

# NON- FINANCIAL INFORMATION STATEMENT

CORPORACIÓN EMPRESARIAL  
JESÚS ALONSO, S.L.

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# 1. CORPORACIÓN EMPRESARIAL JESÚS ALONSO, S.L.



# 1. CORPORACIÓN EMPRESARIAL JESÚS ALONSO, S.L.

## 1.1. SCOPE OF COMPANIES

Corporación Empresarial Jesús Alonso S.L, the holding company of the Group, was incorporated as a Private Partnership on August 29, 2011. The head office is registered at Calle Vimieiro 20, in the town of Boiro (A Coruña) and the company accounts are deposited in the Companies' Registry of Santiago de Compostela.

Corporación Empresarial Jesús Alonso S.L (hereinafter, JEALSA) is a world food company specialized in the production and distribution of Canned Fish and Shellfish in a sustainable way by means of its efforts focused on environmental protection and social responsibility.

Its main activity is the management, handling and operation of the corporations and shares, equity holdings or fees of the subsidiary companies. The most significant activities of the companies that belong to JEALSA are listed below:

- Production and marketing of all types of canned fish, shellfish and food, which have been mainly obtained from the sea, fishing activities and sea farming.
- Production and marketing of fishmeal and pet food.
- Distribution of natural products purchased to third parties.
- The operation of vessels engaged in tuna fishing, the development of cold storage industries to freeze, preserve and process raw materials as well as selling and purchasing them.
- Waste production, reuse and recycling, especially those derived from the activity itself.
- Purchase, sale, marketing, transformation and processing of oil, fats and by-products.
- Research and technological development on all kind of products and by-products from the sea or rivers, preferably obtained through fishing or aquaculture.
- Development, design, building and operation of wind farms and management of cogeneration plants and other ways of power generation linked to high energy efficiency non-electrical activities.
- Hydroelectric production facilities covered by a special scheme.

- ➔ Providing consulting, management, information and technical assistance services on issues related to marketing, merchandising, advertising, image and communication, public relationships, culture and education and any other information and communication technology.

This Non-Financial Information Statement includes the companies<sup>1, 2</sup> dependent on the Corporation in the different factories or facilities where the different activities are developed, considering their relevance<sup>3</sup> as far as the integration of the business model is concerned.

## FOOD

COMPANIES	LOCATION	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
JEALSA INDUSTRIA ALIMENTARIA, S.L.	SPAIN	-	Food Sub-Holding
CONSERVAS RIANXEIRA, S.A.U.	SPAIN	BODIÓN	Manufacture of Canned food
ESCURÍS S.L.	SPAIN	BAIUCA	Manufacture of Canned food
SILSOCO MMB, S.L.	SPAIN	BOIRO	Production of Tuna loins
INDUSTRIA ATUNERA CENTROAMERICANA, S.A. (IACASA)	GUATEMALA, ESCUINTLA	GUATEMALA	Production of Tuna loins
TRANS ANTARTIC, LTDA.	CHILE, PUERTO MONTT	CHILE	Manufacture of Canned food
CRUSOE FOODS IMPORTACAO E EXPORTACAO, LTDA.	BRAZIL, SÃO GONÇALO DO AMARANTE, CEARÁ	BRAZIL	Manufacture of Canned food

<sup>1</sup> The individual breakdown of the subsidiary companies is provided in the Consolidated Financial Statements of Corporación Empresarial Jesús Alonso, S.L.

<sup>2</sup> Information related to the multigroup company Frigoríficos Puebla, S.L (FRIPUSA), whose main shareholder is Corporación Empresarial Jesús Alonso, S.A., is also included.

<sup>3</sup> According to relevance criteria, the scope of environmental indicators is focused on the activity of the production facilities: BODIÓN, BAIUCA, GUATEMALA, CHILE, BRAZIL, CONRESA AND FRIPUSA.

## FISHING AND SERVICES

COMPANIES	COUNTRY	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
SANT YAGO TUNA FISHERIES, N.V.	CURAÇAO	-	Fish Trader
ATUNERA SANT YAGO, S.A.	GUATEMALA	BUQUE SANT YAGO UNO	Tuna Fishing
ATUNERA NACIONAL, S.A.	GUATEMALA	BUQUE SANT YAGO TRES	Tuna Fishing
FRIGORÍFICOS PUEBLA, S.L. (FRIPUSA) <sup>4</sup>	SPAIN	FRIPUSA	Industrial Cooling Services

## WASTE VALORISATION - CIRCULAR ECONOMY

COMPANIES	COUNTRY	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
CONSERVEROS REUNIDOS S.L.	SPAIN	CONRESA	Manufacture of fish meal and oil
VALORA MARINE INGREDIENTS, S.L.	SPAIN	VALORA MARINE INGREDIENTS	Recovery of by-products
PETSELECT, S.A.	SPAIN	BAIUCA AND BODIÓN	Manufacture of Pet food

## ENERGY- HIGH EFFICIENCY COGENERATION

COMPANIES	COUNTRY	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
DEPURACIÓN DESTILACIÓN RECICLAJE, S.L. (DDR)	SPAIN	BODIÓN	Power Cogeneration
BOIRO ENERGÍA, S.A (BOINERSA)	SPAIN	BODIÓN	Power Cogeneration
BELTAINÉ RENOVABLES, S.L.	SPAIN	BAIUCA	Power Cogeneration

<sup>4</sup> Investee Company, Main shareholder.

## RENEWABLE ENERGY- WIND FARMS

COMPANIES	COUNTRY	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
EÓLICA DE GRAIADE, S.L.	SPAIN	WIND FARM OF GRAIADE	Production of wind power
ENERGÍAS ESPECIALES DE PEÑA ARMADA, S.A.	SPAIN	WIND FARM OF PEÑA ARMADA	Production of wind power
ENERGÍAS ESPECIALES DE CAREÓN, S.A.	SPAIN	WIND FARM OF CAREÓN	Production of wind power
ENGASA EÓLICA S.A.	SPAIN	WIND FARM OF XIABRE	Production of wind power
ALBA, S.A.	CHILE	WIND FARM SAN PEDRO 1	Production of wind power
ALBA PACÍFICO, S.A.	CHILE	WIND FARM SAN PEDRO 1	Production of wind power
ALBA ANDES, S.A.	CHILE	WIND FARM SAN PEDRO 1	Production of wind power
RÍO ALTO, S.A.	CHILE	WIND FARM SAN PEDRO 2	Production of wind power
ENERGÍAS DE ABTAO, S.A. <sup>5</sup>	CHILE	WIND FARM SAN PEDRO 2	Production of wind power
ANTARTIC GENERACIÓN, S.A.	CHILE	IN PROJECT	Production of hydroelectric power
BULLILEO, S.P.A.	CHILE	IN PROJECT	Production of hydroelectric power

## MARKETING AND DISTRIBUTION

COMPANIES	COUNTRY	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
MARE APERTO FOODS, S.R.L.	ITALY	ITALY	Distribution of canned food

<sup>5</sup> Multi-group company.

## 1.2. JEALSA IN 2021

2021 has been a complex year full of challenges in every way. JEALSA has continued to work with two clear priorities: guaranteeing the safety of workers and service to customers and consumers in Spain and the rest of the world.

In the first place, JEALSA highlights and appreciates the work of the troops and workers who have collaborated in the extinction of the fire suffered during the month of May. It is exciting to see how society and the community have shown support for the company. The whole human team has demonstrated the value and strength of drive and involvement, proving to be the driving force of JEALSA. The company continues to strive to guarantee its commitment to customers and consumers, preserving jobs as a fundamental part of its responsibility towards the environment.

However, JEALSA continues with the pace of production and marketing of products and with its expansion strategy, a sign of its solid presence in the markets.

Lastly, the company continues to work both on advancing the actions to promote sustainability included in the We Sea program, and on investments to improve and optimize the company's production capacity, in addition to carrying out numerous social actions to help the environment.



## 2021 MILESTONES

  
\* 3,854  
collaborators around  
the world

  
40,028  
training hours

  
40  
countries with  
sales presence

  
65%  
women on  
staff

  
100%  
raw material

  
442,938 MWh  
wind energy  
generated

  
596,968.50€  
invested in social  
collaborations



### Main alliances

- International Seafood Sustainability Foundation (ISSF)
- Sustainable Fisheries Partnership (SFP)
- International Pole & Line Foundation (IPNLF)
- Global Ghost Gear Initiative
- Dolphin Safe
- OPAGAC
- Marine Stewardship Council (MSC)
- Friend of the Sea (FOS)
- Forest Stewardship Council (FSC)
- Forética
- Too Good To Go



### Aligned with SDGs



### Work under high international standards:

- IFS and BRC food security certifications.
- MSC certification in facilities and tuna fleet.

\*Data from the total employees dated November 30, 2021. The total employment generated throughout 2021 has been 6,834 compared to 6,436 people in 2020.

### 1.3. BUSINESS MODEL

JEALSA dates back to 1958. It has developed for over 60 years of history to become a reference company at international level. Its experience and good management have enabled this company to expand into different countries and diversify its businesses into five main activity fields: Food, Petfood, Fishing and Services, Energy, and Recovery.

The main activity of the company is focused on the food sector by means of the manufacture and commercialization of canned fish and shellfish.

JEALSA is one of the main producers of preserves worldwide, and has currently managed to position itself and stabilize itself among the benchmarks in the Spanish and European markets. Over the years, it has established itself as a company committed to sustainability and caring for the environment, especially the seas and oceans. Among its main strengths, its diversification, commitment to innovation, and the creation of shared value in the environments where it operates stand out.

The company is known for being the manufacturer of well-known generic brands, both in Spain and internationally; in addition, the company markets its own brands, such as Rianxeira (Spain and Portugal), Escurís (Spain), Mare Aperto (Italy) and Robinson Crusoe (Latin America). Social responsibility, excellence, and commitment to sustainability throughout the entire value chain support its roots in the market and its unstoppable expansion.





● FOOD

- **Canned Fish and Shellfish**
  - Manufacturers for recognized distribution brands in Spain, Europe, and other countries around the world.
  - We are backed by 64 years of experience in canned fish and selffish.
  - Quality guarantee in own and distributor brands.
- **Meal Solutions**
  - Custom-made culinary solutions in seafood.
  - Extensive knowledge, development kitchen and R&D laboratories guaranteeing quality culinary solutions.

● PETFOOD

- **Pet Select**
  - More than 20 years developing the line of products made from select ingredients and 100% natural.

● ENERGY

- **Energy**
  - 572,369 MWH of energy production.
  - 409,477.30 tons of CO<sub>2</sub>, avoided by accounting for the energy generated from wind power in relation to the carbon emission factor.
  - Own and participated wind farms and commissioning of.
  - Photovoltaic projects.
  - 3 alpha efficiency Cogeneration plants (Boinersa, DDR and Beltaine).

● FISHING AND SERVICES

- Own tuna fleet through Sant Yago, owner of two tuna boats (Sant Yago Uno and Sant Yago Tres).
- Tuna fleet certified by APR and MSC.
- Tuna fishing operations in the Atlantic.
- Allied with the ISSF, as a sign of the commitment to the sustainability of marine resources and ecosystems.

● RECOVERY

- Use of 100% of the fish that arrives at the facilities.
- Pet Select, Conresa and Valora Marine Ingredients transform the raw material into high-quality products focused on Pharmacy, Human Nutrition, Animal or Aquaculture activities.

The company is deeply rooted in the Spanish territory; in addition, it has a substantial international presence in other countries. It maintains its seven industrial plants in the countries of Spain, Brazil, Chile, and Guatemala.

JEALSA has its own tuna fleet, made up of two fishing boats and an auxiliary boat, which maintain activity in the Atlantic Ocean. In addition, they display their commercial presence with delegations in Madrid (Spain), Matosinhos (Portugal), Santiago (Chile), Fortaleza (Brazil), and Genoa (Italy), their function to in charge of the distribution and sales of brands and products.

The presence of JEALSA in the field of energy is located between Spain and Chile by means of projects related to wind power and the production of high efficiency cogeneration energy.

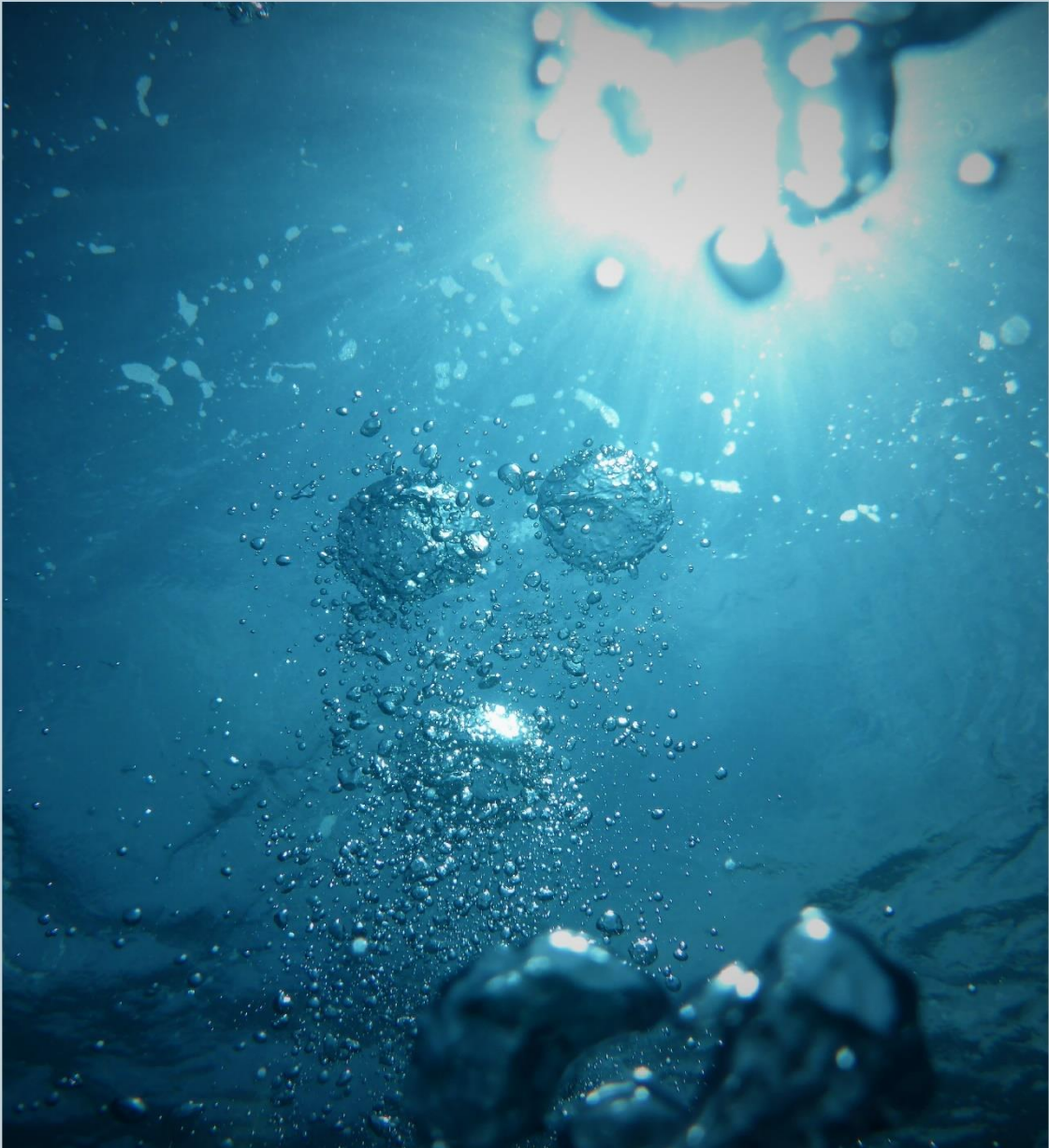
JEALSA is in the midst of an expansion plan for upcoming years, an example of which is the start-up of a new cooling plant in the Boiro business park. This project is part of the investment plan that is planned within the culture of continuous improvement and consolidation of innovative solutions that contribute to the optimization of the productive capacity of the plants.

Over 2021, JEALSA has strengthened their position in the market through the activities developed in different countries. Its main market accounts for 86% of turnover and involves European countries such as Spain, Italy, the Netherlands, the United Kingdom, Portugal, France, and Greece, among others. The second most important market is placed in America, where Chile, Brazil, the United States, and Venezuela mainly stand out. In addition, the company also develops its activities in different countries around the world.





## **2. GOOD GOVERNANCE, COMPLIANCE AND BUSINESS ETHICS**



## 2. GOOD GOVERNANCE, COMPLIANCE AND BUSINESS ETHICS

The highest governing body of the company is the Board of Directors. Through it, the approval of policies, plans, and codes for the development of a transparent, responsible, and environmentally friendly business model is guaranteed, which is transferred to all activities and operations.

The commitments of the Board of Directors are to enforce the principles established in the Code of Ethics and Conduct, as a reference framework and model of good work for the people who collaborate in the company. On the other hand, they assume the commitment to evaluate and ensure that the policies adopted by the company are complied with. Moreover, it ensures a framework for surveillance and control of their policies by means of different tools to guarantee the development of proceedings in a suitable way.

## 2.1. COMPLIANCE AND ETHICS

JEALSA's Code of Ethics and Conduct establishes the minimum rules of behavior that ensure that the business is carried out within a framework of good governance and that it safeguards the reputation and prestige of the company.

The principles and rules of behavior that are developed in this code are applicable to all JEALSA collaborators, regardless of the region or location where the activities are carried out, and are based on the following actions:

- Integrity: by means of ethical and honest actions taken in good faith in all the activities within the framework of the company.
- Professional Responsibility: acting in an efficient way, keeping the quality standards and trying to avoid contractual or non-contractual liabilities for the company.
- Regulatory Compliance: complying with all the implementing rules, of any type or category, especially those rules related to any issue and scope of application which have been adopted by the company.

As a containment and control framework, JEALSA has a Compliance System, adapted to the requirements of article 31 bis of the Criminal Code and the UNE 19601 quality standards on Criminal Compliance systems in Spain and ISO 37001 on Anti-bribery Management systems, it also has with a dynamic criminal risk map that applies to the entire group. In addition, the adaptation of the System and the certification project in 2022 have meant:

- Documentation of Compliance control processes in writing.
- Updating the Ethics Channel Management Manual to adapt it to Directive 2019/1937, of the European Parliament and of the Council, on the protection of people who report violations of Union Law.
- Increased controls over international subsidiaries.

The Compliance System, for regulatory compliance, is an Integrated Criminal and Anti-bribery Compliance Management System (SIGCPAS) that has a Compliance Committee, which includes the General Director of Food and the Director of Human Resources of the group, who is responsible for reporting all the necessary information to the Board of Directors. This Committee exercises the following functions among others:

- Disseminating, interpreting and ensuring compliance with the Code of Ethics and Conduct of JEALSA.
- Managing and solving conflicts related to the application of this code.
- Managing and providing communication and reporting channels for all the internal and external employees of the company.
- Reporting and advising the Managing Board on the compliance with this code and recommending potential improvements of its content to support the enforcement in special cases.

All the actions undertaken under the Compliance System guarantee both the highest confidentiality of data and the actions carried out and the comprehensive analysis of any kind of information. Moreover, implementing a separate and appropriate procedure ensures the indemnity of any complainant in order to guarantee a successful framework when these procedures are implemented. Recurring controls on the different companies in JEALSA were carried out over the year 2021.

There is an ethical channel for reporting irregularities, whereby any employee can report any regulatory or compliance breaches, whether of a general legal nature or according to internal standards. This channel is managed through the Ethics Committee and the Compliance Committee, during 2021 it has not received any complaint of this nature.

Likewise, the company has a specific computer tool to provide legal controls on relevant and dangerous issues for the company, including different fields such as environment, occupational risks and industrial safety hazards. In addition, all the employees get continuous training about the Compliance System.

## SUPPORTING LINKS



In 2021 it will be one year since the figure of the "**supporting link**" was launched. Through this figure, priority is given to having people who bring the Compliance function closer to the rest of the organization. For all these people, additional training will be given related to the compliance function and the particularities of the units or subsidiaries in which they work.

The functions assigned to them in general involve being the link between the Compliance Committee and the people in their work area for the transmission of any type of recommendation or information requested by Compliance, as well as exercising related monitoring and documentary control functions. These liaisons have the same duties and responsibilities as any other staff member.



One of the top priorities within the culture of compliance established at JEALSA is respect for the free competition laws applicable in the markets in which it operates. Respect for free competition stimulates innovation and technical progress and has a favorable effect on productivity, allowing the improvement of process efficiency and the quality of the products offered to the customer.



Through the Competition Prevention Policy, JEALSA shows its commitment to strict compliance with competition regulations and its zero tolerance for anti-competitive practices of its own or those of others. Thus, ignorance or error is prevented from triggering anti-competitive conduct, with consequences in the market and the good credit of the company.

This policy is a tool with basic recommendations and action guidelines on the matter, with the purpose of preventing or, in the event of detecting irregularities, eradicating them within the company. This policy also includes the company's conduct guidelines in this matter.

The Competition Committee, to be created in the future, will report directly to the administrative body and must issue a report prior to the sanction proposal if necessary. So long as this committee is not established, the Compliance Committee will assume its functions, which will also be in charge of reviewing the policy periodically. The organization will ensure the adequate publicity of this policy and the knowledge and application of it will be guaranteed.



## 2.2. RESPECT FOR HUMAN RIGHTS

As a sign of its commitment to Human Rights, JEALSA promotes respect for rights in all activities and countries in which it operates.

The company has built a containment framework made up of the Code of Ethics and Conduct, the Integrated System of Criminal Compliance and Anti-bribery (SIGCPAS) and other mechanisms that ensure the development of activities under decent and respectful working conditions throughout the supply chain.

Using the Code of Ethics and Conduct, it assumes its commitment to Human Rights and full attention to the fundamental rights of people in all areas, in accordance with the Spanish Constitution, international treaties on the matter, and the specific regulations of the states in which each activity takes place.

The defense of human rights is a characteristic of the company. The Code of Ethics and Conduct outlines the defense of human rights and the promotion of relationships based on trust, conciliation, dignity and mutual respect. This principle shall apply to all the employees of the company when dealing with third parties, with suppliers and customers, with public administrations and any action carried out in the area.

JEALSA works to improve the working conditions of its direct collaborators and the rest present throughout its value chain. The company ensures that all the boats that work in its operations must assume absolute respect for working conditions as an unalterable condition, following the instructions for fishing work established by ILO Convention 188<sup>6</sup> and strengthening respect for human rights in this fiscal year.

Fulfillment of human rights also applies throughout the supply chain. Within the We Sea Corporate Social Responsibility Program, framed in the "Responsible Purchasing and Fishing" pillar, and maintaining business relationships with suppliers aligned with the principles and criteria that govern JEALSA policies, the commitment to comply with human rights throughout the value chain is consolidated.

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<sup>6</sup> *International Labor Organization.*

The company asks its suppliers for their Ethics Policy, in order to guarantee that certain minimum commitments of action in terms of labor and human rights are backed by a public policy, and that they express, at a minimum:

- Banning child and forced labor.
- Freedom of assembly for workers.
- Regulation of wages, benefits, and contracts.
- Setting working hours.
- Health care and security coverage of the workers.
- Banning any kind of discrimination, harassment, or abuse.
- Provision of reporting channels.

Over the year 2021, no complaints related to the violation of Human Rights were filed.

### **2.3. FIGHT AGAINST CORRUPTION AND BRIBERY**

In 2021, JEALSA implemented a Management System to fight against corruption under ISO 37001<sup>7</sup>, on anti-bribery management systems. Derived from this standard:

- Anti-bribery training in the group has been reinforced.
- The Anti-Corruption Policy has been circulated to all staff.
- A Protocol for gifts, hospitality, donations, and similar benefits has been approved.
- An Action Plan has been approved before the Public Administrations, in order to establish the best guidelines for relations with the administrations to reduce the risk of corruption offenses.

The company already had an Anti-Corruption Policy as an extension of its Code of Ethics and Conduct. It specifies the instructions to promote and defend a culture linked to regulatory compliance in accordance with the principles of integrity and professional quality. This way, a strong commitment related to the fight against corruption and prevention of money laundering is developed. Through this policy, the honest, complete, and responsible performance that must govern the company's business is expressly manifested. As a fundamental basis, it is based on compliance with the laws that apply in each country of operation.

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<sup>7</sup> *Anti-bribery Management Systems.*

The policy is a written statement rejecting any form of corrupt behavior by its directors, employees, or stakeholders that are related to JEALSA. The model of conduct that governs the company is explained through the guidelines described in the document. It seeks to prevent crimes such as influence peddling, bribery, extortion, different forms of corruption, or the illegal financing of political parties from being committed.

It is based on the standards contained in the ISO 37001 standard, the principles of the UN Convention against Corruption and the Anti-Corruption Ethics and Compliance Program for companies (both are from the United Nations Office on Drugs and Crime - UNODC); and the OECD Good Practice Guidance on Internal Controls, Ethics and Compliance.

The Anti-corruption Policy describes potential conducts which, on the basis of this policy, are forbidden for any member of the organization. Reference is made to the policy of gifts, charitable contributions and sponsorships, financing of political parties, and travel and representation expenses, all these mentions are directly related to the policy, therefore they believe it is necessary to clarify the behavior of caution and transparency and respecting the regulations in force in each case.

Compliance with this policy and the implementation of the relevant reporting channels is overseen by the Compliance Committee, who adopts suitable controls to prevent this kind of offenses. At the same time, it is the body responsible for updating this policy, solving any doubt or question that may arise on its content and disseminating it among all the members of the organization, conveying the importance of their application in the usual activity for all the members of the organization. In the 2021 fiscal year, no reports on this issue were recorded.

## PROTOCOL FOR GIFTS, HOSPITALITY, DONATIONS, AND SIMILAR BENEFITS

This protocol is drawn up as an extension of the Anti-Corruption Policy approved by the company, and through it the company ratifies its firm will to maintain respectful behavior with both external and internal standards, as well as with the ISO 37001 standard on anti-bribery management systems. Its purpose is for employees to know what gifts or similar items can be received or delivered, without violating JEALSA regulations and without criminal risk.

The company condemns any corrupt practice that contravenes any applicable legal provisions and is contrary to its ethical principles and values, as reflected in its code of conduct, its criminal compliance policy, and its anti-corruption policy.



The Action Plan before the Public Administrations is conceived as an extension of the anti-corruption policy. It establishes the guidelines to be followed by all management staff and governing bodies of JEALSA regarding the relations they maintain with officials or public administrations due to their functions within the organization. All this in order to strictly observe the principles of transparency and rejection of corruption which govern the company's actions.

It is applicable to all staff of JEALSA and its subsidiaries, as well as to any third party acting on behalf of the company, especially those who have a frequent relationship with Public Administration bodies.

For maximum effectiveness, the two quality systems have been integrated (although apart from the rest of the group's quality standards) into a system called the Integrated Criminal Compliance and Anti-Bribery Management System (SIGCPAS).

#### **2.4. MAIN RISKS AND MANAGEMENT TOOLS**

As an internal management tool, potential strategic risks that may affect your business activity and the growth of the organization are identified. JEALSA develops this analysis and deploys dynamic tools (commitments assumed, policies applied, action plans, etc.) that adapt to the dynamics of the company's trends.

Following the operations of the company and the sector, a series of highly relevant issues are identified and in which the company works with a focus on continuous improvement:

- Ensuring and promoting sustainable fishing.
- Managing the value chain in a sustainable manner through traceability and responsibility from the leadership in the sector.
- Collaborating with the fight against climate change, due to its direct involvement in the loss of marine biodiversity and the impact on species.
- Being sector leaders in the circular economy.
- Guaranteeing the food health and safety of all people.
- Managing human resources responsibly and fairly in all the countries in which the company operates.

This is a summary of the main risks related to the aforementioned issues and other risks identified by the company; the management tools used to provide an effective answer to these risks are also mentioned:

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
Supply and dependence on raw materials	Strategic	Ensuring the sustainability of marine resources in the long term. Availability of raw material.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• SIGCPAS.</li> <li>• Supply Chain Certifications.</li> </ul>
Quality of raw materials and production	Strategic/ Operational	Product warranty throughout the production chain. Working with suppliers who ensure the quality and sustainability required by JEALSA.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• SIGCPAS.</li> <li>• Internal assessment of suppliers.</li> <li>• Supply Chain Certifications.</li> </ul>
Production efficiency and environmental affection	Operational	Ensuring the development of all the activities with the highest international standards, minimizing environmental impacts that may be caused by the activity.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• Code of Ethics and Conduct and reporting channels.</li> <li>• SGA<sup>8</sup> and certifications.</li> <li>• Environmental policies<sup>9</sup>.</li> <li>• Plans and instructions<sup>10</sup>.</li> <li>• Emission controls.</li> <li>• IEA (Integrated Environmental Authorization).</li> <li>• Risk management software for the prevention of risks in this area.</li> </ul>
HEALTH AND SAFETY	Operational	Protecting the safety and health of workers.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• Code of Ethics and Conduct and reporting channels.</li> <li>• Safety and Health Policies.</li> <li>• Occupational Risk Prevention Plans.</li> <li>• Training Plans.</li> <li>• ISO 45001:2018.</li> <li>• Independent external assessment of the associated risks.</li> <li>• Risk management software for the prevention of risks in this area.</li> </ul>
Talent management responsibility	Operational	Quality and stable employment, equal opportunities, and decent working conditions.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> </ul>

<sup>8</sup> Environmental Management Systems.

<sup>9</sup> Includes: Quality and Environment Policies. Food Safety Culture and Safety Policy.

<sup>10</sup> Includes: Contingency Plan, Environmental Emergency Plans, Self-protection Plan, Maintenance Plan, Instructions on the Management of Non-hazardous and Hazardous Waste.

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
Quality and product placement	Strategic/Market	Ensuring food safety and health through the quality of the products. Product placement in the market.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• Code of Ethics and Conduct and reporting channels.</li> <li>• SIGCPAS.</li> <li>• Competition Prevention Policy.</li> <li>• Quality Policy.</li> <li>• Hazard Analysis and Critical Control Point System.</li> <li>• Food Safety Certifications.</li> <li>• Suggestion and Complaint Management.</li> <li>• Measuring the satisfaction of the costumers.</li> </ul>
Complexity and updating of regulations associated with the area	Operational/ Regulatory	Fluctuations and changes on regulations. Diversity of regulation according to each country.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• Code of Ethics and Conduct and reporting channels.</li> <li>• SIGCPAS.</li> <li>• Competition Prevention Policy.</li> <li>• Legal risk map.</li> <li>• Risk management software for the prevention of risks in this area.</li> </ul>
Prestige and consolidation of the brand	Reputational	<p>Good governance and fight against corruption.</p> <p>Ethics in business.</p> <p>Responsibility and management of business risks. Listening to the stakeholders.</p>	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Program We Sea.</li> <li>• Code of Ethics and Conduct and reporting channels.</li> <li>• SIGCPAS and supporting links.</li> <li>• Competition Prevention Policy.</li> <li>• Dialog with the stakeholders.</li> <li>• Anti-corruption Policy, Gift Protocol, and Action Protocol before the Public Administrations.</li> <li>• Risk management software for the prevention of risks in this area.</li> </ul>

## 2.5. DIALOG WITH THE STAKEHOLDERS

JEALSA understands that it is essential to maintain an open and proactive dialog with stakeholders to understand their expectations and take them into account when making decisions. In this way, a business strategy is designed that is capable of responding and promoting, together, a positive impact on the environment in which it operates.

These are the stakeholders identified by the company:



There are also some communication tools and channels to keep an active listening of the stakeholders. The tools include its main website<sup>11</sup> and a website related to its Corporate Social Responsibility Program We Sea<sup>12</sup>, which is mainly devoted to informing about its results and progress.

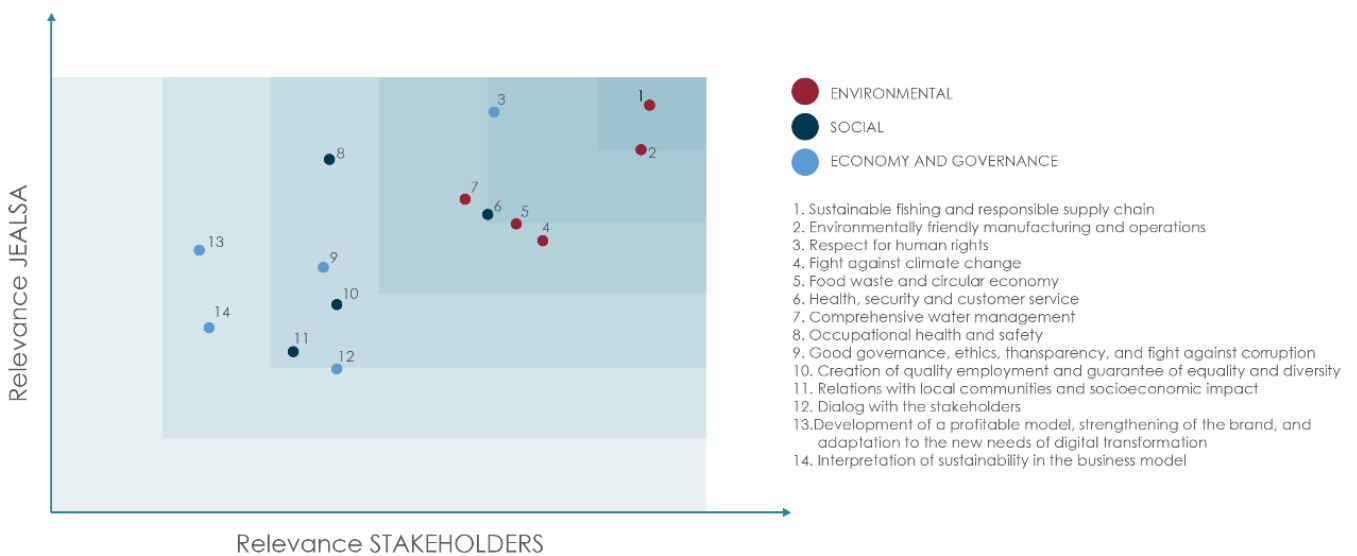
In this context of dialog with the stakeholders, JEALSA has updated its materiality analysis, so that this identification of the most relevant issues for the company and the stakeholders includes the particularities of the last year. This process aims to address and report on the most relevant issues for its stakeholders in corporate reporting processes, and has been prepared in accordance with the requirements of GRI Standards and the materiality criteria contained in Law 11/2018.

<sup>11</sup> [www.jealsa.com](http://www.jealsa.com)

<sup>12</sup> [www.wesea.es](http://www.wesea.es)

The analysis includes all the areas of activity and influence where JEALSA develops their activity; in addition, the following aspects have been taken into consideration to develop it:

- ➔ GRI Standards guidelines to prepare the materiality analysis.
- ➔ Sectoral and global trends in environmental, social and good governance issues.
- ➔ Analysis of companies related to the activity sectors of JEALSA.
- ➔ Asking the responsible people and managers in the different areas of the company.
- ➔ Indirect consultation with the stakeholders through the representatives in the same company.
- ➔ Global risks associated with climate change.
- ➔ Trends and increase in regulatory matters.





# 3. CREATING SHARED VALUE AND SUSTAINABLE GROWTH



### 3. CREATING SHARED VALUE AND SUSTAINABLE GROWTH

JEALSA continues betting on sustainability and innovation as fundamental attributes in the food industry.

It is a company that has known how to raise awareness, and commit to the future and sustainability throughout the value chain. This commitment has been reinforced in 2021. The ability to adapt, be resilience, face rapid changes in the environment, and the need to face the recovery and exit from the situation after the fire with sustainability as a lever of competitiveness, only reinforce this position.

The sectoral and global challenges that we face as a society in terms of sustainability belong to everyone, and we will only be able to respond to them if we do it together. For this reason, JEALSA's strategies and initiatives in terms of sustainability are aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations.

For JEALSA, it is important to make it clear that both companies, public administrations, and entities in the tertiary sector must work together in line with the SDGs in order to reach the agreements established in the UN 2030 Agenda. The most relevant SDGs for the company are SDGs 7, 8, 12, 13, and 14, although actions directly aligned with 1, 2, 3, 4, 5, 6, 9, 10, 11, 15, 16, and 17 are also carried out.

This commitment and positioning is transferred to all the company's operations and value chain:





### **END OF POVERTY AND ZERO HUNGER IN THE WORLD.**

Investment and job creation in developing countries consolidates the company's commitment to people, managing to generate wealth in the communities in which it has a presence. As the structural axis of the company, products with special characteristics are developed under the label of "the right touch of" and it establishes alliances to fight against food waste. In addition, it promotes healthy eating, offering different products with sustainability attributes, among which proximity stands out and in which it collaborates with traditional fishermen.



### **COMMITMENT TO HEALTH AND WELL-BEING.**

JEALSA has quality certifications under the most demanding standards such as the IFS and BRC, through a certified quality management system following the ISO 9001 standard, reaffirming the commitment to the highest quality. It manufactures products with the MSC, Organic, and Protected Designation of Origin seal, which is a guarantee of good condition, not only of the product but also of a safe workplace, with ISO 45001 certification. It also promotes a healthy lifestyle by promoting sports from an early age through sponsorship of sports schools and other events.



### **COMMITMENT TO HIGH-QUALITY EDUCATION.**

JEALSA motivates the growth and innovation of the company through a firm commitment to internal and external research in collaboration with Universities, CSIC, and other research centers. As the axis of the We Sea Program, the company works on education in the values of sustainability, equality, and diversity thanks to the collaboration with the Spanish Red Cross and nearby schools.





### **GENDER EQUALITY AND REDUCTION OF INEQUALITIES.**

The company shows its commitment to equality and the defense of people's rights through its Equality Plan and with the "Social Commitment" axis. It articulates different measures related to the treatment of vulnerable groups and those at risk of social exclusion and works with entities with which it achieves a greater impact.



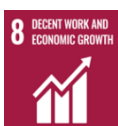
### **CLEAN WATER AND SANITATION.**

The Renewable and Environmental Energies axis of the We Sea program focuses on reducing the water footprint, through investments in production centers, where notable results have been achieved in saving fresh water consumption. With the improvement of seawater collection systems, a greater quantity has been processed and desalinated, which has resulted in a decrease in freshwater consumption.



### **COMMITMENT TO CLEAN ENERGY AND THE FIGHT AGAINST CLIMATE CHANGE.**

As a strategic pillar of its Corporate Social Responsibility Program We Sea, "Energy and Environment", renewable energy takes on the leading role. The company continues betting on clean energy. It is part of wind energy production projects, which this year have generated 442,938 MWh, and avoided a total of 409,477.30 tons of CO<sub>2</sub> emissions.



### **COMMITMENT TO PEOPLE AND CREATING VALUE IN THE ENVIRONMENT.**

Social responsibility is the axis of the We Sea program, through which it internalizes responsibility with high-quality work, equality, and respect for people. It promotes the creation of local employment, which positions the company as a catalyst for the regional economy. In 2021, it had more than 3,854 collaborators. It establishes collaborations with entities that work with vulnerable groups and those at risk of exclusion, and also promotes youth work through training scholarships.





### **INDUSTRY, INNOVATION, AND INFRASTRUCTURE**

JEALSA maintains its investment commitment in R&D&I, betting on projects aimed at the use and recovery of raw materials. It continuously strives to improve the use of resources and increase effectiveness and efficiency throughout the value chain.



### **SAFE, RESILIENT, SUSTAINABLE, MORE INCLUSIVE CITIES AND COMMUNITIES.**

JEALSA has ISO 14001 certification and an Integrated Environmental Authorization based on which it controls the impacts of activities on the environment. Furthermore, the company makes buses available to workers and promotes car sharing thanks to the Jealsa Club platform.



### **COMMITMENT TO SUSTAINABLE PRODUCTION AND CONSUMPTION THROUGHOUT THE ENTIRE VALUE CHAIN.**

Controlling and guaranteeing the traceability of all the raw material from the moment it is obtained until it reaches the final consumer is the company's great challenge. Through its principles and channels, it ensures the sustainability of the value chain. JEALSA deploys a high level of demand in the use of raw materials and resources that, through a recovery system based on reduction, reuse, and recycling, allows for the development of a complete use of raw materials and the generation of value in the process, thanks to the synergy with other industries.



### **COMMITMENT TO THE PRESERVATION OF SEAS AND OCEANS.**

The main issue to which more effort and resources are devoted is the protection of the oceans, seas, and marine resources, as they are the source of its raw materials. It continues to have alliances with associations that support the preservation of marine resources and the fight against IUU fishing (illegal fishing that is not declared or regulated). Through the Corporate Social Responsibility program We Sea and its "Responsible Fishing" challenge, JEALSA reinforces its commitment to the environment.

In line with this objective, they achieve their business goals through collaborations and initiatives, among which the following stand out:

***...“Prevent and significantly reduce marine pollution, particularly from land-based activities, including marine debris and nutrient pollution...”***

- JEALSA collaborates with the Global Ghost Gear Initiative in developing projects and implementing the organization's good practices in the fleet.

***...“Managing and protecting coastal and marine ecosystems in a sustainable way to avoid significant adverse effects, even strengthening their resilience, and taking measures to restore the health and productivity of the oceans...”***

- JEALSA is part of the ISSF (International Seafood Sustainability Foundation) and adopts its recommendations and principles throughout the value chain to support the actions to preserve and sustain the oceans and their marine resources.

***...“Providing an effective regulation of fishery and putting an end to overfishing, illegal, unreported and unregulated fishing and destructive fishing practices to restore fish stocks in the shortest term, at least reaching levels which can produce the maximum sustainable yield according to their biological characteristics...”***

- JEALSA takes the conservation measures proposed by the ISSF and sets a strict Purchase Policy complying with the guidelines of the organization in order to achieve an efficient level of management of marine resources, avoid IUU fishing, and restrict fishing capacity. The Sustainable Fisheries Partnership (SFP) projects and MSC certification are initiatives that support this goal.

***...“Helping traditional fishermen to access marine resources and markets...”***

- JEALSA is part of the International Pole & Line Foundation (IPNLF) which supports tuna supply chains and fisheries, with responsible and sustainable fishing methods to preserve traditional fishing and contribute to the development of fishing communities.



### **PRESERVATION OF LIFE AND LAND ECOSYSTEMS.**

JEALSA understands the conservation of terrestrial ecosystems and inland freshwater ecosystems, as well as the services they provide, to be essential. In this way, it is involved in a series of initiatives in favor of the conservation of biodiversity, the care of sandbanks, and the protection of forests, supporting initiatives such as the use of FSC certified products and the purchase of soybean feed from forests free of deforestation.



### **COMMITMENT TO PEACE, JUSTICE, AND SOLID INSTITUTIONS.**

JEALSA's business culture demands compliance with Human and Labor Rights throughout the value chain. For this reason, tools are established for the fight against corruption and bribery and the communication and complaint channels are made available to all stakeholders.



### **MULTIPLE ALLIANCES AND A SOLID NETWORK OF PARTNERSHIPS**

Within JEALSA, a culture is developed based on alliances and collaborations with public, private, and civil society spheres that encompass the entire company. Through these synergies, the achievement of the Sustainable Development Goals is promoted.

# 4. THE SUSTAINABILITY STRATEGY OF JEALSA



## 4. THE SUSTAINABILITY STRATEGY OF JEALSA: WE SEA

JEALSA continues to reinforce its commitment to sustainability and the environment thanks to We Sea. In 2018, this Corporate Social Responsibility Program was created and during the years 2019, 2020, and 2021, the company's commitment to caring for people, preserving the environment, and an ethical and responsible business model was consolidated, through of the implementation of best practices and agreements with allies.

Since its inception, this initiative has brought together all the work and investments made by the company to guarantee solid and firm action in favor of sustainability at all levels. Under the We Sea umbrella, they bring together all the efforts in terms of sustainability, which has always been a very active commitment throughout the Corporation.

We Sea is divided into five pillars of action that symbolize excellence, quality, and demand with high standards and the best business practices. Each one focuses on a specific area of work: We Buy & Sea, We Control & Sea, We Care & Sea, We Respect & Sea, We Invest & Sea.

JEALSA builds a network of collaborators that allows them to promote all We Sea programming. During the socio-sanitary crisis of this year, these collaborations, certifications, and projects were reinforced and maintained.

JEALSA continues to be linked to social cooperation and help for children through initiatives that, during 2021, have been resumed, and others that were already carried out during the previous year, so that they can respond to the needs of the people.



#### 4.1. RESPONSIBLE PURCHASE AND FISHING

**The We Buy & Sea pillar focuses its actions on guaranteeing responsible supply through the purchase and use of raw material that comes solely from Responsible Fishing activities.**

JEALSA is a pioneer in the involvement with the main associations and initiatives towards the preservation of marine resources and the fight against IUU fishing<sup>13</sup>.

##### 4.1.1. RELATIONSHIP WITH SUPPLIERS AND SUBCONTRACTORS

The Purchasing Policy developed by JEALSA is a demanding and rigorous guide that establishes the conditions of relationship with suppliers. This tool is based on international law, AND the FAO Code of Conduct for Responsible Fisheries, the European Code of Responsible Fishing Practices, and preservation measures of the ISSF. It carries out rigorous controls to guarantee that all the raw material meets the responsible supply standards established in it.

Thanks to the alliances and collaborations that it maintains with its suppliers, it achieves sustainable and responsible growth for the company. Its Purchasing Policy defines the following principles and lines of action:

- Actions and commitment based on ethics and responsibility.
- Professionalism in the operations and negotiations.
- Promoting transparency and legality in all the actions.
- Resolution of potential conflicts of interests.
- Obligation of secrecy of suppliers.

For JEALSA, it is essential to ensure the safety of customers and consumers, which is why it includes this point among the duties of its suppliers. It establishes that they must comply with the requirements and standards in terms of product health and safety, since it is an essential requirement in the process that guarantees that products that may pose a risk to the health and safety of consumers are not marketed.

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<sup>13</sup> *Illegal, Unreported, and Unregulated.*

The Sustainable Purchase Policy demands that the suppliers must comply with human rights in all their actions. They are required to have processes which ensure that these practices can be found in their operations to guarantee that no breaches of human rights are transferred to the supply chain of JEALSA.

As a fundamental part of the sustainable growth of the company, JEALSA relies on its suppliers to improve the value chain. Thanks to this, projects are developed in areas of improving the use of raw materials and the use of more sustainable materials, promotion of recycling, efficient management of containers and packaging, reduction of waste, efficient logistics, and other actions that involve the minimization of impacts on the environment. It consults suppliers and subcontractors, and analyzes the alternatives to find the best, most innovative, and most efficient solutions.

#### 4.1.2. GOOD PRACTICES

JEALSA actively promotes and participates in initiatives for the application of good benchmark practices in the fishing industry. It mainly continues with the commitments of responsible fishing and support to organizers with the same culture:

##### Sanitary registration

All the ships<sup>14</sup> and companies<sup>15</sup> that supply raw material to JEALSA must have an EU health number.

##### Decent working conditions

All vessels that operate with JEALSA must assume respect for working conditions following the work guidelines established in ILO Convention 188<sup>16</sup>.

##### Support to the Regional Fishing Organizations

JEALSA assumes the policy of buying tuna which has only been caught by vessels flying the flag of member states or countries cooperating with the RFMOs<sup>17</sup>.

##### Transparency and traceability principles in the entire value chain

It is a priority for JEALSA to ensure the traceability of its supply chain from the fishing vessel to the end consumer, which also enables the company to know and control the origin of raw

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<sup>14</sup> Applies to freezer ships, factory ships, and refrigerated merchant ships.

<sup>15</sup> Applies to processing plants and cold stores.

<sup>16</sup> International Labor Organization.

<sup>17</sup> Regional Fisheries Management Organizations. If required or applicable because of their characteristics.

materials. As a transparency principle, the species and the fishing area is mentioned in all its own-label brands.

### Bycatch Reduction and Good Practices

JEALSA includes in its policy the impossibility of buying tuna from companies or vessels that do not have express policies for the prohibition of practices such as sharkfinning<sup>18</sup> or which are involved in this type of practice. The skippers and captains of the vessels that supply tuna to JEALSA must have participated in the training workshops on good fishing practices given by ISSF.

### Monitoring, control, and surveillance

All the vessels supplying tuna must have the UVI number, have an observer<sup>19</sup> on board, and carry out transshipments in designated ports.

### Fight against IUU Fishing<sup>20</sup>

JEALSA buys the tuna following the requirements of regulation EC 1005/2008 of September 29 regarding the elimination of illegal, unreported, and unregulated fishing.

### The limitation of fishing capacity

All large tuna seiners that supply tuna to JEALSA must abide by the resolution on fishing capacity limitation established by ISSF where the construction of new vessels is limited.

### 100% of the tuna that is processed has been caught by vessels registered in the PVR<sup>21</sup>.

The PVR is the most effective mechanism to identify vessels that have implemented sustainable fishing practices with a scientific approach.

### Protection and respect for protected Marine Reserves

JEALSA ensures the care of the marine areas temporarily closed for the spawning and growth of the species. In addition, the purchase of raw material from overexploited or threatened areas is restricted.

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<sup>18</sup> The practice of removing fins from sharks and discarding the rest of the shark back into the ocean.

<sup>19</sup> According to their technical characteristics.

<sup>20</sup> Illegal, Unreported, and Unregulated.

<sup>21</sup> ProActive Vessel Register. According to ISSF requirements.

### 4.1.3. THE MAIN ALLIANCES TOWARDS RESPONSIBLE FISHING

The company's vision of sustainability is reinforced by collaboration with strategic allies, with whom it aligns and with whom it works based on their cultural values to help improve its goals, and advance in the process of sustainable transformation.

JEALSA has had, throughout its history, important international partners in the field of sustainability. Among their collaborations for the development of projects they would highlight:

#### Dolphin Safe

JEALSA belongs to the Dolphin Safe program of the Earth Island Institute, in which they aims to prevent dolphins from being affected by tuna fishing and demands the participation of their suppliers.

#### Sustainable Fisheries Partnership (SFP)

The company collaborates with SFP, which is an entity that works with the industry in search of improving the sustainability of seafood products, more specifically they focus on the protection of oceanic wildlife, support for small-scale fishing, improving fisheries management, and promoting sustainable aquaculture. This collaboration is directly related to SDG 14: Underwater Life, to ensure the sustainable use of the oceans, seas, and marine resources for sustainable development.

#### International Pole & Line Foundation (IPNLF)

JEALSA has the IPNLF as a benchmark association. This association is an example of sustainability in the supply chain that supports tuna fisheries caught with fishing rods using responsible fishing methods. This alliance gives value to the entire company, guarantees both the proper management and protection of resources, and facilitates access to markets for traditional fishermen.

#### Global Ghost Gear Initiative (GGGI)

The GGGI intersectoral alliance reinforces JEALSA's commitment to improving marine ecosystems. This organization solves problems related to obsolete and abandoned fishing gear in the ocean. Its objective is to improve the health of ecosystems and the protection of marine species. Abandoned fishing nets and gear seriously harm ecosystems, and the problem they cause is increasing, so it is essential to take concrete actions to eradicate it globally.

## 4.2. QUALITY POLICY

***Through We Control & Sea and tools such as the Quality Policy, excellence is guaranteed in all products and services, with the help of the internal application of solid measures backed by the highest standards.***

Through the Quality and Environment Policy<sup>22</sup>, JEALSA ensures the quality of products and services following international standards and regulations. They guarantee food safety and customer satisfaction, through an integrated vision of environmental responsibility and sustainability.

The company is committed to legal requirements, meeting the market demands and the commitment to the customer and the environment. The entire company assumes the following initiatives and commitments:

- Identifying needs and managing the requested orders in a proper way.
- Purchasing the suitable raw materials, according to requirements.
- Responsible manufacturing guaranteeing the safety product, the quality and authenticity.
- Defending the basic principles of safety, quality, environment, service, price, and profit.
- Issuance and on-time delivery.
- Handling claims and suggestions with measurement of the degree of satisfaction.
- Setting targets and continuous improvement.

JEALSA guarantees the quality of the products and services provided to customers and consumers in accordance with ISO 9001, BRC, and IFS standards, in addition, it helps them minimize the possible impact of their activity on the environment.

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<sup>22</sup> Integrated Quality and Environmental Policy related to the facilities of BODIÓN (CONSERVAS RIANXEIRA), BAIUCA (ESCURIS), CHILE AND GUATEMALA.



#### 4.2.1. QUALITY AND FOOD SAFETY

In 2021, JEALSA maintains international certifications in terms of quality and food safety, an example of a guarantee of safety and health throughout the food chain.

The Facilities of BODIÓN<sup>23</sup>, BAIUCA<sup>24</sup>, CHILE, GUATEMALA, and BRAZIL continue to have the IFS<sup>25</sup> certification (International Featured Standards) of food quality and safety during 2021. In addition, JEALSA is working to become FSSC 22000 certified at some of its facilities. FSSC 22000 is a food safety certification system based on the ISO 22000 standard and is currently recognized by the Global Food Safety Initiative (GFSI).

Regarding the BRC certification (Global Standard for Food Safety), it continues to be present at the facilities of BODIÓN<sup>26</sup>, BAIUCA<sup>27</sup> and CHILE. These certifications are a guarantee of compliance with legal guidelines and ensure continuous improvement in food quality and safety in production processes and the supply chain.

JEALSA maintains the certification of the ISO 9001:2015 standard related to the management of quality systems, which ensures the application of best practices in the supply chain, the continuous improvement and excellence of products, processes and services increasing the satisfaction and loyalty of the customer. This certification includes the facilities of BODIÓN for CONSERVAS RIANXEIRA and BAIUCA for the facility of ESCURÍS.

The certifications that were incorporated in 2019 remain in force during 2021. The CRAEGA seal<sup>28</sup> certifies products with organic ingredients and the FOS seal (Friend of the Sea)<sup>29</sup> guarantees sustainability in the sea products from the source where they are obtained. D.O.P. certification Mejillón Galicia (Denomination of Orixe Protexida) is included as a certification in the facilities of BAIUCA<sup>30</sup> and to that we add the Galicia Calidade seal of approval.

The CONRESA facility this year renews the ISO 22000 certification obtained in 2019, an international standard for food safety management systems for companies within the food chain.

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<sup>23</sup> The JEALSA RIANXEIRA AND PETSELECT facilities are included.

<sup>24</sup> The ESCURÍS and PETSELECT facilities are included.

<sup>25</sup> Safety Food Regulations acknowledged by the Global Food Safety Initiative (GFSI).

<sup>26</sup> The JEALSA RIANXEIRA AND PETSELECT facilities are included.

<sup>27</sup> The ESCURÍS and PETSELECT facilities are included.

<sup>28</sup> To be applied to certain products of CONSERVAS RIANXEIRA and ESCURÍS.

<sup>29</sup> To be applied to CONSERVAS RIANXEIRA and ESCURÍS.

<sup>30</sup> Corresponds to the ESCURÍS facility.

JEALSA assumes its commitment to guarantee quality and continuous improvement with actions and initiatives such as:

- Creation of awareness campaigns related to safety, quality and production.
- Certification of centers with the methodology promoted by Anfacó-Cecopesca<sup>31</sup> which ensures a zero-error approach in critical points. Carried out for the companies Pesquera Trans Antartico LTDA, Pet Select S.A, Escurís S.L., and Conservas Rianxeira S.A.U.
- Periodic audits and inspections to achieve excellence in all processes.
- Research in a Network of Laboratories to increase productivity and efficiency in processes. Different processes and internal standards such as the risk management plan or a Laboratory Information Management System (LIMS) are adopted.
- Establishment of new quality methods and techniques through predictive models to aid decision-making and thus evaluate and anticipate the optimization of future processes.
- Customer service with crisis management mechanisms and Food Emergencies, a treatment procedure for non-conforming products, Continuous Improvement, HACCP (Hazards and Critical Control Points System) among others.



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<sup>31</sup> Reference Technology Center at a national and international level in the food and marine field.

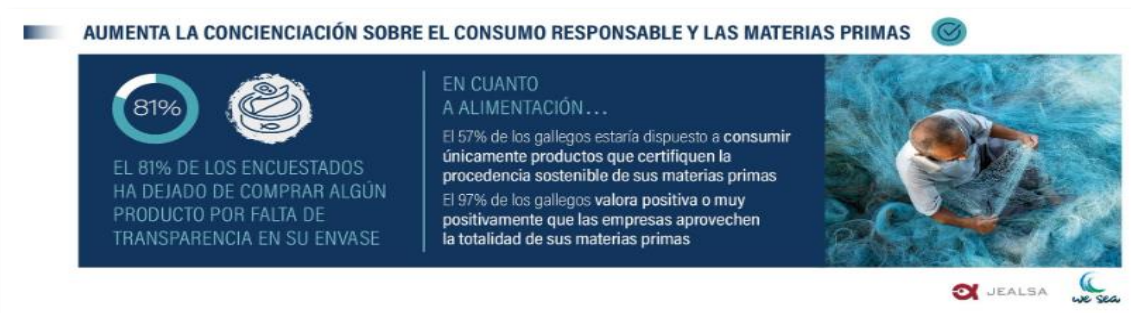
#### 4.2.2. CUSTOMERS AND CONSUMERS

JEALSA works with a focus on providing customers and consumers with what they need, in the safest way and with the best value for money for the products and services they offer. Follow up on satisfaction surveys and effectively manage claims to improve your processes.

The company makes the following dialog and listening channels available to customers: the General Administration switchboard, the online customer service line, by telephone, email, or in person with the quality department, among others.

They promote the transparency of the company from the first contact with consumers through the packaging of the products. In this first contact they show the result of the work and effort of years in terms of product quality, certifications, and sustainability.

JEALSA carried out a study through the Observatory of Consumption and Sustainability to analyze whether the Spanish population takes sustainability criteria into account when deciding to purchase a product or service. This study, called *Radiography of the Responsible Consumer 2021*, reveals that for 79% of those surveyed it is important or very important that companies have their own CSR programs. They increasingly consider it more important to generate a positive impact on the environment, both social and environmental, which is why companies have a fundamental role in caring for the environment and JEALSA is on the path to guaranteeing a sustainable future.



### 4.2.3. COMPLAINTS SYSTEM

The customer service system that it has developed allows it to efficiently manage all queries and claims associated with the company's activity. During 2021, 4,179 complaints have been submitted (1.2 per million units sold).

JEALSA has analyzed the different natures of the reasons for the increase in claims, according to facilities and companies. The facilities that suffered the consequences of the fire this year were forced to outsource different processes, which triggered the increase in customer complaints. On the other hand, the improvement of the complaint capture system in the Chilean market is another reason for the rate to increase.

#### Complaints by consumers

COMPLAINTS	NUMBER OF COMPLAINTS
2021	1,664
2020	1,236
2019	1,463

#### Customer Complaints

COMPLAINTS	NUMBER OF COMPLAINTS
2021	2,515
2020	2,311
2019	734

### 4.3. RENEWABLE ENERGIES AND ENVIRONMENT

***We Care & Sea shows the company's commitment to clean energy and environmental protection.***

JEALSA continues to commit to minimizing the impact on the environment, focusing on the protection of natural resources and relying on sustainability to build a solid future. It develops policies and principles of action in which it frames its actions, which are based on:

- Complying with the Integrated Pollution and Prevention Control (IPPC), by means of the Integrated Environmental Authorization (IEA).
- Promoting the Protection of Environment and the Prevention of Pollution, through the sustainable use of resources.
- Monitoring Emissions into the Atmosphere to work on their reduction and fight against Climate Change.
- Preserving the Biodiversity of protected areas.

JEALSA has an environmental management system certified under ISO standard 14.001:2015 in the facilities of BODIÓN<sup>32</sup>, BAIUCA<sup>33</sup> and CHILE. This system focuses on minimizing the environmental impacts generated by the activities throughout the entire life cycle of the products. CONRESA, BODIÓN, and BAIUCA facilities, as IPPC companies, are subject to an Integrated Environmental Authorization (AAI) that establishes the requirements for each environmental vector.

JEALSA continues to maintain the main benchmark certifications in the industry: MSC certification (Marine Stewardship Council) for the facilities of BODIÓN<sup>34</sup>, BAIUCA<sup>35</sup> and GUATEMALA (Industria Atunera Centroamericana, S.A). In 2019, after a demanding audit process, it has achieved MSC certification for the yellowfin tuna in free schools caught by its fleet.

The CHILE facility continues under the ASC (Aquaculture Stewardship Council) certification, which is joined by the PETSELET facilities (BAIUCA AND BODIÓN). This certification guarantees that operations are carried out under high standards and contribute to the preservation of the environment, biodiversity, and water resources. The company continues with the process of adapting to environmental standards at the facilities in BRAZIL. During the transition process, the company maintains full compliance with the regulations required in the country.

<sup>32</sup> The facilities of CONSERVAS RIANXEIRA and BOINERSA are included.

<sup>33</sup> The facility of ESCURÍS is included.

<sup>34</sup> The company CONSERVAS RIANXEIRA, S.A.U is included.

<sup>35</sup> The company Escuris, S.L. is included.

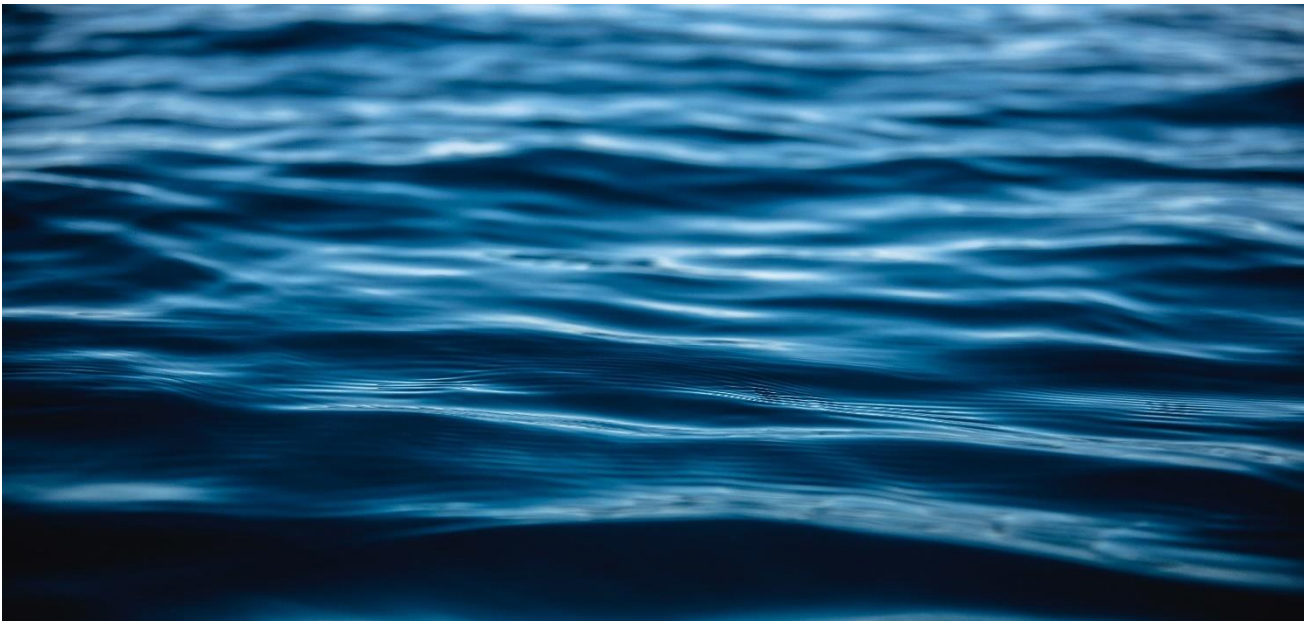


JEALSA has liability coverage for pollution or accidental damage to the environment, as a sign of its risk prevention management, the policy<sup>36</sup> has a limit of €10M, which implies maximum environmental protection.

#### 4.3.1. EFFICIENT USE OF WATER

The company is aware that water is a key resource throughout its production and industrial process. JEALSA makes efforts to establish continuous measures to improve efficiency in the management of this resource. Among them, is the creation of a closed cooling system, in which different uses are given to the water before sending it to final treatment. All the measures it implements represent significant savings in resource consumption in all processes.

JEALSA continues to develop and implement measures to reduce water consumption and optimize processes. It uses new technologies and more efficient equipment, in addition to launching awareness actions for the entire workforce, the end result points to a “dry plant”.

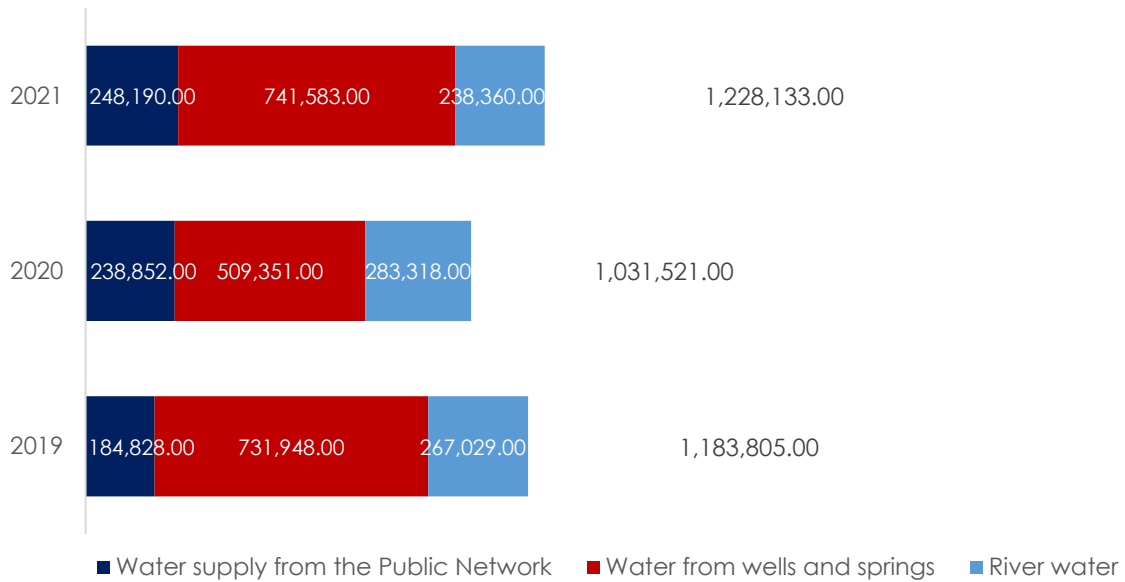


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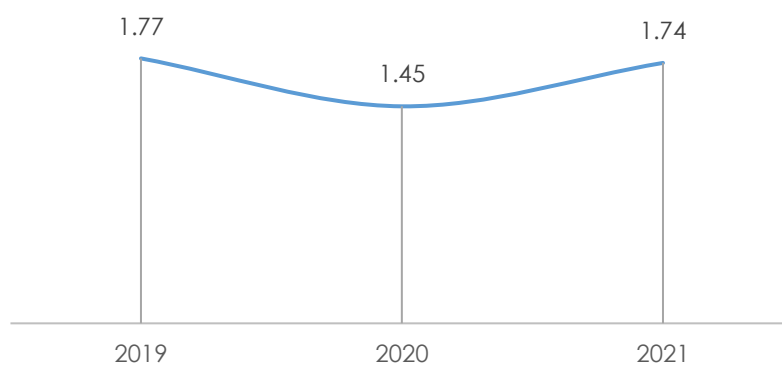
<sup>36</sup> The companies Conservas Rianxeira S.A.U., Escuris S.L., Conresa, Boinersa and Depuración Destilación Reciclaje S.L. and Beltaine Renovables as an additional insurer are included.

The trend in water consumption compared to 2019 has meant an increase of 4%. During this year, due to the fire suffered, the consequences have been reflected in an increase in consumption. There are three sources of water collection, detailed below:

Development of water consumption (m<sup>3</sup>)



Development of water consumption (m<sup>3</sup>/€1,000 turnover)



## Industrial Wastewaters:

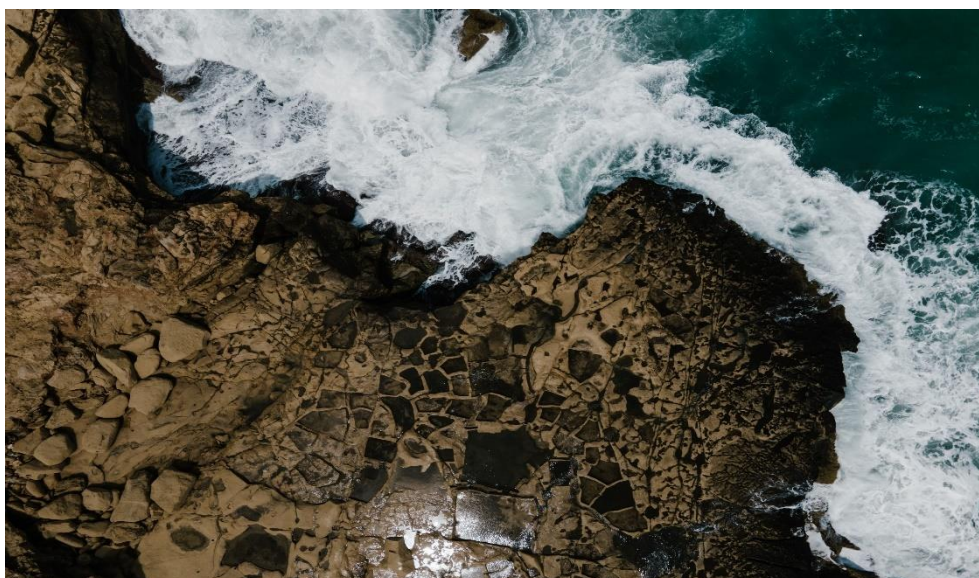
The company carries out the treatment of wastewater and sludge from purification processes, thanks to its Industrial Wastewater Treatment Plants (E.D.A.R.I.). This purification process prevents discharges into the water and its contamination, as well as possible leaks as a result of the activity in the environment.

The plant facilities are monitored and automated. In the final collection phase of the effluents and control prior to discharge, is when the receptor sensors come into action. The maintenance of the plants is carried out through internal and external controls by OCA, which ensures its correct operation and compliance with the requirements established by the Administration Bodies, with final communication of the results.

In addition to preventive maintenance tasks, it is important to have action plans and procedures for the correct operation of the systems.

The mechanisms and tools that JEALSA establishes to deal with possible emergency situations are the following:

- **Environmental monitoring plan:** With annual monitoring to control discharges into the sea.
- **Self-protection plan (PAU):** Emergency equipment, protection and control measures are available in case of emergency.
- **Internal Contingency Plan for Accidental Marine Pollution (PICCMA):** Description of the plan and analysis of environmental risks in vulnerable areas.
- **Environmental emergency plan:** Description of possible environmental emergency situations and their action plan for each case.



#### 4.3.2. EFFICIENT WASTE MANAGEMENT

JEALSA's waste management model is designed and based on continuous improvement, process implementation, and resource optimization. In its management system, it highlights the importance of communication and awareness of the values of waste segregation, whose process destinations are both recycling and recovery.

Waste generated (Tn)

Waste generated (Tn <sup>37</sup> )	2021
Non-Hazardous Waste	28,759.56
Hazardous Waste	2,902.93
<b>Total amount of Waste Generated</b>	<b>31,662.49</b>

The internal procedures followed by the company in all the facilities improve flow control and ensure compliance with the by-product management requirements according to the regulations of each location.

The company follows a management model that makes use of all the organic by-products, they are collected and reintroduced as raw material for other processes aimed at animal feed, the aquaculture sector, or for the pharmaceutical and cosmetic industry. JEALSA has managed to achieve very good recycling results at its facilities, sending 53% of the waste generated to recycling.

At the end of 2020, it began to participate in the Waste Warrior Brands Project, one of the most ambitious projects in which it collaborates, coordinated by Too Good To Go. This company is dedicated to the fight against food waste. Thanks to this alliance, the company reaffirms its position and commitment to promote initiatives in this area.

<sup>37</sup> The facilities of JEALSA BODIÓN, BAIUCA, CONRESA, GUATEMALA, CHILE, and BRAZIL are included.

### 4.3.3. CLEAN ENERGY AND FIGHT AGAINST CLIMATE CHANGE.

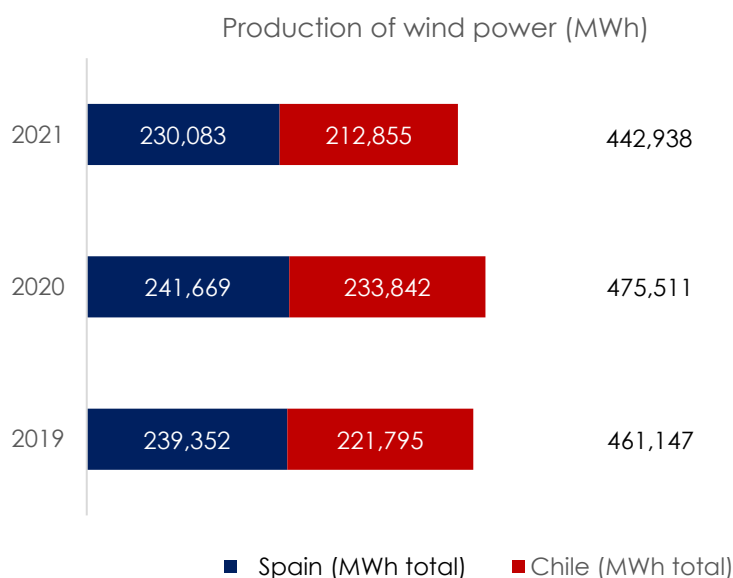
The central axis of JEALSA's business diversification strategy is clean energy. The company has consolidated its position through participation in wind farms and the installation of photovoltaic panels, among other projects.

CONSERVAS RIANXEIRA continues to consolidate itself as one of the leading companies in the sector, thanks to its commitment to sustainability, having achieved carbon neutrality, since the emissions generated in its production process are offset by the emissions avoided due to the energy obtained by the company itself through its own and participated wind farms.

It should be noted that during 2021 it obtained approval for the photovoltaic installation with a maximum power of 462.15 kWp. In December of this year, 56.25 kWp were installed. The company reserves the rest for installation during the first half of 2022.

It maintains its shares in six wind farms and it has water rights to produce hydropower in Chile. In 2021, the total production of energy increased to 572,369 MWh, including the energy produced by high-efficiency cogeneration in its facilities.

JEALSA continues to commit to the production of wind energy. An example of this is the process that is underway for the administrative processing of the expansion of the Graiade wind farm, which is expected to have a total power of 6MW.





JEALSA promotes a culture of continuous improvement through the application of energy efficiency and emission reduction measures. It is committed to the production of renewable energy which is completed with initiatives for the efficient management of energy consumption in all facilities.

It has entered its facilities in the Emission Rights Trading Scheme because its energy cogeneration companies are subject to emissions control by the authorities, both European and national.

The control of emissions at the national level is carried out by an OCA that concludes with an issuance of the Annual Pollutant Load Certificate as a result report for the competent administration. These facilities, due to the characteristics of their activities, are subject to the tax on air pollution.

Below are the values of direct and indirect consumption during the year 2021.

#### Consumption of energy and fuels

Electric energy and fuels <sup>38</sup>	2021	2020	2019	Units
<b>Network Power Consumption</b>	42,784,862.00	40,639,825.29	36,398,017.96	kWh/year
<b>Self-consumption<sup>39</sup></b>	4,258,778.00	6,323,329.00	7,245,400	kWh/year
<b>Liquefied gas</b>	1,688,514.00	1,727,162.00	1,531,144	Kg
<b>Gas</b>	2,092,492.20	1,723,833.00	1,593,906.80	m <sup>3</sup>
<b>Diesel</b>	316,809.39	287,070.97	390,384.55	Kg
<b>Fuel</b>	32,157,955.58	48,786,434.13	54,624,499.88	Kg

The increase in the consumption of liquefied gas in recent years, despite the fact that there was a decrease in relation to the previous year, is due to the elimination of fuel consumption, which is directly related to its reduction.

Among the energy efficiency measures carried out by JEALSA, the discharge of excess electrical energy from the cogeneration plants into the distribution network, and the use of thermal energy in industrial processes stand out. What it intends is to maximize performance and reduce electricity transmission losses thanks to the proximity of the consumption points.

<sup>38</sup> Conversion factors developed by GASNAM (Spanish Association of Natural Gas for Mobility) and Sedigas have been used to get these values.

<sup>39</sup> Electricity consumption related to cogeneration.

Other measures that stand out in the facilities are:

- Staff awareness and the promotion of good practices in the use and consumption of energy.
- Using the most efficient machinery, preventive maintenance and regular cleaning of equipment to improve their performance and efficiency.
- Adapting lightning conditions, replacing conventional lightning with LED equipment and using natural light if it is possible.
- Using the heating power of vapors generated reducing the consumption of fuel and emissions.
- Installation of a second boiler and accessories.

Through the analysis of scope 1<sup>40</sup> and 2<sup>41</sup>, JEALSA monitors Emissions put into the atmosphere to continue working on reducing them and fighting against climate change. During this year, the company has reduced its emissions by 30% compared to 2020 due to the reduced operation of the cogeneration plants.

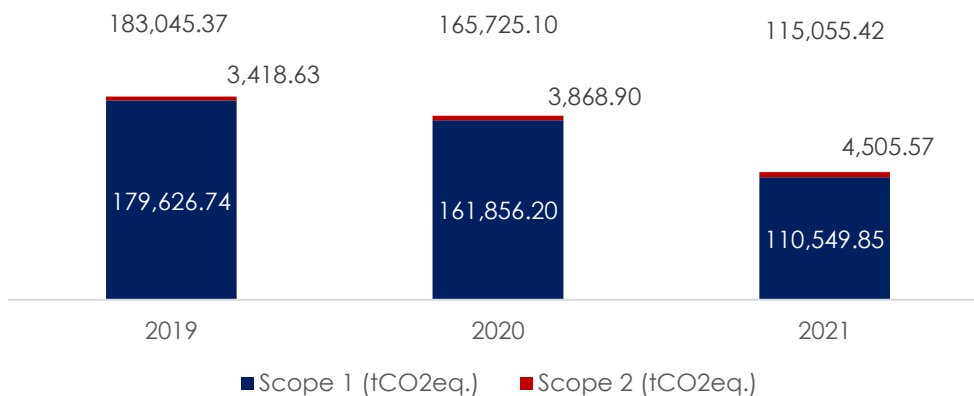
The company's innovation and commitment to more efficient management and cooling systems leads to a reduction in the carbon footprint in relative terms of sales compared to the previous year. The calculation of scope 2 includes the KWh redeemed corresponding to the consumption of the companies CONSERVAS RIANXEIRA, S.A.U., ESCURÍS, S.L., and Depuración Destilación Reciclaje, S.L., derived from the guarantees of origin of renewable energy located in the Graiade park (Spain).

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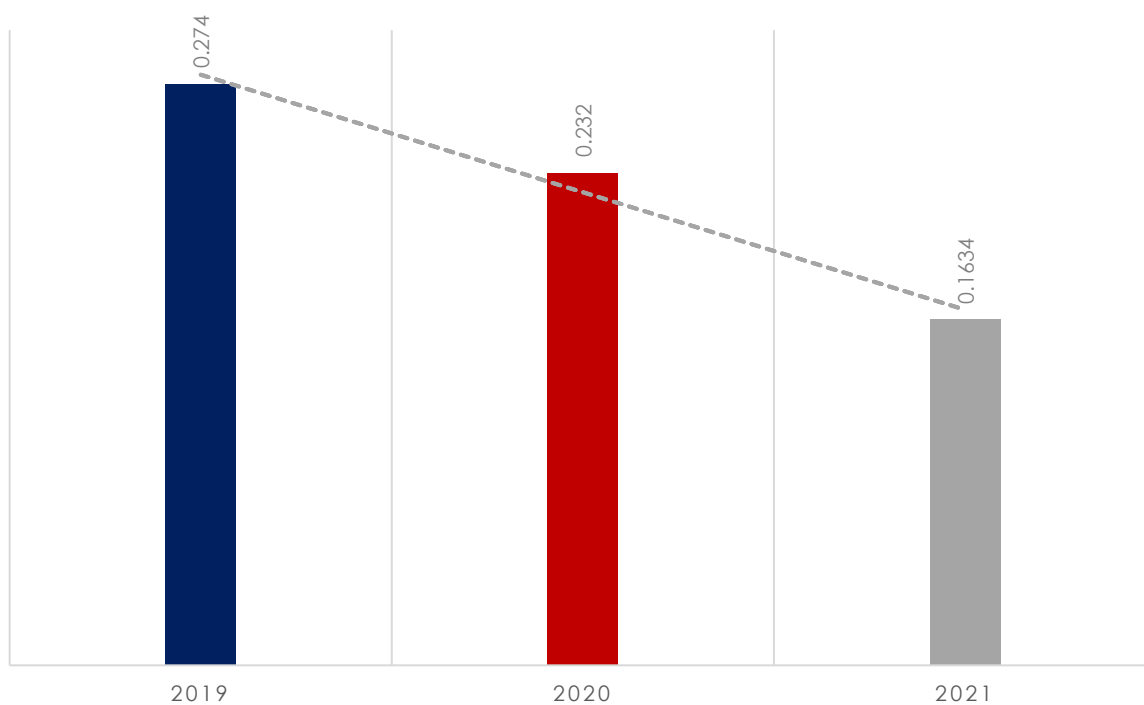
<sup>40</sup> Direct emissions produced by the combustion of fuel by the emitter.

<sup>41</sup> Indirect emissions generated by the electricity consumed and purchased by the emitter.

### Carbon footprint<sup>42</sup>



### Evolution of the carbon footprint Scope 1 + Scope 2 (Tn/€1,000 turnover)



<sup>42</sup> The emission sources used come from the GHG Protocol Tool for Purchased Electricity, Version 4.9 of the World Resources Institute 2017 and GHG Protocol Tool for Stationary Combustion, Version 4.1 of the World Resources Institute 2015.

#### 4.3.4. BIODIVERSITY

JEALSA cares for the conservation of the environment and the protection of biodiversity, which is why the company's facilities are not located in special protection areas. Thanks to its leadership and transmission of the values of respect and protection for nature, it is an example to follow throughout the entire value chain.

JEALSA companies ensure compliance with environmental regulations and standards that guarantee the legality of all companies. The company works to improve the development of its activities in an exemplary manner that respects the environment.

It has developed and given to all the companies tools to combat possible effects on the environment. The Environmental Emergency or Containment Plans, the Internal Contingency Plan for Accidental Marine Pollution, have been, among other things, essential during this year to deal with the emergency situation due to the fire, which was resolved without personal or environmental damage.

By means of alliances and partnerships with the different leading international organizations, JEALSA keeps working in biodiversity conservation projects, the preservation of marine species, and the protection of the seas and oceans.





#### 4.3.5. NOISE AND LIGHT POLLUTION

JEALSA complies with the applicable regulations regarding noise, as well as with that of Environmental Authorizations in accordance with the minimization of noise pollution.

The actions to prevent and reduce its impact in this area include the following:

- Environmental instruction on external noise control.
- Noise minimizers are installed in the interior sources so that they do not reach the exterior.
- Installations adapted to current regulations regarding noise levels.
- Correct use of machinery.
- Measurements of levels.
- Setting up sound absorbing screens in the noise sources.

Due to the type of business activity it carries out, the company does not consider light pollution to be a relevant impact.





#### 4.4. SOCIAL RESPONSIBILITY



***We Respect & Sea, creating long-term value for people inside and outside the organization.***



JEALSA is a multinational company that is close and attentive to its most local environment, and in all the communities in which it is present it maintains strong roots. In the course of the year 2021, the company has reaffirmed its identity of solidarity in all countries to cover the needs of each society, helping to overcome all the consequences of the socio-sanitary crisis and the fire. The essence of JEALSA lies in caring for people.

##### 4.4.1. COMMITMENT TO THE PEOPLE

In 2021, the company reinforces prevention and safety measures, in line with the previous year, guaranteeing the best health conditions for workers.

JEALSA has maintained its response to the socio-sanitary emergency situation; the Contingency Plan continues, revised periodically. The Plan integrates the pertinent actions and measures in terms of collective and individual organization to be adopted, in accordance with those agreed upon by the Health Authorities. The following measures included in the Plan are highlighted:

##### **Crisis management committee.**

The creation of a crisis management committee whose purpose is to anticipate and establish action measures and detail the guidelines to be followed so as to minimize the risks of contagion and spread of COVID-19 both internally and externally. The Crisis Management Committee updates the data on the evolution and diagnosis of the disease, meeting with a frequency that can be adapted to events.

##### **Ambassadors of Good Practices**

The beginning of the pandemic, on March 17, 2020, was the moment in which a group of collaborators was designated and trained by shift work under the title of Ambassadors of Good Practices. The collaborators are part of the structure that during this crisis is in charge of providing support in the organization of the plant, breaks, entrances and exits, being an example of good practices and ensuring compliance with the established measures full time.

## External staff access control

Visits and access to carry out any work considered not essential for the proper functioning of the plant have been restricted since the beginning of the pandemic. The company implements an action protocol for those accesses that are considered essential. The measures include taking temperatures, filling out a questionnaire, requesting training and specific information on the prevention of contagion, mandatory use of protective equipment and, later on, a diagnostic test with a negative result.

## Hygienic measures

The seriousness of the situation implies the establishment of numerous hygienic measures in order to prevent the potential risk of contamination or infection of oneself or others, in the workplace.

- **Information and training for staff on hygienic practices.**
- **Use of anti-contagion protection equipment**, such as masks and facial protection screens.
- **Access control:** active surveillance of symptoms, temperature control, diagnostic tests, etc. By means of entry control, any collaborator with symptoms is prevented from accessing the plant. Passage to the plant of any worker who is in a situation that poses a risk to their colleagues is prohibited and a follow-up is established.
- **Cleaning and disinfection:** Efforts to clean and disinfect workplaces are increased and there is a **specific cleaning and disinfection protocol**, as well as a **team of people** dedicated exclusively to this purpose. Elements that are in contact with different people are disinfected more frequently, such as door handles, buttons, touch screens for non-individual use, bathrooms, tools, or machines for collective use. Cleanliness has been reinforced in all areas, with a special emphasis on surfaces, particularly those that are touched most frequently such as windows or doorknobs, as well as all devices commonly used by employees, from machine controls to tables and computers.  
After each shift, the **work area** used by an employee is cleaned and disinfected. There are hydroalcoholic gel dispensers in each area of the industrial complexes, as well as in all possible accesses to them. Cleaning kits, wipes, and disposable tissues are made available to those who need them.
- **Ventilation and air renewal:** Exterior ducts have been installed to help renew the air and the existing ones have been optimized or changed, as well as purifiers. Likewise, ventilation protocols are drawn up for each work area and CO<sub>2</sub> detection equipment is used as an indicator of indoor air quality.

## Technical measures. Interpersonal distancing

Social distancing measures imply modifying the frequency and face-to-face meetings of employees (avoiding handshakes, replacing face-to-face meetings with video conferences, facilitating and improving the use of information technologies and communication system).

The sectorization measures of workplaces and the reduction of capacity have been thanks to the provision of modules for rest and changing rooms. These measures, together with the installation of separation screens and the modification of workstations, ensure social distancing.

The efforts have led to an increase in the company's transport bus service, since it is necessary to maintain a distance from the occupants of the seats. There is a disinfection standard that is applied after each transport.

## Organizational measures

The company has organized the work so that the number of exposed workers is reduced, establishing rules to avoid and reduce the frequency and type of person-to-person contact, limiting company trips to the essential minimum, avoiding trips to critical places. The limitation includes meetings. JEALSA holds meetings by videoconference and avoids unnecessary face-to-face meetings, temporary and extraordinary remote working is established for people who, depending on their position, cannot do so and request it.

The needs of the collaborators suppose that the company reorganizes the entry times and the break plans, with these measures it is intended to avoid concurrence and excessive concentrations.

## Sanitary measures

The measures to implement a protocol for action and follow-up in the event of positive cases, the investigation of close contacts, and the follow-up of cases, represent an investment, and are designed to provide healthcare personnel with care and diagnosis for employees.

#### 4.4.1.1. HIGH-QUALITY EMPLOYMENT

JEALSA promotes the values of well-being and high-quality employment in all its companies. Its relationship with workers is essential for its sustainable business models.

In the 2021 fiscal year dated November 30, the company reached a total of 3,854 employees, which represents an increase of 13% compared to 2019. During 2020<sup>43</sup>, a methodological change is made and the employment data begins to be calculated as of November 30, since it is deemed that due to the type of rotation that the company and the sector have, the data as of this date is more adjusted to reality. The total employment generated throughout 2021 was 6,834 people, compared to 6,436 people in the 2020 fiscal year.

#### Distribution of employment by country and gender

EMPLOYEES BY COUNTRY AND GENDER	Men			Women			Total		
	2021	2020	2019	2021	2020	2019	2021 <sup>44</sup>	2020	2019
Spain	688	796	573	1,623	1,903	1,611	2,311	2,699	2,184
Brazil	250	205	170	320	299	251	570	504	421
Chile	241	223	183	213	229	138	454	452	321
Guatemala	129	108	103	341	306	308	470	414	411
Italy	2	2	3	5	6	4	7	8	7
Curaçao	42	59	66				42	59	66
<b>OVERALL TOTAL</b>	<b>1,352</b>	<b>1,393</b>	<b>1,098</b>	<b>2,502</b>	<b>2,743</b>	<b>2,312</b>	<b>3,854</b>	<b>4,136</b>	<b>3,410</b>

#### Distribution of employment by age range

EMPLOYEES BY AGE RANGE	2021	2020	2019
< 30 years	944	1,114	860
30-50 years	1,778	1,893	1,591
> 50 years	1,132	1,129	959
<b>OVERALL TOTAL</b>	<b>3,854</b>	<b>4,136</b>	<b>3,410</b>

#### Distribution of employment by professional categories

EMPLOYEES BY PROFESSIONAL CATEGORIES	2021	2020	2019
Scale 1	152	142	132
Scale 2	599	559	537
Scale 3	3,103	3,435	2,741
<b>OVERALL TOTAL</b>	<b>3,854</b>	<b>4,136</b>	<b>3,410</b>

<sup>43</sup> Calculation criteria have been standardized with previous years.

<sup>44</sup> The data provided are related to those companies who had employees in 2021.

There are different contracting modalities due to the peculiarities of the industry: a marked seasonality and moments of great increase in workload that demand a greater number of personnel. It is common for companies in this sector to have these characteristics, following a pattern that is maintained over the years, establishing a regularity in hiring.

JEALSA is committed to stable employment, the formation of consolidated teams that mean opportunity and future professional projection. Approximately 99% of workers are hired full time.

#### Distribution of the annual average of contracts<sup>45</sup>

CATEGORY	2021			2020			2019		
	Permanent	Seasonal permanent	Others	Permanent	Seasonal permanent	Others	Permanent	Seasonal permanent	Others
Men	<b>763</b>	<b>197</b>	<b>374</b>	701	164	334	614	152	225
Women	<b>919</b>	<b>736</b>	<b>848</b>	886	653	936	770	545	835
< 30 years	<b>489</b>	<b>26</b>	<b>398</b>	493	22	367	385	24	275
30-50 years	<b>790</b>	<b>426</b>	<b>565</b>	704	371	612	630	319	543
> 50 years	<b>403</b>	<b>481</b>	<b>259</b>	390	424	291	369	353	241
Scale 1	<b>154</b>		<b>6</b>	132	1	6	121	1	4
Scale 2	<b>539</b>	<b>30</b>	<b>41</b>	463	25	36	454	24	39
Scale 3	<b>989</b>	<b>903</b>	<b>1,175</b>	992	791	1,228	809	671	1,017

The total number of dismissals over the year 2021 conforms to the size of the company and the features of the activity sectors. The distribution, which relates to the direct employees of the company, is based on the structure of the staff and is caused by the open-ended contracts of a large number of employees in South America. The fire suffered during 2021 has forced it to reorganize the workforce, in which it has striven to minimize the negative effects.

#### Distribution of dismissals<sup>46</sup>

CATEGORY	Number of dismissals		
	2021	2020	2019
Men	<b>186</b>	114	64
Women	<b>329</b>	114	108
< 30 years	<b>246</b>	107	83
30-50 years	<b>215</b>	99	69
> 50 years	<b>54</b>	22	20
Scale 1	<b>18</b>	10	11
Scale 2	<b>94</b>	51	37
Scale 3	<b>403</b>	167	124

<sup>45</sup> The calculations were made considering the staff of JEALSA over the years of 2021, 2020, y 2019.

<sup>46</sup> The information about dismissals includes those employees who have a direct contract with JEALSA.



#### 4.4.1.2. WAGES<sup>47</sup>

JEALSA's Code of Ethics and Social Responsibility Policy frame its actions and commitment to employees. The company is involved with the employees and offers wages and benefits in accordance with local and national regulations, and according to the economic activities carried out. The remunerations they offer exceed the corresponding minimum interprofessional salaries.

##### Average wages by gender

AVERAGE WAGES BY COUNTRY AND GENDER (€)	Men			Women		
	2021	2020	2019	2021	2020	2019
Spain	<b>24,401</b>	22,241	22,939	<b>17,138</b>	16,178	16,038
Brazil	<b>6,568</b>	5,665	6,510	<b>3,372</b>	2,977	3,841
Chile	<b>13,499</b>	13,780	13,795	<b>9,533</b>	9,755	9,996
Guatemala	<b>6,659</b>	6,646	6,190	<b>5,039</b>	5,249	4,978
Italy	<b>29,462</b>	26,462	24,306	<b>36,958</b>	33,211	35,743
Curaçao <sup>48</sup>	<b>41,405</b>	41,147	48,114	-	-	-

##### Average wages by age

AVERAGE WAGES BY COUNTRY AND AGE (€)	< 30 years			30-50 years			> 50 years		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Spain	<b>18,528</b>	15,725	16,673	<b>19,339</b>	18,348	18,028	<b>19,873</b>	18,907	18,816
Brazil	<b>2,856</b>	2,638	3,383	<b>5,880</b>	5,029	6,248	<b>14,726</b>	16,201	17,306
Chile	<b>9,555</b>	8,618	9,619	<b>12,310</b>	13,207	14,065	<b>13,175</b>	13,313	11,375
Guatemala	<b>4,880</b>	5,083	4,849	<b>5,971</b>	6,073	5,813	<b>7,434</b>	7,530	6,335
Italy			-	<b>31,479</b>	28,645	30,841	<b>43,159</b>	40,159	-
Curaçao	<b>27,176</b>	27,433	32,719	<b>41,893</b>	35,263	45,117	<b>47,097</b>	52,338	58,524

<sup>47</sup> Salaries stated in euros at the average exchange rate per year.

<sup>48</sup> We have taken into consideration the specialized staff on fishing fleet. The variable salary is considered because it plays an important role. This variable salary depends on the catches made.

### Average wages by category

AVERAGE WAGES BY COUNTRY AND PROFESSIONAL CATEGORY (€)	Scale 1			Scale 2			Scale 3		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Spain	<b>62,888</b>	55,955	56,954	<b>28,166</b>	26,740	25,509	<b>16,319</b>	15,407	15,499
Brazil	<b>18,226</b>	17,056	17,672	<b>4,489</b>	4,575	5,166	<b>2,527</b>	2,389	2,942
Chile	<b>37,488</b>	34,264	32,423	<b>13,493</b>	13,111	13,484	<b>6,536</b>	6,166	7,460
Guatemala	<b>26,244</b>	25,656	19,753	<b>9,155</b>	10,980	8,866	<b>4,662</b>	4,996	4,838
Italy	-	-	43,574	<b>42,030</b>	38,919	25,748	<b>29,406</b>	27,086	-
Curaçao	<b>115,393</b>	129,189	168,650	<b>33,184</b>	32,995	38,234	-	-	-

The average wages of the Directors and Executives of JEALSA amounts to 193,596.84 euros (161,258 euros in 2020). Being a member of the Board does not involve gender wage gaps.

#### 4.4.1.3. GUARANTEE OF EQUALITY AND DIVERSITY.

The company continues to implement policies with objectives that are aligned with the promotion of diversity and equal opportunities in the facilities, regardless of their location.

The company's main axes include equal opportunities, diversity, and universal accessibility. JEALSA has an Equal Opportunities Plan applicable to the entire group that is currently in the negotiation process, keeping the last approved plan in force.

Negotiations on equality issues are carried out through the Permanent Equality Committee. They specify actions and propose work with the proposal of improving compliance with the company's principles in this area. The company ensures that these are equitable for all people in the company. In 2021, the salary gap<sup>49</sup> stood at -12.01%, while in 2020 it reached -11.39%. The equality policies and the measures applied in the company in this area have made it possible to reduce this difference by almost 50% for employees with less than 10 years of seniority.

To correct the inequalities that may exist between women and men, and achieve balance, JEALSA analyzes various intervention processes such as selection, promotion, training, and advancement in conciliation measures, and always with the aim of improving working conditions.

<sup>49</sup> Adjusted pay gap, calculated as the difference in the average wages between a woman and a man, after the deviations by different professional categories and countries have been removed.

During 2021, JEALSA continued working to improve equal opportunities in all its fields by means of the following action areas:

a) Corporate Culture

The essence that the company transmits is nourished by a series of commitments in terms of social responsibility and sustainability. The consolidation of its We Sea Corporate Social Responsibility program maintains within its axes its commitment to people, ensuring quality work, equality, and respect for people.

b) Selection and promotion

The selection processes are the first phase of hiring, which is why it is focused on continuing to improve them. It guarantees a procedure that responds to the needs of the company, and that complies with the commitments of equality and diversity defended. It continues to work to improve the mechanism for valuing staff work, such as internal promotions and salary increases. To this end, it has promoted internal communication mechanisms for vacancies and has worked on the analysis of positions to cover vacancies in an ideal manner according to the needs that this requires.

c) Training

JEALSA considers its staff training and awareness programs to be a fundamental part of the company. They address current issues related to equality, safety at work, and the prevention of occupational risks, in addition to other more specific training such as those established last year, on actions to address the needs caused by COVID-19.

d) Wage policy

The company examines the jobs to be able to find possible differences and proceed with the precise adjustments according to professional categories. It continues to strive to end the company's pay gap.

e) Conciliation

Equal opportunities are promoted, with conciliation measures that are communicated to all employees. The objective is to improve the organization of working time, strengthen conciliation measures, and workers' rights.

#### f) Other areas

Communication, both internal and external, of the measures adopted within the company, must be exemplary. The company does not tolerate messages with sexist language. They take care of the image and messages in relation to gender stereotypes, complying with the requirements demanded by law. They also go further, taking other measures in relation to aid and social policy, the management of representativeness, and/or risks and safety at work.

Within these measures, there is a procedure to prevent gender-based violence at work which includes cases of harassment at work, harassment based on gender and sexual harassment, and the intervention and notification procedures to deal with these complaints.

JEALSA strongly condemns violence at work and sexual and moral harassment based on sex. It pays special attention to this and implements awareness and information measures for the workforce, achieving an environment of trust and providing them with the internal means of communication to report this type of behavior. It takes into account the gender approach from the prevention of occupational risks, so that it is transversal to the entire company.

During 2021, it has continued to implement the protocols drafted in 2020 for intervention in cases of gender violence and prevention of violence at work (physical and psychological) for companies in Spain.

### Diversity and accessibility

JEALSA continues to implement the measures adopted for social inclusion and job placement for groups at risk of exclusion. The company implements actions and guidelines so that its workforce has people with disabilities and integrates other vulnerable groups, such as agreements with Universities, Vocational Training, and Master's degrees so that internships in their company are affordable.

Through universal access to the facilities, they avoid possible discrimination. JEALSA implements modifications in the plants to adapt the facilities and infrastructures to people with reduced mobility. On the other hand, it adapts the characteristics of the position to the needs of the person who carries out the work and assists in the reincorporation of the staff after a period of absence, so that the actions to be carried out each day do not suppose a personal barrier.

In 2021, the company's workforce was made up of 52 people with disabilities who work mainly in the factory. In 2020, this figure was 55.

#### 4.4.1.4. TRAINING AND TALENT DEVELOPMENT

Through training measures, the company reinforces and encourages the growth of professional training, as a basic requirement to promote employability.

With a total of 40,028<sup>50</sup> hours of staff training, compared to 17,598 hours given in 2020, it is a clear example of the company's constant involvement in the promotion and growth of its employees.

JEALSA has a joint training plan for the employees dedicated to the canning industry and the other companies get specific training according to the needs of each activity and place. The different departments develop a process to redefine and assess the training needs which enables them to redesign the training activities and adapt them to the real needs of the company.

JEALSA has worked hard to improve communication channels on training offers, so that it can reach all staff. The training program includes technical skills, development of competences, communication, ethics, management of equality and prevention of occupational risks, to the importance of health and safety at work.

The training catalog includes equal opportunities as one of the most relevant topics, with the aim of transmitting it to all of the company's workers. JEALSA encourages and facilitates women's access to courses related to topics in which they are less represented. It is a tool to reinforce equal opportunities throughout the company.

All the training actions are intrinsically linked to the promotion of respect, equality, diversity and non-discrimination with the aim of improving professional performance, internal promotion and encouraging the motivation of their employees.

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<sup>50</sup> There are no information mechanisms available to specify the disaggregated data by professional category.

#### 4.4.1.5. RECONCILIATION AND ORGANIZATION OF WORK

The work is organized considering the specific characteristics of each facility and the adaptability of local laws and regulations. A continuous working day or a split shift may be set up in activities not related to manufacturing. Particularly, shifts are set up in production factories to cover the whole day. JEALSA is restoring the organization in terms of the usual work shifts, because the additional shift incorporated in the previous year to deal with the socio-sanitary situation is eliminated.

Through the policies and codes elaborated by JEALSA, it encourages the creation of a pleasant and dignified work environment for its collaborators. It assumes this commitment through its Equal Opportunities Plan, in which it establishes as a priority objective to facilitate and create tools that favor the reconciliation of personal, family and work life of all the company's collaborators. JEALSA does not currently have specific measures to disconnect from work.

The company has a catalog of reconciliation measures which is communicated to all the workers. At the same time, anonymous surveys on reconciliation are conducted to identify the needs of the staff and adapt the intervention measures if needed. Some of the main measures included in the reconciliation catalogue are explained below:

- Measures to facilitate fluid communication and knowledge on issues related to gender equality and reconciliation.
- Measures to manage flexible work schedules (change of shifts, adapting to different needs).
- Measures to support the transportation of their employees.
- Measures to encourage the culture of work organization and reconciliation which respects the rights of the workers.
- Investment measures in means to mitigate the consequences of the socio-sanitary crisis and the fire.

During 2021, the total hours of absenteeism<sup>51</sup> amounted to 640,625 hours compared to 481,232 hours in 2020, representing 33% more than the previous year, an increase caused by the situation of socio-sanitary crisis and the plant fire, together with the adaptation measures that were taken to avoid risks for the workers.

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<sup>51</sup>The number of hours includes work leaves in all the companies of JEALSA.



#### 4.4.1.6. HEALTH AND SAFETY

JEALSA ensures the safety and health of its employees and guarantees their physical and psychological integrity. Through the implementation of control and monitoring protocols and the establishment of action codes, it shows its commitment to prevent work-related accidents.

The company appoints a Company Committee and a Health Committee that are responsible for dealing with issues related to this subject. They organize training for workers and internal and external audits of the different areas (Quality, Environment, Safety, and Occupational Health) to improve the Safety and Health of their workers.

JEALSA is certified under the Standard ISO 45001<sup>52</sup> for Occupational Health and Safety Management, which enables the company to comply with a series of requirements and guidelines to manage potential risks and damages related to health and safety at work and progressively improve its performance in prevention matters.

JEALSA develops a Security Policy in which it promotes investment in new technologies, the security of the facilities, and the implementation of technologies to guarantee security in factories, not only of goods but, fundamentally, of the universality of the staff and final product, with the aim of achieving the highest quality that sets it apart.

JEALSA considers occupational risk prevention to be essential and reinforces it in all its companies. It creates prevention policies and instructs staff. Drills are essential for detecting possible unforeseen risks.

In 2020, the entire supply chain was extended as an essential activity, and it continued in 2021, which meant the expansion of food requirements and practices due to the impact on people. Thanks to the figure of the ambassador of good practices, it has managed to precisely monitor the new technical instructions to be developed.

#### Safety and health indicators<sup>53</sup>

In the year 2021, there have been 235 work accidents in the company, of which 130 were without sick leave and 105 were with sick leave. In 2020 there were 206 and in 2019 there were 236. Below are the frequency and severity rates of accidents with sick leave for each facility.

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<sup>52</sup> The minimum requirements of the best practices in Occupational Health and Safety Management are stated in this Standard. The certification is granted to the companies Conservas Rianxeira S.A.U, Escuris S.L and Pet Select S.A.

<sup>53</sup> The information management systems of the company do not allow to get the information by gender.

FACILITY	Companies	Frequency Rate			Severity Rate		
		2021	2020	2019	2021	2020	2019
BAIUCA	FRIGORÍFICOS PUEBLA, S.L.	-	37.99	40.82	-	0.42	0.9
	ESCURÍS S.L.	<b>37.68</b>	32.39	31.67	<b>2.17</b>	1.41	1.04
	PETSELECT, S.A.	-	29.7	29.41	-		
BODIÓN	CONSERVAS RIANXEIRA S.A.U.	<b>29.03</b>	31.12	23.44	<b>1</b>	0.85	0.73
	BOIRO ENERGÍA S.A.	<b>142.86</b>	126.62		<b>7</b>	2.6	
VALORA MARINE INGREDIENTS	VALORA MARINE INGREDIENTS S.L.	<b>131.87</b>	-	-	<b>1.27</b>	-	-
BRAZIL	CRUSOE FOODS	<b>12.39</b>	14.81	12.17	<b>0.11</b>	0.53	0.14
CHILE	PESQ TRANS ANTARTIC LTDA	<b>19.66</b>	14.74	18.69	<b>0.15</b>	0.31	0.56
GUATEMALA	INDUSTRIA ATUNERA CENTROAMERICANA S.A.	<b>5.9</b>	0.94	8.26	<b>0.11</b>	0.08	0.74

The company continues to work on the adoption of measures, both to raise awareness among staff and at work, to improve the safety and health of collaborators. The measures taken have been driving motors that have allowed for the reduction of cases of serious occupational accidents. Occupational illnesses related to the company's activities are not shown, since there is no complete diagnosis of them.

#### 4.4.1.7. LABOR RELATIONS

For the regulation of labor relations, the company establishes agreements according to collective bargaining agreements. All JEALSA employees are covered and each company has the adaptation to labor regulations according to the country in which it operates. The percentage of union representation in Spain, Brazil, and Italy reaches 100%, in Chile the percentage drops to 40%<sup>54</sup>. In this country the workers are affiliated to a union that has an agreement with an affiliated group. The remaining countries do not have a relevant agreement (Guatemala and Curaçao).

During this year, the negotiations for the new Equality Plan of the company have continued, as a result of dialog and consensus among the parties and which aims to encourage active listening to its beneficiaries, ensuring the defense of their rights and an answer to their needs beyond what is required by law.

<sup>54</sup> It is related to TRANS ANTARTIC LTDA.

#### 4.4.2. COMMITMENT TO THE COMMUNITIES.

JEALSA understands that it is essential to maintain and strengthen the commitment of local communities as a fundamental axis in its Corporate Social Responsibility project. During 2021, the company clearly materializes this commitment by getting involved in social needs, some still derived from COVID-19, which has translated into donations of canned fish and shellfish products, in addition to resuming projects suspended during the past year.

The company's culture supports different themes of collaboration with the environment, and they focus on projects regarding education, culture, health, sports, job placement, and help for people with different abilities.

As a new development this year, we wish to highlight the launch of the Maré Alta program in Brazil, the signing of the agreement with the NGO Canales in Chile, and the creation in Spain of the first edition of the Jealsa Solidarity Race.

In 2021, JEALSA creates a new collaboration agreement with the Fundación Obra Social Pediatría for the support program of pedagogical assistance to hospitalized children. In addition, among the entities benefiting from food donations are the Red Cross and the Food Bank, both from different Spanish and Italian cities and some Galician Public Administrations, among others.

In 2021, JEALSA developed patronage actions by investing €596,968.50<sup>55</sup> in social action projects, partnerships and international cooperation through all their subsidiaries. The total amount invested in these actions for the last four years is €1,976,842.06.

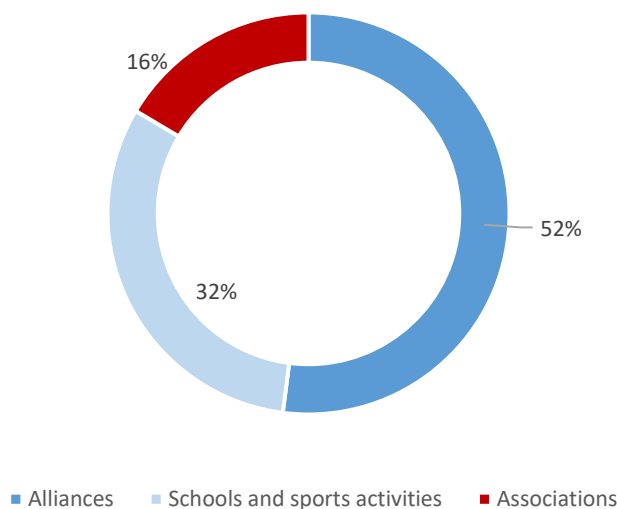
This year it maintains the collaborations that began in 2020, the adhesion to *Forética*, and the participation in the Waste Warrior Brands project with *Too Good To Go*, to promote more responsible management and the fight against food waste, respectively.

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<sup>55</sup> The companies of Spain, Guatemala, Chile and Brazil are included.

The donations are aimed at all the subsidiaries of the Corporation, although the highest percentage is concentrated in Spain, due to its proximity to the local community. Little by little, the company increases international collaborations, where different lines of work are addressed according to local needs.

Distribution of partnerships in Spain



Collaborations aimed at other sectors are channeled through agreements aligned with equal and equitable social development. There are multiple collaborations that aim to help improve the conditions of the most vulnerable and disadvantaged groups.

#### 4.4.2.1. INITIATIVES AND PROGRAMMES OF JEALSA IN 2021

JEALSA maintains its commitment to various initiatives carried out in the different societies in which they have a presence, thanks to which they influence the most necessary areas in each of the areas. Over the years they have been developing social action initiatives, including actions to promote sports, care for the beaches, signing agreements with NGOs, and donations of canned products, among other things.

The main actions during 2021 are described below:

### **Support to sports**

The most remarkable event this year, in the line of sports initiatives, is the celebration of the 1st Jealsa Solidarity Race. The success of this race is due to its altruistic and charitable nature. It was conceived to support the Marrow Transplants Association of Santiago de Compostela (Asotrame). All the proceeds of the race were destined to this association and to the research project Adianthe. This project applies artificial intelligence to offer personalized therapies during treatment against the disease.

The objective of this race is not only to promote outdoor sports, but also to raise awareness throughout society and the opportunity to be part of a gesture of solidarity with health and with all people. In addition to the 10 km race, a walkway has also been designed, opening circles of citizen participation.

JEALSA participates in events related to water sports, due to its connection with the sea. This year it has collaborated in the Optimist Galician Team Championship, organized by the Royal Galician Sailing Federation in collaboration with the Boiro Sports Nautical School and the Boiro-Marina Cabo de Cruz Yacht Club. It is one of the largest competitions at the national level. This year a total of 52 sailors have participated and each year more professionals join.

### **Activities for the JEALSA Family**

Family is part of JEALSA's culture, which is why the company gets involved in projects in which workers' families participate, especially children. JEALSA encourages the sharing of dynamic and diverse spaces regardless of the areas in which the collaborators carry out their work. The company organizes parties to share and enjoy accompanied by unique moments and days of interaction with technology, design, and science.

It is essential that JEALSA collaborations adapt to the priorities of each place. For example, in Brazil, collaborations with projects in the field of women are common, this being a need detected at the local level.

The company collaborates with foundations and organizations in Chile that are committed to the most needy groups, in which issues of poverty and social exclusion are addressed in multiple ways.

## Donations

For years, JEALSA has donated canned fish to entities such as Cáritas, Cocina Económica, and food banks on a regular basis and corresponding to the needs of each organization.

Seven years ago, the company created ties with AMICOS, an entity with which it shares all the values it transmits. They are dedicated to the inclusion of people with intellectual disabilities. This year it has collaborated with them in preparing the Christmas bonus that the company gives to its employees. The involvement in the process has meant the complete assembly of 4,500 boxes as a thank you for their work. The company has been very grateful for the effort and participation.

Through Pet-Select, this year JEALSA has delivered more than 60,000 products to Callejeros Barbanza and Moura, two protectors that help animals in this area. It has responded to the emergency call of these two centers, to which, in addition to the food it has provided, it also sends material for the animals.

In the year 2021, in Chile the donations and initiatives of a social nature carried out include:

- We have as a new development the signing of the agreement with the NGO Canales to contribute to the training of young students in their area of influence. Different activities are framed within this alliance within the Red Futuro Técnico project. Thanks to this project, collaborations are created between the training centers and the company, generating learning from the link with the private company.
- The social institution Fundación las Rosas, from Osorno, provides a home to vulnerable and abandoned elderly people throughout the country.
- Las Municipalidades, which delivered boxes of preserves to the municipality of Maullín.
- Homes for the elderly, close to the company's activity environment, in Puerto Montt.
- The neighborhood associations and community centers received donations destined for the families most affected by different events.
- The beach cleanup organized by the Center for Crops and Plants also received donations.





Image 1. Day cleaning beaches in Chile

In Guatemala, the subsidiary diversifies its support by contributing from masks to health centers, preserves of its own brand to the Municipality of Puerto San Jose and electronic work tools to facilitate the lives of less favored communities. The total contribution is close to 4,300 euros.

Through Crusoe Foods, the company maintains collaborations in Brazil, attending to the needs of each locality. The launch of the Maré Alta project includes donations to the Surf School and the Music School, which were equipped with materials and monitors. Furthermore, donations in spices have been directed to the Torém community, on special dates such as Christmas and Easter.

### **Peixes, nursery schools and sport activities**

Sports schools represent social and human values, they are focused on educating young people in better habits and creating social and environmental awareness. JEALSA has collaborated with different social and sports entities in the area of influence of Boiro and Puebla, offering boys and girls recreational sports activities. This year it has resumed activities that had been canceled last year or adapted to the characteristics of the situation.

Thanks to the planning of sports activities, JEALSA creates opportunities to enjoy minority sports and at the local level, in addition, it instills a culture of respect and equality. During 2021, it organized, among other things, the following:

- ➔ Campus Obradoiro CAB
- ➔ Sailing School

- ➔ Volleyball School
- ➔ Bandeira Traíñas Boiro Femenina

### **Project Ludi-educa: Values and Social Responsibility**

One year more, JEALSA joins the Ludi-educa social project, in collaboration with the Spanish Red Cross and the Boiro Local Assembly. Through this collaboration, activities are carried out with children from 6 to 10 years of age in training and education in values, promoting care for the environment, equal opportunities, and the promotion of the rights and duties of all people. The project originates in Boiro and has expanded to other centers located in Pobra do Caramiñal, which means that it has been successful and accepted in the communities.

The company considers it necessary to continue maintaining this project due to the importance of young people being able to participate in activities like this. The project addresses issues in a transversal way and is developed both in the classroom and through recreational activities and free time outside the centers.

On the other hand, social cooperation and help for children are also supported by initiatives such as the Poción de Héroes project in collaboration with Fundación Atresmedia, which aims to help children hospitalized in centers in Galicia.

Other organizations and associations such as La Caixa Social Work, COGAMI (Galician Confederation of People with Disabilities), the Association of Families with Mental Disabilities or Gavi, The Vaccine Alliance, are covered by the We Sea program, which is a trusted ally for the development of its activities.

#### **4.4.2.3. PARTICIPATION IN ASSOCIATIONS**

JEALSA demonstrates its firm belief in the importance and the need to contribute very actively to economic and social well-being, participating very firmly in various sectoral organizations. The JEALSA companies are in turn part of different associations:

JEALSA

- ANFACO<sup>56</sup>
- APD (Association for the Progress of Management)
- Galician Family Business Association
- Family Enterprise Institute
- Chamber of Commerce of Santiago
- Financial Club of Santiago

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<sup>56</sup> National Association of Canned Fish Manufacturers.

- Financial Club of Coruña
- Galician Businessmen's Association
- Businessmen's Association of Boiro
- FEUGA (Galician Enterprise-University Foundation)
- AECOC (Spanish Commercial Coding Association)
- Galician Economic Forum
- Clusaga<sup>57</sup>
- Forética

## ESCURÍS

- ANFACO
- Businessmen's Association of Puebla
- AECOC (Spanish Commercial Coding Association)
- Cluster of the Sea Foundation
- Clusaga
- Forética

## CHILE

- Chilean Association of Mussel Farmers
- Trade Association of Fishing Industries
- Trade Association of Chilean Suppliers
- Chilean Association of Renewable Energies
- Association of small and medium hydropower plants

## GUATEMALA

- Guatemalan Exporters Association

## BRAZIL

- ABIPESCA


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<sup>57</sup> Food cluster of Galicia.

#### 4.5. CIRCULAR ECONOMY



***We Invest & Sea, contributing to the promotion of the circular economy throughout the value chain.***



JEALSA's productive structure is created based on the Circular Economy. The company is a pioneer in committing to this unique and innovative recovery system, which allows it to take advantage of all the raw material, and create a circular production process.

The *We Sea Program's* main and transversal axis is to give raw materials and the fishing sector the importance and differential value they deserve. It develops new internal lines of work and collaborates with various research centers.

In recent years they have undertaken recovery lines, which place the company on the path of efficiency and sensitivity through the comprehensive use of resources. Eco-friendly and product-friendly technologies are used.

JEALSA continues to work in the search for continuous improvement and system efficiency. The company has carried out an in-depth analysis of the manufacturing process of canned products, in which very specific parts of the fish are used, and in order to make the most of the product, the company has found and developed alternative uses, achieving the total use of raw material.

#### 4.5.1. COMPREHENSIVE SYSTEM OF RAW MATERIAL RECOVERY

By means of its comprehensive system of recovery, JEALSA makes good use of all the raw materials which are supplied to its facilities. The project of circular economy deals with the revaluation of fish and cooking water to develop new products for animal feed, the pharmaceutical, cosmetics and food industry, among others. In 2021, the company launches a new production line, thus adding three differential recovery lines. In addition, it provides a service to other industries managing the cooking water of other companies. This year it has started 6 collection points, which currently represents a total of 11 points.

This system is one of the essential action principles of We Sea, which is granted a great deal of R&D&i resources to develop innovative and more sustainable solutions with a differential value in other areas. During 2021, JEALSA has successfully completed the CONVALOR 2 and RAMTUNA projects. The CONVALOR 2 project has allowed it to design new recovery processes for new raw materials, not only from JEALSA but also from its surroundings. On the other hand, the RAMTUNA project has made it possible to change the paradigm of fish processing, taking into account the highest standards of food quality, safety, and recovery.

This has been possible thanks to the organization of a corporate ecosystem which includes several companies such as PetSelect, Conresa, Valora Marine Ingredients or other investee companies, which are continuously working to find new horizons and with the collaboration of the Rof Codina Foundation, within the framework of an agreement, in which, in the case of PetSelect, it is committed to the recovery of part of the raw material that is not used for human consumption.

The comprehensive recovery of raw materials is designed under the principles of circular economy, extending the value of resources so that they can be used as long as possible in the process, preventing the generation of waste and encouraging reusing and recycling.

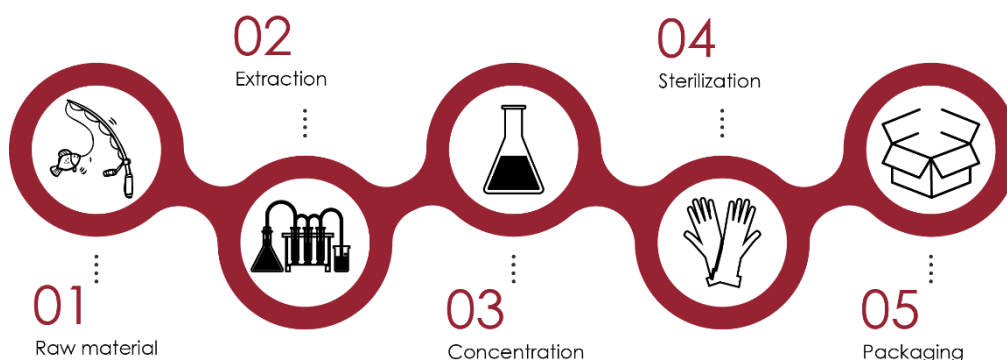
## HOW CAN RAW MATERIALS BE USED?

- ✓ 45% of raw materials is used for both products for human consumption by means of the group's brands (Escrís or Rianxeira) and the manufacture of pet products in the business lines of the company Petselect.
- ✓ 35% of raw materials is focused on the manufacture of by-products such as fish meal and fish oil, which makes up 32.5% and are used by the aquaculture sector and other related industries, the remaining 2.5% is for pet food.
- ✓ The remaining 20% of raw materials is used for the generation of new recovery processes. The company Valora Marine Ingredients, which offers products based on natural substances for the pharmaceutical or cosmetic branches, is used for this purpose.



Valora Marine Ingredients is created as a company inspired by the sea and its resources with the goal of bringing added value to the raw materials of the fishing industry and the fisheries. The company is intended for the recovery of waste-streams through different lines of work. It has managed to remove the concept of by-product, and its externality, thus enhancing products of natural origin that meet the needs of highly dynamic industries.





- ➔ With traceability control from fishing to the final consumer, high-quality raw materials are obtained.
- ➔ The total use of the fish is carried out by the recovery ecosystem and the application of marine biorefinery techniques.
- ➔ Only eco-friendly and product-friendly technologies are used.

The traceability of raw materials is controlled along the entire process from the fishing activity to the customer. This is achieved by an efficient and eco-friendly management of both the production and processing of raw materials, by means of clean technologies which are used in the whole process. The concept of marine biorefinery follows this line of work through fractionation and selective extraction techniques where all the fish delivered to the facilities is used and the ideal characteristics are granted to the customers. Therefore, food waste decreases because raw materials are not discarded.

Sustainability is the essence of Valora Marine Ingredients, a company which encourages recovery and the comprehensive use of the raw materials managed by the companies of JEALSA. This exploitation enables the circularity of all the raw materials in the production chain of the company.

In January 2021, the VALDESMA project (use of fishing discards through the design of high value-added dietetic foods for pets) begins, in which the company Pet Select, dedicated to the production of food for pets and which is part of JEALSA, will collaborate with the Rof Codina Foundation in the fields of research, teaching, and innovation in the field of pet nutrition. The Rof Codina Foundation is in charge of managing the Rof Codina University Veterinary Hospital and the Biomedicine and Veterinary Center, Cebiovet, located on the USC campus in Lugo. Within the framework of this agreement, which will be developed with specific agreements, the Rof Codina Foundation will provide support in relation to staff and infrastructure to carry out research and teaching activities.

It will also provide technical and scientific support through clinical-assistance services. At the same time, it will offer advice on matters of mutual interest and cooperate in training programs for research and technical staff.

For its part, the company Pet Select will collaborate with the foundation in relation to staff and infrastructure, research activities, training and advice in the field of pet nutrition.

JEALSA works together with different national and European organizations which prove the efficiency and viability of this pioneering system of recovery in the industry such as the Spanish National Research Council (CSIC), through the Institute of Marine Research in Vigo (IIM-CSIC). It also has the support of the Center for the Development of Industrial Technology (CDTI), which reports to the Ministry of Science, Innovation and Universities. More specifically, the company has cooperated with the groups for Recycling and Waste Recovery (REVAL) and Food Biochemistry, which belong to the IIM-CSIC, for several years in their search for solutions to recover by-products and effluents generated in processing plants under sustainable and efficient processes complying with the policies of JEALSA.

Another important factor within its work system is investment in R&D focused on continuing to search for more sustainable alternatives and adapting the industry to new trends. As a new development, this year JEALSA presents the Life Refish project, the resolution of which will be known in 2022.

JEALSA maintains its commitment to innovation and during 2021 it inaugurates the Technology Center across the entire company. This center is focused on research, design, and execution of innovation projects. The space is conceived as an area of transversal impact to the different activities of the company, from human or pet food to circular economy or environment. All with the aim of keeping the company at the forefront of technology and providing value to the consumer and to society as a whole.

This multidisciplinary space is organized based on a central area, differentiated from an area for the development of small-scale prototypes and another equipped with pilot or pre-industrial equipment to approximate innovation to an industrial implementation with the highest success rate. This area is the heart of the JEALSA Technological Center where one can see everything from new products that are going to reach the shelf or a simulation of process conditions to improve industrial processes.

#### 4.5.2. CLOSING THE CIRCLE: EFFICIENT MANAGEMENT OF MATERIALS, CONTAINERS, AND PACKAGING.

Due to the activity carried out by the company, the main materials used are those related to preserves and their packaging (cardboard, paper, metal, etc.). Within the company, it must be specified that there are companies that do not consume raw materials due to the type of activity they carry out, for example, FRIPUSA (Frigoríficos Puebla, S.L.) which does not use raw materials and on the other hand CONRESA (Conserveros Reunidos, S.L.) whose raw material is the by-product of the canning companies.

In 2020, the range of sustainable products Conservas Rianxeira, thanks to a complete redesign of the brand, among other innovations, has managed to reduce single-use plastics in all cases and packaging, replacing them with 100% recyclable paper or cardboard, of origin sustainable and FSC certified<sup>58</sup>.

As part of its operation, it continues to improve and optimize both the design of the packaging and its materials. In many of them it has already reached maximum optimization, so that they manage to guarantee the useful life of the product and the customer's food quality. All packaging and containers used are 100% recyclable.

This system works and with effort the results of reducing the use of plastic have been seen. Among the measures adopted at the facilities in Spain are the modification of the palletising film, agreements with third parties to reduce the consumption of plastic in the supply chain and the replacement of the plastic lid with a biodegradable one. In Brazil, the measures related to the responsible use of resources and materials stand out, such as the purchase of boxes made with sugar cane.

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<sup>58</sup> Forest Stewardship Council

## 5. ABOUT THE REPORT



## 5. ABOUT THE REPORT

This document is a Non-Financial Information Statement (NFIS) which gives a detailed account of the environmental, social and economic performance and the good governance of the subsidiaries of JEALSA in all the geographical areas where their activity is being developed.

Pursuant to the requirements of Law 11/2018, of December 28, amending the Commercial Code; the revised text of the Capital Company Act, as approved by Spanish Royal Legislative Decree 1/2010, of July 2, and the Law 22/2015, of July 20, on Account Auditing, regarding non-financial information and diversity, this statement supplements the information provided in the Management Report.

The most significant results and indicators related to the economic, social and environmental areas for the fiscal year 2021 are included in this statement. The Non-Financial Information Statement has been drawn up complying with the aforementioned regulations, taken the GRI Standards as a guiding reference.

The contents included and the quality of the information comply with the principles and guidelines stated in the GRI guides:

Reporting guidelines concerning the definition of the content of the report.
INCLUDING STAKEHOLDERS
BACKGROUND OF SUSTAINABILITY
MATERIALITY
COMPLETENESS

Reporting guidelines concerning the definition of report quality.
ACCURACY
BALANCE
CLARITY
COMPARABILITY
RELIABILITY
TIMELINESS



## 5.1. PROFITS, TAXATION AND SUBSIDIES

The profits before taxes for JEALSA<sup>59</sup> in 2021 and 2020 are distributed according to the following amounts: Spain €35,780,316 in 2021 and €41,709,587.85 in 2020, Portugal €69,850 in 2021 and €37,951.37 in 2020, Italy €401,123 in 2021 and €1,398,258.74 in 2020, Netherlands (€111,309) in 2021 and (€110,653.50) in 2020, Chile (€19,652,755) in 2021 and (€7,542,287.79) in 2020, Brazil (€1,493,136) in 2021 and (€4,446,667.87) in 2020, Guatemala (€5,950,399) in 2021 and (€5,646,475.60) in 2020, Curaçao €233,569 in 2021 and (€1,161,274.33) in 2020, Argentina (€215,423) in 2021 and (€395,057.31) in 2020, Morocco (€306,085) in 2021 and (€104,859.16) in 2020.

JEALSA and its group paid the public administrations in corporate tax revenue the total amount of 3,594,471 euros in 2021 and 10,350,897.34 euros in 2020.

At the same time, the subsidies received by JEALSA and its group during 2021 amounted to 435,921 euros, compared to 103,383.59 euros in 2020.

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<sup>59</sup> The earnings of Argentina and Portugal, where JEALSA has permanent facilities, are recorded in the accounts submitted in Chile and Spain respectively. With regard to companies with partial integration percentage, the earnings related to JEALSA at a group level are included.

## 5.2. TABLE OF CONTENTS NFSI

The list of contents required under the regulations already mentioned is shown below. GRI Standards are taken as a guiding reference to define the repo indicators.

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The Board of Directors of Corporación Empresarial Jesús Alonso, S.L., assembled in a meeting on March 31, 2022, issued the current Non-Financial Information Statement.

Boiro, March 31, 2022.

Mr. Jesús Manuel Alonso Ecurís  
(Chairman)

Ms. Purificación Alonso Ecurís  
(On behalf of Kilimanjaro Corp,  
S.L.)

Mr. Juan Luis Alonso Ecurís

Mr. Javier Alejandro Alonso Ecurís

Mr. Miguel Alonso Ecurís





JEALSA