



NON-FINANCIAL INFORMATION STATEMENT

CORPORACIÓN EMPRESARIAL
JESÚS ALONSO, S.L.

2020



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CORPORACIÓN EMPRESARIAL JESÚS ALONSO, S.L



1.

CORPORACIÓN EMPRESARIAL JESÚS ALONSO S.L.

1.1. SCOPE

Corporación Empresarial Jesús Alonso, S.L., the parent company of the Group, was incorporated as a Limited Company on August 29, 2011. The head office is registered at Lugar de Bodión, town of Boiro (A Coruña) and the company accounts are deposited in the Companies' Registry of A Coruña.

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

Its main activity is the management, handling, and operation of the corporations and shares, equity holdings or quotas 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 animal feed.
- Distribution of natural products purchased to third parties.
- The operation of vessels engaged in tuna fishing, the development of cold storage 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 on and technological development of 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 forms of energy production linked to high 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 information concerning the subsidiary^{1, 2} companies of the Corporation in the factories or facilities where the different activities are developed, considering their relevance³ as far as the integration of the business model is concerned.

FOOD

COMPANIES	LOCATION	FACTORY/FACILITIES	DESCRIPTION OF ACTIVITY
JEALSA INDUSTRIA ALIMENTARIA, S.L.	SPAIN	-	Food Sub-Holding
CONSERVAS RIANXEIRA, S.A.U.	SPAIN	BODIÓN	Manufacture of Canned Food
ESCURIS, S.L	SPAIN	BAIUCA	Manufacture of Canned Food
PETSELECT, S.A	SPAIN	BAIUCA AND BODIÓN	Manufacture of Animal Feed
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

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

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

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

FISHING AND SERVICES

COMPANIES	COUNTRY	FACTORY/FACILITIES	DESCRIPTION OF ACTIVITY
SANT YAGO TUNA FISHERIES, N.V.	CURAÇAO	-	Fish Trader
ATUNERA SANT YAGO, S.A.	GUATEMALA	BUQUE SANT YAGO 1	Tuna Fishing
ATUNERA NACIONAL, S.A.	GUATEMALA	BUQUE SANT YAGO 3	Tuna Fishing
FRIGORÍFICOS PUEBLA, S.L (FRIPUSA) ⁴	SPAIN	FRIPUSA	Industrial Cooling Services

WASTE VALORIZATION- CIRCULAR ECONOMY

COMPANIES	COUNTRY	FACTORY/FACILITIES	DESCRIPTION OF ACTIVITY
CONSERVEROS REUNIDOS, S.L.	SPAIN	CONRESA	Manufacture of Fish Meal and Oils
VALORA MARINE INGREDIENTS, S.L.	SPAIN	VALORA MARINE INGREDIENTS	Valorization of by-products

ENERGY- HIGH EFFICIENCY COGENERATION

COMPANIES	COUNTRY	FACTORY/FACILITIES	DESCRIPTION OF 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

⁴Investee Company, Main shareholder.

RENEWABLE ENERGY- WIND FARMS

COMPANIES	COUNTRY	FACTORY/FACILITIES	DESCRIPTION OF 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 PACÍFICOS, 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.	CHILE	WIND FARM SAN PEDRO 2	Production of Wind Power
ANTARTIC GENERACIÓN, S.A.	CHILE	IN THE PLANNING PHASE	Production of Hydroelectric Power
BULLILEO, S.P.A.	CHILE	IN THE PLANNING PHASE	Production of Hydroelectric Power

MARKETING AND DISTRIBUTION

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

1.2. JEALSA IN 2020

2020 was a complex year full of new challenges in all sectors of activity. JEALSA has at all times worked with two priorities: guaranteeing the safety of workers, and providing services to customers and consumers in Spain and the rest of the world.

To this end, internal and external actions were implemented to reinforce safety measures for workers and work shifts were increased. The measures are part of a Contingency Plan aimed at preventing COVID-19 infection and a response to the eventual appearance of cases. It includes organization, good practices, control and hygiene, health, and technical fields. To manage this, a global crisis committee was created to set the guidelines for action in each workplace.

The market for canned fish and seafood in 2020 grew in the retail channel as a result of the increase in consumption at home. However, we have seen how the impact of this situation on the hospitality industry has greatly reduced its activity and, consequently, sales in this segment.

Despite these circumstances, JEALSA has managed to increase the production and marketing of products, continuing the company's expansion strategy by increasing both its client portfolio and the countries in which it operates.

Finally, work has continued on both the advancement of actions to promote sustainability included in the **We Sea** program, as well as the investments to improve and optimize the company's productive capacity, and numerous social actions have been carried out to help our social environment in these complex times.

2020 MILESTONES



4.223*
collaborators
around the world



17.598
training
hours



40
countries with
commercial presence



65%
women on
the staff



100%
recovered
raw material



475.511 MWh
wind-generated
energy



More than
418,000 € **
invested in
social collaborations



15 tons
of food donated



60.000
masks donated



50
new animal
feed products



Main alliances

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



Aligned with the SDGs



Work under high international standards:

- MSC Certification in facilities and tuna fleet.
- FS and BRC food safety certifications

* Data of total employees as of November 30, 2020. The total employment generated throughout 2020 was 6.436 people compared to 5.321 in 2019.

** The 2020 health crisis forced the cancellation of some planned initiatives for prevention reasons.

1.3. BUSINESS MODEL

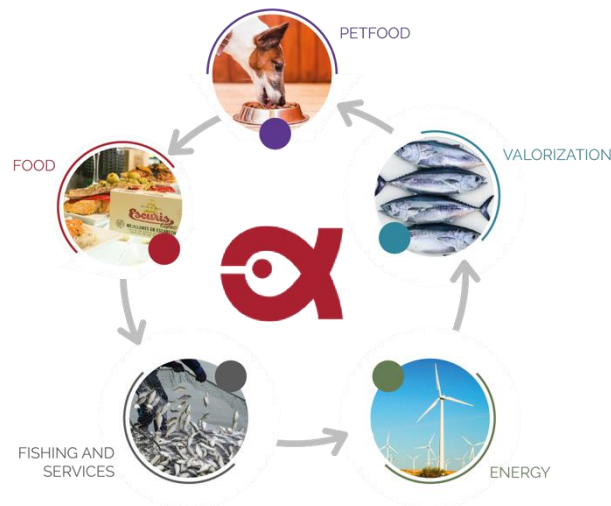
JEALSA dates back to 1958 and was founded as a family business. It has evolved for over 60 years of history to become a reference company at the international level. Its experience and good management have enabled this company to expand into different countries and diversify its businesses into five 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.

Today, JEALSA is one of the main producers of canned food at the international level, positioned among the referents of the Spanish and European market and established as an environmentally-friendly company committed to sustainability, especially the protection of the oceans and seas. The company is betting heavily on innovation and diversification, promoting and working on the generation of shared value in the different settings where the company is doing business.

In addition to manufacturing well-known generic brands, both in Spain and internationally, the company also produces its own brands such as Rianxeira (Spain and Portugal), Escurís (Spain), Mare Aperto (Italy) and Robinson Crusoe (Latin America). Both the strong position of the company in the market and their expansion are supported by this business model, which integrates responsibility, excellence and a commitment to sustainability across the entire value chain.





● FOOD

○ Canned Fish and Seafood

- Manufacturers for recognized distribution brands in Spain, Europe, and other countries around the world.
- More than 60 years of experience in canned fish and seafood.
- Quality assurance in our own and distributor brands.

○ Meal Solutions

- Tailor-made culinary solutions for seafood.
- Extensive knowledge, development kitchen, and R&D laboratories guaranteeing quality culinary solutions.

● PETFOOD

○ Pet Select

- More than 20 years of development of the line of products made from select and 100% natural ingredients.

● ENERGY

○ Energy

- **682,915MWH of energy production.**
- **433,756 tons of CO2 avoided, counting the wind jet in relation to the carbon emission factor.**
- **Our own wind farms** and participation in renewable energy projects for third parties.
- **3 high-efficiency cogeneration plants (Boinersa, DDR, and Beltaine)**

● FISHING AND SERVICES

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

● VALORIZATION

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

JEALSA is deeply rooted in the Spanish territory; in addition, it has a substantial international presence in other countries. Its five industrial plants are located in Spain, Brazil, Chile, and Guatemala. Two of these plants are located in Spain: in Pobra do Caramiñal and Boiro (the company's headquarters), from where the canned tuna process, which is backed by the main international certifications and quality standards, in centralized

The company also owns a tuna fleet with two fishing vessels that carry out their activity in the Atlantic Ocean. Moreover, the commercial presence of the company is extended through their trade offices in Madrid (Spain), Matosinhos (Portugal), Santiago (Chile), Fortaleza (Brazil), and Genoa (Italy), responsible for the distribution and sales of its brands and products.

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

In 2020, JEALSA has strengthened its position in the market through the activities developed in different countries. Its main market accounts for 93% of turnover and encompasses European countries such as Spain, the Netherlands, Italy, France, Portugal, or the United Kingdom, among others. The second most important market is the Americas, where Chile, Brazil, Argentina, and Guatemala stand out. In addition, the company also carries out its activities in different countries around the world.



WHERE WE ARE ?

- Industrial facilities
- Branch offices
- Energy

1. Jealsa Sede Central (PI. & D.C.) - Spain
2. Escuris (PI.) - Spain
3. Jealsa Energia - Spain
4. Jealsa Madrid (D.C.) - Spain
5. Jealsa Portugal (D.C.)
6. Mare Aperto (D.C.) - Italy
7. Crusoe Foods (PI. & D.C.) - Brazil
8. Pesquera Transantartic (PI. & D.C.) - Chile
9. Industria Atunera Centroamericana (PI.) - Guatemala
10. Transantartic Energia - Chile
11. Sant Yago Tuna Fisheries
 2 Tuna boats



2

GOOD GOVERNANCE, COMPLIANCE AND BUSINESS ETHICS

2.

GOOD GOVERNANCE, COMPLIANCE AND ETHICS IN BUSINESS

The Management Board is the main body of governance of the company. By means of the adoption of policies, codes, and plans, it guarantees the development of a transparent, responsible, and environmentally friendly company model, which is conveyed to all the operations and activities.

The Management Board takes over the commitment to assess and ensure compliance with the policies adopted by the company. One of the main goals is enforcing the principles set out in the Code of Ethics and Conduct, the reference framework on which the good practice of the people who cooperate with the company is based. Moreover, it ensures a framework for surveillance and control of the policies by means of different tools to guarantee the development of proceedings in a suitable way.

2.1 ETHICS AND COMPLIANCE

The Code of Ethics and Conduct of JEALSA sets out the minimum standards of behavior to ensure the development of the business in the framework of a good governance and to protect the prestige and reputation of the company.

The principles and behavior patterns developed in this code will apply to all the workforce of JEALSA, regardless of the location or the country where the activities are developed, and they are based on the following actions:

- **Integrity:** by means of ethical and honest actions 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 that have been adopted by the company

The Compliance System, adapted to the requirements set out in Article 31 bis of Penal Code and the quality standard UNE 19601 on Compliance Penal systems in Spain, provides the framework for contention and control. There is also a dynamic legal risk map applicable to the entire group.

The regulatory **Compliance System** includes a Compliance Committee in charge of reporting all necessary information to the Management Board. 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 carried out under the Compliance System guarantee both the confidentiality of data and the actions, 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 provided over the year 2020.

There is an ethical channel for reporting irregularities, whereby any employee can report any regulatory or compliance breaches, both of a general legal nature or internal standards, and which is managed through the Ethics Committee and the Compliance Committee. During 2020, no reports of this nature were recorded.

Furthermore, there is 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. In addition, all the employees get continuous training about the Compliance System.

SUPPORT LIAISONS

During 2020, the figure of the “**support liaison**” was put into operation since it is considered essential to have people who bring the Compliance function closer to all the employees in the organization. Additional training related to the compliance function and the particularities of the units or subsidiaries in which they work will be given to all these people.

The functions of the support liaison are to act as a link between the Compliance Committee and the people in their work area, to transmit any type of recommendation or information that Compliance requests, as well as to exercise monitoring and related document control functions. These liaisons have the same obligations and responsibilities as any other member of the staff.

Within the culture of compliance established in JEALSA, respect for the free competition laws applicable in the markets in which it operates is one of the highest priorities. Respect for free competition stimulates innovation and technical progress and has a favorable effect on productivity, allowing us to improve the efficiency of processes and the quality of the products offered to the customer.

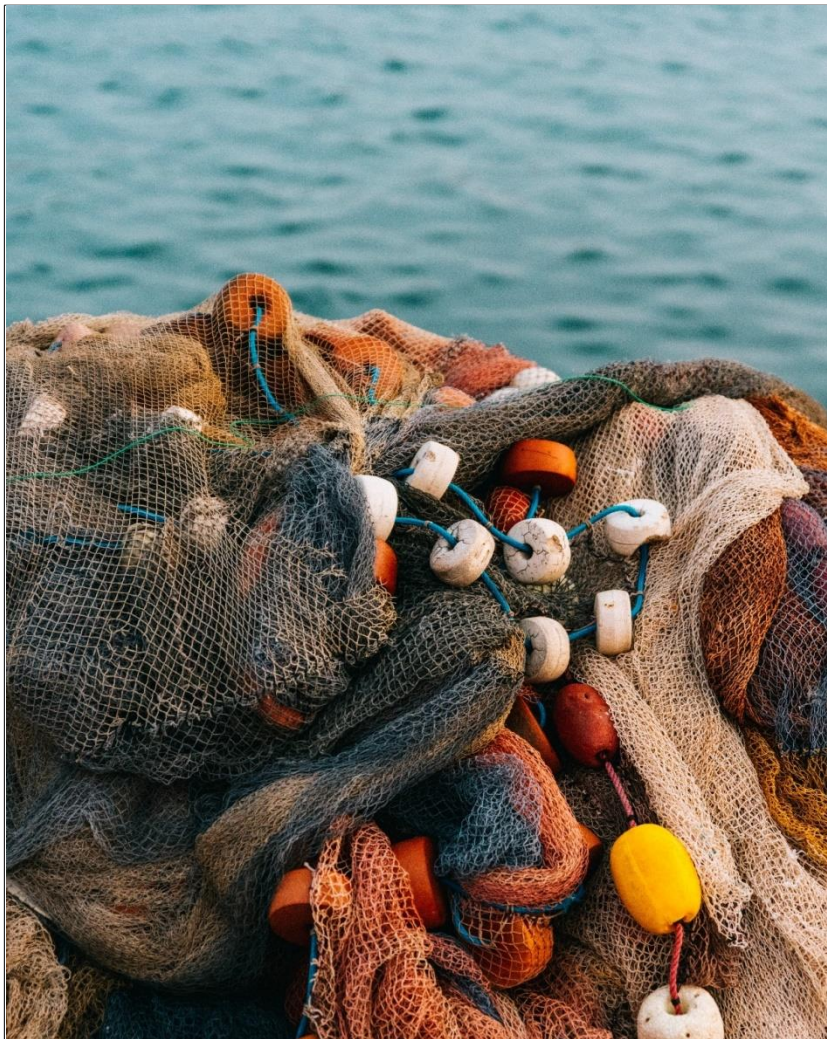
The implementation of the Antitrust Prevention Policy in 2020 reflects JEALSA's commitment to strict compliance with competition rules and its zero tolerance for its own or third-party anti-competitive practices. In this way, ignorance or error is prevented from triggering anti-competitive behavior, with consequences in the market and the good credit of the company.

COMPETITION PREVENTION POLICY

This policy is a tool with basic recommendations and guidelines for action on the matter, in order to prevent or, in the event of detecting irregularities, to eradicate them within the company.

It includes the company's guidelines of conduct on the 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. While this committee is not yet established, the Compliance Committee will assume its functions, and it will also be in charge of periodically reviewing the policy.

The organization will ensure the adequate publicity of this policy and the knowledge and guarantee its application.



2.2 RESPECT FOR HUMAN RIGHTS

JEALSA shows its commitment to Human Rights, through the promotion of respect for rights in all the activities and countries in which it operates.

The aforementioned Code of Ethics and Conduct, the Compliance System, and other mechanisms that guarantee the development of the activities under decent working conditions throughout the supply chain provide the frame of contention to fulfill this commitment.

Through 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 an intrinsic 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, and with public administrations in any action carried out in the area.

Respecting and improving the working conditions of its employees, especially those who work in fishing operations, is a priority for JEALSA. Therefore, all the vessels that work for the company must assume, as an unalterable condition, absolute respect for working conditions, following the instructions for fishing work established in the ILO⁵ Convention 188 and ensuring respect for human rights.

The fulfillment of human rights also applies to the supply chain. Within the Corporate Social Responsibility program We Sea, and following the pillar of "Responsible Purchasing and Fishing", the company extends the commitment to comply with human rights throughout the value chain, when doing business with suppliers who comply with the principles and criteria governing the policies of JEALSA.

⁵International Labor Organization.

The company asks its suppliers for their Ethics Policy to ensure that certain minimum commitments related to human rights and work issues are backed up by a corporate public policy and that, at least, the following statements are included:

- Prohibition of 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.
- Prohibition of any kind of discrimination, harassment, or abuse.
- Provision of complaint channels.

In 2020, no complaints related to the violation of Human Rights were filed.



2.3 FIGHT AGAINST CORRUPTION AND BRIBERY

JEALSA has an Anti-Corruption Policy as an extension of its Code of Ethics and Conduct. In it, instructions are specified 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 to the fight against corruption and to prevention of money laundering is developed.

This policy makes clear the honest, upright, and responsible performance that must govern the company's business. As a fundamental basis, it is based on compliance with the laws that apply in each country of operation.

The policy is a written statement of the rejection of any form of corrupt behavior on the part of the 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.

It is based on the standards contained in the ISO 37001⁶ standard, the principles of the UN Convention against Corruption and the Anti-Corruption Ethics and Compliance Program for companies (both from the United Nations Office of 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 are directly related to politics and, for that reason, it is necessary to define the behavior of precaution and transparency and to respect the current regulations 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 offense. At the same time, it is the body responsible for updating this policy, resolving any doubt or question that may arise on its content and disseminating it among all the members of the organization, conveying the importance of its application for all the members of the organization. During the 2020 fiscal year, no reports on this issue were recorded.

⁶Anti-bribery Management Systems.

2.4 MAIN RISKS AND MANAGEMENT TOOLS

JEALSA analyzes the potential strategic risks that may affect its business activity and the growth of the organization. For internal risk management, they develop dynamic tools (assumed commitments, applied policies, action plans, etc.) that are adapted to the evolution of trends and of the company.

Following the company's and the sector's operations, there are certain highly relevant issues which are developed by the company with the aim of focusing on their continuous improvement:

- Ensuring and promoting sustainable fishing.
- Sustainably managing the value chain through traceability and responsibility from the leadership in the sector.
- Helping to fight against climate change, which directly affects the loss of marine biodiversity and affects species.
- Being sector leaders in circular economy.
- Guaranteeing the health and food safety of all people.
- Managing human resources responsibly and fairly in all the countries where 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"> • Corporate Social Responsibility Program We Sea. • Compliance System. • Supply Chain Certifications.
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"> • Corporate Social Responsibility Program We Sea. • Compliance System. • Internal assessment of suppliers. • Supply Chain Certifications.

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
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"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • EMS⁷ and certifications. • Environmental policies⁸. • Plans and instructions⁹. • Emission controls. • IEA (Integrated Environmental Authorization). • Risk management software for the prevention of risks in this area.
Health and safety	Operational	Protecting the safety and health of workers.	<ul style="list-style-type: none"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • Safety and Health Policies. • Occupational Risk Prevention Plans. • Training Plans. • OHSAS 18001:2007 • Independent external assessment of the associated risks. • Risk management software for the prevention of risks in this area.
Talent management responsibility	Operational	Stable and quality employment. Equal opportunities and decent working conditions.	<ul style="list-style-type: none"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • Training Plans. • Plan for Equal Opportunities. • Collective Bargaining. • Protocol for Treatment and Prevention of Harassment and cases of Gender-based Violence.
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"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • Compliance System. • Competition Prevention Policy • Quality Policy. • Hazard Analysis and Critical Control Point System. • Food Safety Certifications. • Suggestion and Complaint Management. • Measuring the Satisfaction of the Customers.

⁷Environmental Management Systems.

⁸Includes: Quality and Environment Policies. Food Safety Culture and Safety Policy.

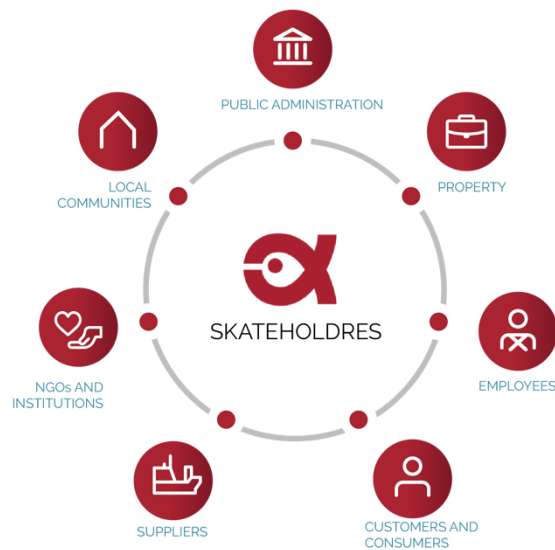
⁹Includes: Contingency Plans. Environmental Emergency Plans, Self-protection Plan, Maintenance Plan, Instructions on the Management of Non-hazardous and Hazardous Waste.

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
Complexity and update of regulations associated with the sector.	Operational/ Regulatory	Fluctuations and changes on regulations. Diversity of regulation according to each country.	<ul style="list-style-type: none"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • Compliance System. • Competition Prevention Policy • Legal Risk Map. • Risk management software for the prevention of risks in this area.
Prestige and consolidation of the brand	Reputational	Good governance and fight against corruption. Ethics in business. Responsibility and management of business risks. Listening to the stakeholders.	<ul style="list-style-type: none"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • Compliance system and support liaisons. • Competition Prevention Policy. • Dialog with the stakeholders. • Anti-corruption Policy. • Risk management software for the prevention of risks in this area.
Response to the situation caused by COVID-19	Operational	Deploy the mechanisms that guarantee the safety of the equipment, the maintenance of the operation, and customer service.	<ul style="list-style-type: none"> • COVID protocols. • Crisis committee. • Case monitoring systems.

2.5 DIALOG WITH THE STAKEHOLDERS

JEALSA considers it essential to maintain an open and proactive dialog with stakeholders to understand their expectations and take them into account in decision-making. In this way, a business strategy is designed to responding to them and promote, together, a positive impact on the environment in which it operates.

These are the stakeholders identified by the company:



There are also communication tools and channels to maintain active listening of the stakeholders. The company has a main¹⁰ website and a web page related to its Corporate Social Responsibility Program We Sea¹¹, which is mainly devoted to communicating its results and progress.

In this context of dialog with stakeholders, JEALSA has updated its materiality analysis, so that this identification of the most relevant issues for the company and stakeholders includes the particularities of the last year, specifically those derived from COVID-19. The objective of this process is to address and report on the most relevant issues for its stakeholders in the corporate reporting processes, and has been prepared in accordance with the requirements of GRI Standards and the materiality criteria set forth in Law 11/2018.

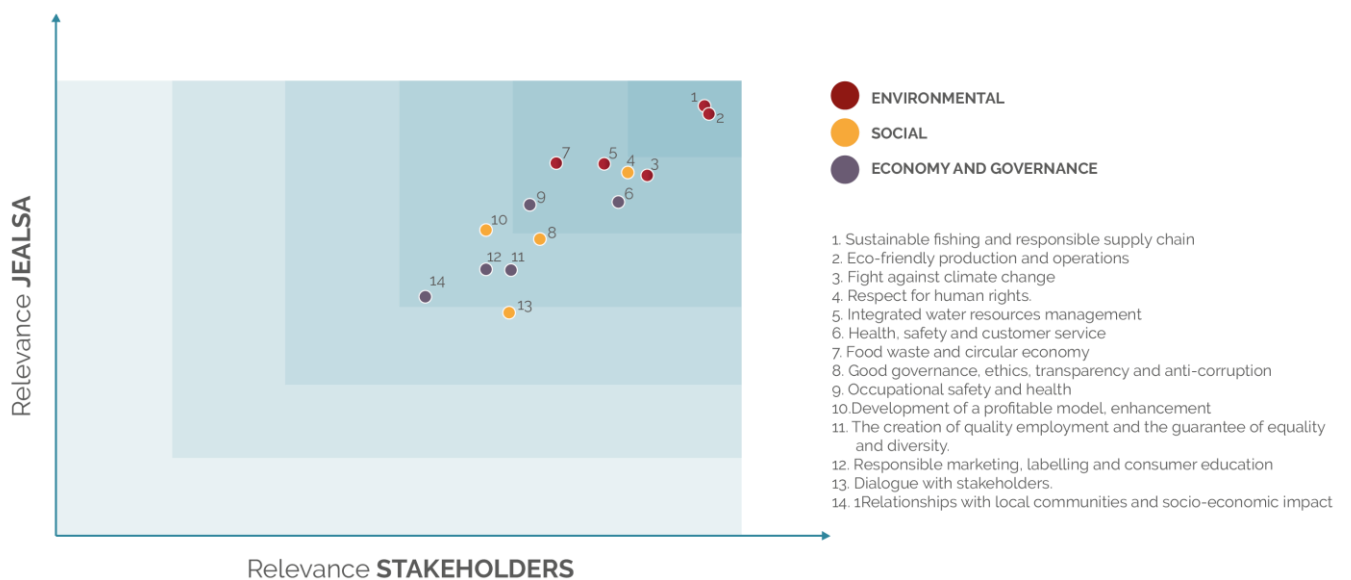
¹⁰www.jealsa.com

¹¹www.wesea.es

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

- 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.
- Consultation with the responsible people and managers in the different areas of the company.
- Indirect consultation with the stakeholders through the representatives in the same company.
- Regulatory trends.
- Impact of COVID on the expectations and demands of the stakeholders.

The integration of sustainability in the business model of JEALSA is reflected in the topics of its materiality matrix, especially those related to promoting sustainability in the business model of the company.



A hand is shown from the wrist up, holding a collection of white seashells. The hand is positioned in the center of the frame, with the fingers slightly spread. The background consists of white, foamy ocean waves crashing against a dark, sandy beach. The entire scene is overlaid with a semi-transparent white rectangular area with rounded corners.

3

CREATION OF
SHARED VALUE AND
SUSTAINABLE GROWTH



3.

CREATION OF SHARED VALUE AND SUSTAINABLE GROWTH

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

The company has managed to become aware of and commit to the future and sustainability throughout the value chain. This commitment has been reinforced in 2020. The capacity for adaptation, resilience, facing rapid changes in the environment, and the need to face the recovery and exit from the health crisis with sustainability as a lever for competitiveness, only reinforce this position.

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

For the company, it is essential to understand that companies, public administrations, and entities of the tertiary sector have to 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 that are directly aligned with 1, 2, 3, 4, 5, 6, 9, 10, 15, and 17 are also carried out.

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



No poverty and zero hunger in the world

Investment in developing countries consolidates the commitment to people, generating employment and wealth in the communities in which they are present. As a structural axis of the company, products with special characteristics are developed under the label of “*el toque justo*” (“the right touch”) to fight against food waste. In addition, a healthy diet is promoted; different products with sustainability attributes are offered, among which proximity stands out (especially in the areas of Galicia, the Basque Country, and the Canary Islands, in which it collaborates with artisan fishermen).



Commitment to good health and well-being

Quality certifications are available under the most demanding standards such as IFS or BRC through a quality management system certified according to the ISO 9001 standard, reaffirming the commitment to the highest quality. Products with the MSC, Ecological, and protected designation of origin seal are manufactured, which is a guarantee of good condition, not only of the product but also of a safe place of work, with the OHSAS 18001 certification.



Commitment to quality education

JEALSA encourages the growth and innovation of the company through a firm commitment to internal and external research in collaboration with Universities, the CSIC, and other research centers. As an axis of the We Sea Program and in collaboration with the Spanish Red Cross, the transmission of values of teamwork, equality, and healthy lifestyle habits is encouraged in schools.



Gender equality and reduced inequalities

JEALSA shows its commitment to equality and the defense of people's rights through its Equality Plan and with the axis of "Social Commitment". Different measures related to the treatment of vulnerable groups and groups at risk of social exclusion are articulated.



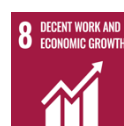
Clean water and sanitation

Through the Renewable and Environmental Energies Hub in We Sea, work is being done on reducing the water footprint, carrying out investments in production centers, in which notable savings have been achieved in the consumption of fresh water. Seawater harvesting systems have been improved, a greater quantity has been processed and desalinated, and, as a consequence, freshwater consumption has been reduced.



Commitment to clean energy and fight against climate change.

One of the strategic pillars of the Corporate Social Responsibility Program We Sea is "Energy and the Environment", where renewable energy plays a vital role. The company continues to commit to clean energy. It collaborated in wind energy production projects that have generated 475,511 Mwh this year, avoiding a total of 433,756 tons of CO₂ emissions.



Commitment to the people and creation of value in the area.

Social responsibility is the axis of the We Sea program, through which it internalizes responsibility with quality work, equality, and respect for people. The creation of

local employment is promoted, which positions the company as a catalyst for the regional economy. In 2020, it had more than 4,223 employees.



Industry, innovation, and infrastructure.

JEALSA reinforced its investment in R&D&I for projects aimed at the use and recovery of different raw materials. The commitment to modernization and the continuous search for efficient use of resources throughout the value chain sets them apart.



Commitment to sustainable production and consumption throughout the entire value chain.

Ensuring the traceability of the raw material from the moment of fishing until it reaches the consumer is the greatest challenge for the company. Its principles and channels make it possible to guarantee the sustainability of the value chain. They are demanding with the use of raw materials and resources, their recovery system, based on reduction, reuse, and recycling, allows to develop a system for the complete use of raw materials and to generate value in the process through other industries.



Commitment to the preservation of seas and oceans.

The priority cause to which more effort is dedicated is the protection of the oceans, seas, and marine resources, since it is the source of raw materials. Alliances continue to be strengthened to associations devoted to the preservation of marine resources and the fight against IUU fishing (illegal, unreported, and unregulated fishing). Through the We Sea Corporate Social Responsibility program and its "Responsible Fishing" challenge, they are an example of commitment to the environment.

In line with the objective, the business goals are achieved through collaborations and initiatives, among which the following stand out:

... "Preventing and significantly reducing marine pollution, especially the pollution caused by land-based activities, including marine debris and nutrient pollution..."

- JEALSA collaborates with the Global Ghost Gear Initiative in developing projects and implementing the good practices of the organization 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 through the entire supply 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 so as to create an efficient level of management of marine resources, to avoid IUU fishing, and to restrict fishing capacity. 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) to support supply chains and tuna fisheries with responsible and sustainable fishing methods to preserve artisan fisheries and contribute to the development of fishing communities.



Preservation of life and land ecosystems.

The conservation of terrestrial ecosystems and inland freshwater ecosystems, as well as the services they provide, is fundamental. It is involved in a series of initiatives in favor of the conservation of biodiversity, taking care of sandbanks, and the protection of forests, supporting initiatives such as the use of FSC certified products.



Multiple alliances and a solid network of partnerships.

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

4



we sea

THE SUSTAINABILITY
STRATEGY OF JEALSA

4.

WE SEA, THE SUSTAINABILITY STRATEGY OF JEALSA

JEALSA continues to strengthen 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 and 2020, the company's commitment to caring for people, preserving the environment, and an ethical and responsible business model was consolidated through the implementation of best practices and agreements with partners.

Since its inception, this initiative has brought together all the work and investments made by the company to guarantee a solid and firm action in favor of sustainability at all levels. Within 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 articulated in five pillars of action that symbolize excellence, quality, and the demand for high standards and best business practices. Each one of them is focused 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 to promote all the We Sea program. During a year of socio-health crisis, these collaborations, certifications, and projects were reinforced and maintained.

JEALSA continues to be linked to social cooperation and assistance to children through initiatives that, in this particular year, had to be adapted to respond to new needs.

4.1. RESPONSIBLE PURCHASING AND FISHING

The We Buy & Sea pillar intends to ensure responsible supply through the purchase and use of raw materials exclusively 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 IUU¹² fishing.

4.1.1. RELATIONSHIP WITH SUPPLIERS AND SUBCONTRACTORS

JEALSA develops the Purchasing Policy as a rigorous and demanding guideline for its relationship with suppliers. This tool is based on international law, the FAO Code of Conduct for Responsible Fisheries, the European Code of Responsible Fishing Practices, and preservation measures of the ISSF. Rigorous controls are in place to ensure that all raw materials follow the responsible sourcing standards established therein.

It maintains alliances and collaborations with its suppliers for the sustainable and responsible growth of the company. In the Purchase Policy, the principles and lines of action are defined:

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

Ensuring the safety of customers and consumers is vital for JEALSA and this point is also included among the obligations of its suppliers, who must meet the standards and requirements on health and product safety, something essential in the process to ensure that no products that may involve any kind of risk for the health or safety of consumers are being marketed.

As far as human rights are concerned, the Sustainable Purchase Policy demands that the suppliers must comply with human rights in all their actions. To this end, procedures that ensure the compliance with these practices in their operations are required to guarantee that no breaches of human rights are transferred to the supply chain of JEALSA.

Ensuring the safety of customers and consumers is vital for JEALSA and this point is also included among the obligations of its suppliers, who must meet the standards and requirements on health and product safety, something essential in the process to ensure that

¹²Illegal, Unreported, and Unregulated.

no products that may involve any kind of risk for the health or safety of consumers are being marketed.

JEALSA relies on its suppliers to improve the value chain. In this way, joint projects are carried out in fields such as the use of raw and more sustainable materials, encouraging recycling, managing containers and packages in an efficient way, reducing waste, developing logistics efficiency, and any actions which may help to reduce impacts on the environment. Consultation shifts with suppliers and subcontractors are managed and alternatives are analyzed to find innovative and efficient solutions.

4.1.2. GOOD PRACTICES

JEALSA continues to encourage initiatives and keeps working on the application of good and reference practices in the fishing industry. Mainly it continues to be committed to responsible fishing and to show support to organizers with the same culture:

Sanitary registration

The boats that supply JEALSA must have an EU number, if it corresponds to their characteristics.

Decent working conditions

All the ships that operate with JEALSA have to assume respect for working conditions by following the work guidelines established in the ILO Convention 188¹³.

Support to Regional Fishing Organizations

JEALSA assumes the policy of buying tuna exclusively caught by vessels flying the flag of member states or countries cooperating with the RFMOs¹⁴.

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 consumer, which enables the company to know and control the origin of raw materials. As a transparency principle, the species and the fishing area are mentioned in all its own-brand products.

¹³International Labor Organization.

¹⁴Regional Fisheries Management Organizations. If required or applicable because of their characteristics.

Bycatch reduction and good practices

JEALSA assumes within its policy the impossibility of buying tuna from companies or boats that do not have express policies for the prohibition of practices such as sharkfinning¹⁵ or which are involved in this type of abusive practices. A constant training in best practices for skippers and captains is of particular interest.

Monitoring, control, and surveillance

All supplying vessels must have the UVI number, an observer¹⁶ on board, and make transshipments in the indicated ports.

Fight against IUU Fishing¹⁷

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

The limitation of fishing capacity

JEALSA only buys tuna caught by boats effective after 2012, if they have followed the guidelines set by the ISSF in this area.

100% of the tuna that is processed has been caught by vessels registered in the PVR¹⁸.

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

¹⁵ Practice of removing fins from sharks and discarding the rest of the shark back into the ocean.

¹⁶ According to their technical characteristics.

¹⁷ Illegal, Unreported, and Unregulated.

¹⁸ ProActive Vessel Register. According to the demands of the ISSF.

4.1.3. MAIN ALLIANCES TOWARDS RESPONSIBLE FISHING

JEALSA has strategic allies to work in alignment with its cultural values. The company's vision of sustainability is drawn up thanks to these collaborations, which make its goals ever greater and more advanced.

The company has also had important leading international partners in the field of sustainability throughout its trajectory. Its collaborations for the development of projects include:

Dolphin Safe

JEALSA is part of the Earth Island Institute's Dolphin Safe program, in which it puts its effort towards preventing dolphins from being affected by tuna fishing and requires the participation of the suppliers.

Sustainable Fisheries Partnership (SFP)

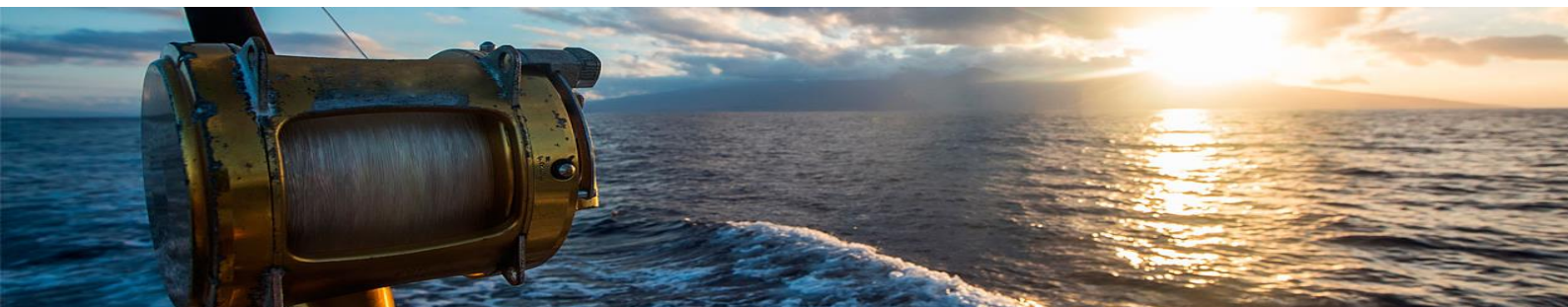
The company goes hand in hand with fishery sustainability thanks to the Target 75 initiative, which aims to ensure that in 2020, 75% of world production in key sectors of fishery products is sustainable or is part of public projects with sustainable goals. This initiative is directly related to SDG 14: Life below Water, to ensure the sustainable use of the oceans, seas, and marine resources for sustainable development.

International Pole & Line Foundation (IPNLF)

JEALSA's association of reference is the IPNLF. This association is an example of sustainability in the supply chain and supports fisheries for tuna caught with angling under responsible fishing methods. This alliance adds value to the entire company and guarantees both the management and adequate protection of resources.

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, improving the health of ecosystems and protecting marine species. Fishing nets and gear seriously damage ecosystems. The problem they are creating is increasing, which is why 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 in all products and services is ensured, through the internal application of solid measures backed by the highest standards.

JEALSA implements a Quality and Environmental Policy¹⁹ that aims to guarantee the quality of the products and services rendered to its customers according to international standards and regulations. They guarantee food safety and customer satisfaction through an integrated vision of environmental responsibility and sustainability.

The company guarantees compliance with 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 food safety, quality, and authenticity.
- Defending the basic principles of safety, quality, environment, service, price, and profit.
- On-time issuance and delivery.
- Handling claims and suggestions and measuring the degree of satisfaction.
- Setting targets and continuous improvement.

Its mission is to minimize the impact of its activity on the environment, and guarantee the quality of the products and services provided to customers and consumers, in accordance with ISO 9001, BRC, and IFS standards.

¹⁹ 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 2020, JEALSA maintains international certifications in terms of food quality and safety, a sign of the continuous effort to guarantee health and safety throughout the entire food chain.

The facilities of BODIÓN²⁰, BAIUCA²¹, CHILE, and GUATEMALA have the IFS Certification²² (International Featured Standards) of food quality and safety. In the year 2020, the facilities in Brazil have been added.

Regarding the BRC certification (Global Standard for Food Safety), it is present in the facilities of BODIÓN²³, BAIUCA²⁴, and CHILE. With these certifications, compliance with legal guidelines and continuous improvement in terms of quality and food safety is ensured in production processes and the supply chain.

ISO 9001:2015 certification, related to the management of quality systems (which ensures the application of best practices in the supply chain, and the continuous improvement and excellence of products, processes and services to increase the satisfaction and loyalty of the customer), has also been kept. This certification includes the facilities of BODIÓN for CONSERVAS RIANXEIRA and BAIUCA for the facility of ESCURÍS.

During 2019, new certifications were incorporated for the same facilities, which remain in 2020. The CRAEGA seal²⁵ certifies products with organic ingredients, and the FOS seal (Friend of the Sea)²⁶ guarantees the sustainability of sea products from the source in which they are obtained. D.O.P. certification Mejillón Galicia (*Denomination de Orixe Protexida*) is included as a certification in the BAIUCA²⁷ facility, and the Galicia Calidade guarantee seal is added.

The facility of CONRESA maintains the certification ISO 22000 obtained last year, an international regulation of food safety management systems for companies within the food chain.

In keeping with its commitment to consumers, the Rianxeira range received the *2020 Flavor of the Year* award. It is considered a seal of quality and is awarded after the product passes a consumer examination.

²⁰Includes the facilities CONSERVAS RIANXEIRA and PETSELECT.

²¹Includes the facilities ESCURÍS and PETSELECT.

²²Safety Food Regulations acknowledged by the Global Food Safety Initiative (GFSI).

²³Includes the facilities CONSERVAS RIANXEIRA and PETSELECT.

²⁴Includes the facilities ESCURÍS and PETSELECT.

²⁵To be applied to certain products of CONSERVAS RIANXEIRA and ESCURÍS.

²⁶To be applied to CONSERVAS RIANXEIRA and ESCURÍS.

²⁷It is related to the facility ESCURÍS.

The Corporation assumes the commitment of quality assurance and continuous improvement with actions and initiatives such as:

- Development of awareness campaigns related to safety, quality, and production.
- Certification of centers with the methodology promoted by Anfacoc-Cecopesca²⁸ to ensure a zero-error approach in critical points. It has been carried out in the companies Pesquera Trans Antartica LTDA, Pet Select S.A, Escurís S.L, and Conservas Rianxeira S.A.U.
- Periodical inspections and audits to ensure excellence in all the processes.
- Developing work through a network of laboratories in order to increase productivity and efficiency in the processes. Different processes and internal standards, such as the risk control plan or the implementation of a Laboratory Information Management System (LIMS), are adopted.
- Implementation 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 that includes crisis and Food Emergencies management mechanisms, processing procedure for non-conforming products and non-conformities, Continuous Improvement, HACCP (Hazard System and Critical Control Points), among others.



²⁸Reference Technology Center at a national and international level in the food and marine field.

4.2.2. CUSTOMERS AND CONSUMERS

The priority for JEALSA is to give customers and consumers what they need, especially this year. Food safety and quality of products and services take on greater importance, particularly in times of uncertainty. By monitoring the results of satisfaction surveys and claims management, the implementation of process improvements is promoted.

To encourage listening to customers, there are dialog channels, such as the General Administration switchboard, online customer service line, by phone, email, or in person, through the quality department, among other things.

The transparency of the company reaches communication with customers and consumers. Proof of this commitment is the work that has been carried out for years in terms of packaging, something as important as the first impression of the product in the consumer. The essence of the brand is printed on it through clear information on product quality, certifications, and sustainability.

JEALSA has been distinguished in the *Best Awards 2020* through the company's flagship brand, Rianxeira. The group's range of sustainable canned foods has received the Silver award in the *Best Branding Packaging* category, the most prestigious marketing awards granted in Spain. The renewed packaging had already been awarded at the end of 2019 with the *Silver Pentawards 2019*, a globally prestigious competition that rewards the best packaging designs from around the world.



4.2.3. COMPLAINTS SYSTEM

This year 2020, the situation caused by the socio-health crisis, represented a challenge in terms of communication with customers. Through the customer service system, all the queries and claims associated with the activity have been managed. During 2020, 1,236 claims have been filed (0.8 per million units sold), of which 100% have been answered and resolved without the need for mediation by legal authorities.

The global indicator has decreased and there is an improvement in the claims rate in all markets, especially in Chile.

CONSUMER COMPLAINTS	NUMBER OF COMPLAINTS
COMPLAINTS 2020	1,236
COMPLAINTS 2019	1,463
COMPLAINTS 2018	1,220

The increase in complaints sent by our customers is due to a change in criteria by one of the distributors that involves notifying both logistics incidents and those of consumers. The following table shows the data.

CUSTOMER COMPLAINTS	NUMBER OF COMPLAINTS
COMPLAINTS 2020	2,311
COMPLAINTS 2019	734
COMPLAINTS 2018	421

4.3. RENEWABLE ENERGIES AND ENVIRONMENT

We Care & Sea highlights the commitment to clean energy and the commitment to protecting the environment.

JEALSA seeks to minimize its impact on the environment, ensuring the preservation of natural resources, with the perspective of sustainability for future generations. Its values are framed within its policies and principles of action, 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 the ISO 14.001:2015 standard at the BODIÓN²⁹, BAIUCA³⁰ and CHILE facilities, focused on minimizing the environmental impacts generated by activities throughout the entire life cycle of the products. The facilities of CONRESA, BODIÓN, and BAIUCA, as IPPC companies, are subject to an Integrated Environmental Authorization (IEA), which sets forth the different requirements for each environmental vector.

JEALSA continues to maintain the main industry benchmark certifications: MSC (Marine Stewardship Council) certification for the facilities of BODIÓN³¹, BAIUCA³², CHILE (Trans Antartic, LTDA), and GUATEMALA (Industria Atunera Centroamericana, S.A). In 2019, after a demanding auditing process, MSC certification was achieved for the catches of yellowfin tuna on free banks by its fleet.

Along these lines, work is being done on expanding the scope of the San Yago certification to incorporate the catches of skipjack tuna on free swimming schools. The process began in 2020 and its result will be seen in next year's report. It is currently under evaluation with the AGAC (Large Freezer Tuna Boats Association) fishery to certify catches of yellowfin and skipjack tuna with and without FADS.

On the other hand, the facility of CHILE holds the ASC certification (Aquaculture Stewardship Council), which ensures the development of operations under high standards and the contribution to the protection of the environment, biodiversity, and water resources. Regarding the facilities in BRAZIL, progress is being made to adapt the remaining premises of

²⁹The facilities of CONSERVA RIANXEIRA and BOINERSA are included.

³⁰The facility of ESCURIS is included.

³¹The company CONSERVAS RIANXEIRA, S.A.U is included.

³²The company Escuris, S.L. is included.

the company to the environmental standards. In this transition process, the company complies with the regulations required in the country.

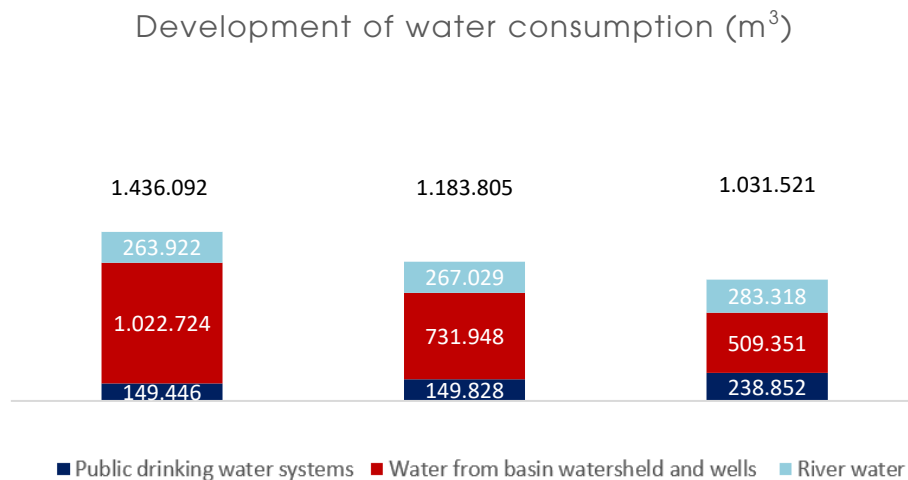
JEALSA continues risk prevention management by means of a liability coverage for pollution or accidental environmental pollution limited to €10M; according to the policy, the highest environmental protection is maintained³³.

4.3.1. EFFICIENT USE OF WATER

Water is a key aspect in the manufacturing processes and in the industry. At JEALSA, being aware that it is an increasingly scarce resource, measures are established to improve efficiency in its management, such as the creation of closed cooling systems to give different uses to the water before its final treatment. These measures represent notable savings in the consumption of the resource.

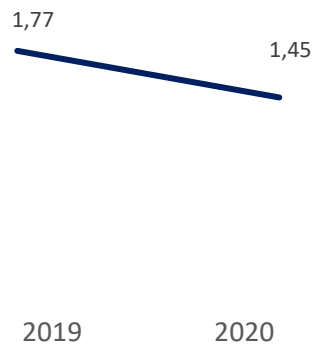
The company develops and implements measures to reduce water consumption in the optimization of processes, introducing more efficient technology and equipment. Awareness-raising actions for all their employees are added. As a result, there is a tendency towards a “dry manufacturing plant”.

The decrease in water consumption in absolute terms was close to 30% compared to 2018. There are three sources of water collection, detailed below:



³³The companies Conservas Rianxeira S.A.U., Escuris S.L., Conresa, Boinersa, and Depuración Destilación Reciclaje S.L. Are included, and Beltaine Renovables is added as an additional insurer.

Development of water consumption (m³/€1,000 turnover)



Industrial Wastewaters:

JEALSA is involved in the processing of wastewater and sludge from purification processes. Among its facilities, there are two Industrial Wastewater Treatment Plants, in order to maintain the quality of the water discharged and to prevent possible incidents as a result of the activity in the environment.

In the processing plants, the phase of effluent collection and control prior to the final discharge is carried out through receptor sensors. The facilities need maintenance for their correct operation, which is done through internal controls and, of course, is subject to external controls by OCA as a follow-up to compliance with the requirements established by the Administration Bodies, with final communication of the results.

It is important to remember that, in addition to preventive maintenance work, it is essential to have action plans and procedures for the correct mechanics of the systems.

JEALSA establishes instruments and work tools for possible emergency situations:

- **Environmental monitoring plan:** With annual monitoring to control dumping into the sea.
- **Protection plan (PAU):** Emergency equipment, protection, and control measures are available in case of emergency.
- **Interior 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 its action plan for each case.

4.3.2. EFFICIENT WASTE MANAGEMENT

JEALSA creates a waste management model, based on continuous improvement, the implementation of processes, and the optimization of resources. An important part of this management system is that the waste segregation values are imparted with process destinations, both recycling and recovery.

Waste generated (Tn ³⁴)	2020
Non-Hazardous Waste	17,868.62
Hazardous Waste	206.76
Total Waste Generated	18,075.38

All the facilities are subject to the by-product management requirements according to the regulations of each location. Its internal procedures improve their flow control.

In their management model, they make use of organic by-products as they re-enter the chain as raw material for other processes destined for the animal feed industry, the aquaculture sector, or for the pharmaceutical and cosmetic industry.

JEALSA continues to increase the absolute percentage of waste destined for recycling, which in 2020 accounted for 61% of the total.

In 2020, one of the most ambitious projects in which it participates is the Waste Warrior Brands Project, coordinated by *Too Good To Go*. This company is dedicated to the fight against food waste. With the alliance, the company reaffirms its position and commitment in promoting initiatives in this area.



³⁴The facilities of JEALSA BODIÓN, BAIUCA, CONRESA, GUATEMALA, CHILE, and BRAZIL are included. Non-Hazardous Waste is not recorded in GUATEMALA due to the fact that, in accordance with the existing legislation, there are no specific requirements for the classification and management of Non-Hazardous Waste.

4.3.3. CLEAN ENERGY AND FIGHT AGAINST CLIMATE CHANGE.

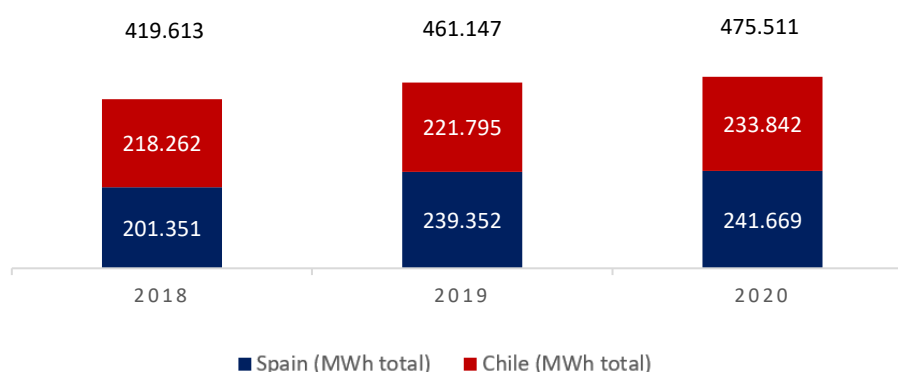
JEALSA promotes clean energy as the central axis of its business diversification strategy. It has a consolidated position through participation in wind farms, among other projects.

CONSERVAS RIANXEIRA continues to consolidate itself as one of the leading companies in the sector; thanks to its commitment to sustainability, this year it has reached 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 wind farms, both owned and shared.

It continues to participate in the six wind energy production parks, and it maintains the water rights for the production of hydraulic energy in Chile. During 2020, the total production of energy increased to 682,913 MWh, including the energy produced by high-efficiency cogeneration in their facilities. The production of wind power has increased about 3% compared to the year 2019.



Production of wind power (MWh)



The production of renewable energy is complemented by actions for the efficient management of energy consumption in all its facilities. Its culture of continuous improvement promotes the application of energy efficiency and emission reduction measures.

Its energy cogeneration companies are subject to emission control by European and national authorities by adding their facilities to the EU Emissions Trading Scheme.

Emission control at the national level is carried out by an Authorized Control Body that concludes with the issuance of the Annual Pollutant Load Certificate as a report of the results for the competent administration. These facilities, due to the characteristics of their activities, pay the tax on atmospheric pollution.

The energy consumption values in 2020 are presented below. The increases in consumption in 2020 are due to higher activity and sales.

ELECTRICITY ³⁵	UNIT	2018	2019	2020
Network Power Consumption	(kWh/year)	34,520,659	36,398,017.96	40,639,825.29
Self-consumption ³⁶	(kWh/year)	8,673,695	7,245,400	6,323,329
Liquefied gas	(Kg)	10,170	1,531,144	1,727,162
Gas	(m ³)	2,933,743.06	1,593,906.80	1,723,833
Diesel	(Kg)	398,074.47	390,384.55	287,070.97
Fuel	(Kg)	62,594,130.44	54,624,499.88	48,786,434.13

³⁵Conversion factors developed by GASNAM (Spanish Association of Natural Gas for Mobility) and Sedigas have been used.

³⁶Electricity consumption related to cogeneration.

In the Brazilian facilities, diesel is consumed exclusively in the electric power generators. Throughout 2019, the electricity supply was interrupted, which meant using two diesel generating sets. During 2020, the provider exchanged 6 km of cable, which represents a reduction in interruptions. The decrease in the cost of diesel and the use of generators is justified in this way.

The evidence in the continuous increase in liquefied gas with respect to 2018 originates from the elimination of fuel consumption, which is related to the reduction thereof.

An example of the energy efficiency measures that JEALSA adopts are the discharge of excess energy from cogeneration plants into the distribution network, or the use of thermal energy in industrial processes. In this way, performance is maximized and electricity transmission losses are reduced due to the proximity of consumption points.

Other measures that stand out in the facilities are:

- Staff awareness and the promotion of good practices in the use and consumption of energy.
- Use of 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 possible.
- Using the heating power of vapors generated reducing the consumption of fuel and emissions.
- Installation of a second boiler and accessories.

The energy measurement system has the capacity to adapt to each installation; for example, in Brazil natural gas is used in boilers and forklifts. As an example of an attitude of continuous improvement, energy efficiency studies from an external company are commissioned.

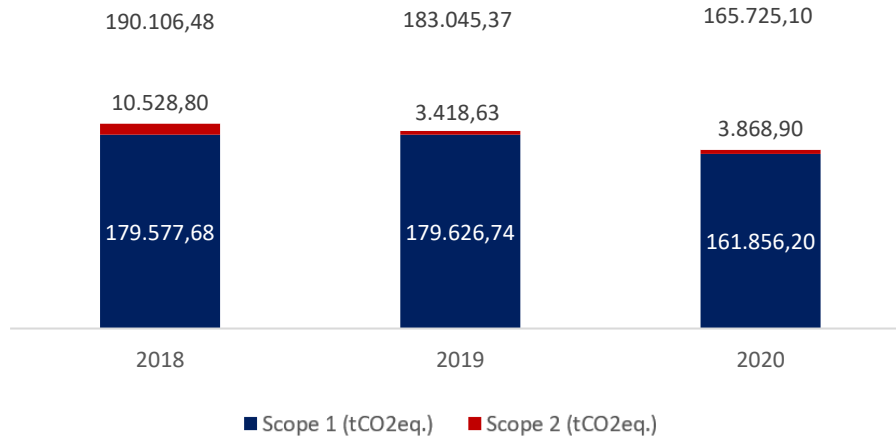
JEALSA carries out monitoring of the Emissions into the atmosphere to work on reducing them and fighting against Climate Change. The analysis of the emissions includes scopes 1³⁷ and 2³⁸.

Innovation and the company's commitment to more efficient management and refrigeration systems leads to a reduction in the carbon footprint in relative terms over sales compared to the previous year. In the calculation of scope 2, the kWh redeemed corresponding to the consumption of the CONSERVAS RIANXEIRA, S.A.U. ESCURÍS, S.L. and Depuración Destinación Reciclaje, S.L., derived from the guarantees of origin of renewable energy located in the Graiade park (Spain), are included.

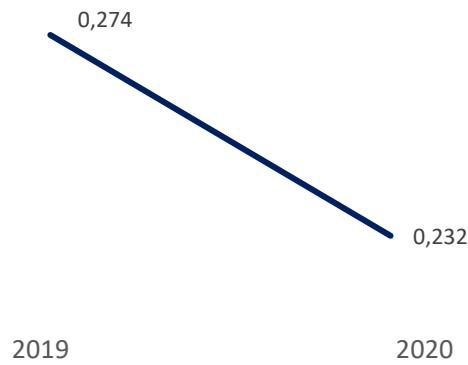
³⁷Direct emissions produced by the combustion of fuel by the emitter.

³⁸Indirect emissions generated by the electricity consumed and purchased by the emitter.

Carbon footprint³⁹



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



³⁹The sources of emission 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 does not have facilities located in protected areas; however, the preservation of the environment and the protection of biodiversity is ensured throughout the entire value chain in all the facilities.

All the companies that make up JEALSA comply with the environmental regulations and performance standards that guarantee legal compliance, developing the activities in an efficient and environmentally friendly way.

Several tools are available to mitigate potential effects on the environment through the Environmental Emergency Plans or Containment Plans, the Internal Contingency Plan against Accidental Marine Pollution, among others.

By means of alliances and partnerships with different leading international organizations, we keep 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 requirements regarding noise as well as the Environmental Authorizations related to the minimization of noise pollution.

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

- Environmental training on external noise control.
- Noise minimizers are installed in the indoor fountains so that they do not reach the outside.
- Adequate facilities according to current regulations regarding noise levels.
- Correct use of machinery.
- Measurement of levels.
- Setting up sound absorbing screens in the noise sources.

Due to the type of business activity carried out in the Corporation, light pollution is not considered a noticeable 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 maintains strong local roots in the communities where it is present. During 2020, it has been able to reaffirm its identity by helping to meet the needs of society in each area in which it operates during the socio-health crisis of COVID-19. The essence of the company lies in taking care of all people and this year could not be otherwise.

In 2020, we participated in the 1st week of 100% virtual Global CSR in the country, where professionals from large companies, SMEs, third sector entities, and public administrations had the opportunity to discuss the main challenges and trends in the sector. While holding the conference, recognition was received through the Award for Good Practices in CSR.

4.4.1. COMMITMENT TO PEOPLE

The priority in 2020 was to guarantee the health of workers, which is reflected in the increase in prevention and safety efforts.

In response to the pandemic and reacting to the emergency situation that it entailed, JEALSA drew up and implemented a Contingency Plan that is periodically reviewed and which has come to include 75 protection measures. This Plan is adapted and aimed at preventing COVID-19 infection and responding to the possible appearance of cases or close contacts with infected people.

It includes the pertinent actions and measures in terms of collective and individual organization to be adapted, in accordance with those agreed by the Health Authorities. The actions taken into account in this Plan include the following:

Crisis Management Committee.

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 illness, meeting with a frequency adaptable to the events.

Good Practice Ambassadors

Since the beginning of the pandemic, as of March 17, 2020, a group of collaborators is appointed and trained per work shift under the title of Good Practice Ambassadors. Employees 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.

Access control for external personnel

Since the beginning of the pandemic, all visits and access have been restricted to carry out any work that is not considered essential for the proper functioning of the plant. An action protocol is implemented for accesses that are considered essential. The measures include taking temperature, filling out a questionnaire, requesting training and specific information on the prevention of contagion, mandatory use of protective equipment, and, subsequently, a diagnostic test with a negative result.

Hygienic measures

Taking into account the seriousness of the situation, numerous hygienic measures are established in order to prevent the potential risk of contamination or contagion of oneself or others in the workplace.

- **Information and training of staff in hygienic practices.**
- **Use of anti-contagion protective equipment**, such as masks and face shields.
- **Access control:** active symptom monitoring, temperature control, diagnostic tests, etc. Through entrance control, any employee with symptoms is prevented from accessing the plant. Any worker who is in a situation that poses a risk to his/her colleagues is prohibited from entering the plant and a follow-up is established.
- **Cleaning and disinfection:** Efforts in cleaning and disinfection of workplaces are increased and there is a **specific cleaning and disinfection protocol**, as well as a **team of people** dedicated exclusively to this purpose. Items that are in contact with different people are disinfected more frequently, such as door handles, keypads, 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 most frequently touched such as windows or doorknobs, as well as all the devices commonly used by employees, from controls of machinery 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 access ways. Cleaning kits, wipes, and disposable tissues are made available to those who need them.

- **Ventilation and air renewal:** Ducts to the outside have been installed to help with air renewal and existing ones have been optimized or changed, as well as purifiers. Likewise, ventilation protocols are developed for each work area and CO₂ detection equipment is used as an indicator of indoor air quality.

Technical measures. Interpersonal distancing

The implementation of social distancing measures has been carried out: measures that include modifying the frequency and the face-to-face meeting of employees (avoiding handshakes, replacing face-to-face meetings with video conferences, facilitating and improving the use of information technologies and communication systems).

Workplaces have been sectorized and capacity has been reduced, thanks to the fitting out of lounging units 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 social distance from the occupants of the seats. A disinfection regulation is applied after each trip.

Organizational measures

JEALSA has organized work in such a way that the number of exposed workers is reduced, establishing rules to avoid and reduce the frequency and type of person-to-person contact, limiting business trips to the absolute minimum, avoiding trips to critical places. The limitation includes meetings: they are held by video conference, unnecessary face-to-face meetings are avoided, and temporary and extraordinary teleworking is established for people who, according to their position, cannot do it and so request it.

Taking needs into account, the employees' entry times and break plans are reorganized, in an attempt to avoid crowds and excessive concentrations.

Sanitary measures

A protocol for action and follow-up is established for positive cases, investigation of close contacts, and follow-up of cases. It involves an investment to provide health personnel, for the care and diagnosis of employees.

4.4.1.1. QUALITY EMPLOYMENT

JEALSA promotes quality employment in all its companies; the relationship with workers is essential for its sustainable business models.

In recognition of the work carried out by JEALSA, the company is placed within the ranking of the 100 best companies to work for in 2020 by *Actualidad Económica* magazine. The criteria to be taken into account for the publication include the factors of salary compensation, training, the talent that the Corporation has, the working environment, and the assessment of its employees, highlighting its extensive social work.

During fiscal year 2020 and as of November 30, the Corporation reached a total of 4,223 employees, which represents an increase of 24% compared to 2019. During this year, a methodological change was made and the employment data began to be calculated as of November 30, since it is considered that, due to the type of rotation that the company and the sector have, the data to this date is more in tune with reality. The total employment generated throughout 2020 was 6,436 people compared to 5,321 in 2019.

Distribution of employment by country and gender

EMPLOYEES BY COUNTRY AND GENDER	MEN		WOMEN		TOTAL NUMBER 2020 ⁴⁰	TOTAL NUMBER 2019
	2020	2019	2020	2019		
SPAIN	796	573	1,903	1,611	2,699	2,184
BRAZIL	205	170	299	251	504	421
CHILE	223	183	229	138	452	321
GUATEMALA	108	103	306	308	414	411
ITALY	2	3	6	4	8	7
CURAÇAO	146	66			146	66
OVERALL TOTAL	1,480	1,098	2,743	2,312	4,223	3,410

⁴⁰The data provided are related to those companies with staffing in 2020.

Distribution of employment by age range

EMPLOYEES BY AGE RANGE	TOTAL NUMBER 2020	TOTAL NUMBER 2019
< 30 years	1,124	860
30-50 years	1,955	1,591
> 50 years	1,144	959
OVERALL TOTAL	4,223	3,410

Distribution of employment by professional categories

EMPLOYEES BY PROFESSIONAL CATEGORIES	TOTAL NUMBER 2020	TOTAL NUMBER 2019
Scale 1	142	132
Scale 2	559	537
Scale 3	3,522	2,741
OVERALL TOTAL	4,223	3,410

The different types of contracts are caused by the specific characteristics of the industry, with a marked seasonal variability and an extra-large workload in certain periods of time, which requires a larger number of employees. This is a common feature of the companies in this sector and a pattern that has been kept over the years, which enables to set a certain regularity in the hiring process. This year 2020, the factories included a fourth shift, due to the measures derived from COVID-19 and the increase in demand.

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

Distribution of the annual average of contracts⁴¹

CATEGORY	TYPE OF CONTRACT 2020			TYPE OF CONTRACT 2019		
	PERMANENT CONTRACTS	PERMANENT INTERMITTENT CONTRACTS	OTHER CONTRACTS	PERMANENT CONTRACTS	PERMANENT INTERMITTENT CONTRACTS	OTHER CONTRACTS
MEN	701	164	376	614	152	225
WOMEN	886	653	935	770	545	835
< 30 years	493	22	371	385	24	275
30-50 years	704	371	642	630	319	543
> 50 years	390	424	298	369	353	241
Scale 1	132	1	5	121	1	4
Scale 2	463	25	36	454	24	39
Scale 3	992	791	1,270	809	671	1,017

The total number of dismissals over 2020 conforms to the size of the company and the features of the activity sectors. Their 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.

Distribution of dismissals⁴²

CATEGORY	NUMBER OF DISMISSALS	
	2020	2019
MEN	114	64
WOMEN	114	108
< 30 years	107	83
30-50 years	99	69
> 50 years	22	20
Scale 1	10	11
Scale 2	51	37
Scale 3	167	124

⁴¹The calculations were made considering the staff of JEALSA over the years 2019 and 2020.

⁴²The information about dismissals includes those employees who have a direct contract with JEALSA.

4.4.1.2. WAGES⁴³

Through its Code of Ethics and its Corporate Social Responsibility Policy, JEALSA undertakes to compensate employees with salaries and benefits in accordance with local and national laws and regulations and with the economic activities carried out. The remunerations they offer exceed the average of the corresponding interprofessional minimum wages.

Average wages by gender

AVERAGE WAGES BY COUNTRY AND GENDER (€)	MEN			WOMEN		
	2020	2019	2018	2020	2019	2018
SPAIN	22,241	22,939	21,921	16,178	16,038	15,578
BRAZIL	5,665	6,510	7,013	2,977	3,841	3,867
CHILE	13,780	13,795	14,116	9,755	9,996	9,456
GUATEMALA	6,646	6,190	5,762	5,249	4,978	4,864
ITALY	26,462	24,306	25,907	33,211	35,743	31,197
CURAÇAO ⁴⁴	41,147	48,114	48,842			-

⁴³Salaries stated in euros at the annual average exchange rate.

⁴⁴We 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 age

AVERAGE WAGES BY COUNTRY AND AGE (€)	< 30 YEARS			30-50 YEARS			> 50 YEARS		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
SPAIN	15,725	16,673	15,439	18,348	18,028	17,441	18,907	18,816	18,272
BRAZIL	2,638	3,383	3,577	5,029	6,248	6,376	16,201	17,306	26,154
CHILE	8,618	9,619	8,797	13,207	14,065	13,600	13,313	11,375	12,830
GUATEMALA	5,083	4,849	4,707	6,073	5,813	5,333	7,530	6,335	6,225
ITALY	-	-	-	28,645	30,841	29,685	40,159	-	-
CURAÇAO	27,433	32,719	29,745	35,263	45,117	53,847	52,338	58,524	48,950

For the year 2020, there is a decrease in the salaries of Chile and Brazil due to the variation of the exchange rate of their respective currencies against the Euro.

Average wages by category

AVERAGE WAGES BY COUNTRY AND CATEGORY (€)	SCALE 1			SCALE 2			SCALE 3		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
SPAIN	55,955	56,954	50,001	26,740	25,509	22,956	15,407	15,499	15,157
BRAZIL	17,056	17,672	38,805	4,575	5,166	7,438	2,389	2,942	3,130
CHILE	34,264	32,423	59,275	13,111	13,484	15,451	6,166	7,460	6,940
GUATEMALA	25,656	19,753	8,355	10,980	8,866	8,309	4,996	4,838	4,671
ITALY	-	43,574	-	38,919	25,748	29,685	27,086	-	-
CURAÇAO	129,189	168,650	224,022	32,995	38,234	36,102	-	-	-

The average wages of the Directors and Executives of JEALSA amount to 161,258 euros (149,730 in 2019). Being a member of the Board does not involve gender wage gaps.

4.4.1.3. GUARANTEE OF EQUALITY AND DIVERSITY

JEALSA implements policies with the goal of promoting diversity and equal opportunities in all its facilities, regardless of the location.

Equal opportunities, diversity and universal accessibility are priority areas for the company. JEALSA has an Equal Opportunity Plan, which is applicable to the entire group and is currently being updated; therefore, the last approved plan remains in force.

The company analyzes various relevant areas of intervention such as selection, promotion, training, or progress in reconciliation measures. In this way, it manages to correct the imbalances and inequalities that may occur between men and women, improving working conditions.

Negotiations on equality issues are carried out through the Standing Committee on Equality. Actions are carried out and work is planned with the aim 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 2020, the wage gap⁴⁵ was at -11.39%, while in 2019 it reached -11.21%. The equality policies and the measures applied to the Corporation in this area have made it possible to reduce this difference by almost 50% for employees with less than 10 years of seniority. Said reduction in 2019 stood at 32.56%.

During 2020, the company was working to improve equal opportunities in all its fields by means of the following action areas:

a) Corporate Culture

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

b) Selection and promotion

The first step as of hiring is the selection processes, which is why it continues to improve them. A procedure that responds to the needs of the company, and which complies with the equality and diversity commitments, is guaranteed. The mechanism for evaluating the work of the staff, such as internal promotions and salary increases, in also continued to improve. For that purpose, internal communication mechanisms for vacancies have been promoted and work has been done to analyze positions to fill vacancies according to needs.

⁴⁵Adjusted 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.

c) Training

A fundamental part of the company is the training and awareness programs for the staff. They deal with current issues related to equality, safety at work, and the prevention of occupational hazards, in addition to other more specific training such as this year, on actions to address the COVID-19.

d) Wage policy

The jobs are examined to find possible differences and proceed with the precise adjustments according to professional categories. Efforts are being made to end the company's wage gap.

e) Conciliation

Equal opportunities are promoted, with conciliation measures that are communicated to all collaborators. The objective is to improve the organization of working time, 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; it takes care of its image and messages in relation to gender stereotypes, complying with the requirements established by law. Going even farther, in addition, it takes on other measures in relation to aid and social policy, the management of representativeness, and/or risks and work safety.

Within these actions, a procedure for the prevention of gender violence at work is present, which integrates both cases of workplace harassment, sexual harassment, and harassment based on sex, as well as intervention and notification measures for addressing these complaints.

JEALSA pays close attention to this issue, since violence at work and sexual and psychological harassment based on sex are not tolerated. JEALSA sensitizes, informs, and gives confidence to the staff so that actions of this type are reported through various internal mechanisms. In addition, it adds a gender approach to risk prevention.

During 2020, the protocols drawn up in 2019 for intervention in cases of gender violence and prevention of violence at work (physical and psychological) have continued to be implemented for companies in Spain.

Diversity and accessibility

JEALSA continues with the measures adopted for social inclusion and labor insertion for groups at risk of exclusion. The Corporation implements actions and guidelines so that its staff includes people with disabilities and other vulnerable groups, such as agreements with Universities, professional training programs, and Master's degrees so that it is affordable to carry out internships in the company.

It establishes that access to facilities must be universal, without any discrimination. It reaffirms its commitment to people by carrying out modifications to adapt the facilities and infrastructures to people with reduced mobility. It also adapts the characteristics of the position to the needs of the person who carries out the work, and helps in the reinstatement of staff after a period of absence, allowing actions to be carried out each day to not become a personal barrier.

In 2020, the Corporation's staff was made up of 55 people with disabilities who carry out their work mainly in the factory. In 2019, this number was 63. This decrease is due in part to difficulties in managing people in the context of COVID-19. The company hopes to continue implementing measures to improve personal quality.

The Galician multisectoral business association Cegasal has recently awarded the company JEALSA for its involvement in different social and sustainability projects in the IV Edition of the CEGASAL Awards for Journalism in Social Economy and Employment of People with Disabilities, another example, after this year, of the determination to continue improving in this area and which helps strengthen the company to continue in this line of work.

4.4.1.4. TRAINING AND TALENT DEVELOPMENT.

JEALSA is committed to promoting the growth of professional training, as a basic requirement to promote employability. Training measures were diminished this year due to the difficulty of the situation, but continued to be carried out.

With a total of 17,598⁴⁶ hours of staff training, compared to 18,349 hours in 2019, this is an example of the involvement and importance that the company gives to promoting continuous growth. The company has a joint training plan for the employees related 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 a broad training program which includes technical skills, development of competences, communication, ethics, management of equality, prevention of occupational risks, and the importance of health and safety at work.

Working to improve the communication channels on training programs to ensure that the information reaches all the employees has been one of the main goals of the company.

⁴⁶There are no information mechanisms available to specify the disaggregated data by professional category.

In this sense, the training catalog includes equal opportunities as a relevant issue so that all the employees of the company can be informed about it. In addition, women's access to courses related to issues or disciplines where they feel underrepresented is encouraged as a tool to support equal opportunities in the workplace.

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 the employees.

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 are set up in activities not related to manufacturing. Particularly, shifts are set up in production factories to cover the whole day. In 2020, the situation was marked by the pandemic and one more shift was added to the three that were already established, in order to continue working in the proper conditions.

Through several policies and codes, JEALSA provides a pleasant, friendly and decent working environment for its employees. This commitment is made by the Plan for Equal Opportunities, which sets as its goal the development of tools ease the reconciliation of personal, family, and professional life for all the staff in the company.

The company's catalog of reconciliation measures is communicated to all the employees. 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 catalog 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 employees.
- Measures to promote the culture of work organization and reconciliation respecting the rights of the employees.
- Investment measures in means to alleviate the socio-health crisis situation.

During 2020 the total hours of absenteeism⁴⁷ amounted to 481,232, compared to 330,936 hours in 2019, 45% more than the previous year, an increase caused by the socio-health crisis situation and the adaptation measures taken to avoid risks to employees.

⁴⁷The number of hours includes work leaves in all the companies of JEALSA.

4.4.1.6. HEALTH AND SAFETY

JEALSA is committed to its collaborators, guaranteeing their physical and psychological integrity. It ensures the safety and health of their employees in all the countries in which it operates. Control and monitoring protocols with the establishment of codes of action are implemented in order to prevent workplace accidents.

The Corporation determines a Company Committee and a Health Committee that are responsible for addressing issues related to this matter. Staff training, and internal and external audits of the different areas (Quality, Environment, Safety, and Occupational Health) are carried out to improve the Health and Safety of its employees.

JEALSA is certified under the Standard OHSAS 18001⁴⁸ 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.

JEALSA develops a Security Policy to promote investment in new technologies, the security of facilities, and the implementation of technologies to guarantee safety in factories, not only of goods but, fundamentally, of the integrity of the staff and the final product, in order to achieve the highest quality that sets them apart.

The prevention of occupational hazards is considered essential. To strengthen the company's efforts, prevention policies are created and complemented with training for personnel and drills to detect possible unforeseen risks.

During 2020, the entire supply chain was extended as an essential activity, which entailed an expansion of food requirements and practices due to the impact on people. Through the figure of Ambassador of Good Practices, a more precise follow-up of all the new technical instructions developed is achieved.

Safety and health indicators⁴⁹

In 2020, work accidents in the company were reduced compared to previous years; the evolution has been from 236 in 2019 to 206 in 2020. The frequency and severity rates of accidents with sick leave for each facility are shown below.

⁴⁸The 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.

⁴⁹The information management systems of the company do not allow to get the information by gender.

FACILITIES	COMPANIES	FREQUENCY RATE			SEVERITY RATE		
		2020	2019	2018	2020	2019	2018
BAIUCA	FRIGORIFICOS PUEBLA, S.L.	37.99	40.82	40.82	0.42	0.9	0.33
	ESCURÍS S.L.	32.39	31.67	33.75	1.41	1.04	0.92
	PETSELECT, S.A.	29.7	29.41	23	0.23	0.69	0.87
BODIÓN	CONSERVAS RIANXEIRA S.A.U.	31.12	23.44	24.97	0.85	0.73	0.81
	DEPURA. DESTIL, Y RECIC. S.L.	-	-	96.3	-	-	0.67
BRAZIL	CRUSOE FOODS	14.81	12.17	23.28	0.53	0.14	0.17
CHILE	PESQ TRANS ANTARTIC LTDA	14.74	18.69	11.78	0.31	0.56	0.11
CONRESA	CONSERVEROS REUNIDOS S.L.	-	-	47.62	-	-	4.19
GUATEMALA	INDUSTRIA ATUNERA CENTROAMERICANA, S.A.	0.94	8.26	-	0.08	0.74	-

The effectiveness of the measures adopted is visible; both the awareness of the staff and the continuous work to improve the safety and health of the collaborators have allowed for a decrease of work accidents. Occupational illnesses related to the activities of the company are not shown, since a complete diagnosis is not available.

4.4.1.7. LABOR RELATIONS

Collective agreements cover all JEALSA employees; each company is adapted to the regulations of the country in which it operates. The rate of union representation reaches 100% in Spain, Brazil, and Italy. In Chile, the percentage drops to 44%⁵⁰; in this country workers are affiliated with a union that has an agreement with an affiliated group. The remaining countries do not have a relevant agreement (Guatemala and Curaçao).

At present, the negotiations for the new equality plan of the company are being maintained; this plan has been developed through dialog and consensus among the parties and aims to encourage the active listening of the beneficiaries, ensuring the defense of their rights and the answer to their needs beyond what is required by law.

4.4.2. COMMITMENT TO THE COMMUNITIES.

JEALSA includes the commitment of local communities as a fundamental axis in its Corporate Social Responsibility project. During 2020, the company clearly materializes this commitment by turning to the social needs derived from COVID-19, which has resulted in donations of both health and food products.

Education, culture, health, sports, job placement, and help for people with different abilities are the main axes of collaboration with the environment.

⁵⁰It is related to TRANS ANTARTIC LTDA.

The pandemic meant an increase in the collaborations that had been traditionally carried out and a change in the type of actions. Food deliveries in 2020 accounted for about 15 tons, and 60,000 sanitary masks were also donated.

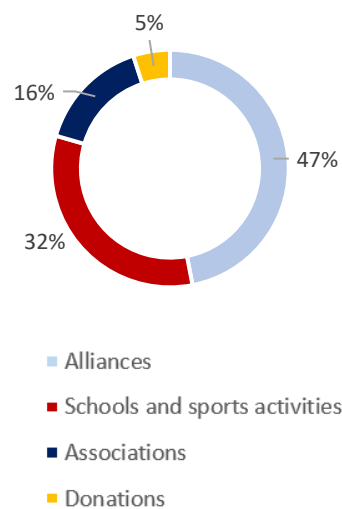
Among the entities benefiting from food donations are the Red Cross and the Food Bank, both from different Spanish and Italian cities and some Galician Public Administrations, among others.

In 2020, JEALSA developed patronage actions by investing €592,500⁵¹ in social action projects, partnerships, and international cooperation through all their subsidiaries. The total amount invested in these actions for the last three years is €1,379,873.56.

In addition, and in the field of integration into new initiatives, in 2020 we wish to highlight the adherence 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. .

The destinations of the donations cover all the subsidiaries of the Corporation, although the highest percentage is concentrated in Spain, due to the proximity to the local community. Little by little, international collaborations are increasing, and different lines of work are addressed according to local needs.

Distribution of partnerships in Spain



The multiple collaborations directed to other sectors are made in order to help improve the social conditions of the most vulnerable and disadvantaged. They are channeled through agreements in line with equal and equitable social development.

⁵¹The companies of Spain, Guatemala, Chile, and Brazil are included.

4.4.2.1. INITIATIVES AND PROGRAMS OF JEALSA IN 2020

The company develops various initiatives through its different companies with incidence in the territories where it operates. A sample of the adaptation of initiatives in 2020 is the online publication of actions to take care of our beaches; in this way, it continues to contribute to reducing the presence of waste and pollution, despite not being able to be the organizers of some initiatives. Below are the main actions of 2020:

Waste Warrior Brands Project

Waste Warrior Brands is an initiative promoted and coordinated by *Too Good To Go*, a company dedicated to fight against food waste. The company decides to join the community of committed companies that offer the strength of their businesses to combat food waste and its consequences, and to generate, at the same time, a positive impact for our planet. The commitments are:

- Inspire and raise awareness in the population through its communication channels.
- Train and empower their employees and stakeholders through content and educational resources in the fight against food waste.
- Take action through their own actions.
- Sum efforts, through participating and supporting the special awareness campaigns of *Too Good To Go*.

This alliance entails the empowerment of all the programs that are carried out to raise awareness about food waste and the importance of promoting sustainable systems, the circular economy, and to contribute to economic, social, and environmental well-being. Through a circular economy system, it is possible to take advantage of 100% of the raw material of the fish that reaches its facilities, reaching Zero Waste.

Key factors include the responsibility to demonstrate commitment and involvement to make the food system more sustainable, efficient, and responsible, while raising awareness.

Joining Forética

Forética is the leading organization in sustainability and corporate social responsibility in Spain. By joining them, the objective of promoting activities related to sustainability and caring for the environment is pursued, all through the We Sea program.

Joining the Forética network represents an opportunity to strengthen both the program and the initiatives that have been launched to contribute to the achievement of SDGs, building business alliances to jointly respond to challenges in terms of climate change and environment.

Activities for the JEALSA Family

The company strives to build a family culture, in which all those who are part of JEALSA are involved. Regardless of the departments, areas, or jobs carried out by the workers, their families, especially children are included. These celebrations have been implemented since 2018 with a party, aimed at sharing a relaxed and fun day through interaction with science, technology, and design. This year is the exception; given the circumstances, celebrations have not been possible, but it is expected to recover this initiative, which has little by little become a tradition.

The presence of JEALSA in different countries and cultures makes it imperative for these partnerships to be redefined and adapted to the priorities of each place. For example, in Brazil the company is involved in projects related to women because this need has been detected at a local level.

In Chile, depending on the specific needs of its territory, the company works with foundations and organizations which help the most underprivileged groups and try to address poverty and social exclusion in a multidimensional way.

Donations

For years, the company 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, to which this year, for reasons inherent to the situation, the donations of sanitary material have been added.

JEALSA continues to take steps forward in reinforcing the company's social commitment and has joined the Súmate, Operación Solidaria (SOS) initiative, the objective of which is to help those most affected by the economic and social impact of the COVID-19 crisis. Together with other companies, it contributed in the most difficult moments, at the beginning of the pandemic, with monetary contributions, transport and logistics services, and food, both canned fish, as well as baby food and meat products.

Through this initiative, in the month of May, the figure of 218 tons of material delivered to social entities had already been reached, which came to serve nearly 50,000 families per month. The coordination between the private and public sectors in being improved so that the assistance can reach 5,000 more families. The collaboration with AMICOS also continues because of the shared values transmitted by this non-profit association, which pays attention to the integration of people with mainly intellectual disabilities, autism, paralysis, and brain damage.

According to the animal feed production activity, JEALSA, through its PetSelect section, has been collaborating with the Lugo shelter since 2019. This year the company delivered products to nourish more than 300 pets for a year. As part of the collaboration it maintains with the Rof Codina Foundation, the company's R&D&I team work together in the creation of protein supplements for a healthy diet for animals.

In Chile, during 2020, the donations and initiatives of a social nature carried out include:

- The social institution *Fundación las Rosas*, in Osorno, provides a home for elderly people in situations of vulnerability and abandonment throughout the country.
- Las Municipalidades; boxes of preserves were delivered to the municipalities among which are Isla Lemuy, in Puqueldon, also Chonchi and Los Muermos.
- Shelter homes for the elderly, close to the company's area of activity, in Puerto Montt.
- Neighborhood councils and community centers received donations for families most affected by the pandemic.
- The cleaning of beaches, as in previous years, also received donations.



In Guatemala, donations in the context of COVID-19 were also distributed to different entities, including public administrations and NGOs. The total donations reached approximately 7,000 dollars. In GUATEMALA⁵², sanitary material and food has been provided through the Municipality of Masagua and Puerto San José, an extraordinary amount to the Official Spanish Chamber of Commerce of Guatemala has been contributed, and masks have been donated to the Masagua Health Center.

Addressing the needs of each town in Brazil, donations of hygiene and food products have been made to the São Gonçalo do Amarante city hall, the Surf Taiba and Itarema projects, the Brazilian army, and the São Gonçalo do Amarante Health Center in response to needs due to COVID-19. Associação Conjunto São Francisco-Fortaleza received kits from the Robinson Crusoe brand.

⁵²In reference to INDUSTRIA ATUNERA CENTROAMERICANA, S.A

4.4.2.2. COMMITMENT TO CHILDREN

During the pandemic, sports facilities were closed, which meant that many of the children who participated in sports or sporting events were left with no alternative to enjoy their passion. The company wanted to fix this situation and, as far as possible, help those affected by this closure. Collaborations with the different entities were maintained and increased to facilitate the operation of the activities of the entities that, due to the situation, suffered a drop in income.

The company has always provided a boost to projects and programs aimed at cooperating with children. One way to invest in these new generations is by means of projects to encourage good habits through sports schools, education in moral values, equal opportunities and supporting childhood immunization programs which have benefited thousands of children and young people. In 2020, the following key actions must be pointed out.

Peixes, nursery schools and sport activities

In the beginning, JEALSA worked with different social and sport entities from the nearby area in Boiro and Puebla to offer the children sport and leisure activities with the purpose of encouraging the education in values and supporting the improvement of children's performance at school. This year the investment was lower, due to the sole possibility of carrying out activities outside; the collaborations were adapted to keep the activities in the context of sanitary restrictions.

The aim of these sport schools and the promotion of social and human values is to raise greater awareness and develop better habits in the young people. This initiative, throughout its trajectory, has succeeded in involving more than 1,000 children in Barbanza and encouraging the cooperation and alliance among several social entities, which aim to create a proactive, responsible, and healthy society.

Some of the sports activities with which the company collaborated during other years have not been carried out; however, for example, they renewed their sponsorship of the *Bandeira Traíñas Boiro Femenina* competition. Being conscious that the creation of opportunities in minority sports locally has an intrinsic value in a culture of respect and equality, during 2020 we collaborated with different events, including:

- Paddle tournament.
- II TRAIL VITRES.
- Beach Volley Campus.
- Provincial tennis championship.

Project Ludi-educa: Values and Social Responsibility

One of the projects with the strongest social consolidation is the Project Ludi-educa, in cooperation with the Spanish Red Cross, Local Group of Boiro, which carries out activities with 6 to 10-year-old children to provide training and education in values, encouraging taking care of the environment, equal opportunities, and the promotion of rights and duties for everybody. It originated in Boiro and was expanded to two more centers located in Pobra do Caramiñal, which consolidates the success and shows the degree of acceptance of the program.

During the year 2020, this project was maintained, due to the importance of carrying out these activities so that the process of adaptation to the situation is easier, more fluid, and favorable. The company believed that the reinforcement in the investment of the project was essential. The online format was a reinforcement of the team in the accompaniment of the children during the activities, since for them the follow-up of the classes had some added difficulty. The Red Cross monitors were responsible for providing the necessary help for the correct adaptation.

The Business Alliance for Child Vaccination promoted by Obra Social la Caixa in cooperation with Gavi, The Vaccine Alliance, is another project in which the company has been involved since 2014. On other occasions it has had the opportunity to be in charge of the distribution of the pneumococcal vaccine in Mozambique.

4.4.2.3. PARTICIPATIONS IN ASSOCIATIONS

JEALSA participates very actively in various sector organizations. The companies within the company are in turn part of different associations:

JEALSA

- ANFACO⁵³
- APD (Association for the Progress of Management)
- Galician Family Business Association
- Family Enterprise Institute
- The Cluster Foundation
- Chamber of Commerce of Santiago
- Financial Club of Santiago
- Financial Club of Coruña
- Galician Entrepreneur Association
- Entrepreneur Association of Boiro
- FEUGA (Galician Enterprise-University Foundation)

⁵³National Association of Canned Fish Manufacturers.

- AECOC (Spanish Commercial Coding Association)
- Galician Economic Forum
- Clusaga
- Forética

ESCURÍS

- ANFACO
- Entrepreneur Association of Puebla
- AECOC (Spanish Commercial Coding Association)
- Cluster of the Sea Foundation
- Clusaga⁵⁴
- 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 (Brazilian Association of Fish Industries)

⁵⁴Food cluster of Galicia.

4.5. CIRCULAR ECONOMY

We Invest & Sea, to promote the circular economy throughout the value chain.

JEALSA builds the structure of its system based on the Circular Economy. The company is a pioneer in betting on this unique and innovative recovery system which allows to take advantage of all the material, committing to circularity throughout its entire production process.

As the main and transversal axis in the *We Sea Program*, the company seeks to provide importance and differential value to raw materials and the fishing sector. It creates new fractions of lines of work developed internally and in collaboration with various research centers.

They are on the path of efficiency and sensitivity through the comprehensive use of resources, in recent years they have undertaken recovery lines, based on the use of technologies that respect the product and the environment.

The search for continuous improvement and efficiency in the systems has guided the company through an in-depth analysis of the manufacturing process of canned products, in which very specific parts of the fish are used. In order to make the most of the product, the company has founded and developed use alternatives, achieving the full use of the raw material.

4.5.1. COMPREHENSIVE SYSTEM FOR RAW MATERIAL RECOVERY

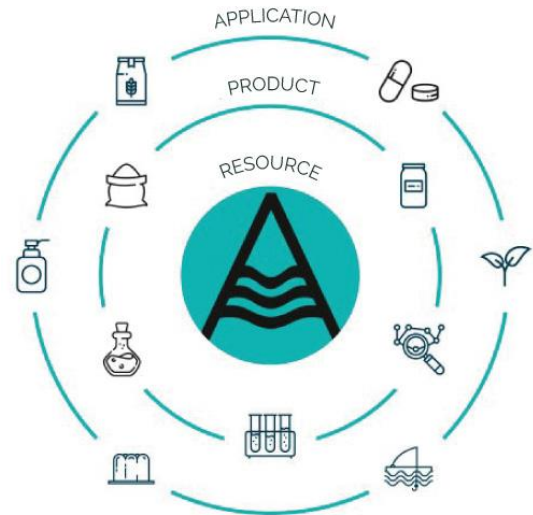
By means of its comprehensive system of recovery, JEALSA uses all the raw materials that are supplied to its facilities. This ambitious project of circular economy deals with the recovery of fish and cooking water to develop new products for animal feed, the pharmaceutical, cosmetics, and food industry, among others. 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.

This has been possible thanks to the organization of a business ecosystem, made up of companies such as PetSelect, Conresa, Valora Marine Ingredients, or other investees of the company, which constantly work in pursuit of 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 ARE RAW MATERIALS 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 animal feed 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; 32.5% is used by the aquaculture sector and other related industries; the remaining 2.5% is for animal feed.
- ✓ The remaining 20% of raw materials is used for the generation of new recovery processes, such as the company Valora Marine Ingredients, which offers products based on natural substances for the pharmaceutical or cosmetic branches.



Valora Marine Ingredients is a company inspired by the sea and its resources, born with the goal of bringing added value to the raw materials of the fishing industry and the fisheries. The company is focused on the recovery of waste-streams through different lines of work. This has enabled to remove the concept of by-product and its externality in order to give value to products based on natural substances which meet the requirements of highly dynamic industries.



- With the control of traceability from fishing to the final consumer, quality raw materials are obtained.
- Full exploitation of fish is carried out thanks to a recovery ecosystem and the implementation 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 both of the production and processing of raw materials, by means of clean technologies in the whole process. The concept of marine biorefinery follows this line of work through fractioning 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 is minimized 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.

JEALSA works together with different national and European organizations which prove the efficiency and viability of this pioneering recovery system 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 of 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 in line with the policies of JEALSA.

Another important factor within its work system is investment in R & D&I, focused on continuing to search for more sustainable alternatives and adapting the industry to new trends. As a sign of this commitment, in 2019 the company began the renovation of the Guatemalan flour factory, a transcendental project in terms of circular economy, with improvements in the process of acquiring waste and/or by-product to turn it into flour. This recovery has allowed them to gain efficiency in the consumption of electricity and fuel through the Guatemalan factory.

JEALSA has been recognized by Institut Cerdà in the fourth edition of the Observatory of Innovation in Mass Consumption in Spain. The Observatory recognizes the integral fish recovery ecosystem in addition to its circular economy system, with which it manages to make use of 100% of the raw material it receives at its facilities.

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 canned food and its packaging (cardboard, paper, metal, etc.). Within the group, it must be specified that not all companies consume raw materials due to the type of activity they carry out; for example, FRIPUSA (Frigoríficos Puebla, SL) does not use raw materials, and, on the other hand, CONRESA's (Conserveros Reunidos, SL) raw material is the by-product of canning companies.

In 2020, the range of sustainable products Conservas Rianxeira, thanks to a complete redesign of the brand, among other new developments, has managed to reduce single-use plastics in all cases and packaging, replacing them with 100% recyclable paper or cardboard of sustainable sources and with the FSC seal⁵⁵.

As part of its operation, it continues to improve and optimize both the design of the containers and their materials. In many of them, they have already reached the maximum optimization, guaranteeing the useful life of the product and food quality of for customers.

The types of materials most used in the manufacture of the company's products are cases and labels, cardboard boxes, and packaging. The aluminum and tin containers used are 100% recyclable materials.

At its facilities in Spain, the proportion of the materials used in the packaging are mainly recycled, and their characteristics allow their recovery and subsequent recycling.

Recycled materials

MATERIALS ⁵⁶	% FROM RECYCLED MATERIALS 2020	% FROM RECYCLED MATERIALS 2019
CASES	65%	55,64%
CARDBOARD BOXES	94%	90.76%
PACKAGES	58% Tin 63% Aluminum	58% Tin 50% Aluminum

⁵⁵Forest Stewardship Council

⁵⁶Data related to the consumptions of the facilities BODIÓN (CONSERVAS RIANXEIRA and PETSELECT) and BAIUCA (ESCURÍS and PETSELECT).

Along the same lines as the previous year, the work system in reducing the consumption of plastics has been maintained in 2020. This system works and, with the effort and measures adopted, we have seen a reduction in the use of plastic. What has been achieved represents more than a 50% reduction than the average for its sector. Among the measures taken in the facilities in Spain are the modification of the palletizing film, where a lot of material is saved, and agreements with third parties to reduce the consumption of plastic in the supply chain. Among other measures, work is being done on replacing plastic lids with a biodegradable material or cardboard lid.

At the facilities in Brazil, the measures taken have to do with a better use of resources and materials, such as the purchase of cardboard boxes from a by-product of sugar cane.



5



ABOUT THE
STATEMENT



5.

ABOUT THE STATEMENT

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 Code of Commerce; 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 2020 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 reporting guidelines stated in the GRI guides:

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

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

5.1. PROFITS, TAXATION, AND SUBSIDIES

JEALSA's⁵⁷ pre-tax profits in 2019 and 2020 are distributed according to the following amounts; Spain €38,671,341.84 in 2019 and €41,709,587.85 in 2020, Portugal €14,525.28 in 2019 and €37,951.37 in 2020, Italy €308,645.63 in 2019 and €1,398,258.74 in 2020, Holland (€92,582.84) in 2019 and (€110,653.50) in 2020, Chile (€12,999,425.24) in 2019 and (€7,542,287.79) in 2020, Brazil (€6,864,665.04) in 2019 and (€4,446,667.87) in 2020, Guatemala (€4,233,405.48) in 2019 and (€5,646,475.60) in 2020, Curaçao (€1,138,398.17) in 2019 and (€1,161,274.33) in 2020, Argentina (€525,833.80) in 2019 and (€395,057.31) in 2020, Morocco (€19,679.84) in 2019 and (€104,859.16) in 2020.

JEALSA and its group paid the public administrations in corporate tax revenue the total amount of 8,946,532.96 euros in 2019 and 10,350,897.34 euros in 2020

At the same time, the subsidies received by JEALSA and its group during 2019 amounted to 97,963.57 euros, compared to 103,383.59 euros in 2020.

⁵⁷The 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

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The Board of Directors of Corporación Empresarial Jesús Alonso, S.L., assembled in a meeting on May 14, 2021, issued the current Non-Financial Information Statement.

In Boiro, May 14, 2021.

Mr. Jesús Manuel Alonso Escurís
(Chairman)

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

Mr. Juan Luis Alonso Escurís

Mr. Javier Alejandro Alonso Escurís

Mr. Miguel Alonso Escurís

