategic sustainability framework that establishes a common roadmap for all Group companies and

guides the management of environmental, social, and governance aspects throughout the value chain.

Likewise, we are advancing in strengthening upstream traceability mechanisms by conducting a structural review of information on origin, fishery status, and certification schemes, thereby improving visibility and control over the

supply chain. These initiatives reflect an **ongoing commitment to ocean protection** and the importance of collaborating with international partners to promote more environmentally and socially responsible practices across the entire value chain.

The Blue Legacy strategy seeks **to connect our business model with the impacts, risks, and opportunities (IROs)** identified

in the double materiality assessment conducted in 2025. Furthermore, it aligns our management priorities and standards with international frameworks such as the SDGs, the CSRD, and the principles of the UN Global Compact.



STRATEGIC PILLARS OF BLUE LEGACY



ETHICS AND GOVERNANCE

We base our business on transparency, regulatory compliance, and a corporate governance model that assumes responsibility for non-financial risks.



RESPONSIBLE SOURCING

We focus on the sustainable management of fishing grounds, the control of our own fleet, and the technical qualification of suppliers based on more sustainable fishing criteria.



PRODUCTION AND ENVIRONMENT

We promote energy efficiency in processing plants and industrial refrigeration management to mitigate the environmental footprint of the production process.



PEOPLE AND COMMUNITY

We promote decent work, occupational safety and talent development, in addition to strengthening ties with the coastal and port communities where we have a significant presence.

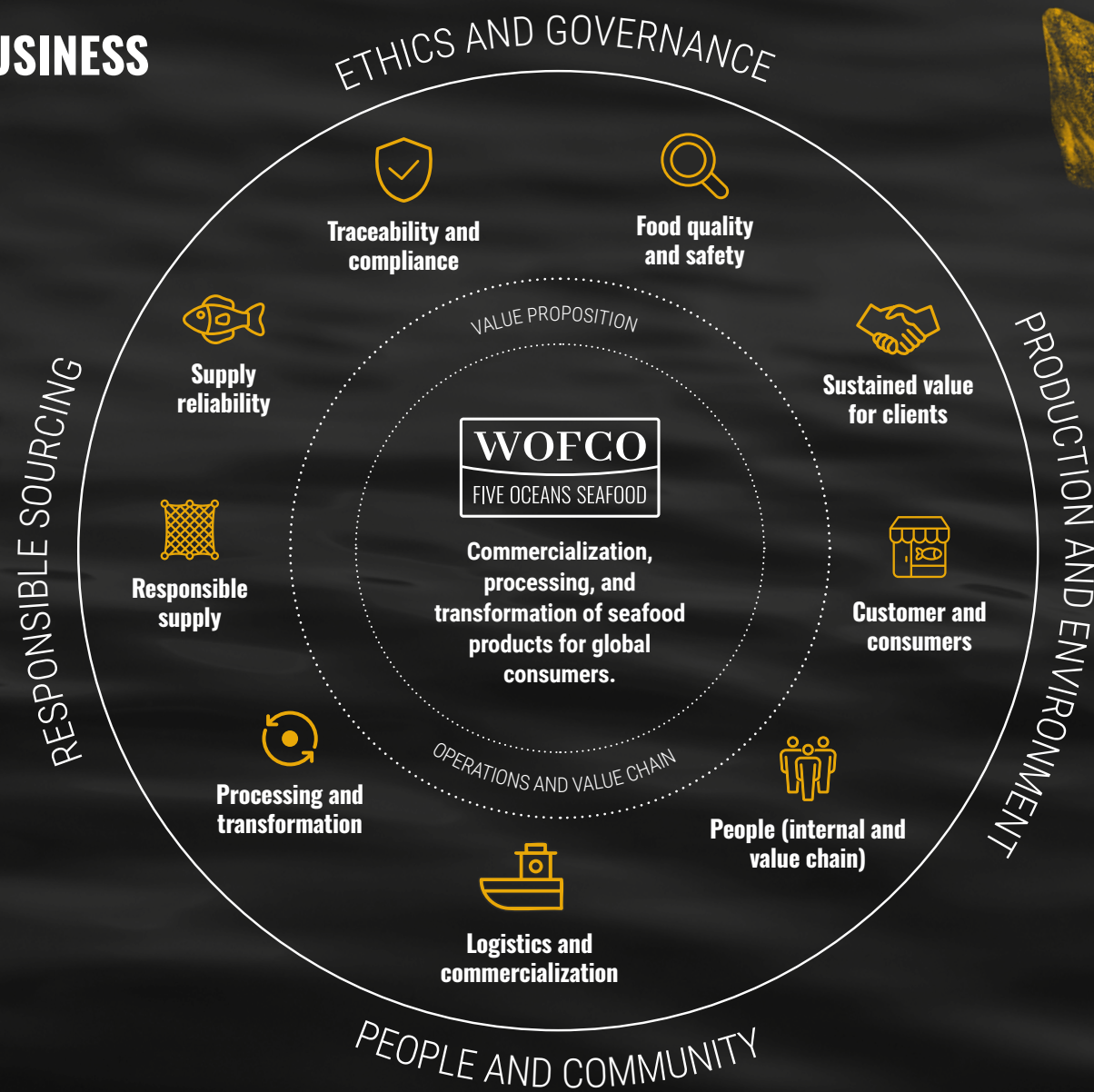
WE ASSUME THE COMMITMENT TO LEAD A TRANSFORMATION IN THE MARINE SECTOR, INTEGRATING THE PROTECTION OF MARINE ECOSYSTEMS INTO EVERY BUSINESS DECISION.

The incorporation of sustainability into our business model has resulted in an integrated structure that places the Group's value proposition at the center of all our operations, comprising the **marketing, processing, and transformation of seafood products for global consumers**. With this approach,

we integrate all involved areas with the strategic pillars established in Blue Legacy.

In this sense, what makes our model unique is that this operational chain is permanently reinforced by our four strategic sustainability pillars.

OUR BUSINESS MODEL



To drive this commitment to sustainability, it is essential to establish **alliances that allow us to enhance our capabilities and knowledge**. Therefore, in 2025, we joined the UN Global Compact and formalized our partnership with SFP, aiming to continue progressing along this path.



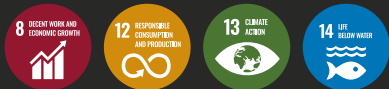
United Nations
Global Compact



WE ARE COMMITTED TO THE UN GLOBAL COMPACT

In line with our commitment to offer what the sea provides while respecting it, caring for it, and ensuring its legacy, **we have joined the United Nations Global Compact**. By doing so, we commit to aligning our operations with the Ten Universal Principles on human rights, labor standards, the environment, and anti-corruption.

This adherence also reinforces **our contribution to the Sustainable Development Goals (SDGs)**, with a special focus on SDG 12 (responsible consumption and production), SDG 8 (decent work and economic growth), SDG 14 (life below water) and SDG 13 (climate action).



WE FORMALIZED OUR ALLIANCE WITH THE SUSTAINABLE FISHERIES PARTNERSHIP

We have strengthened **our alliance as a Collaborating Partner with the NGO Sustainable Fisheries Partnership (SFP)**. This international non-profit organization focuses its work on rebuilding fish stocks and reducing the environmental and social impacts of fishing and aquaculture. Its working model is based on technical collaboration with industry companies to promote sustainability throughout the entire value chain.

At WOFCO, we work alongside SFP on initiatives such as the Global Squid Supply Chain Roundtable, driving improvements in traceability, supporting the development of Fishery Improvement Projects (FIPs), and contributing to the fight against illegal, unreported, and unregulated (IUU) fishing. After two years of collaboration, formalizing our role as a "Partner" in 2025 has reinforced the Group's commitment to **ocean protection and the sustainable management of marine resources**, integrating these principles into our daily operations.

IN CONSTANT CONTACT WITH OUR STAKEHOLDERS

GRI 2-29

To effectively advance our commitment to sustainability, we have identified the Group's stakeholders to establish a dialogue that allows us to incorporate their perspectives. This way, we can **integrate their expectations into our decision-making**, strengthen transparency, and enhance the management of our impacts.



OUR STAKEHOLDERS

Shareholders and strategic partners

✓ **Group Companies:** companies over which we exercise control, usually through a stake exceeding 50%.

✓ **Associated companies:** companies in which we hold significant influence, usually with a stake between 20% and 50%.

✓ **Strategic partners:** linked companies and suppliers with whom we maintain a strategic relationship, either through partial or total shareholding by one of the partners, or through the joint development of products or projects.

We maintain a decisive and consultative communication with them, aligned with our growth strategy and collaboration agreements.

Customers

✓ **Retail:** supermarkets, convenience stores, and other retail points of sale for the end consumer to which we make direct sales, including retail distributors.

✓ **Distributor – Food Service:** distribution companies that purchase the product to

resell it exclusively to businesses in the HORECA channel (restaurants, hotels, etc.).

✓ **Industrial:** companies that use our products as raw materials to transform, process, and manufacture other food products.

✓ **Importers:** companies or agents from other countries that purchase the product for import, with an unknown final destination or outside the control of the original seller.

✓ **Collectives:** entities that purchase the product for in-house preparation and direct plating services, such as catering services.

We maintain a decisive and consultative communication with them, aligned with our growth strategy and collaboration agreements.

Employees and community

This encompasses our own staff, third parties, Committees, and the community in which we operate. The dialogue here is continuous and informative, always seeking collaboration and the well-being of the people connected with WOFCO.

Suppliers

From labor providers, non-linked raw material suppliers, and auxiliary materials providers, to logistics and storage services, other services, and contractors. The relationship is fundamentally collaborative and regulatory, ensuring compliance with our standards throughout the supply chain.

Key entities and regulatory authority

Include industry associations, regulatory bodies, local and regional public administrations, and financial institutions. With these groups, dialogue focuses on regulatory compliance and informative transparency according to the specific requirements of each context.



WE CONDUCTED OUR FIRST DOUBLE MATERIALITY ASSESSMENT

GRI 2-12, 2-13, 3-1, 3-2, 3-3

As part of our commitment to stronger management and with a long-term vision, in 2025 we carried out the Group's first double materiality assessment, the results of which served as the foundation for developing our Blue Legacy sustainability strategy.

This analysis allows us to identify how we impact the environment, as well as to understand how external factors can condition our economic viability. All of this is essential for **rigorously integrating sustainability into our day-to-day operations.**

For its development, we used the **ESRS, GRI, and SASB standards as references.** The process systematically

evaluated the impacts, risks, and opportunities (IROs) derived from our activity across the entire value chain – from fishing and aquaculture to product consumption and end-of-life– and integrated stakeholder consultation, with 111 valid questionnaires analyzed.

**UNDERSTANDING
OUR MATERIAL
TOPICS ENABLES
US TO PRIORITIZE
WITH GREATER
AND RIGOR.**





PROCESS FOR DEVELOPING OUR DOUBLE MATERIALITY ASSESSMENT

1 UNDERSTANDING THE CONTEXT.

We analyze our business model, value chain, geography, activities, and sector context to identify potentially relevant sustainability issues.

2 IDENTIFICATION OF TOPICS AND IROS.

We identify the main impacts, risks, and opportunities associated with environmental, social, and governance issues.

3 STAKEHOLDER ENGAGEMENT.

We gathered stakeholder perspectives to assess the relevance of each topic, based on a total of 111 questionnaire responses, providing a solid foundation of expectations from customers, suppliers, employees, and strategic partners.

4 ASSESSMENT OF IMPACT MATERIALITY.

We evaluate how our activities affect people and the environment, considering criteria such as scale, scope, and irremediable character, as well as the likelihood of potential impacts.

5 ASSESSMENT OF FINANCIAL MATERIALITY.

We analyze how sustainability issues can generate financial risks or opportunities that affect the business, strategy, cash flows, or access to financing.

6 PRIORITIZATION AND VALIDATION.

We prioritized material topics, defined thresholds, validated results with management, and documented the process and its traceability. This resulted in a set of material topics that defines our reporting content and guides our strategy, impact management, and decision-making.

ANALYSIS RESULTS: MAIN IMPACTS, RISKS, AND OPPORTUNITIES (IROS) IDENTIFIED

Each topic was evaluated across two independent dimensions: impact materiality (relevance of the effects on people and the environment, scale 1-5) and financial materiality (potential effect on EBITDA, combining magnitude and likelihood using a P×M index).

The scope of the analysis extended beyond our financial perimeter to cover the entire value chain, from extraction at the source to final consumption, analyzing a total of **10 sustainability topics** encompassing environmental, social, and governance dimensions.

As a result of our **double materiality process**, we have identified and evaluated the **impacts, risks and opportunities (IROS)** that define our relationship with the environment and ensure our operational resilience.

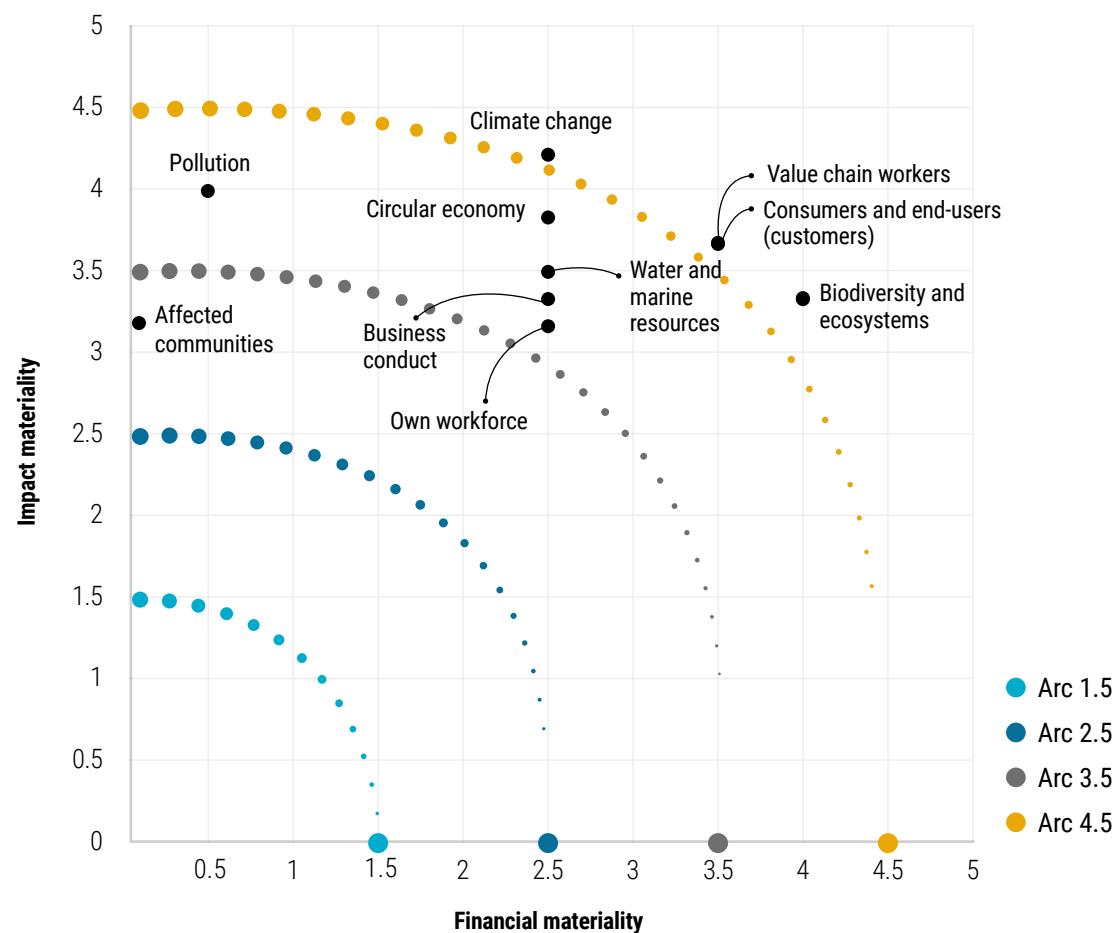


IDENTIFIED MATERIAL TOPICS

The findings of the double materiality assessment confirm that sustainability is a **structural pillar of our business model**, with impacts and financial risks concentrated mostly in the fishing, processing, and logistics stages. The following diagram reflects the position of each material topic based on its impact, relevance, and financial exposure.



OUR DOUBLE MATERIALITY MATRIX



ESG risk management at WOFCO is anchored in our double materiality assessment, through which we have identified and prioritized the topics that are most significant both in terms of their impact on people and the environment and their financial relevance for the Group.

These topics form the strategic backbone of our Blue Legacy approach and will be progressively embedded into the Group's broader risk management framework.

The assessment was structured around a double materiality diagram in which

arc-shaped curves define materiality thresholds. Topics positioned closer to the outer arc carry the highest combined weight of impact and financial significance. Under this methodology, the topics reaching the materiality threshold were: **climate change, biodiversity and**

ecosystems, value chain workers, and consumers and end users.

These material topics have been mapped against the four strategic pillars of Blue Legacy, defining the **priority management areas** within each pillar.



IMPACTS, RISKS, AND OPPORTUNITIES (IROS) IDENTIFIED

ETHICS AND GOVERNANCE

MATERIAL TOPIC	STRATEGIC MANAGEMENT AREAS
CONSUMERS AND END USERS*	→ Transparency and truthfulness of information provided to clients. → Product labeling and traceability. → Data protection and security of client information.
BUSINESS CONDUCT	→ Ethics, integrity and regulatory compliance. → Prevention of corruption, bribery and money laundering. → Corporate transparency and governance. → Integration of ESG criteria into decision-making and the supply chain.

RESPONSIBLE SOURCING

MATERIAL TOPIC	STRATEGIC MANAGEMENT AREAS
BIODIVERSITY AND ECOSYSTEMS*	→ Conservation of marine ecosystems and biodiversity. → Prevention of impacts on sensitive species and habitats.
CLIMATE CHANGE*	→ GHG emissions across with the supply chain.
VALUE CHAIN WORKERS*	→ Labor conditions and human rights at source. → Health and safety in supply chain related activities.

**Material topics identified according to the double materiality exercise conducted.*

RESPONSIBLE SOURCING

MATERIAL TOPIC

STRATEGIC MANAGEMENT AREAS

WATER AND MARINE RESOURCES

- Legal fishing and prevention of illegal, unreported, and unregulated (IUU) fishing.
- Traceability of origin and catch methods.
- Responsible use of marine resources.

PRODUCTION AND ENVIRONMENT

MATERIAL TOPIC

STRATEGIC MANAGEMENT AREAS

CLIMATE CHANGE*

- GHG emissions from product transformation and preservation processes.
- Energy efficiency in facilities and equipment.

WATER AND MARINE RESOURCES

- Water consumption.
- Industrial and sanitary wastewater discharges.

CIRCULAR ECONOMY

- Resource use and consumption.
- Waste and by-product management.

POLLUTION

- Atmospheric emissions from combustion and industrial processes.
- Odors, noise, and other environmental nuisances.
- Prevention of spills and soil contamination.

*Material topics identified according to the double materiality exercise conducted.

PEOPLE AND COMMUNITY

MATERIAL TOPIC	STRATEGIC MANAGEMENT AREAS
CONSUMERS AND END USERS*	→ Food safety of products. → Impact on human health. → Clear and responsible information to consumer (labeling and communications).
VALUE CHAIN WORKERS*	→ Relationships with indirect workers. → Social and reputational expectations. → Expanded social impact of the business.
OWN WORKFORCE	→ Labor conditions and relations (hiring, working hours, work-life balance). → Health and safety of workers. → Equal opportunities, diversity and non-discrimination. → Training, development and internal communication.
AFFECTED COMMUNITIES	→ Local socio-economic contribution (employment, economic activity, local suppliers where applicable). → Management of community impacts and grievance mechanisms related to the Group's activity. → Community relations.



*Material topics identified according to the double materiality exercise conducted.

WE DEFINE OUR ESG GOALS

Based on the results of the double materiality assessment, we have established **goals aligned with the identified material topics**. Furthermore, through these goals, we contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

The Group's ESG goals reflect varying levels of maturity. While priority sourcing already has a consolidated base and a defined annual improvement trajectory, the other objectives are in the process of building systems and data infrastructure. The 2030 horizon is shared across all of them, but the pace of progress in the coming years will be determined by the results of ongoing evaluations and available resources.



PRIORITY SOURCING

Increase sourcing from certified, improving, or positively evaluated fisheries.

- **Target:** Increase sourcing of key species from fisheries with PEP, FIP or MSC certifications by 3% annually.
- **2030 Goal: ≥ 80%**
- **Baseline (2025): 65%**
- **Related material topic:** Biodiversity and ecosystems, consumers and end users.



VALUE CHAIN

Increase the percentage of raw material sourcing covered by a formal social evaluation of suppliers, complete with an associated action plan.

- **Target:** Increase the coverage of the risk-based supplier evaluation system by 2-3% annually.
- **2030 Goal: ≥ 70%** of sourcing with completed formal social evaluation.
- **Baseline (2025): 59%** of sourcing identified and prioritized (pending social risk evaluation).
- **Related material topic:** Value chain workers, consumers and end users.



PROGRESSIVE CLIMATE TRANSITION

Build the necessary knowledge base to manage and reduce the Group's emissions progressively and in alignment with science.

- **Target:** Complete the measurement of Scope 3 emissions in 2026 and, based on the results, assess the feasibility of establishing science-aligned reduction targets with a 2030 horizon.
- **2030 Goal:** To be defined, contingent upon Scope 3 results.
- **Baseline (2024): 5.027,29 t CO₂e** (scope 1 and 2).
- **Related material topic:** Climate change.

03



ETHICS AND GOVERNANCE



3. ETHICS AND GOVERNANCE

3.1. CORPORATE GOVERNANCE MODEL

GRI 2-9, 2-10, 2-11

Our corporate governance model establishes the Group's management and oversight structure, which is focused on **long-term value creation** and the comprehensive management of the company's environmental, social and governance (ESG) impacts.

We base the organization's management on a governance system designed to **ensure integrity in decision-making** and compliance with our strategic commitments. Therefore, we have designed our governance structure to facilitate operational agility and the direct oversight of activities across all the regions where we operate, ensuring that ethical principles are effectively integrated at every level of the Group.

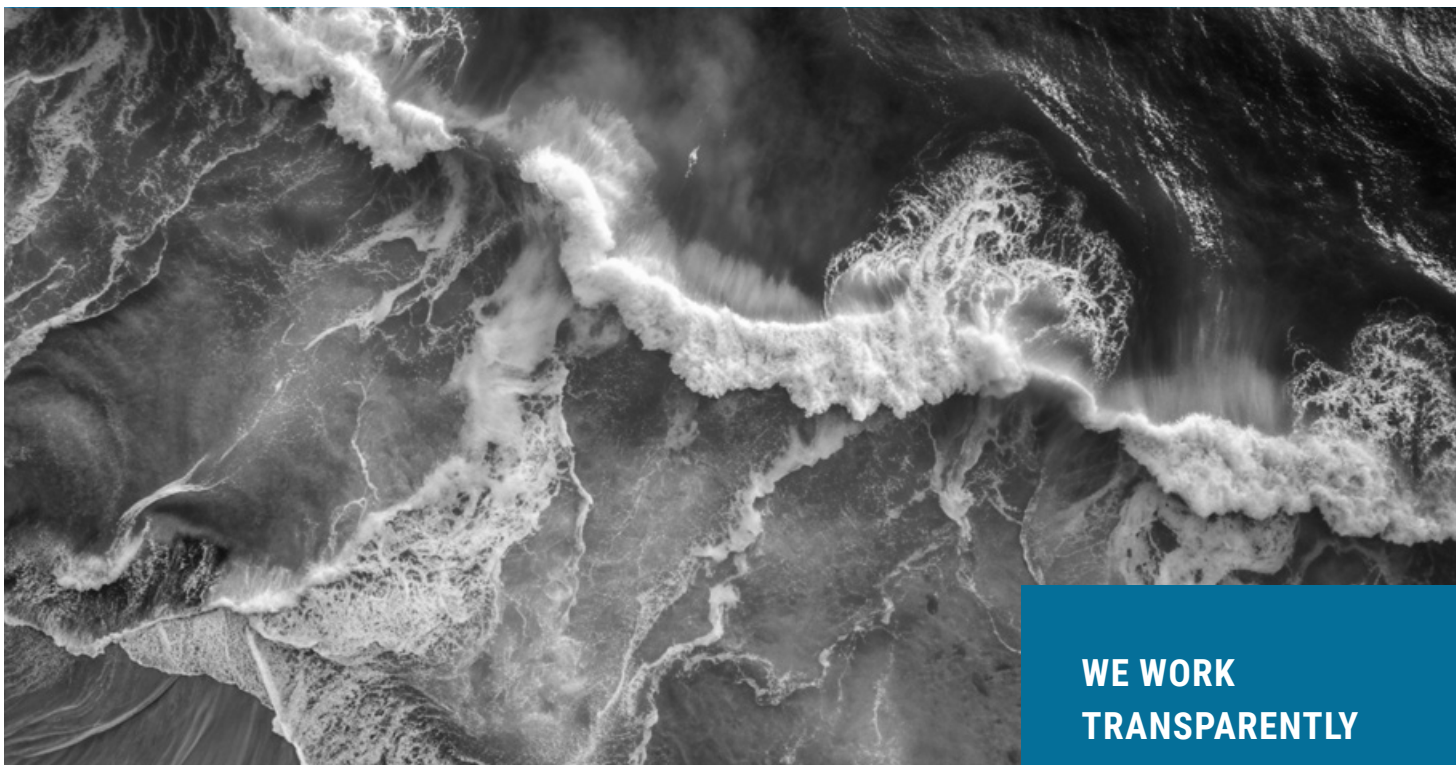
AT WOFCO, WE
UNDERSTAND
THAT STRONG
GOVERNANCE IS
KEY TO BUILDING
A RESILIENT
COMPANY.



The Group's strategic and operational control is centralized within General Management, which coincides with our **governing body**. This structure allows for unified management that assumes

responsibility for defining the business strategy, institutional relations, and the overall supervision of the Group's functional areas.

To ensure an operational execution aligned with this approach, we have an internal management structure involving the Group's **departmental areas**, which provide support to the General Management.



WE WORK TRANSPARENTLY TO MAINTAIN THE TRUST OF OUR STAKEHOLDERS.

This decision-making chain allows the identified material topics to be escalated and addressed with the technical rigor and agility demanded by our sector.

Regarding the structure and activities of the General Management, it is composed

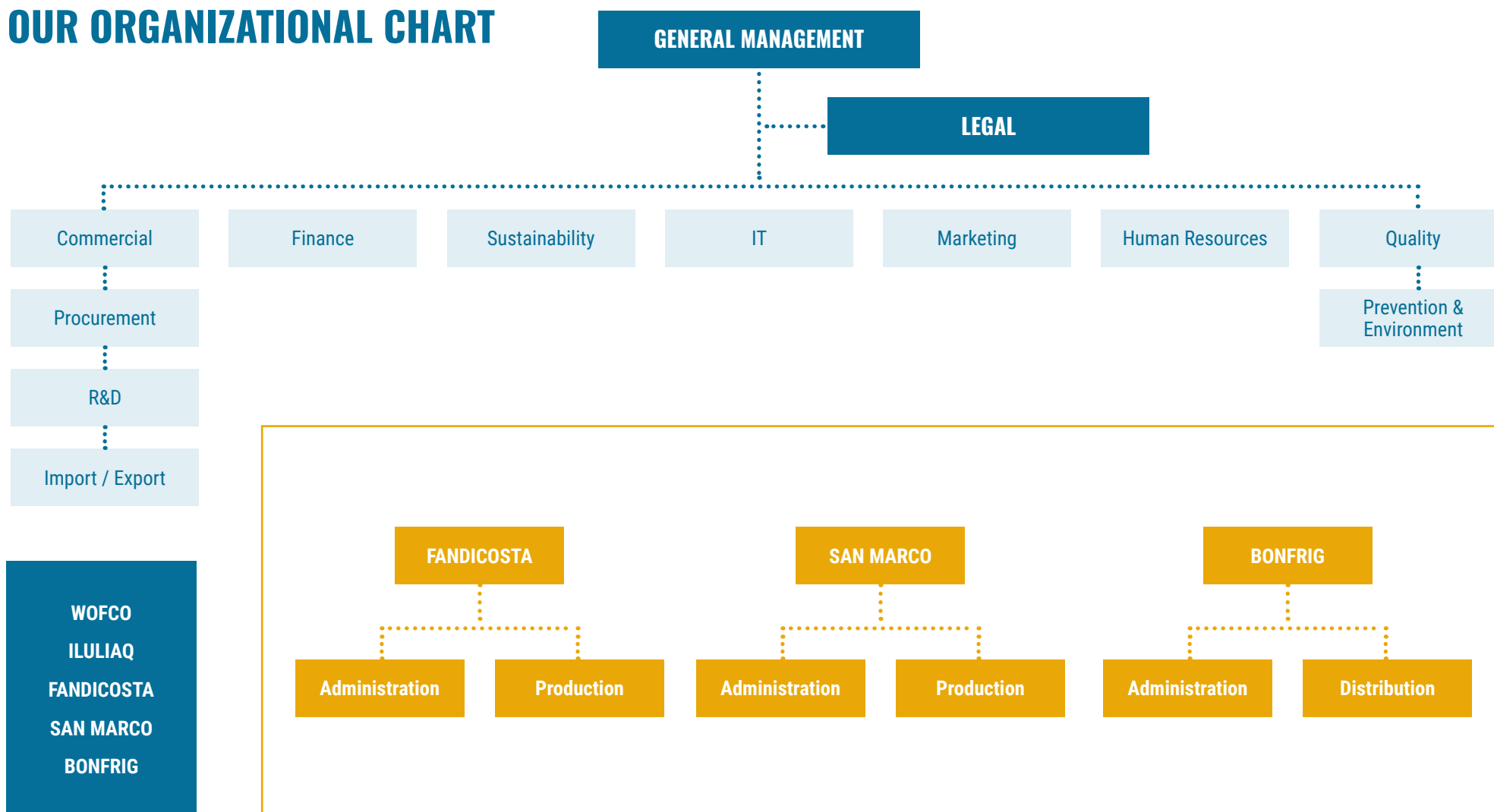
of Mr. Borja Tenorio Riveiro and Mr. Alberto Barreiro Núñez. Together, through their respective companies, they hold the majority of the company's shares, which gives them a leadership position in defining and overseeing the Group's social and economic strategy and management.

Senior Management is actively involved in monitoring the business and the sustainability integration process we are currently undertaking, keeping up to date with progress and validating each stage.

Furthermore, we are making steady progress in our commitment to diversity in leadership, with **women currently holding 45.8% of leadership positions across the various departments**. This representation is a fundamental pillar of our culture of equality, which we strive to project from the highest level of our corporate structure to the entire workforce of the Group.

Through this model, we guarantee compliance with the current legal framework applicable to the Group, while also **acting with the transparency and ethics necessary** to maintain the trust of our partners, customers, and the communities where we operate.

OUR ORGANIZATIONAL CHART



GUIDED BY A ROBUST REGULATORY FRAMEWORK

GRI 2-23, 2-24

To ensure ethical management, we have developed a set of **company-specific policies** approved by Senior Management, which integrate international commitments regarding human rights, the environment, and the fight against corruption.

During 2025, we undertook a comprehensive process to **define and update our regulatory framework**, aligning it with the latest standards and the Group's new structure following the integration of strategic assets. This set of policies and procedures will be reviewed periodically to adapt to new legal requirements and the evolving impacts identified in the double materiality assessment.

As a common reference for the entire Group, this framework sets out the **expected standards of conduct** for all staff and business partners, offering directives that act as a technical and moral guide to maintain consistency between the Group's values and the execution of the commercial strategy

across the various international markets where we operate.

Our policies

1 Code of Ethics: Our core framework, establishing the principles of integrity, transparency, and respect for human rights, based on the UN Global Compact and ILO conventions, to be followed by all the individuals within the organization.

2 Regulatory Compliance Policy: Guides our ethical conduct and ensures that all operations comply with the applicable laws and regulations in each of the markets where we operate.

3 Tax and Customs Policy: Reflects our commitment to fulfilling our tax obligations and cooperating with tax authorities, ensuring transparency by coordinating the Group's practices and minimizing risks and inefficiencies.

4 Gift Policy: Establishes clear criteria for the management of gifts and hospitality to prevent situations of corruption, bribery, or influence peddling, strictly limiting commercial favors.

5 Equality Plan: A reference framework in Human Resources to guarantee gender equity, work-life balance, and a work environment free from harassment.

6 Sustainability Policy: Defines the company's four strategic sustainability pillars and their management: Ethics and Governance, Responsible Sourcing, Production and Environment, and People and Community, alongside our Blue Legacy commitment.

7 Code of Ethics and Sustainability for Suppliers: Extends our due diligence standards across the entire supply chain, establishing it as an essential requirement for business relationships.

The Group is currently in the process of embedding these policies into its daily operations, with completion scheduled throughout 2026. To this end, training activities will be developed for the entire workforce.

**OUR REGULATORY
FRAMEWORK
SERVES AS A GUIDE
FOR EXEMPLARY
CONDUCT.**

WE PROTECT PERSONAL INFORMATION AND DATA



Data protection, privacy, and cybersecurity are particularly sensitive issues in the digital age. Therefore, we integrate organizational, technical, and operational controls that guarantee the confidentiality, integrity, and availability of information across all our locations and processes. This framework is grounded in continuous monitoring and improvement.

To implement this approach, we have a **Security Policy and IT Code of Conduct** for each company, which govern the secure use of systems, credentials, devices, corporate email, remote access, and internal and external networks, as well as strict malware control measures and workstation protection. This policy is mandatory for all individuals within the Group.

Furthermore, we have a **robust technological infrastructure** designed to withstand incidents such as *ransomware attacks*. Our network and critical systems are continuously monitored through

security monitoring services and security operations centers provided by specialized vendors. As a result of these measures, our systems have not experienced any critical cybersecurity incidents.

Security operations are complemented by **formal incident detection, analysis, and response processes**, which include immediate notification, investigation, and technical documentation. In addition, we conduct internal and external audits to assess our cybersecurity posture, identify vulnerabilities, and propose continuous improvements.



3.2. ENSURING REGULATORY COMPLIANCE

GRI 2-16, 2-26

To ensure continuous regulatory compliance with both current legislation and our internal regulations, we have a Criminal Compliance Management System in place.

This serves as a cross-cutting element that guarantees legality, ethics, and integrity across all our global operations.

This system is designed to **prevent, detect, and mitigate legal and reputational risks**, covering critical areas such as the fight against corruption, respect for free competition, human rights due diligence, the prevention of illegal, unreported, and unregulated (IUU) fishing, as well as compliance with tax and customs regulations in the countries where we operate.



The implementation of this system is governed by our Regulatory Compliance Policy, which establishes the fundamental principles for preventing, detecting, and managing compliance risks, thereby consolidating a culture of shared responsibility at all levels of the Group. Through the implementation of this policy, we reaffirm our **zero-tolerance commitment towards any irregularity**, ensuring that our business activities

are, above all, an exercise in integrity, exemplary conduct, and respect for the rules.

The compliance function is led by the Legal department, which reports directly to the Group Management. This system ensures that all our companies operate under a common framework of integrity. During the 2025 financial year, we worked intensively on harmonizing these guidelines to ensure

a **unified compliance culture** across the entire Group.

Additionally, the **Disciplinary Regime** of each applicable Collective Bargaining Agreement is enforced, ensuring that everyone within the Group acts based on criteria of integrity and legality. This system establishes a clear framework for action whereby any breach of internal policies or the Code of Ethics is sanctioned gradually

and proportionally, in accordance with current labor regulations and the applicable collective bargaining agreements.

The regulations classify minor, serious, and very serious offenses, ranging from operational non-compliance to critical behaviors such as harassment, fraud, or unfair competition, and outline sanctions that can range from a formal warning to disciplinary dismissal. To guarantee **maximum transparency and fairness**, we have established a procedure ensuring that every investigation is conducted confidentially, protecting the rights of both the whistleblower and the affected individual at all times, while maintaining a firm commitment to zero tolerance for retaliation.

Furthermore, we provide an **Ethics Channel** so that anyone can confidentially report potential breaches or irregular conduct.

During 2025, the whistleblowing channel received two communications that were managed and resolved internally; neither resulted in a formal complaint nor evidenced any regulatory infringement. The system functioned in accordance with its preventive purpose.

In terms of legal compliance, during 2025, we recorded three sanctions for regulatory non-compliance, distributed across different companies. All were minor in nature and had no significant impact on the Group's operations or results. Two of these have been resolved, while one remains under resolution.

The Whistleblowing Channel as a reporting mechanism

To support our commitment to transparency, we operate a **Whistleblowing Channel**, managed through an independent platform that guarantees the highest standards of confidentiality and whistleblower protection. This channel enables our employees, as well as external collaborators and third parties, to report –completely anonymously, if they so choose– any suspected irregularity, unethical conduct, or breaches of our Code of Ethics.

Through this tool, we foster a **trusted environment** where integrity prevails and where every voice plays a role in protecting WOFCO's future. To this end, active listening is essential to identify and address any potential deviations from our internal policies.



3.3. ACTING WITH INTEGRITY

GRI 13.25, 13.26; 205-2, 205-3, 206-1

At WOFCO, we maintain a **zero-tolerance commitment** toward any form of corruption, bribery, fraud, or practice that could distort free competition in the markets where we operate. We understand that our integrity is our most valuable asset for ensuring the trust of our partners, customers, and society at large.

Our preventive strategy is founded on the constant identification and evaluation of risks; therefore, we closely monitor **operations in countries with a high risk index** based on transparency and legal certainty criteria, applying enhanced due diligence protocols in these geographies.

To **ensure exemplary conduct**, we have implemented specific controls in critical areas:



Relationship with third parties:

We strictly monitor agreements with **brokers and commercial agents**, ensuring that their actions align with our Code of Ethics.



Financial management:

We apply a rigorous policy for **managing commissions and discounts**, alongside clear financial limits for gifts and commercial hospitality, in order to prevent any conflict of interest or suspicion of bribery.



Conflicts of interest:

We promote internal transparency by requiring our executive and middle managers to sign conflict of interest declarations.

Prevention is grounded in the proactive identification of corruption and fraud risks across all business units. We evaluate all operations, focusing our analysis on buying and selling processes, fishing license management, and interactions with port and customs authorities. These assessments enable us to implement **preventive controls that mitigate**

the likelihood of misconduct during commercial transactions.

Furthermore, each company has a **Protocol for the Prevention of Money Laundering and Terrorist Financing** in place, through which we prevent such actions, while also ensuring compliance with international sanctions and financial countermeasure programs.

INTEGRITY IN OUR BUSINESS RELATIONSHIPS IS AN ESSENTIAL REQUIREMENT TO ENSURE THE SUSTAINABILITY OF OUR BUSINESS MODEL, PARTICULARLY IN A SECTOR CHARACTERIZED BY A GLOBAL SUPPLY CHAIN AND A PRESENCE ACROSS MULTIPLE INTERNATIONAL JURISDICTIONS.



To **prevent unfair competition**, we categorically reject any conduct involving illicit agreements, abuse of a dominant position, or restriction of competition. To guarantee this, we uphold internal protocols that guide our interactions with competitors and ensure strict compliance with antitrust laws. As a reflection of this vigilance, we recorded no incidents or legal actions related to unfair competition or anti-competitive practices during 2025.

**WE FOSTER A
CULTURE OF FAIR
AND HONEST
COMPETITION IN
ALL THE MARKETS
WHERE WE
OPERATE.**

Workforce training is the primary tool for preventing fraud and unfair competition. Therefore, we are currently working on defining a training plan that integrates these issues, which will be rolled out in 2026.

Thanks to the strength of our controls and the commitment of our team, we did not identify any cases of corruption, fraud, or anti-competitive practices in 2025.

Finally, it is worth noting that our **Tax and Customs Policy reflects our commitment to tax responsibility and transparency** across all the markets where we operate. We understand that our tax contribution is a fundamental pillar for the development of local communities, and therefore we are committed to strictly complying with national and international tax regulations, avoiding any tax evasion practices or the use of opaque structures.

Given our intensive import and export activity, this policy also ensures the highest standards of customs management, based on the accuracy of information and ongoing collaboration

with customs authorities, agents, and representatives. Through this framework, we ensure that the global flow of our seafood products is carried out efficiently, ethically, and legally, minimizing risks and reaffirming our position as a **reliable business partner** in the international value chain.

As a reflection of this commitment, the Group's tax contribution and the public grants received during the 2024 and 2025 financial years are detailed below:

2024	2025*
€7,791,853.76	€5,968,333.07

* Includes the amount of advance tax corresponding to the 2025 financial year, as the final fiscal closings are not yet complete.

GRANTS AWARDED */**

2024	2025*
€11,482.38	€26,515.45

* Excludes social security bonuses.

** Excludes capital grants received in previous years.

Results obtained

The results obtained by the Group before taxes and consolidation adjustments were as follows:

SPAIN	
2024	2025 (Provisional)
€56,868,735	€37,374,498

For these purposes, the companies integrating the Group are constituted as a single unit, with the understanding that the results have been obtained entirely in Spain.



Average remuneration of directors and senior executives

Detailed information regarding the remuneration of the members of the governing body and Senior Management is included in **Note [21] – Information on employees**, of the Annual Report of the standalone accounts for Worldwide Fishing Company for the 2025 financial year.

The governing body is composed of two members, both men, who serve the company as directors. The remuneration received by both in their capacity as directors corresponds to their executive and supervisory functions.

The company considers directors and heads of various organizational areas as Senior Management personnel, comprising 24 individuals distributed between 13 men and 11 women.

The average salary is €62,579.53.

3.4. TRANSPARENCY FOR THE CONSUMER

GRI 3-3, 417-1

Transparency and truthfulness regarding our products, beyond constituting a legal requirement, form the foundation of the trust that connects WOFCO with the global consumer. We work to provide **clear, accurate, and accessible information**, enabling consumers to make informed and

responsible purchasing decisions. Our relationship with the market is grounded in honesty and an absolute respect for consumer rights.

We operate under the principle of good faith, ensuring that all commercial communication, whether in physical or digital formats, remains transparent. We categorically reject any form of misleading advertising, ensuring at all times that the characteristics, qualities, and sustainability attributes of our products are always **verifiable and accurate**, fully complying with the commercial commitments.

Our packaging serves as the primary communication tool with the consumer. On each label, we provide an honest and highly technical representation of the product.

**WE ENSURE
TRANSPARENT
COMMUNICATION
WITH OUR
CONSUMERS.**

Clear information on every product label



Clear identification: Commercial and scientific name of the species.



Origin and fishing gear: Specification of the catch area (FAO Area) and the production method, reinforcing our commitment to legal and controlled fishing.



Nutritional excellence and safety: Detailed nutritional information, ingredients and allergens declarations, and preservation guidelines to ensure the maintenance of the cold chain and food safety.

This level of detail is made possible by our **Traceability System**, which allows us to track each batch from its origin to its final destination, ensuring that the product delivered to consumers meets the quality and sustainability standards that define our brand.



04



RESPONSIBLE SOURCING



4. RESPONSIBLE SOURCING

4.1. PRIORITIZING SUSTAINABLE FISHING

GRI 2-23, 13.3, 13.4, 13.11; 101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8

The **health of the oceans** and the preservation of marine resources are fundamental to our activity and to the legacy we aspire to build with Blue Legacy. In this context, prioritizing sustainable fishing not only fulfills an environmental responsibility but also serves as a strategic pillar for strengthening the resilience of our value chain and ensuring its long-term continuity.

Our management is grounded in a comprehensive approach, ranging from rigorous catch control to responsible supplier selection, backed by the highest international standards such as the **FAO Code of Conduct for Responsible Fisheries**.



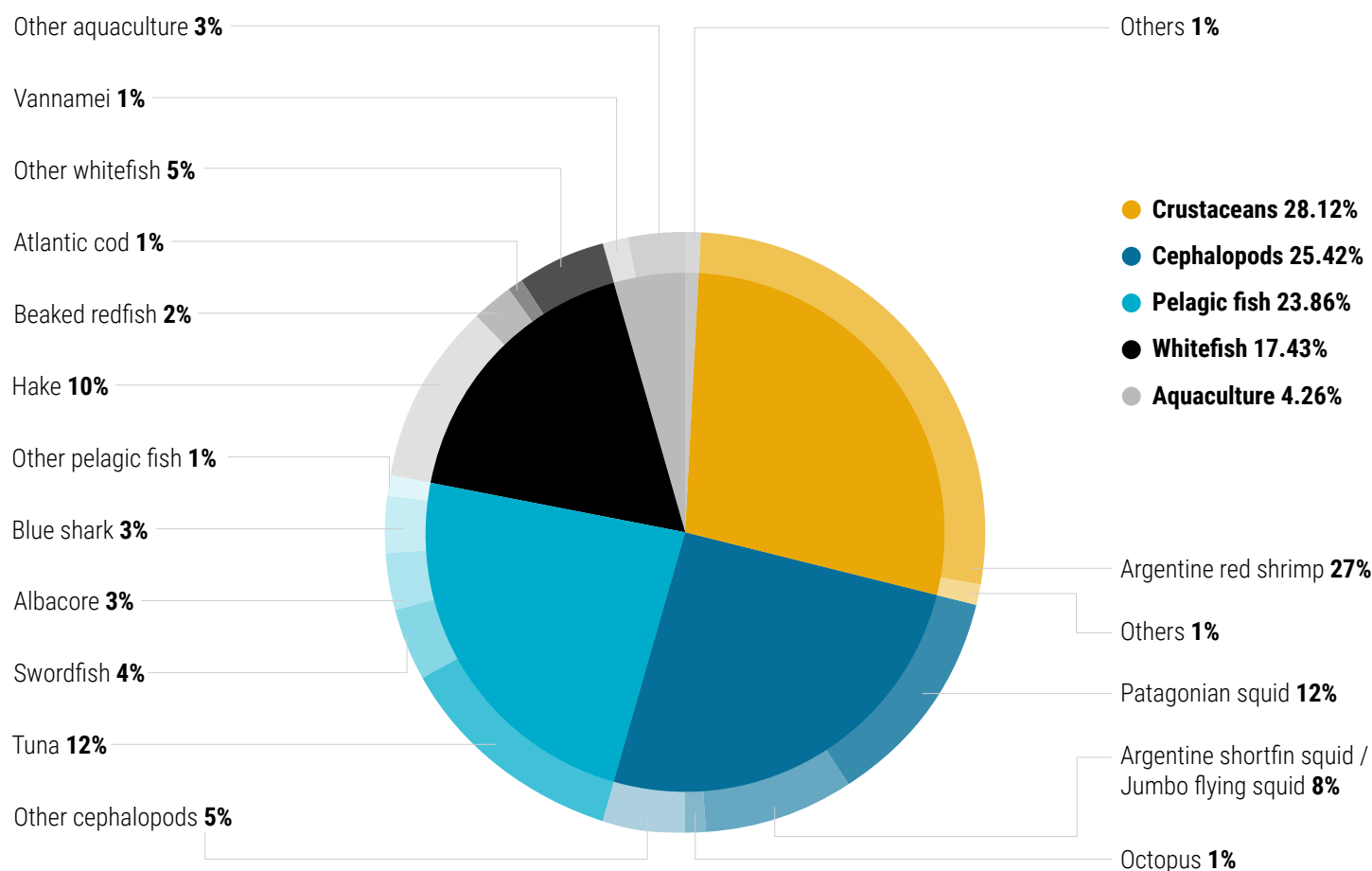
IDENTIFYING KEY RAW MATERIALS

The first step towards preserving marine resources is identifying the key species commercialized by the Group. Our key raw materials are those species that meet the following criteria:

- Accounting for **90%** of total sourcing.
- Representing **80%** within each species group.

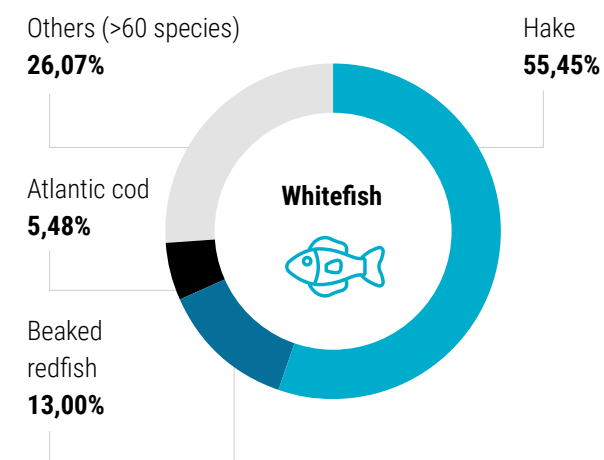
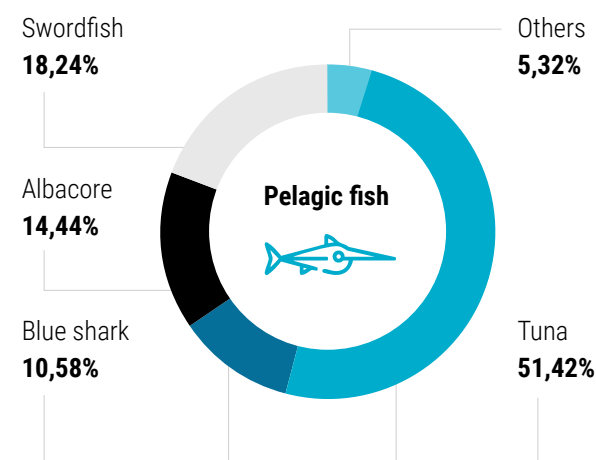
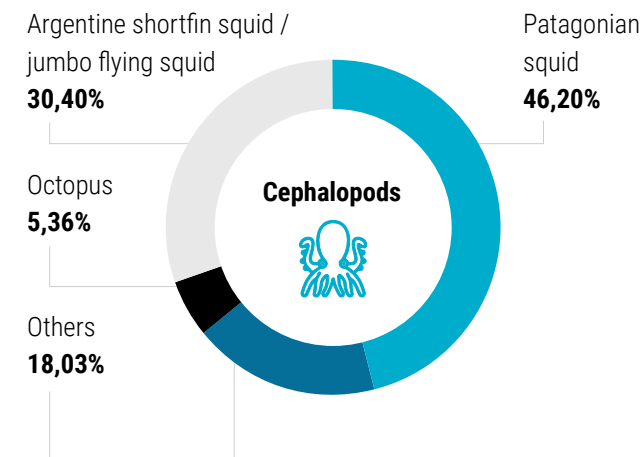
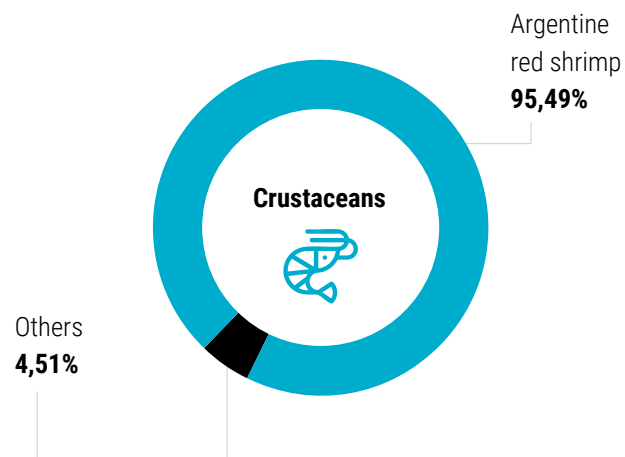


Key species identified



SOURCING OF KEY SPECIES GROUPS IN 2025 (BASELINE YEAR)

GROUPS	MT	%
Crustaceans (shrimp, crab, etc.)	25,693	28.12%
Cephalopods (squid, octopus)	23,223	25.42%
Pelagic fish (tuna, swordfish, mackerel, shark)	21,796	23.86%
Whitefish (cod, hake, halibut, ray, salmon)	15,924	17.43%
Aquaculture	3,839	4.20%
Others	888	0.97%
Grand total	91,362	100.00%



Key species by origin

CRUSTACEANS

Family	Predominant fishing gear	Main FAO areas	% Catches in indicated areas
Argentine red shrimp	Trawl	41	100%

CEPHALOPODS

Family		Predominant fishing gear	Main FAO areas	% Catches in indicated areas	
Patagonian squid		Trawl	41	100%	
Argentine shortfin squid / jumbo flying squid	Jumbo flying squid	Hook and line	87	93%	
	Argentine shortfin squid	Trawl	41	72%	
		Pots (traps)	34	43.20%	
Octopus		Trawl	27	28.80%	89.60%
		Pots (traps)	27	17.20%	

PELAGIC FISH

Family	Predominant fishing gear		Main FAO areas	% Catches in indicated areas	
Albacore	Hook and line		71, 77	39.22%	
			51, 57	25.09%	
			41, 47	13.98%	
Tuna	Yellowfin	Purse seine	77, 87	76%	
	Skipjack	Purse seine	77, 87	62.20%	89.20%
			51	14.58%	
			71	12.45%	
	Bigeye	Purse seine	77, 87	58.64%	82.40%
			51	23.74%	
Swordfish	Hook and line		87	48.58%	87.40%
			51, 57	20.04%	
			31, 34, 41	18.81%	
Blueshark	Hook and line		27, 31, 34, 41, 47	74.80%	84.90%

Key species by origin

WHITEFISH

Family		Predominant fishing gear	Main FAO areas	% Catches in indicated areas
Hake	Argentina	Trawl	41	100%
	Cape	Trawl	47	100%
	Nafo	Trawl	21	100%
Atlantic cod		Trawl	21. 27	94%
Beaked redfish		Trawl	21. 27	100%

The list of key raw materials is validated at the Group level and reviewed annually, based on the consolidated volumes of the previous financial year.

Argentine red shrimp	<i>Pleoticus muelleri</i>
Patagonian squid	<i>Dorytheutis (Amerigo) gahi</i>
Argentine shortfin squid / jumbo flying squid	<i>Illex argentinus</i> y <i>Dosidicus gigas</i>
Octopus	<i>Octopus vulgaris</i>
Tuna	<i>Thunnus albacares</i> , <i>Katsuwonus pelamis</i> , <i>Thunnus obesus</i>

Swordfish *Xiphias gladius*

Albacore *Thunnus alalunga*

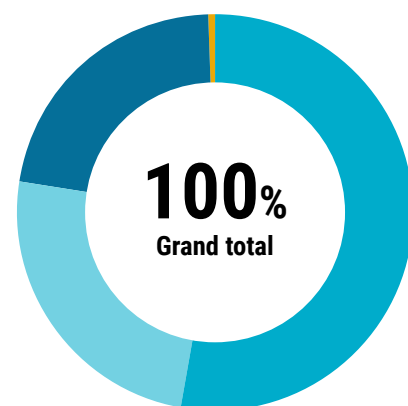
Blue shark *Prionace glauca*

Hake *Merluccius hubbsi*, *capensis*, *paradoxus* y *bilinearis*

Beaked redfish *Sebastes mentella*, *spp*, *marinus*

Atlantic cod *Gadus morhua*

Destination of raw materials in 2025



- **52.89% Processing**
Purchase, transformation and sale of processed products.
- **24.61% Raw materials**
Purchase and sale of raw materials.
- **22.14% Finished product**
Purchase and sale of finished commercial products.
- **0.36% By-product**
Processing and sale to clients.

PREVENTING IUU FISHING

Illegal, unreported, and unregulated (IUU)

fishing represents one of the greatest threats to the health of marine ecosystems, biodiversity, and the economic viability of the global fishing sector. These practices deplete fish stocks and destroy critical habitats, as well as distorting markets and undermining the efforts of those companies that, like WOFCO, operate in strict compliance with the law and scientific standards.

Within the Group, we maintain an unwavering **«zero tolerance» commitment towards illegal, unreported, and unregulated (IUU) fishing**. This control is implemented at two levels:

1

Owned and partner fleet: Our fleet, including units from our strategic allies, operates under strict regulatory compliance protocols and valid fishing licenses.

2

Supply chain: All procurement of seafood products is backed by catch certificates that allow the origin of each shipment to be traced back to its fishery of origin. This legal framework constitutes the minimum control baseline upon which WOFCO builds its responsible sourcing management.

As an additional and voluntary step, in 2025 the Group developed a Supplier Code of Ethics and Sustainability that establishes explicit commitments regarding fishing legality, traceability, and human rights. Its implementation is being carried out progressively, starting with the most relevant suppliers in terms of volume and risk profile.





PRODUCT CERTIFICATIONS

Product certifications constitute a differentiating factor in the main international markets where we operate, especially in the retail channel and among clients who demand independent verification of the origin and sustainability of the resource. In certain markets, the presence of internationally recognized certifications not only addresses a reputational demand but also constitutes a **commercial requirement** for access to certain distribution channels.

Among these certifications is the **Marine Stewardship Council (MSC) Chain of Custody certification**, which guarantees that products marketed under this label originate from certified fisheries and that segregated traceability is maintained throughout the entire supply chain. MSC Chain of Custody certification requires documentary controls, physical segregation of the certified product, and periodic independent audits.

In 2025, Fandicosta was evaluated by **EcoVadis**, obtaining the Committed badge, with the results published in January 2026.

The evaluation was conducted on this company due to its role as the Group's main operational and industrial hub, where a significant portion of processing and product management activities are concentrated.

This process represents a first step in consolidating the Group's ESG approach, enabling the identification of areas for improvement and laying the groundwork for a more structured sustainability management, which will be progressively extended to the remaining companies in future financial years.



EVALUATING THE STATUS OF FISHERIES

We are aware of the responsibility involved in operating across multiple fisheries and regions; therefore, we aim to advance towards a **sourcing model aligned with the principles of sustainable fishing**. To this end, we do not limit ourselves to a single reference standard; we recognize that there are various valid pathways to demonstrate that a fishery is well-managed and that its stocks are in a healthy condition.

Our goal is to increase sourcing from certified, improving, or positively evaluated fisheries. For key raw materials, we validate the **status of the fisheries** associated with their origin.

For management purposes, fisheries are classified into the following categories:

Positively Evaluated Fishery (PEP)

We define **PEP fisheries** as those achieving a score ≥ 6 in the quality management and stock status according to FishSource, and that are neither MSC (Marine Stewardship Council) certified nor part of a Fishery Improvement Project (FIP).

This source considers, as quality management criteria, whether the fishery has a management strategy in place and ensures compliance by both managers and fishers. Regarding stock status criteria, it evaluates both the current and future health of the populations.

If a fishery does not meet these criteria, it is classified under the «Under Surveillance» category for monitoring and decision-making purposes.

Fishery within a Fishery Improvement in Progress (FIP)

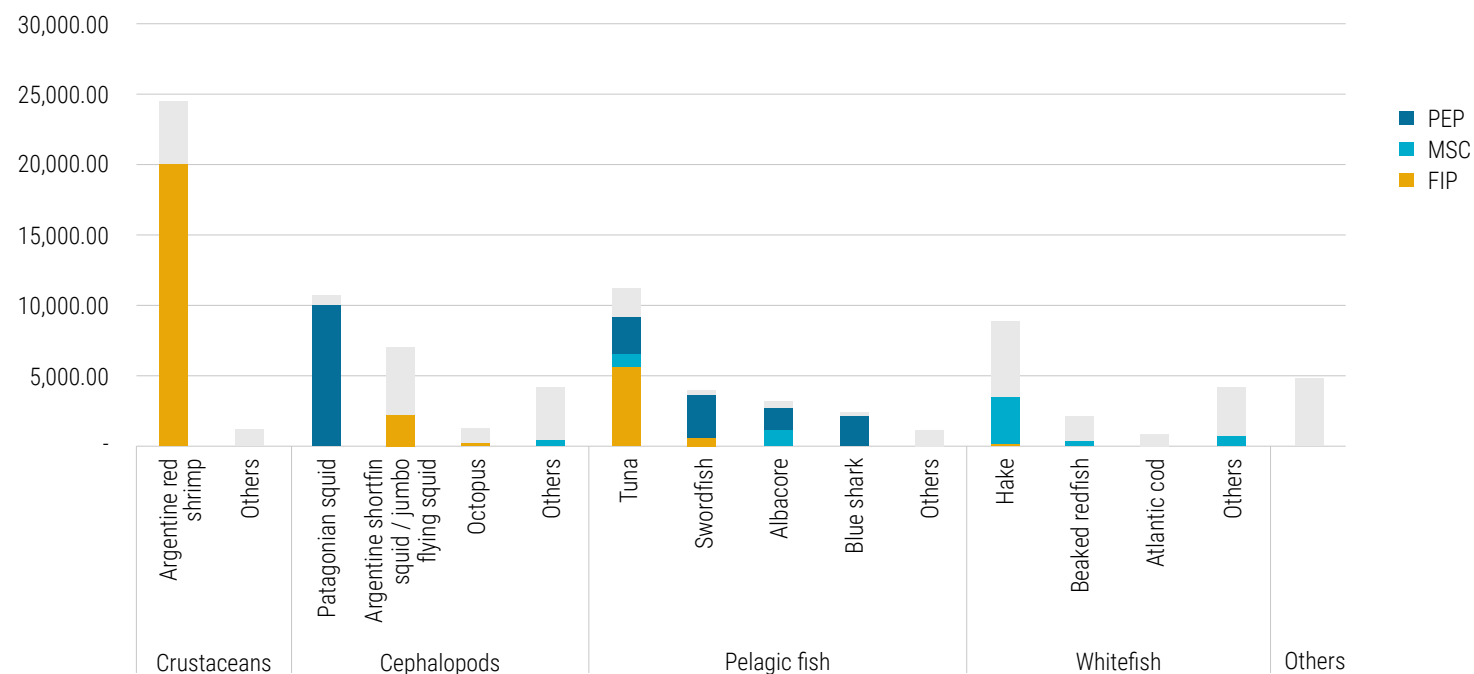
We consider those fisheries that are part of a FIP with at least one year of implementation and/or are under full MSC assessment.

MSC Certified Fishery

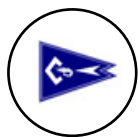
These are fisheries that hold a certification recognized by the Global Sustainable Seafood Initiative (GSSI), such as MSC, ASC, GlobalGAP, or BAP, with between 3 and 4 stars.



Procurement by fishery status in 2025



Furthermore, it is worth highlighting the **contribution of our strategic partners to sustainability** through various measures:



CONARPESA. This Argentine partner is a benchmark in the sustainable fishing of

Argentine red shrimp (*Pleoticus muelleri*) and a key player in the industry's continuous improvement process, having been part of the client group, leading the **Fishery Improvement Project (FIP)** for the coastal shrimp fishery in the Argentine province of Chubut for nearly a decade. In March 2025, this onshore fishery obtained **MSC** (Marine Stewardship Council) certification, becoming the first coastal shrimp fishery in Argentina to achieve this international recognition. In February 2026, following the close of the reporting period, the offshore fishery in federal waters likewise obtained **MSC certification**.



BLUEWILD. Our Norwegian ally, with whom we initiated our collaboration in 2024, is an Ålesund-based fishing

company with a firm commitment to sustainable innovation in the harvesting sector. Since 2025, they have operated the groundbreaking **ECOFIVE vessel**, an acronym for *Eco-Friendly Fishing Vessel*, a 74-meter factory trawler designed by Ulstein Design & Solutions that represents a new industry standard. The ECOFIVE concept aims to guarantee 100% catch utilization, minimize quality losses during handling by keeping the fish alive until processing, and reduce energy consumption through a hybrid diesel-electric propulsion system that achieves fuel savings of at least 25% compared to conventional vessels with a similar operational profile. Bluewild also holds an **MSC certification**.



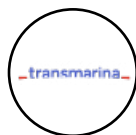
EUROFISH. This Ecuadorian partner is a member of **TUNACONS (Tuna Conservation Group)**, an

Ecuador-based foundation that brings together Eastern Pacific tuna fishing companies committed to the responsible management of their resources.

TUNACONS was founded with the technical backing of WWF Ecuador and currently groups 11 companies managing 58 vessels, with 100% of their fisheries certified by the **Marine Stewardship Council (MSC)**. Among its most notable commitments is the development and use of EcoFADs—fish aggregating devices made from 100%



plant-based and biodegradable materials—to progressively replace conventional synthetic FADs, as well as the implementation of onboard observer programs to monitor bycatch and the application of a code of best practices for the protection of vulnerable species such as sharks, manta rays, and sea turtles. Eurofish also holds **EcoVadis Bronze recognition and undergoes annual social responsibility audits under SEDEX and BSCI** standards.



TRANSMARINA. An Ecuadorian ally based in Manta that has participated since June 2021 in the

Ecuador South Eastern Pacific Swordfish – Longline FIP, a Fishery Improvement Project oriented toward obtaining MSC certification for the swordfish (*Xiphias gladius*) fishery in the South Eastern Pacific (FAO Area 87). Additionally, part of its purse seine fleet works in collaboration with **TUNACONS** to ensure responsible and sustainable fishing practices.



SEA HARVEST. A South African fishing company with over six decades of history, Sea Harvest is a

benchmark for responsible fishing in the Southern Hemisphere. Its Cape *hake trawl fishery in South Africa*, as well as its prawn fisheries in Australia, are certified by the Marine Stewardship Council (MSC), a certification the company has maintained for years as a demonstration of its commitment to sustainability. Sea Harvest is also a co-founder and active member of

the **Responsible Fisheries Alliance (RFA)**, alongside WWF-SA and BirdLife South Africa, an organization that promotes an ecosystem approach to fisheries and has achieved, among other results, a 90% reduction in seabird mortality through the introduction of bird-scaring tori lines during fishing operations.



4.2. TOWARDS SUSTAINABILITY ALONGSIDE OUR SUPPLIERS

At WOFCO, we understand that our responsibility extends beyond our own direct operations. Our supply chain, composed of a global network of commercial partners, is a fundamental pillar of the success of the Blue Legacy strategy; therefore, we promote business relationships based on **due diligence, mutual respect, transparency, and an unwavering commitment to sustainability.**

**WE EXTEND OUR
SUSTAINABILITY
COMMITMENTS TO
OUR SUPPLIERS.**

OUR PROCUREMENT MODEL

GRI 2-6, 3-3

Supplier management for raw material sourcing is coordinated with the **supplier approval and control processes defined by the Group's Quality department**, with a focus on food safety, product traceability, legality, and regulatory compliance.

This system classifies suppliers based on the risks identified through documentary audits and the review of specific questionnaires.



Risk criteria: We evaluate corruption risk using the Corruption Perceptions Index.



Primary suppliers (fleet): For vessels and shipping lines, we

strictly verify that they are not listed on official IUU fishing lists and that they possess the relevant sanitary authorizations.



Evolution and control: Suppliers undergo annual evaluations and mandatory traceability exercises and may be audited *in situ* if serious incidents or non-compliance with information delivery deadlines are detected.

If non-compliances are identified, we work collaboratively with suppliers through **Corrective Action Plans (CAPs)**. However, serious breaches of ethical principles or a lack of willingness to improve may lead to immediate disqualification and termination of the business relationship.

For **certified suppliers**, we require information on their GFSI certifications, while for non-certified suppliers, we request information regarding their management system.



OUR PROCUREMENT MODEL AT A GLANCE

43%

WOFCO RAW MATERIAL
SUPPLIERS EVALUATED

95%

PRIORITIZED VOLUME
COVERAGE

100%

PRODUCTS WITH
TRACEABILITY

0%

PRODUCT RECALLS
AND REASON

Criteria

- Country of origin
- Documentary audit
- Certifications
- Non-conformities related to quality and food safety

218

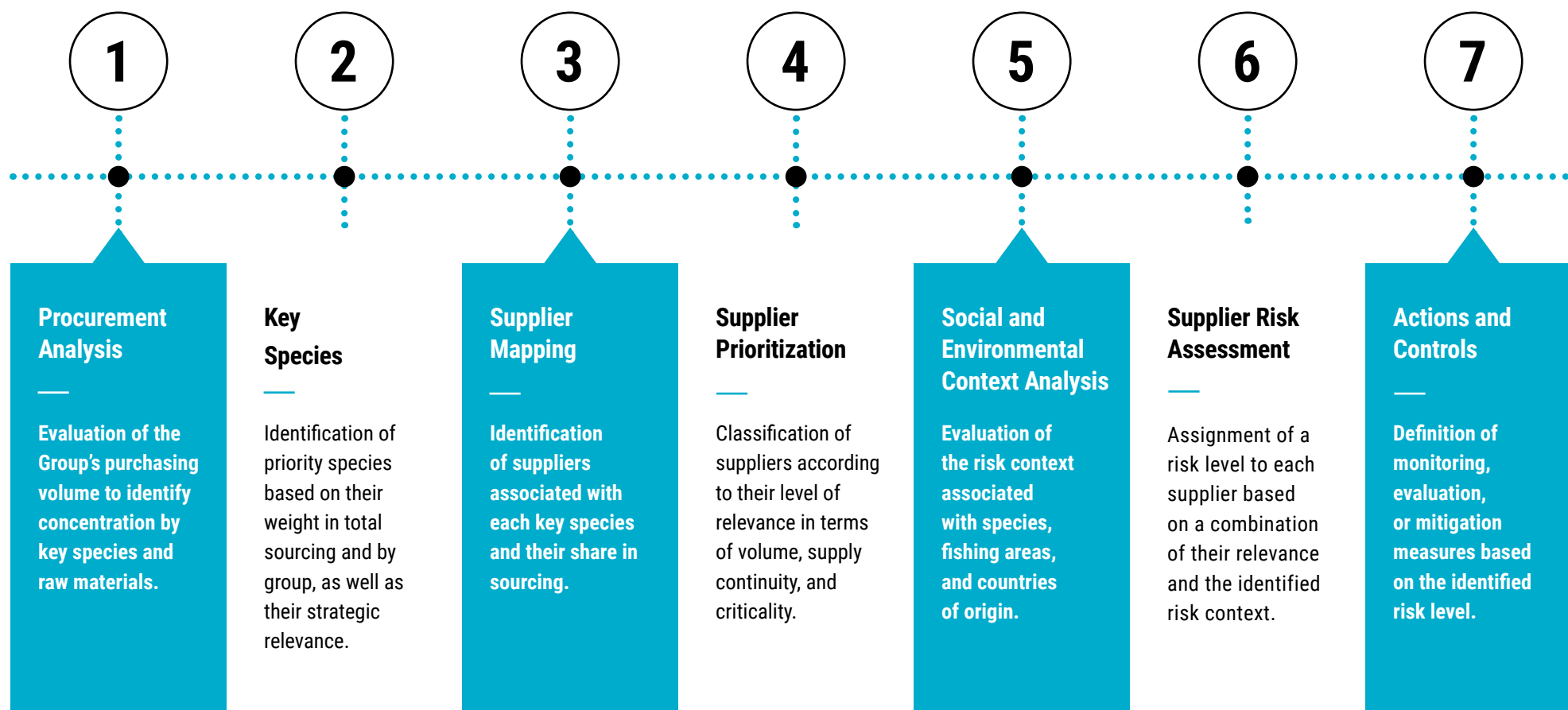
SUPPLIERS

66

GFSI (GLOBAL FOOD SAFETY INITIATIVE)
CERTIFIED FACILITIES

TOWARDS SUSTAINABLE PURCHASING

In terms of **sustainability**, we have established the following criteria to consider:



Any relevant incidents identified during the analysis of our suppliers, including breaches of the Supplier Code of Ethics, traceability deficiencies, or risks associated with IUU fishing or social conditions, are managed through the Group's standard Quality and Procurement channels to ensure that appropriate measures are taken.

In 2025, we worked with **502 raw material suppliers** across our global supply chain. Due to the nature of the international seafood market, a significant portion of these suppliers correspond to one-off transactions or lower-volume purchases.

Applying the supplier prioritization criteria, based on purchasing volume, strategic

relevance, and potential risk exposure, we have identified **32 priority suppliers**, representing approximately 53,948 t of product, equivalent to 59% of the total purchasing volume.

This implies that just 6.4% of suppliers account for nearly 60% of sourcing, allowing us to **focus our sustainability**

assessment efforts on those actors with the greatest potential impact on the supply chain.

Our suppliers can be categorized into **three main groups**: strategic partners, associated Group companies, and other third-party suppliers.

VOLUME AND PERCENTAGE OF PURCHASES BY SPECIES AND TYPE OF RELATIONSHIP WITH OUR SUPPLIERS

Company Type	TN	%
Strategic partner	29,964	32.8%
Associated	15,480	16.9%
Others	45,918	50.3%
Total	91,361.90	100.00%
Total group-sourced supply		49.8%

SOURCING BY RESOURCE GROUP

Group	% volume
Crustaceans	28.1%
Cephalopods	25.4%
Pelagic fish	23.9%
Whitefish	17.4%
Others	5.2%

PRIORITIZING SUSTAINABLE SUPPLIERS

GRI 2-23, 3-3, 13-16, 13-17, 308-1, 414-1

In 2025, we worked on developing the **Supplier Code of Ethics and Sustainability**. This framework establishes **mandatory minimum standards** based on international principles such as the Universal Declaration of Human Rights, the principles of the United Nations Global Compact, the fundamental conventions of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises.

Fundamental pillars required of our suppliers

Human and labor rights

Absolute prohibition of forced and child labor, guarantee of fair remuneration (living wages), respect for freedom of association, and decent working conditions.



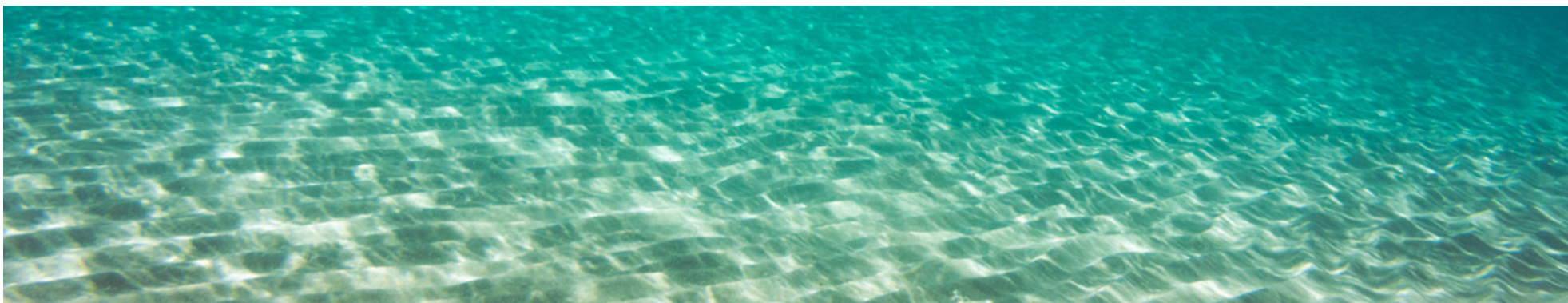
Environmental protection

Commitment to decarbonization, efficient water management, promotion of the circular economy, and biodiversity protection.



Integrity and transparency

Zero tolerance for corruption, fraud, and conflicts of interest, always ensuring the truthfulness of shared information.



SOCIAL AND ENVIRONMENTAL CONTEXT ANALYSIS

● Medium ● High ● Low

To perform the sustainability assessment of our suppliers, we considered both environmental and social risks.

In the **environmental risk analysis**, we evaluated the sustainability status of the fisheries associated with the species commercialized by the Group. The assessment is based on internationally recognized scientific and sector sources such as FishSource, MSC, FIP, and the IUCN Red List, applying a hierarchical data criterion that prioritizes the most specific assessments available for each fishery.

ENVIRONMENTAL RISK LEVELS ACCORDING TO FISHERY CATEGORIES

Category	Fountain	Environmental risk level	Origin of the risk
MSC, FIP or PEP (>8) fishery or others recognized by GSSI	Verifiable score	●	FishSource, FIP Registry, MSC.
PEP «Improving» (score FishSource ≥6 and <8 in management and stock)	FishSource	●	Positive evaluation, but with room for improvement.
Fishery under surveillance (score FishSource <6)	FishSource	●	Negative evaluation – insufficient management or stock.
No FishSource score → IUCN Least Concern / Near Threatened	IUCN Red List	●	Absence of FishSource data; species with no documented global threat.
No FishSource score → IUCN Vulnerable	IUCN Red List	●	Absence of FishSource data; species showing signs of population decline.
No FishSource score → IUCN Endangered / Critically Endangered	IUCN Red List	●	Absence of FishSource data; species with a documented risk of extinction.
No FishSource score → IUCN Not Evaluated / Data Deficient	IUCN Red List	●	Absence of FishSource; data deficiency – the precautionary principle applies.

In 2025, we evaluated environmental risks across a total of 135 fisheries. This analysis forms the basis for defining an **environmental risk map per supplier**, which will be executed in the next cycle.

The Group has developed its **own methodology for assessing social risk** in the supply chain, applied to the primary countries of origin of our supply. The analysis integrates indicators relating to labor conditions in the fishing sector, fisheries governance, and forced labor risk, allowing countries to be classified into risk levels and due diligence actions to be prioritized accordingly.

The results of this initial assessment constitute the baseline for the progressive monitoring of objective O-ESG02. This analysis is macro in nature and does not imply the existence of actual incidents or non-compliance by specific suppliers within the Group's supply chain.

Furthermore, we have not identified or confirmed any negative social incidents linked to prioritized suppliers.

During 2026, **the Group will advance across three lines of action** regarding the supply chain: applying the assessment procedure developed in 2025 to determine the social and environmental risk of prioritized suppliers; developing differentiated action plans based on the results obtained; and defining improvement targets tailored to the scope of the evaluation and available resources.

Our suppliers at a glance

502

Total suppliers

114

Fisheries analyzed

59%

Prioritized volume coverage

32

Prioritized suppliers

42

Flag states evaluated



4.3. TRACEABILITY FROM THE SOURCE

GRI 3-3; GRI 13.23

Traceability constitutes a structural pillar for guaranteeing food safety and the transparency of our value chain. Therefore, we are working to strengthen internal traceability systems at the source, focusing on key suppliers and strategic regions.

In this regard, we have established the **full systematization of traceability** in transactional operations as a priority area for improvement, continuously working to strengthen supply chain transparency.

Our **traceability management systems** enable full tracking of each product, from the supplier to its delivery to the final consumer, encompassing all stages

of storage, production, processing, and distribution.

Our traceability methodology is supported by the robustness **of our ERP management software (Libra)**, which centralizes and digitalizes all operational information. Upon each reception, we assign a unique identifier through registration labels linking critical data such as the FAO area, fishing

gear, flag, freezing date, and supplier batch. This system guarantees that **100% of the commercialized volume** is fully traceable, with documented and accessible records.

Furthermore, we operate under the **most demanding international protocols**, integrating specific requirements that reinforce our technical excellence:

1 **MSC Chain of Custody (Marine Stewardship Council) Traceability:**

We maintain a strict protocol for identity-protected products. We verify the certification of each supplier and ensure that the certified product is never mixed with other sources, maintaining specific records for at least three years after product shelf life. MSC Chain of Custody certification is in effect for WOFCO and Fandicosta.



2 SAE Compliance (Specific Self-Control System): For our export operations, we integrate the Commercial Accompanying Documents (DAC) and the Responsible Veterinarian Declarations (DVR) into our information systems, facilitating the required documentation compliance. The SAE compliance system is currently in effect for Fandicosta.

3 Process Control: Traceability extends to auxiliary materials (packaging, containers) and additives, ensuring that each manufacturing order identifies all the elements involved in the final product.

To ensure system effectiveness, the Quality department **subjects traceability** to periodic stress tests:

- **Traceability simulations:** We conduct annual exercises from raw material origin to finished product dispatch, as well as from finished product dispatch to raw material reception, evaluating mass balance precision and documentary integrity.

- **Continuous improvement:** The results of these verifications are reviewed annually to adopt preventive actions and ensure that the Group maintains its high standards of trust and reputational resilience.

As part of the Group's commitment to sourcing transparency, WOFCO's public profile will be published in 2026 on the Ocean Disclosure Project (ODP), an international reference platform for disclosing information on the origin and sustainability of seafood

products. This publication, based on data collected during the 2025 financial year, will allow us to share structured information regarding the species, fisheries, and origins that make up our supply, reinforcing customer and stakeholder trust.



05



PRODUCTION AND ENVIRONMENT



5. PRODUCTION AND ENVIRONMENT

Under the Blue Legacy framework, we understand that operational excellence and environmental stewardship naturally converge within our business model. Our activities are grounded in a **non-negotiable commitment to quality and food safety**, ensuring the operational excellence that defines our relationship with our clients.

Through **product innovation**, we seek agile and forward-looking solutions that allow us to satisfy the demands of an increasingly conscious global market, while optimizing resource use and reducing our environmental footprint.

5.1. ENVIRONMENTAL MANAGEMENT

GRI 2-23

At WOFCO, we recognize the importance of conducting our business in an environmentally responsible manner. In this context, the Group's environmental management is primarily focused on **compliance with applicable regulations**, as well as on **identifying and controlling the impacts associated with our operations**.

The Group's companies manage their environmental aspects in accordance with applicable regulatory requirements, including, but not limited to, **discharge permits, carbon emissions, and waste management**. This approach ensures compliance with legal obligations across our various facilities.



Additionally, any environmental incidents that may occur during operations are **recorded and analyzed** to identify their root causes and, where appropriate, define corrective and preventive actions. The insights derived from these processes support the continuous improvement of the Group's environmental management system.

In line with the development of the **Blue Legacy strategic framework**, the Group will progressively advance in the **systematization of environmental management**, including the definition of indicators, targets, and monitoring tools at a consolidated level.



PRECAUTIONARY PRINCIPLE

At the Group, we apply the precautionary principle as a guiding criterion for our environmental management. Within the supply chain, our fisheries assessment methodology stipulates that, in the absence of sufficient scientific information on the status of a fishery, it is automatically assigned a high environmental risk category, prioritizing caution over the presumption of zero impact.

In the operational sphere, we have an Environmental Prevention and Contingency Plan at Sea, developed with the support of Botamavi S.L. in 2025, which establishes specific action protocols in the event of spills or other environmental incidents in the marine environment, ensuring a preventive response before damage occurs.

INVESTMENT RELATED TO THE ENVIRONMENT AND PREVENTION

During the 2025 financial year, we allocated approximately **€389,121** to environmental management and risk prevention, distributed across the following categories, reflecting our commitment to continuous improvement in our environmental performance:

Waste and effluent management	€229,520
Alliances, agreements and sustainability certifications	€97,621
Consulting, environmental regulatory compliance and energy management	€55,883
Environmental civil liability guarantees	€4,650
Environmental prevention and contingency plan at sea	€1,447

FINANCIAL GUARANTEES FOR ENVIRONMENTAL RISKS

The Group does not maintain specific accounting provisions for environmental risks, as these are managed through an **Environmental Civil Liability Insurance**

Policy in force during the financial year, as well as a General Civil Liability Policy that includes coverage for **sudden and accidental pollution**.

5.2. PROTECTING BIODIVERSITY

GRI 3-3; 13.1, 304-1, 304-2, 304-3

WE MANAGE AT THE SOURCE

Marine biodiversity is the foundation upon which our activity is built. Without healthy marine ecosystems and resilient fish stocks, there is no viable value chain.

**WE CONTRIBUTE
TO THE
PRESERVATION
OF OUR OCEANS
AND THEIR
BIODIVERSITY.**

Our main lever for action on biodiversity lies at the origin of our products. Through the fisheries environmental assessment system described in the Responsible Sourcing chapter, which integrates stock status and fishery management, we prioritize sourcing from **fisheries whose ecosystem impacts are assessed and controlled**.

To this end, we established our **First Sustainability Goal associated with prioritized sourcing**.

Additionally, our alliance with the Sustainable Fisheries Partnership (SFP) and our participation in the Global Squid Supply Chain Roundtable form part of **our contribution to the conservation of marine biodiversity**.



5.3. COMMITTING TO A GRADUAL CLIMATE TRANSITION

GRI 3-3; 13.2, 201-2

Climate change constitutes one of the main global challenges, with direct implications for the fishing and seafood sector, whose activity depends on the balance of marine ecosystems.

Factors such as rising water temperatures, ocean acidification, and altered marine currents can affect biodiversity and the availability of fishery resources, generating potential impacts on supply stability and the Group's business model.

In this context, climate change has been identified in the double materiality assessment as a **topic of high relevance**, both for its environmental impacts and for its associated financial and operational risks.

The main risks identified include:

→ **Impact on the fishery resource:**

Climate variations alter the reproductive cycles and distribution of species, which directly conditions the long-term stability of our supply.

→ **Financial and operational impacts:**

The effects of climate change can give rise to tangible economic risks, including

increased energy costs in logistics and industrial refrigeration, as well as stricter regulatory demands regarding decarbonization. Furthermore, the increased frequency of extreme weather events can strain our global value chain.

→ **Stakeholder expectations:** Our customers, partners, and other relevant industry stakeholders express widespread concern regarding this issue.

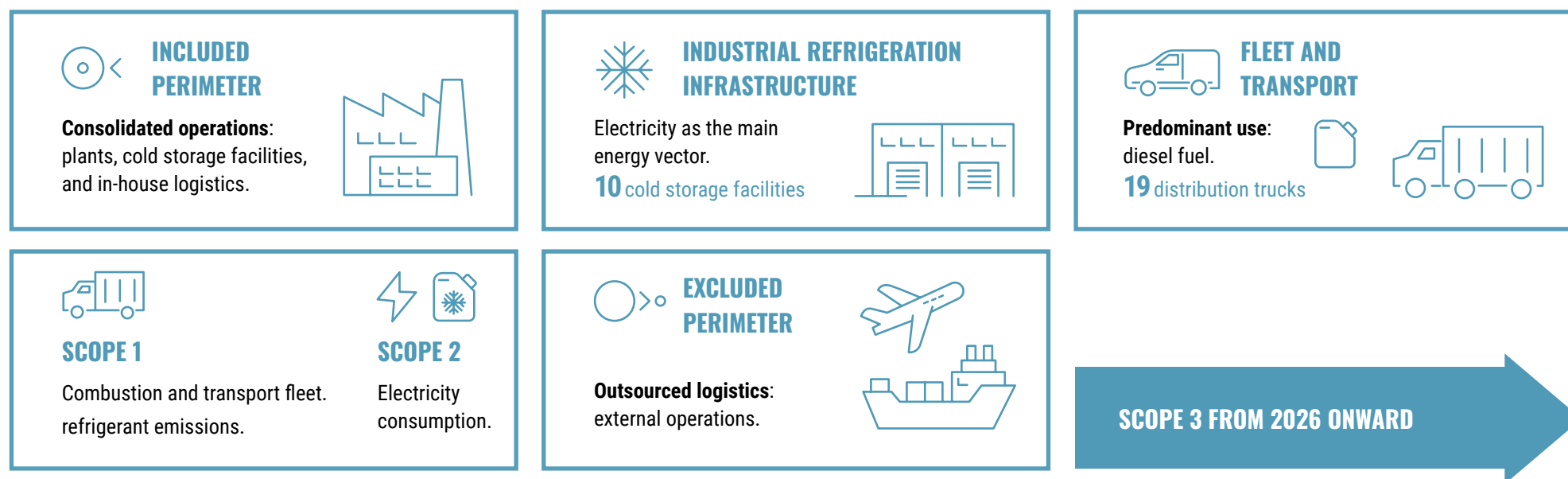
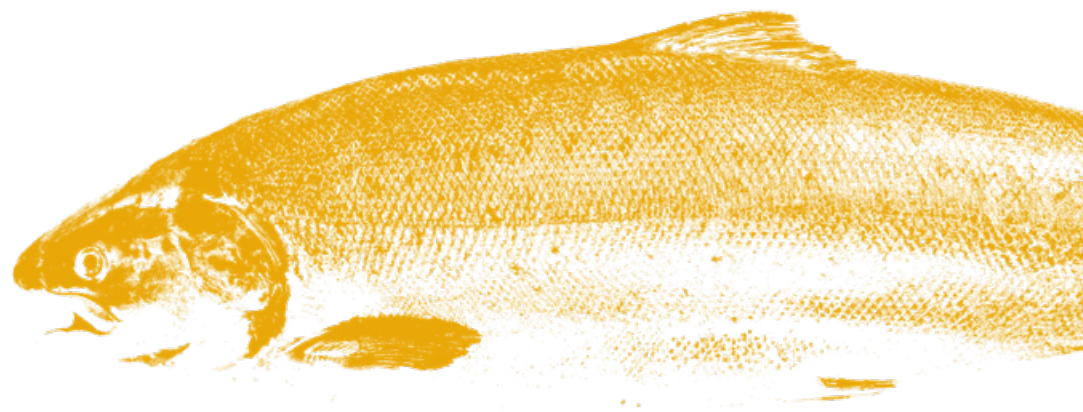
In line with the **Blue Legacy strategic framework**, the Group has initiated a progressive process to integrate the climate variable into its management, aiming to improve its capacity to respond to these risks.



Currently, this approach is articulated through **developing lines of work** aimed at progressively integrating the climate variable into the Group's management:

OUR ENERGY MODEL

The Group's energy model describes how energy is consumed and generated across operations under our operational control, identifies the main energy vectors, and explains how this consumption translates into GHG emissions for management and reporting in accordance with the GHG Protocol methodology.



Perimeter and included sources

The perimeter comprises the Group's consolidated operations, including processing plants, cold storage facilities, storage and distribution centers, as well as the logistics activities under our operational control.

The sources considered include:

→ **Scope 1:** stationary combustion, transport fleet, and fugitive refrigerant emissions.

→ **Scope 2:** electricity consumption in facilities.

Operations without operational control, as well as outsourced logistics, are excluded; their integration will be addressed progressively in the development of Scope 3, starting in 2026.

Industrial refrigeration infrastructure

The Group's main source of energy demand is our industrial refrigeration infrastructure.



We operate a total of ten cold storage facilities distributed among our main companies: three at Fandicosta, six at Bonfrig, and one at San Marco. This infrastructure, together with the industrial sorting and processing operations and associated auxiliary services, explains why electricity is the Group's dominant energy source.

Likewise, the operation of these systems involves the use of refrigerant gases, the

management of which is highly relevant in this context.

Fleet and transport

The second most relevant energy vector is distribution transport. The Group's own fleet is primarily composed of Bonfrig's fleet, which operates 19 trucks (11 owned and 8 under operational leasing arrangements), 6 passenger cars under

lease, and 3 trailers, with diesel as the predominant fuel. The remaining companies have smaller fleets of vehicles, mainly under renting for travel.

International logistics and a significant share of distribution are fully outsourced and, therefore, are not included in the emissions reported for the current financial year.

CALCULATING OUR CARBON FOOTPRINT

GRI 13.1; 305-1, 305-2, 305-4, 305-5

The first step toward reducing greenhouse gas (GHG) emissions is measuring the carbon footprint. Since 2024, our baseline year, we have calculated

Scope 1 and Scope 2 emissions using the GHG Protocol methodology under an operational control approach. This calculation is performed at the Group level, integrating the main operating companies and relevant facilities.

The results obtained allow us **to identify the most significant sources of emissions**, in order to define and prioritize energy efficiency and emissions reduction actions that will enable us to be more effective in reducing our carbon footprint.

OUR CARBON FOOTPRINT*

Indicator

2024

2025

Scope 1 emissions (tCO₂e)

Direct emissions derived from fuel consumption in the Group's own facilities and means of transport under operational control.

1,018.98

972.47

Scope 2 emissions (tCO₂e)

Indirect emissions derived from the consumption of electricity acquired by the Group for the development of our activities.

4,008.30

3,219.10

Total Scope 1 and 2 emissions (tCO₂e)

5,027.29

4,191.57

The results show a 16.6% reduction in total emissions, associated primarily with improvements in electricity consumption efficiency and the evolution of the energy mix.

This improvement is mainly explained by the reduction in Scope 2, driven by the significant increase in self-generated solar photovoltaic energy.

The obtained results enable us to identify the most significant sources of emissions and guide the prioritization of energy efficiency and emissions reduction actions in the coming years.

From 2026 onward, we will move forward with measuring Scope 3 emissions, prioritizing the most relevant categories in the value chain: raw materials, transport

and logistics, and other goods and services. This process will be rolled out gradually, in parallel with strengthening our measurement system, aiming to advance toward a more comprehensive view of the Group's emissions and their future external verification.

* Preliminary data subject to external verification.

OUR ENERGY PERFORMANCE

GRI 302-1, 302-3, 302-4

Energy consumption constitutes one of the main vectors of environmental impact, due to the intensive use of industrial refrigeration in our operations. Activities such as cold storage, warehousing, processing, and logistics require significant energy use, with electricity being the predominant source.

In this context, we systematically monitor the energy consumption of our facilities, aiming to improve data quality,

identify efficiency opportunities, and support operational and investment decision-making.

During the financial year, we promoted actions aimed at optimizing energy consumption, including participation in Energy Saving Certificate (ESC) mechanisms, with an estimated potential for accumulated savings of **5,581 MWh** over the lifetime of the implemented measures.

Furthermore, we have continued to make progress in integrating renewable energies through the development of self-consumption solutions, highlighting the significant increase in solar photovoltaic generation.

This progress is one of the main levers for reducing indirect emissions (Scope 2) and reflects the Group's commitment to the progressive improvement of our energy model.

**WE IMPLEMENT
MEASURES TO
IMPROVE ENERGY
EFFICIENCY.**

OUR TOTAL ENERGY CONSUMPTION		
	2024	2025
Electricity (kWh)	14,646,254.615	14,373,549.241
Combustion (kWh)	1,034,771.111	258,029.742
Vehicles (kWh)	1,908,396.09	1,648,771.626
Total	17,589,421.816	16,280,350.609

	2024	2025
Own photovoltaic generation (kWh)	927.956	1,751,426
Average intensity (kg CO ₂ /kWh)	0.26	0.22



FUTURE MEASURES

At the Group, we have formalized our climate commitment through the Strategic Objective O-ESG03, Progressive Climate Transition, aligned with SDG 13. This objective recognizes that, at this stage, the priority is to build the knowledge base necessary to manage and reduce emissions progressively and in line with science, an essential condition before establishing rigorous quantitative reduction targets.

To move forward in this direction, we have defined a Reduction Measures Plan structured around five axes of action, with a 2025–2030 horizon.

Additionally, the Group will continue to participate in the Energy Saving Certificates (ESC) system, with a cumulative certified potential of 5,581 MWh over the lifetime of the measures already implemented.

REDUCTION MEASURES PLAN

Axis	Main commitments	Horizon	Scope
Efficiency in industrial refrigeration	Variable speed drives in compressors; peak monitoring; waste heat recovery.	2026	Scope 2
Renewable energy	Photovoltaic repowering; green energy procurement analysis.	2026–2030	Scope 2
Digitization and monitoring	Energy management system (EMS); advanced consumption monitoring.	2026–2030	Scopes 1, 2
Fleet and transport	Diagnosis and evaluation of current fleet with possible transition plan; automatic shutdown of equipment.	2026–2027	Scope 1
Culture and purchasing	Annual awareness campaigns; efficient equipment purchasing policy.	Annual / 2026	Scopes 1, 2



5.4. MANAGING WATER RESOURCES RESPONSIBLY

GRI 3-3, 13.7; 303-3, 303-4, 303-5

At WOFCO, water management is most relevant in our industrial processing centers, where cleaning and sanitation operations represent the most significant use of this resource.

We are aware that the quality of our discharges has a direct impact on the ecosystems and communities where we operate, and therefore we maintain rigorous controls on both consumption and the effluents we generate. This management is part of our strategic focus on Blue Legacy principles, which guide our commitment to the health of the oceans and aquatic ecosystems.

Therefore, we monitor water consumption in our main facilities, aiming to improve data quality and identify potential

opportunities for improvement in its management.

In 2025, all water consumed by the Group originated from the public water supply network. Total consumption amounted to 145,848 m³, concentrated mainly in our two industrial processing centers: Fandicosta (75.7% of the total) and San Marco (23.8%). Bonfrig's logistics and storage facilities accounted for the remaining 0.5%. The entities WOFCO and Iluliaq operate within the Fandicosta facilities, and their consumption is therefore included within that site.



OUR WATER CONSUMPTION

Center	Type of activity	Source	Consumption (m ³)	% of total
Fandicosta	Industrial processing	Public network	110,387	75.7%
San Marco	Industrial processing	Public network	34,755	23.8%
Bonfrig	Logistics and warehousing	Public network	706	0.5%
WOFCO / Iluliaq	—	Operates in Fandicosta	—	—
Total			145,848	100%

The Group is currently analyzing and defining a water intensity indicator that is representative of its operations, given the diversity of its processes and work centers. This indicator will be incorporated into our next financial year.

CONTROLLING THE EFFLUENTS GENERATED

Our activity generates effluents derived from cleaning and product handling. Therefore, we monitor industrial and sanitary wastewater **discharges** to ensure that all discharges are carried out in accordance with administrative authorizations and under the control of parameters established by applicable regulations.

In accordance with our internal procedures, wastewater generated at our production facilities is **channeled and treated at the wastewater treatment plant** using physicochemical and biological processes. Furthermore, we regularly verify compliance with the discharge parameters fixed by regulations.

In 2025, an isolated incident occurred at one of the companies (San Marco), when a leachate spill was detected from seafood product containers, posing a risk of reaching the stormwater drainage

system. Once the cause was identified, the affected containers were replaced with watertight units, confirming the cessation of the spill and the elimination of the risk to the public water supply, resulting in no further impact.

€ 135,424.02

TOTAL WWTP EXPENDITURE

(services + electricity)

66,418 m³

ANNUAL TREATED FLOW

(2025)

€ 2.04/m³

UNIT COST

(€/m³ total)



5.5. PREVENTING POLLUTION

GRI 3-3; 13.1, 305-7

Within the framework of Blue Legacy, we assume the commitment to minimize any negative impact derived from our activity that could alter the quality of the environment.

Our seafood processing and preservation activities can generate environmental impacts related to emissions from combustion systems, industrial refrigerant management, and the risk of accidental spills or discharges. We operate under the applicable environmental permits at each of our centers and **maintain operational controls** aimed at preventing any uncontrolled impact on the environment. To this end, we perform regular preventive maintenance at all facilities to ensure efficient combustion and minimize the release of particles or gases.

Furthermore, to protect the integrity of soils and surrounding ecosystems, we

have specific protocols for the **prevention of spills and accidental discharges**. Our management is based on:

→ **Daily operational controls** in the storage and handling areas of substances.

→ **Preventive maintenance** of tanks, pipes, and critical installations to prevent leaks.

Regarding other environmental factors such as **noise, light pollution, and potential odor emissions**, given the technical characteristics of our activity and the location of our facilities, these aspects **do not represent significant impacts** on the environment or on the health and safety of our surroundings.

As part of our evolution towards a more structured environmental management, we are committed to developing a formal



identification of significant environmental aspects and impacts in our production centers in 2026, which will allow us to

prioritize actions and establish measurable improvement objectives in the area of pollution prevention.

5.6. ADVANCING TOWARDS A CIRCULAR ECONOMY

GRI 3-3, 13.8; 306-1, 306-2, 306-3



Our waste and by-product management is carried out according to each plant's internal procedures, prioritizing **prevention, reduction, reuse, and recovery** over disposal. To this end, we promote proper waste segregation at the source and collaborate with authorized waste management companies to guarantee the appropriate treatment of the waste generated.

In 2025, the Group generated a total of 2,207,503 kg of non-hazardous waste

and 159 kg of hazardous waste. Non-hazardous waste is primarily associated with packaging materials, cardboard, plastic, wood, municipal solid waste fractions, and organic waste not considered by-products. Hazardous waste is linked to maintenance operations and industrial consumables and is managed in accordance with applicable regulations and through authorized operators, with full documentary traceability.

WASTE GENERATED

	2025
Non-hazardous waste (kg)	2,207,503
Hazardous waste (kg)	159
Total waste (kg)	2,207,662

RECOVERING VALUE FROM OUR BY-PRODUCTS

Following the principles of **efficiency in the use of raw materials**, we prioritize the prevention and valorization of by-products over their disposal, **implementing recycling and reuse measures** that allow these materials to be reintroduced into new value chains. This approach not only responds to the obligation to report on the environmental effects of our operations but also forms the core of our **actions to combat food waste**, ensuring management that minimizes environmental impact and promotes long-term sustainability.

In the 2025 financial year, we generated a total of **1,690.89 tons** of by-products, which were fully recovered and reintegrated into new value chains, preventing them from being considered food waste and disposed of as refuse, in accordance with applicable regulations. This recovery was achieved through direct sales as a commercial product and management through authorized operators:

BY-PRODUCTS		
Type of by-product	TN	%
Commercial product	311.70	18.4%
Pelagic by-products	1,089.14	64.4%
Cephalopod viscera	282.88	16.7%
Crustaceans and others	7.17	0.5%
Total	1,690.89	100%

The **commercial product** focused on the utilization of heads, bones, and mince, while the remaining by-products are,

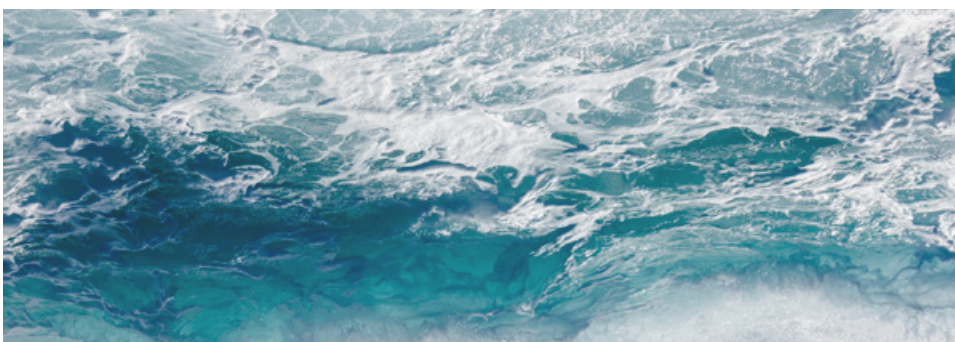
through authorized managers, destined for fishmeal and fish oils for animal feed or other authorized uses.



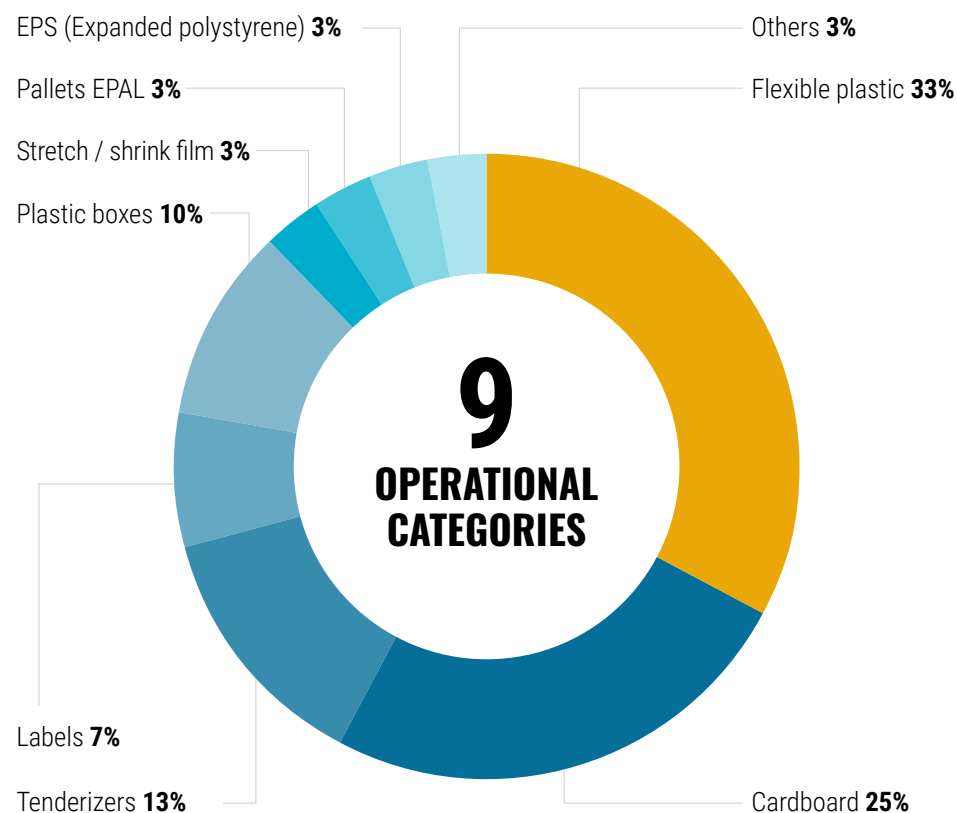
CHARACTERIZATION OF OUR AUXILIARY MATERIALS

In 2025, we conducted **a first systematic analysis of our auxiliary materials**, aiming to map the universe of purchases in this category, classify materials by type and environmental relevance, and establish the basis for a progressively more circular management.

Indicator	Value
Records analyzed	4,787
Number of associated auxiliary material suppliers	120
Prioritized volume coverage	91.4% of total spending
Number of prioritized suppliers of auxiliary materials	34



The analysis enabled the identification and classification of materials into nine operational categories:



This initial classification reveals that packaging materials concentrate the bulk of spending with potential circular environmental impact. Based on this, we narrowed our **focus for circular improvement to packaging materials**, initiating an analysis of the technical declarations and product data sheets obtained from our suppliers.

PACKAGING AND WRAPPING MATERIALS			
Category	% recyclable	% NOT recyclable	% coverage (suppliers)
Cardboard	100%	0%	91%
Flexible plastic	18%	82%	76%
Labels	55%	45%	90%
Stretch/shrink film	18%	82%	46%
EPAL pallets	100%	0%	100%
Plastic boxes	95%	5%	0%
EPS (expanded polystyrene)	0%	100%	0%

The categories with the least coverage correspond mainly to materials of residual use or to suppliers not yet included in the prioritized perimeter of this first exercise, with their progressive expansion expected in future financial years.

As a next step, we are committed to **progressively expanding the scope of recyclability analysis** and incorporating packaging circularity criteria into the supplier approval and evaluation process. These advancements will be coordinated with the formal identification of environmental aspects and impacts planned for 2026, within the framework of the progressive development of the Environmental Management System.



06



PEOPLE AND COMMUNITY



6. PEOPLE AND COMMUNITY

6.1. THE WOFCO TEAM

GRI 2-23, 13-20

Teamwork is one of WOFCO's defining characteristics. In a business model where very diverse stakeholders converge, close collaboration and effective coordination are key to carrying out our daily activities with rigor and excellence. In this context, the people who are part of the company are essential.

Therefore, **we have built a highly professional team**, capable of meeting the organization's challenges with commitment, experience, and a shared vision. We have responsible and independent professionals whose effort and dedication contribute decisively to the Group's growth.

We understand the importance of having a stable team that understands our work methods and corporate philosophy. Therefore, we strive to **offer the best possible working conditions**, in line with the two collective bargaining agreements applicable to the various companies within the Group, which cover 100% of our team:

→ **Provincial Food Trade Collective Agreement**, which applies to WOFCO, Iluliaq, Bonfrig (depending on the workplace), and Ría de Vigo (with no activity).

→ **Collective Agreement for Seafood Processing Companies with Freezing and Cold Storage Processes**, applicable to Fandicosta and San Marco.

We have developed a work environment based on **respect, equal opportunities, non-discrimination, and professional development**.

**417 PROFESSIONALS
GIVE THEIR BEST
EVERY DAY TO
CONTINUE DRIVING
OUR ACTIVITY
AT WOFCO.**



WORKFORCE STRUCTURE

GRI 2-7, 2-8

Our hiring model is geared towards **employee stability and retention.**

Therefore, the majority of current contracts are permanent, reflecting our commitment to maintaining a stable work environment with a strong sense of belonging, in line with the high daily workload characteristic of production activities. In 2025, 94.4% of contracts were permanent.

The following tables utilize the average staffing level for the year:

THE WOFCO TEAM BY RELATIONSHIP AND CONTRACT TYPE

Permanent	Temporary	Total
393	24	417

STAFF DISTRIBUTION BY CONTRACT TYPE, PROFESSIONAL CATEGORY, AND GENDER

PERMANENT (WOFCO GROUP)			Men				Women		
Category	<30	30-50	>50	<30	30-50	>50	Subtotal		
Management staff	0.2	10.6	2.0	-	8.8	2.0	23.6		
Middle management	-	7.2	5.6	-	5.1	1.0	19.0		
Technical and administrative staff	1.1	17.8	11.0	2.1	34.6	11.3	77.9		
Qualified personnel	4.7	8.5	5.0	4.9	18.5	7.3	48.8		
Operational staff	11.1	54.3	39.1	3.5	42.3	73.9	224.2		
Grand Total	17.1	98.4	62.8	10.5	109.2	95.5	393.4		

STAFF DISTRIBUTION BY CONTRACT TYPE, PROFESSIONAL CATEGORY, AND GENDER

TEMPORARY (WOFCO GROUP)			Men				Women		
Category	<30	30-50	>50	<30	30-50	>50	Subtotal		
Management staff	-	-	-	-	-	-	-		
Middle management	-	-	0.8	-	-	-	0.8		
Technical and administrative staff	0.0	0.3	-	2.1	0.3	0.1	2.8		
Qualified personnel	0.4	0.5	-	0.5	0.3	-	1.7		
Operational staff	3.3	6.1	3.9	0.1	2.7	2.1	18.2		
Grand Total	3.8	6.8	4.7	2.7	3.4	2.2	23.5		

Likewise, **98.25% of the workforce has a full-time contract**, except for a small percentage of cases associated with partial retirements or reduced working hours for family reasons requested by employees in accordance with current regulations.

STAFF DISTRIBUTION BY TYPE OF WORK SCHEDULE

Full-time	Part-time	Total
98.25%	1.75%	100%

Our team thrives on diversity with professionals from **16 nationalities**, which is a great asset for the Group, complemented by the existing generational diversity.

STAFF DISTRIBUTION BY NATIONALITY, CONTRACT TYPE AND GENDER

2025	Permanent		Temporary		
Country	Men	Women	Men	Women	Total
Argentina	1	0.8	0	0	1.8
Bolivia	1	0	0	0	1
Brazil	0	0.4	0	0.6	1
China	1	0	0	0	1
Colombia	0	1	0	0	1
Ecuador	0	1.6	0	0	1.6
Spain	164	203	10.8	7.6	385.4
England	1	0	0	0	1
Italy	2	0	0.3	0	23
Lithuania	0	0.9	0	0	0.9
Nigeria	0.5	0	0.3	0	0.9
Peru	1	0.6	0	0	1.6
Portugal	1.3	2	0.5	0	3.7
Romania	1	0	0.7	0	1.7
Senegal	7.8	1	2.2	0	11
Venezuela	0	0.5	0.4	0.1	1
TOTAL	182	212	15	8	417

STAFF DISTRIBUTION BY NATIONALITY, AGE AND GENDER							
2025	<30		30-50		>50		
Country	Men	Women	Men	Women	Men	Women	Total
Argentina	0	0	0	0.8	1	0	1.8
Bolivia	0	0	1	0	0	0	1
Brazil	0	0	0	1	0	0	1
China	0	0	0	0	1	0	1
Colombia	0	0	0	1	0	0	1
Ecuador	0	0	0	1.6	0	0	1.6
Spain	15.6	11.7	96	102	63.9	96.7	385.9
England	0	0	0	0	1	0	1
Italy	0.3	0	1	0	1	0	23
Lithuania	0	0	0	0.9	0	0	0.9
Nigeria	0.9	0	0	0	0	0	0.9
Peru	0	0.6	1	0	0	0	1.6
Portugal	0	0	1.3	1	0.5	1	3.7
Romania	1	0	0.7	0	0	0	1.7
Senegal	3.6	0	4.4	1	2	0	11
Venezuela	0	0	0.4	0.6	0	0	1
TOTAL	21	12	106	110	70	98	417

TURNOVER RATE	
Voluntary	6%
Involuntary	22.06%
Total	28.06%
Men	64.96%
Women	35.04%



The number of layoffs by gender, age and professional category in the WOFCO Group in 2025 is as follows:

LAYOFFS (WOFCO GROUP)							
Category	Men			Women			Total
	<30	30-50	>50	<30	30-50	>50	
Management staff	-	-	-	-	-	-	-
Middle management	-	2	1	-	-	-	3
Technical and administrative staff	-	1	-	-	4	-	5
Qualified personnel	2	-	-	-	2	2	6
Operational staff	-	9	8	-	3	1	21
Grand Total	2	12	9	-	9	3	35

WORK ORGANIZATION AND EMPLOYMENT MODELS

The working day within the Group is generally organized on an eight-hour daily basis, from Monday to Friday.

Working schedules are adapted to the nature of the different functions and the operational needs of the business, combining morning and afternoon shifts

with rotating schemes in areas linked to production activities, aiming to guarantee operational continuity.

This organization is established in alignment with the applicable labor regulations and current collective bargaining agreements.



EQUALITY, DIVERSITY, INCLUSION, AND WORK-LIFE BALANCE

GRI 13.15; 405-2, 406-1, GRI 13.21

At WOFCO, we guarantee compensation aligned with the responsibilities, skills, and capabilities of each individual, as the foundation for team commitment and cohesion.

Equal opportunity is a fundamental principle for WOFCO and is reflected in the **balanced composition of our workforce**, which comprises 53.6% women and 46.4% men, all of whom are qualified professionals for the development of the Group's activities.

This commitment is embedded in each company's **Code of Ethics**, which explicitly prohibits discrimination based on gender, origin, nationality, age, or any other personal condition, and is mandatory for all employees. **Equal treatment and equal opportunities** are an integral part of the Group's day-to-day operations and are applied throughout the entire organization.

Measures to promote inclusion



COMPLIANCE WITH THE LEGAL QUOTA FOR HIRING PEOPLE WITH DISABILITIES

We comply with the legal requirement for the employment of people with disabilities, ensuring equal conditions. Currently, we have 10.65 employees, representing **2.5% of the Group's workforce**, with roles adapted to their individual needs.



MULTICULTURAL INTEGRATION AND DIVERSITY OF NATIONALITIES

We have professionals from multiple countries, reflecting an inclusive hiring policy based on capabilities rather than origin. This has created a multicultural work environment that fosters racial and cultural integration, while enriching our day-to-day work with diverse perspectives.

All companies in the Group comply with legal requirements regarding pay registers and wage gap analysis, without any unjustified deviations identified.

The following are the adjusted average salaries by professional category, age, and gender for the year 2025:

WOFCO GROUP						
Category	Men			Women		
	<30	30-50	>50	<30	30-50	>50
Directors	-	€66,664.26	€69,674.26	-	€52,208.17	€52,953.47
Middle management	-	€44,167.33	€55,825.14	-	€40,838.54	-
Technical and administrative staff	€21,312.36	€34,387.76	€36,402.63	€24,357.46	€25,949.12	€29,371.54
Qualified personnel	€22,386.20	€27,297.44	€29,914.55	€20,652.16	€22,704.89	€24,954.90
Operational staff	€18,881.65	€20,933.47	€22,492.03	€17,582.48	€18,293.07	€19,558.21

The information collected in this table constitutes the basis for measuring the gender pay gap, which stands below the thresholds established by current regulations.

Regarding **work organization**, we guarantee compliance with measures designed to facilitate work-life balance and promote its shared responsibility

between both parents, in accordance with the provisions of the applicable collective bargaining agreements.

This regulatory framework ensures the organization of working hours and respect for employees' rights within the context of social dialogue, forming the foundation of our personnel management policy in this area.

Additionally, we have a **digital disconnection protocol** aimed at supporting this balance after working hours. Through this protocol, we guarantee digital disconnection during rest periods, leaves, and vacations, as well as personal and family privacy.

Currently, 100% of the workforce is covered by applicable collective bargaining

agreements. Likewise, we maintain open channels for information and consultation, including a whistleblowing channel (described in the anti-corruption section) that reinforces two-way communication and respect for workers' rights.

HEALTH, SAFETY, AND WELL-BEING AT WORK

GRI 13.19; 403-2, 403-5, 403-9

At WOFCO, the safety and health of our team is an absolute and non-negotiable priority. We understand that **protecting the physical integrity and emotional well-being** of every individual within the company is the foundation upon which we build our operational excellence. We cannot conceive the growth of our business without simultaneously guaranteeing safe, healthy, and dignified working environments across all production facilities and offices globally.

Our management is based on a **proactive, preventive culture** that goes beyond strict regulatory compliance. Through the constant identification of risks, investment in state-of-the-art equipment, and the continuous training of our professionals, we work daily to eliminate hazards at their source and mitigate any health impacts.

To embed this culture, we are governed by a company-specific **Occupational Risk**

Prevention Policy, which establishes a commitment to achieving the highest levels of safety for our entire team. Through this policy, we guarantee strict compliance with current legislation, while integrating best practices from the fishing industry.

In alignment with this policy, we work proactively on the **systematic identification, evaluation, and elimination of hazards** that could affect the safety and health of individuals or the integrity of our processes. In this sense, we understand prevention as an intrinsic part of all working arrangements; therefore, we integrate it transversally across technical processes, work organization, and all levels of the hierarchical structure.

Likewise, we assume that responsibility for prevention is shared from senior management and middle management down to every single employee.

Similarly, we promote consultation and participation among team members and their representatives, continuously driving improvements to our preventive management system. In the case of Fandicosta, it has a Works Council and a Health and Safety Committee; San Marco has three employee representatives. The remaining companies maintain direct communication between employees and senior management.

To implement this policy and its commitments, each company has its **own Occupational Risk Prevention Plan**, which establishes the guidelines to follow to integrate a preventive culture at all levels of the Group.

Additionally, we rely on **external prevention services** covering the areas of occupational safety, industrial hygiene, ergonomics, psychosocial factors, and occupational medicine within each company.



ABSENTEEISM RATE BY GENDER

	Men	Women	Total
Absent hours	44,413	45,899	90,312
Theoretical hours	341,034	394,083	735,117
Total rate	13.02%	11.65%	12.29%

TYPE OF ABSENCE

	Hours	%
Sick leave / rest	51,499.60	7.01%
Workplace accident	8,814.50	1.20%
Paternity / maternity / breastfeeding	5,740.00	0.78%
Family illness	4,695.31	0.64%
Medical consultation	2,836.88	0.39%
Union hours	922.92	0.13%
Others	3,112.42	0.42%

ACCIDENT DATA

	Total
Frequency rate	51.69
Severity rate	1.81
Number of accidents	38
Accidents - men	23
Accidents - women	15
Hours worked	735,117
Lost days	1,333

During the current financial year, **no occupational diseases were recorded or reported** among the staff, maintaining a figure of zero cases for both men and women.

The 2025 results constitute the Group's consolidated baseline. We operate in

a labor-intensive sector, with seafood handling, processing, and logistics activities that entail an inherent exposure to physical risks. From this financial year onward, these indicators will serve as a systematic reference for monitoring the Group's performance, guiding the prioritization of preventive actions.

PROMOTING TALENT DEVELOPMENT

GRI 404-1

Talent management and professional development for individuals within WOFCO are addressed progressively, adapting to the operational needs of each company integrating the Group. Each company has internal practices in place to assess individual contributions and facilitate growth opportunities.



We promote development through:

→ Identifying **employees with the potential** to assume greater responsibilities.

→ **Internal coverage of positions** requiring new capabilities, whenever possible.

→ Developing **training activities aligned with the needs identified** by managers and employees, in line with training procedures already in place in some Group companies.

In 2025, we recorded a total of **4,042.5 hours of training** for Group employees, with an average of 9.69 hours of training per person.

TRAINING HOURS BY TOPIC

	2025
Ethics, governance and compliance	1,181
Food safety and quality	401.50
Technical and operational skills	2,135
Safety and health	295
Soft skills and professional development	30
Total training hours	4,042.5



TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

Professional category	Men	Women	Total
Executive	104	137	241
Middle management	443	107	550
Technical and administrative staff	410	381	791
Qualified personnel	342	234.5	576.5
Operational staff	1,643.5	240.5	1,884
Total	2,942.5	1,100	4,042.5

**TRAINING HOURS BY PROFESSIONAL CATEGORY AND TOPIC**

Topic	Executive	Middle management	Technical and administrative staff	Qualified personnel	Operational staff	Total
Food quality and safety	-	97	20	41.5	243	401.5
Technical and operational skills	199	287	473	353	823	2,135
Soft skills and professional development	-	-	-	-	30	30
Safety and health	-	22	101	44	128	295
Ethics, governance and compliance	42	144	197	138	660	1,181
Total	241	550	791	576.5	1,884	4,042.5

TRAINING HOURS BY AGE GROUP AND PROFESSIONAL CATEGORY

Age group	Executive	Middle management	Technical and administrative staff	Qualified personnel	Operational staff	Total
<30 years	-	-	50	144	300	494
30-50 years	219	309.5	610	347.5	977	2463
>50 years	22	240.5	131	85	607	1,085.5
Total	241	550	791	576.5	1,884	4,042.5



Likewise, aiming to **identify the team's training needs** and design an appropriately adapted training plan, in 2025, we conducted several surveys where employees were able to outline their needs.

PRIORITIZING INTERNAL TALENT

At WOFCO, we offer our employees internal promotion opportunities, applying this practice flexibly in accordance with the needs of each company within the Group. To this end, we **accept applications from internal**

personnel when a position needs to be filled, particularly for operational or administrative profiles where internal candidates may be available.

When a vacancy is **open to team members**, area managers can inform the teams verbally or directly, allowing any interested person to express their intention to apply. These internal applications are incorporated into the selection process alongside external applications, taking into account prior experience, job knowledge, and demonstrated competencies.

6.2. MAINTAINING CUSTOMER AND CONSUMER TRUST

ENSURING FOOD QUALITY AND SAFETY

GRI 416

In our business, it is essential to guarantee the food safety of the products we market at all times, while also striving to deliver the highest quality. To achieve this, we possess a **Quality and Food Safety Policy** that establishes the framework for ensuring compliance with current legislation, as well as the quality specifications established by the Group.

The objective is **to meet the expectations of our clients and consumers** through continuous improvement, a cross-cutting food safety culture in everything we do, adequacy of resources, production based on compliance with established requirements, and control over food fraud processes in raw material procurement and product processing.

To accomplish this, we apply procedures that enable us to guarantee food quality and safety at every stage of the process, from catch and processing through to import, marketing, and distribution. Furthermore, we ensure that these procedures are implemented by all Group companies and strategic allies, guaranteeing consistency, control, and traceability across every operation.

We reinforce this commitment with International Featured Standards (IFS) certification, one of the most demanding international standards in the food sector, recognized by the Global Food Safety Initiative (GFSI). This scheme establishes requirements strictly regarding hygiene, traceability,

risk control, process management, and product safety.

A total of 66 production plants with which we work and collaborate are **certified under this standard**, which guarantees that production processes, hygienic-sanitary controls, and management systems meet the market's most demanding requirements.

Likewise, since 2021 and renewed annually, we hold **IFS Broker certification** at the Group level, having passed an audit that guarantees that both the import and export of all our products are carried out following the highest quality standards. In this manner, we ensure that our commercial processes and suppliers comply with current regulations and all regulatory requirements.

This approach is integrated into a **corporate food safety framework** that includes internal policies, standard operating procedures, and documentary control mechanisms applicable to all companies included within the NFIS perimeter.

ENSURING THE SAFETY AND WHOLESOMENESS OF THE PRODUCTS WE MARKET IS ESSENTIAL TO PRESERVING THE TRUST OF OUR CUSTOMERS AND CONSUMERS.

INSTRUMENTS OF OUR FOOD SAFETY MANAGEMENT SYSTEM



Additionally, each IFS-certified company has its own **Food Safety Culture Plan**, with periodic meetings held to address food safety matters. We also analyze specific topics related to specifications, traceability, labeling, food fraud, and legislation on a monthly basis, sharing food safety results internally through informative posters.

In 2025, **the volume of quality testing performed increased** significantly compared to previous years, demonstrating our commitment to excellence, quality, and food safety, in line with the evolution of the Group's activity volume.

EVOLUTION OF PRODUCTS AND PARAMETERS ANALYZED

	2023	2024	2025	Trend
Products	975	1,920	2,742	43%
Parameters	1,491	4,650	5,112	10%
Total	2,466	6,570	7,854	19.5%

*Data exclusive to Worldwide Fishing Company and Fandicosta.



COMMITTED TO EXCELLENCE

The relationship with our clients constitutes a strategic pillar of the Group's business model. We operate in a demanding international environment where trust, supply reliability, and information transparency are decisive elements for consolidating **long-term business relationships**.

The relationship model combines commercial proximity, technical adaptation to specific requirements, structured satisfaction monitoring, and a formal system for managing claims and continuous improvement.

In this context, it is essential to provide customers with **effective channels to convey any communication** related to our products and their management, including potential claims. To this end, we possess a formal management and follow-up procedure governing the receipt of claims from direct customers, distributors, or other agents; their registration in the internal system; classification by typology;

technical and commercial analysis; root cause investigation when applicable; definition and implementation of corrective actions; formal closure of the process; and communication to the customer, as well as subsequent follow-up on actions taken.

In 2025, we received a total of 86 claims from our customers, with 30% corresponding to food safety and wholesomeness, 57% to product quality, 12% to information and compliance, and 1% to commercial service. An increase occurred compared to previous years, although the **rate per 100 MT remains very low, standing at 0.11**.

EVOLUTION OF CLAIMS RECEIVED

	2023	2024	2025
Monthly total	64	51	86
Claims/100TM	0.12	0.08	0.11



6.3. COMMITTED TO OUR COMMUNITIES

PRESENCE IN COASTAL AND PORT COMMUNITIES

GRI 13-12; 413-1

Our activities do not take place in isolation, but rather form an integral part of the social and economic fabric of the coastal and port communities that host us. Under the Blue Legacy framework, **we support**

various social action initiatives across the communities where we operate.

Our **relationship with the community** is structured around three main axes of action:

1 Socio-economic revitalization and local job creation

We are a driving force for employment in strategic locations such as Vigo and other international operational hubs. We prioritize **hiring local professionals** and foster collaboration with nearby suppliers, thereby strengthening the local industrial fabric and reducing our logistical footprint.

Given the geographical location of the Group's companies, with a concentrated

presence in Galicia, we have defined this region as our benchmark for measuring local employment. Within this framework, **100% of our workforce corresponds to local employment**, contributing to the economic stability of the coastal communities linked to the fishing and food sectors where we conduct our activities.

Beyond direct employment, WOFCO's activities mobilize additional jobs throughout our value chain through partners and strategic allies operating in various markets and fishing grounds. Although this indirect impact falls outside the scope of the consolidated companies, it forms part of the Group's business model and our broader contribution to the sector.

FOR WOFCO, BEING A BENCHMARK IN THE SECTOR ALSO MEANS SUPPORTING THE ECONOMIC STABILITY OF THE FAMILIES WHO DEPEND ON THE SEA.





2 Corporate citizenship and social action

Within the Group, we maintain an active commitment to the communities where we operate, materialized through **social action initiatives** distributed across three fields of action.

→ Supporting local sports and culture.

We believe in sport as a vehicle for social cohesion and healthy habits. Therefore, we support organizations such as CD Moaña, Chapela FC, and the Automobile Federation of the Principality of Asturias. Likewise, we promote local traditions through donations to the Fiesta del Carmen and our collaboration with the Rande Sports and Cultural Association.

→ Social welfare and community support.

Our presence in strategic hubs translates into close collaboration with local associations. Notable examples include contributions to the Domaio Neighborhood Association, linked to Fandicosta's activities, and support for the Casa Caridad Social Center through

San Marco, contributing to the protection of vulnerable groups in our surroundings.

→ Education, talent, and sustainability.

We invest in capacity building through a dedicated fund for scholarships, reinforcing our commitment to training the new generations. Likewise, we collaborate with the World Sustainability Foundation, extending our commitment to sustainability beyond our direct operational scope.

It is worth highlighting our **collaboration with universities, institutes, and other educational entities**, through which we promote various initiatives aimed at developing young talent, including scholarships and internship opportunities for university and secondary school students. By doing so, we help connect young people to the professional environment, fostering their acquisition of experience, skills, and key knowledge to enhance their employability.

Partnerships with educational institutions to strengthen education



University scholarships



University scholarships



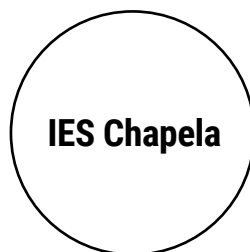
University scholarships



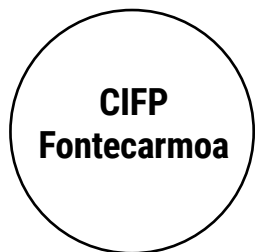
University scholarships



Secondary education internships



Secondary education internships



Secondary education internships



Secondary education internships



Secondary education internships

This focus on training and support during early professional stages reflects our dedication to the labor integration of new generations and to building a **more robust and sustainable future of work**.

In total, through all these initiatives we mobilized **more than €73,700 in direct donations and sponsorships** in 2025.

Furthermore, we maintain active collaboration with various leading industry associations, aiming to reinforce our positioning, anticipate major sector challenges, and contribute to developing a **more competitive, innovative, and sustainable business environment**.

Participation in these types of organizations promotes knowledge exchange, access to strategic and regulatory information, adoption of best practices, and creation of platforms for dialogue and cooperation with other value chain actors. It also enables us to be present in key forums for trend analysis, sector interest advocacy, and promotion of initiatives linked to quality, food safety, internationalization, sustainability, and operational efficiency.



Agreements with industry associations



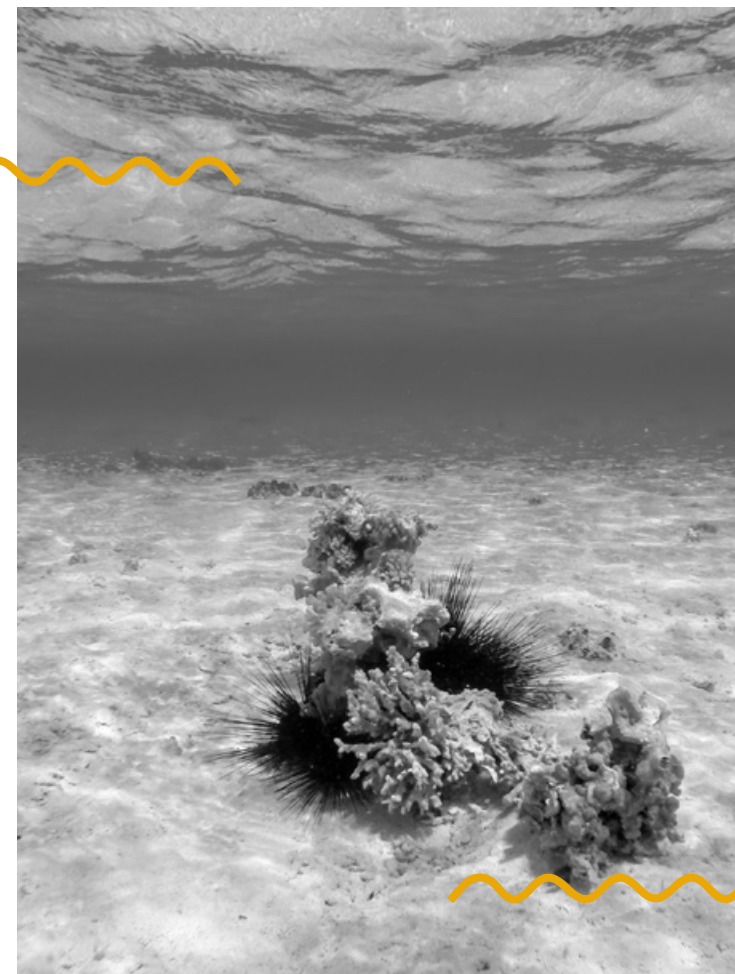
Spanish Association of Wholesalers, Importers, Exporters and Processors of Fishery and Aquaculture Products, established as a benchmark organization for seafood products, especially in the frozen sector in Spain.



Business organization linked to the marine-industrial complex, providing support to companies in the marine-food sector and developing high-value services related to innovation, competitiveness, sustainability, internationalization, and technical counsel.



One of the country's leading business associations, bringing together companies from across the entire value chain—from producers and manufacturers to logistics operators and distributors—to drive collaboration, efficiency, and process improvement in sectors such as consumer goods, food, and distribution.



TODAY, WE WRITE THE FIRST PAGES OF THE BLUE LEGACY STORY

The roadmap that marks the beginning of our journey toward a more sustainable future.

At WOFCO, we understand that our very reason for being depends on the health of the ecosystems that sustain us. We therefore work to ensure that the well-being of the oceans continues to drive our ability to provide the best seafood in the world.

This report is not an endpoint, but rather a firm commitment to continue moving forward, so that future generations can enjoy a sea as vibrant and bountiful as the one we know today.

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ANNEX



7. ANNEX

7.1. LAW 11/2018 CONTENT INDEX

GRI 1

In accordance with Law 11/2018 of December 28 on non-financial information and diversity, the traceability table below links each requirement of the law with the GRI indicators used to address them, as well as the specific chapters and sections of this document where the relevant information can be found.

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT					
Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Reporting framework	Standard chosen and reporting and verification period		GRI 1, 2-3	B1 – Basis for preparation	1. About this report
Business model	Description of the group's business model		GRI 2-1, 2-2, 2-6, 2-9, 2-11, 2-12, 2-13	B1 – Basis for preparation C1 – Strategy: business model and sustainability – Related initiatives	2. WOFCO: a maritime tradition with a vision for the future
	Main markets and products/services		GRI 2-6	B1 – Basis for preparation C1 – Strategy: business model and sustainability – Related initiatives	2. WOFCO: a maritime tradition with a vision for the future
Information on environmental matters	Policies	Policies applied by the company	GRI 2-22, 2-23, 2-24	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	2.3. Blue Legacy: a commitment born from the ocean 4. Responsible Sourcing 5. Production and Environment

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
	Key risks	Key risks related to these matters linked to the company's activities	GRI 2-16, 2-25, 3-1, 3-2	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy	2.3. Blue Legacy: a commitment born from the ocean 3.2. Ensuring regulatory compliance
	General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	GRI 3-3	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy	2.3. Blue Legacy: a commitment born from the ocean
		Environmental assessment or certification procedures	GRI 2-25	-	5.1. Environmental management
		Application of the precautionary principle	GRI 2-25	-	5.1. Environmental management
	Pollution	Measures to prevent, reduce or mitigate carbon emissions	GRI 3-3, 13.1, 305-7	B3 – Energy and greenhouse gas emissions B4 – Air, water and soil pollution C3 – GHG reduction targets and climate transition C4 – Climate risks	5.5. Preventing pollution

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
	Circular economy and waste prevention and management	Prevention, recycling, and reuse measures	GRI 3-3, 13.8, 306-1, 306-2, 306-3	B7 – Resource use, circular economy and waste management	5.6. Advancing towards a circular economy
	Sustainable use of resources	Water consumption and water supply in accordance with local limitations	GRI 3-3, 13.7; 303-3, 303-4, 303-5	6 - Water	5.4. Managing water resources appropriately
		Consumption of raw materials and the measures taken to improve resource efficiency	GRI 2-23, 13.3, 13.4, 13.11; 101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8	-	4.1. Prioritizing sustainable fishing
		Energy	GRI 3-3; 13.2, 201-2	B3 – Energy and greenhouse gas emissions	5.3. Committing to a gradual climate transition
	Climate change	Greenhouse Gas Emissions	GRI 3-3, 13.1; 305-1, 305-2, 305-4, 305-5	B3 – Energy and greenhouse gas emissions	5.3. Committing to a gradual climate transition
		Measures taken to adapt to the consequences of climate change	GRI 3-3, 13.2, 305-5	C3 – GHG reduction targets and climate transition	5.3. Committing to a gradual climate transition
		Medium- and long-term reduction targets established voluntarily to reduce GHG emissions	GRI 3-3, 13.2	C3 – GHG reduction targets and climate transition	5.3. Committing to a gradual climate transition

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
	Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 2-23, 13.3, 13.4, 13.11; 101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8	B5 - Biodiversity	4.1. Prioritizing sustainable fishing
			GRI 2-23, 13.3, 13.4, 13.11; 101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8	B5 - Biodiversity	4.1. Prioritizing sustainable fishing
Information on social and employee-related matters	Policies	Policies applied by the company	GRI 2-22, 2-23, 2-24	B2 – Practices, policies and future initiatives for the transition to a more sustainable economy C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy C6 – Additional information on the own workforce: human rights policies and processes	2.3. Blue Legacy: a commitment born from the ocean 6. People and Community
	Key risks	Key risks related to these matters linked to the company's activities	GRI 2-25	-	2.3. Blue Legacy: a commitment born from the ocean
	Employment	Total number of employees and distribution (gender, contract type, working hours, region)	GRI 2-7	B8 – Active population – General characteristics	6.1. The WOFCO team

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information on social and employee-related matters	Employment	Number of layoffs, hires and geographical mobility	GRI 401-1	B8 – Active population – General characteristics	6.1. The WOFCO team
		Remuneration: gender pay gap, average pay and trends	GRI 405-2	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team
		Implementation of right-to-disconnect measures	GRI 404-2	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Employees with disabilities	GRI 405-1	B8 – Active population – General characteristics	6.1. The WOFCO team
	Work organization	Organization of working time	GRI 2-7	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Number of hours of absenteeism	GRI 403-2	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Measures aimed at facilitating work-life balance	GRI 3-3, 401-3	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
	Health and safety	Occupational health and safety conditions	GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8	B9 – Workforce – Health and safety	6.1. The WOFCO team

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information on social and employee-related matters		Work-related injuries (frequency and severity) disaggregated by gender	GRI 403-9	B9 – Workforce – Health and safety	6.1. The WOFCO team
			GRI 403-10	B9 – Workforce – Health and safety	6.1. The WOFCO team
	Social relationships	Organization of social dialogue, including procedures for informing and consulting staff and negotiating with them	GRI 403-1	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team
		Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team
		Assessment of collective agreements, particularly in the field of occupational health and safety	GRI 403-4	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team
	Training	Policies implemented in the field of training	GRI 3-3 y 404-2	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information on social and employee-related matters	Training	Total number of training hours by professional category	GRI 404-1	B10 – Workforce – Remuneration, collective bargaining and training	6.1. The WOFCO team
	Accessibility	Universal accessibility for people with disabilities	GRI 3-3	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
	Equality	Measures adopted to promote equal treatment and opportunities between men and women	GRI 3-3	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Equality plans	GRI 3-3	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Measures adopted to promote employment	GRI 3-3, 404-2	C5 – Additional (general) characteristics of the workforce	6.1. The WOFCO team
		Policy against all types of discrimination and, where applicable, diversity management	GRI 3-3, 406-1	C6 – Additional information on the own workforce: human rights policies and processes	6.1. The WOFCO team
Information on respect for human rights	Policies	Policies applied by the company	GRI 3-3, 410-1, 412-2	C6 – Additional information on the own workforce: human rights policies and processes	2.3. Blue Legacy: a commitment born from the ocean

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information on respect for human rights	Key risks	Key risks related to these matters linked to the company's activities	GRI 2-25	-	2.3. Blue Legacy: a commitment born from the ocean
	Human Rights	Application of human rights due diligence procedures	GRI 3-3, 414-2	C6 – Additional information on the own workforce: human rights policies and processes	4.2. Together with our suppliers towards sustainability
		Prevention of risks of human rights violations	GRI 3-3, 410-1, 412-1	C6 – Additional information on the own workforce: human rights policies and processes	4.2. Together with our suppliers towards sustainability
		Grievances regarding cases of human rights violations	GRI 2-26, 419-1	C7 – Serious negative incidents related to human rights	4.2. Together with our suppliers towards sustainability
		Promotion of and compliance with the provisions of the fundamental ILO conventions relating to respect for freedom of association and the right to collective bargaining	GRI 3-3	C6 – Additional information on the own workforce: human rights policies and processes	4.2. Together with our suppliers towards sustainability

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Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information relating to the fight against corruption and bribery	Policies	Policies applied by the company	GRI 3-3, 205-2, 206-1	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	2.3. Blue Legacy: a commitment born from the ocean 3.3. Acting with integrity
	Key risks	Key risks related to these matters linked to the company's activities	GRI 2-25	-	2.3. Blue Legacy: a commitment born from the ocean
	Corruption and bribery	Measures adopted to prevent corruption and bribery	GRI 3-3, 205-3	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy B11 – Convictions and fines for corruption and bribery	3.3. Acting with integrity
		Measures to combat money laundering	GRI 3-3	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	3.3. Acting with integrity
		Contributions to foundations and non-profit organizations	GRI 3-3, 201-1, 203-2	-	6.3. Committed to our communities
Information about society	Policies	Policies applied by the company	GRI 3-3	C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	6.3. Committed to our communities

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information about society	Key risks	Key risks related to these matters linked to the company's activities	GRI 2-25	-	2.3. Blue Legacy: a commitment born from the ocean
	Company commitments to sustainable development	Impact of the company's activity on employment and local development	GRI 203-2, 204-1, 413-1	-	2.3. Blue Legacy: a commitment born from the ocean
		Impact of the company's activity on local populations and the territory	GRI 203-2, 413-1	-	6.3. Committed to our communities
		Relationships maintained with local community stakeholders and methods of dialogue with them	GRI 2-29, 413-1	-	2.3. Blue Legacy: a commitment born from the ocean
		Partnership or sponsorship actions	GRI 201-1	-	6.3. Committed to our communities

CONTENTS OF THE NON-FINANCIAL INFORMATION STATEMENT

Requirements of Law 11/2018 NFIS			Related GRI Standards	Related VSME Standards	Report Reference
Information about society	Subcontracting and suppliers	Inclusion of social, gender equality and environmental matters in the procurement policy	GRI 3-3	-	4.2. Together with our suppliers towards sustainability
		Consideration of social and environmental responsibility in relationships with suppliers and subcontractors	GRI 308-1, 308-2, 414-1	-	4.2. Together with our suppliers towards sustainability
		Monitoring and auditing systems and their results	GRI 308-1	-	4.2. Together with our suppliers towards sustainability
	Consumers	Measures for consumer health and safety	GRI 13-23; 416-1, 416-2, 417-1	-	3.4. Transparency for the consumer 6.2. Maintaining customer and consumer trust
		Grievance mechanisms, complaints received and their resolution	GRI 2-26	-	6.2. Maintaining customer and consumer trust
	Tax information		GRI 201-1, 201-4	-	3.3. Acting with integrity



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