

Non-financial information statement.

Corporación Empresarial Jesús Alonso S.L.

Non-financial information statement.

01.

Corporación empresarial Jesús Alonso, S.L.

1.1 Scope of Subsidiaries

1.2 Jealsa in 2024

1.3 Business model

1.4 Stakeholder engagement

02.

Good governance, compliance and business ethics

2.1 Compliance model

2.2 Respect for human rights

03.

Creation of shared value and sustainable growth

04.

Jealsa's sustainability strategy: We Sea

4.1 We buy & Sea

4.2 We control & Sea

4.3 We care & Sea

4.4 We respect & Sea

4.5 We invest & Sea

05.

About this report

5.1 Benefits, taxation, and grants

5.2 Table of Contents EINF

01

Corporación empresarial Jesús Alonso, S.L.

1. CORPORACIÓN EMPRESARIAL JESÚS ALONSO, S.L.

1.1. Scope of companies

- ➔ Corporación Empresarial Jesús Alonso, S.L., the parent company, was incorporated as a Limited Company on 29 August 2011. Its registered office is located at street Vimieiro 20, Municipality of Boiro, A Coruña and its accounts are filed at the Mercantile Registry of Santiago de Compostela.
- ➔ Corporación Empresarial Jesús Alonso, S.L. (hereinafter "JEALSA" or "the Group") is a global company specialising in the manufacture and marketing of canned fish and seafood in a sustainable manner, focusing its efforts on environmental protection and social responsibility.
- ➔ Its main activity consists of the administration, management and operation of companies and shares, holdings or quotas of their subsidiaries. The most significant activities of the companies that form part of JEALSA are:
 - ➔ Manufacture and marketing of all kinds of canned fish, shellfish and food products, preferably from the sea, fisheries and marine cultures.
 - ➔ Manufacture and marketing of fishmeal and animal feed.
 - ➔ Distribution of natural products purchased from third parties.
 - ➔ Operation of vessels engaged in tuna fishing, operation of refrigeration plants for freezing, preserving and processing of raw materials, as well as the sale and purchase of the same.
 - ➔ Production, reuse and recycling of waste, especially from own activity.
 - ➔ Production, reuse and recycling of waste, especially from own activity.
 - ➔ Purchase, sale, marketing, transformation and processing of oils, fats and derivatives.
 - ➔ Research and technological development on all kinds of products and by-products obtained from the sea or rivers, preferably through fishing or aquaculture.
 - ➔ Promotion, design, construction and operation of wind farms and management of high-efficiency cogeneration power plants and other forms of power production associated with high-performance non-electrical activities.
 - ➔ Hydraulic production facilities under the special regime.
 - ➔ Provision of consultancy, management, information and technical assistance services in the fields of marketing, merchandising, advertising, communication and image, public relations, culture and education and, in general, any other information and communication technology.

The scope of this Statement of Non-Financial Information includes the following companies¹², dependent companies of the Corporation in its factories or facilities where it carries out the different activities, taking into account the relevance³ of each of them in the integration of the business model.

FOOD AND SERVICES

COMPANIES	LOCATION	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
JEALSA FOODS, S.A.U. ⁴	SPAIN	BODIÓN	Manufacture of Canned food
ESCURIS, S.L.	SPAIN	BAIUCA	Manufacture of Canned food
INDUSTRIA ATUNERA CENTROAMERICANA, S.A. (IACASA)	GUATEMALA	GUATEMALA	Production of Tuna loins
TRANS ANTARTIC, LTDA.	CHILE	CHILE	Manufacture of Canned food
CRUSOE FOODS IMPORTACAO E EXPORTACAO, LTDA.	BRAZIL	BRAZIL	Manufacture of Canned food
FRIGORÍFICOS PUEBLA, S.L. (FRIPUSA)	SPAIN	FRIPUSA	Industrial Cooling Services

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

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

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

⁴ Including the old company SILSOCO MMB, S.L.

FISHING

COMPANIES	LOCATION	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
ATUNERA SANT YAGO, S.A.	GUATEMALA	SHIP SANT YAGO ONE	Tuna fishing
ATUNERA NACIONAL, S.A.	GUATEMALA	SHIP SANT YAGO THREE	Tuna fishing

WASTE RECOVERY - CIRCULAR ECONOMY

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

ENERGY - HIGH EFFICIENCY COGENERATION

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

RENEWABLE ENERGY - WIND FARMS

COMPANIES	LOCATION	FACTORY/ FACILITIES	DESCRIPTION ACTIVITY
EÓLICA DE GRAIADE, S.L.	SPAIN	WIND FARM OF GRAIADE	Production of wind power
ENGASA EÓLICA, S.A.	SPAIN	WIND FARM OF XIABRE	Production of wind power
ANTARTIC GENERACIÓN, S.A.	CHILE	IN PROJECT	Production of hydroelectric power
BULLILEO, S.P.A.	CHILE	IN PROJECT	Production of hydroelectric power
HIDROELÉCTRICA PORTOCELO, S.L.	SPAIN	IN PROJECT	Production of hydroelectric power
HIDROELÉCTRICA FONTE DAS MAÑAS, S.L.	SPAIN	IN PROJECT	Production of hydroelectric power

MARKETING AND DISTRIBUTION

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

1.2. JEALSA in 2024

In 2024, the company continued to move forward in line with its commitments, addressing growing challenges in the economic, environmental and social spheres.

In the economic sphere, the challenge of rising production and energy costs must be addressed by the Company. In the environmental sphere, the Company continues to work on reducing greenhouse gas emissions and on responsible water consumption. In the social sphere, the Company focused its efforts on mitigating the loss of individual purchasing power and ensuring adequate working conditions throughout its value chain.

Moreover, JEALSA has maintained a steady pace in the production and marketing of its products, intensifying controls throughout its value chain. In addition, it promotes circularity as a key tool in the fight against climate change.

Its expansion strategy reflects the Company's solidity and commitment to the markets where it operates, consolidating its presence and ability to adapt to a constantly changing environment.

JEALSA frames all its activities within the framework of the We Sea programme, which it promotes to improve the company's sustainability and to optimise its production capacity, generating a positive impact on the environment in which it operates.



MILESTONES 2024



3.667

Collaborators around the world



100%

Raw material revalorized



43.279

Training hours



121.105

MWh energy generated



49

Countries with sales presence



+605.000€

Invested in social collaborations



65%

Women on staff



96%

Processed fish comes from vessels with sustainability initiatives

Main alliances

BSCI Amfori

ISSF

Dolphin Safe

OPAGAC

Marine Stewardship Council

Friend of the Sea (FOS)

Work under high international standards

IFS and BRC food security certifications

MSC certification in facilities and tuna fleet

1.3. Business model

JEALSA was founded in 1958 as a family business. It has evolved throughout its more than 60 years of history to become the international benchmark it is today. Experience and good management have allowed it to expand to different countries and diversify its business. The business model focuses on three specific branches of activity:

- ➔ Food, Fisheries and Services: Jealsa Foods
- ➔ Valorisation: Seanergy 360
- ➔ Energy: Beltaine

The food sector is the company's main activity, specialising in the manufacture and marketing of canned fish and seafood.

JEALSA is positioned as one of the world's leading canned food producers, currently holding a large and stable market share in Spain and Europe.





Food

Canned Fish and Shellfish

In addition to their own brands Rianxeira, Ecurís, Mare Aperto and Robinson Crusoe, they are manufacturers of other brands distributed all over the world.

With a wide experience of more than 65 years manufacturing canned food.

Guarantee of quality in own and distributor brands.

Meal Solutions

Food alternatives from seafood products to meet the needs.

Extensive knowledge and expertise, development kitchen and R&D laboratories guaranteeing quality gastronomic solutions.



Energy

156.395 MWh of wind energy production.

90.899 tons of CO2 avoided, taking into account the potential of wind power in relation to the coal emission factor.

Own and participated wind farms and start-up of photovoltaic and hydroelectric projects.

3 high efficiency cogeneration plants



Recovery

Use of 100% of the fish that arrives at facilities.

PETSELECT, Conresa and Valora Marine Ingredients, 100% utilization and transformation of raw material into high quality products focused on Pharmaceutical, Human Nutrition, Animal or Aquaculture activities.

Presence in the territory

The company is deeply rooted in the Spanish territory, which is combined with a high level of internationalisation through the Group's presence in other countries. It maintains its seven industrial plants located in Spain, Brazil, Chile and Guatemala.

JEALSA has its own tuna fleet, consisting of two fishing vessels and an auxiliary vessel that operate in the Atlantic Ocean. It also has commercial presence with delegations in Madrid (Spain), Matosinhos (Portugal), Santiago (Chile), Fortaleza (Brazil) and Genoa (Italy), which manage the distribution and sale of the Group's brands and products.

JEALSA's presence in the field of energy is located between Spain and Chile through projects linked to wind and hydraulic energy, as well as the production of high-efficiency cogeneration energy.

During 2024, JEALSA JEALSA has consolidated its market position through its activities in different territories. Its main market accounts for 85% of turnover and covers various European countries such as Spain, Italy, Germany, the United Kingdom, France, Portugal and Netherlands, as well as other countries with a smaller presence. The second most important market for the Group is South America, particularly Chile and Brazil. The Group also has operations in various countries in the rest of the world, such as the United States, Mexico, Vietnam, Japan and Venezuela.



1. Bodi3n, Spain (I.P. T.D. & Energy)

2. Baiuca, Spain (I.P. T.D. & Energy)

3. Matosinhos, Portugal (T.D.)

4. Genova, Italy (T.D.)

5. Fortaleza, S3o Gonzalo & S3o Paulo, Brazil (I.P. & T.D.)

6. Santiago de Chile & Puerto Montt, Chile (I.P. T.D. & Energy)

7. Masagua, Guatemala (I.P.)

8. Sant Yago Tuna

9. NationalTuna

Brands

Over the years, JEALSA has established itself as a company committed to sustainability and care for the environment, especially the seas and oceans. Its main strengths include diversification, a commitment to innovation and the creation of shared value in the environments in which it operates.

The company is known for being the producer of leading distribution brands, both in Spain and internationally. It also markets its own brands, such as Rianxeira, Escurís, Mare Aperto and Robinson Crusoe. Social responsibility, excellence and commitment to sustainability throughout the entire value chain underpin its market position and its unstoppable expansion.

Rianxeira

It is the most representative brand of JEALSA as it was born at the same time it was founded. Rianxeira is the first sustainable and healthy canned food brand that is committed to responsible consumption, which generates an innovative range of references that is unique in the market. JEALSA works with tuna certified with the MSC seal, with tuna trolled fish or with healthier ingredients such as eco extra virgin olive oil, eco sunflower oil, salt flower or mineral water. Its products are presented with just the right touch of oil or water. It is also committed to new additions such as salmon.



Ecurís



Ecurís preserves are a product of extreme quality. They are made in the heart of the Rías Gallegas, a place that gives them their exceptional quality. Tradition and craftsmanship are in each of the products, the process of collection and treatment of the products is respected, in addition to being made with natural ingredients.

Its range of products includes canned seafood such as mussels, cockles and razor clams, as well as fish such as tuna, bonito and sardines.

Mare Aperto

The Italian brand was established in 2000 and since then it has not stopped being successful. The brand's flagship product is one of the most popular references in the Italian canned tuna market. All its products are made with tuna from certified sustainable fishing.



Robinson Crusoe



It is the subsidiary brand of JEALSA in the American market, is marketed in 22 countries and is one of the leading brands in Chile for its high quality and wide variety of seafood and fish. In Brazil, it is also a benchmark brand for its innovation, the quality of its products and its responsible positioning.

1.4. Dialog with stakeholders

In the changing and complex global context in which we live, JEALSA understands that trust and alliances guarantee the sustainability of entities. In this way, it maintains an open and proactive dialogue with stakeholders, better manages risks and promotes efficiency in the short and long term.

The business strategy is oriented towards the creation of shared value in the environment and with stakeholders:



JEALSA designs its stakeholder relations strategy and establishes communication channels and tools to actively listen to stakeholders. The tools include its main website⁵ and a website corresponding to its Corporate Social Responsibility Programme We Sea⁶, especially dedicated to communicating its results and progress, and the Ethical Channel, which is part of the Internal Information System.

In 2024, JEALSA updated its materiality analysis in order to identify and assess the most significant impacts on sustainability. This analysis allows the Company to determine the issues considered to

⁵ www.jealsa.com

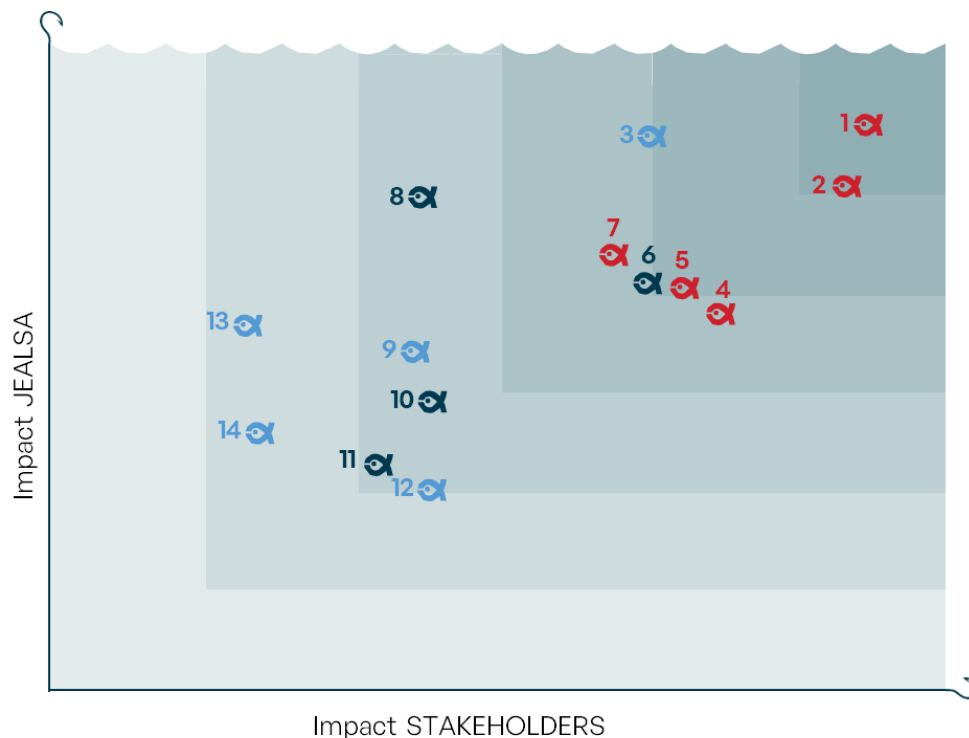
⁶ www.wesea.es




be most significant, in addition to offering stakeholders a transparent vision of Jealsa's responsible and sustainable commitment.

This process is aimed at addressing and reporting on the most relevant issues for the stakeholders in corporate reporting processes and has been defined pursuant to the GRI Standards and the materiality criterion established by Spanish Law 11/2018.

The analysis covers all the areas of activity and influence in which JEALSA operates, and the following aspects have been taken into account during its development:

- ➔ GRI Standards guidelines for the preparation of materiality analyses.
- ➔ Global and sectoral trends in environmental, social and governance issues.
- ➔ Analysis of companies related to JEALSA's sectors of activity.
- ➔ Consultation with managers and executives from different areas of the company.
- ➔ Indirect stakeholder consultation through the company's own interlocutors.
- ➔ Global risks associated with climate change.
- ➔ Regulatory trends and growth.



 **Environmental**  **Social**  **Economy and governance**

1_Sustainable fishing and responsible supply chain // 2_Environmentally friendly manufacturing and operations // 3_Respect for human rights // 4_Fight against climate change // 5_Food waste and circular economy // 6_Health, security and customer service // 7_Comprehensive water management // 8_Occupational health and safety // 9_Good governance, ethics, transparency, and fight against corruption // 10_Creation of quality employment and guarantee of equality and diversity // 11_Relations with local communities and socioeconomic impact // 12_Dialog with the stakeholders // 13_Development of a profitable model, strengthening of the brand, and adaptation to the new needs of digital transformation // 14_Integration of sustainability into the business model

02

Good governance, compliance and business ethics.

2. GOOD GOVERNANCE, COMPLIANCE AND BUSINESS ETHICS

The company's highest governing body is the Board of Directors. This body ensures the approval of policies, plans and codes to promote a business model that is transparent, responsible and respectful of the environment, which are applied in all areas and operations.

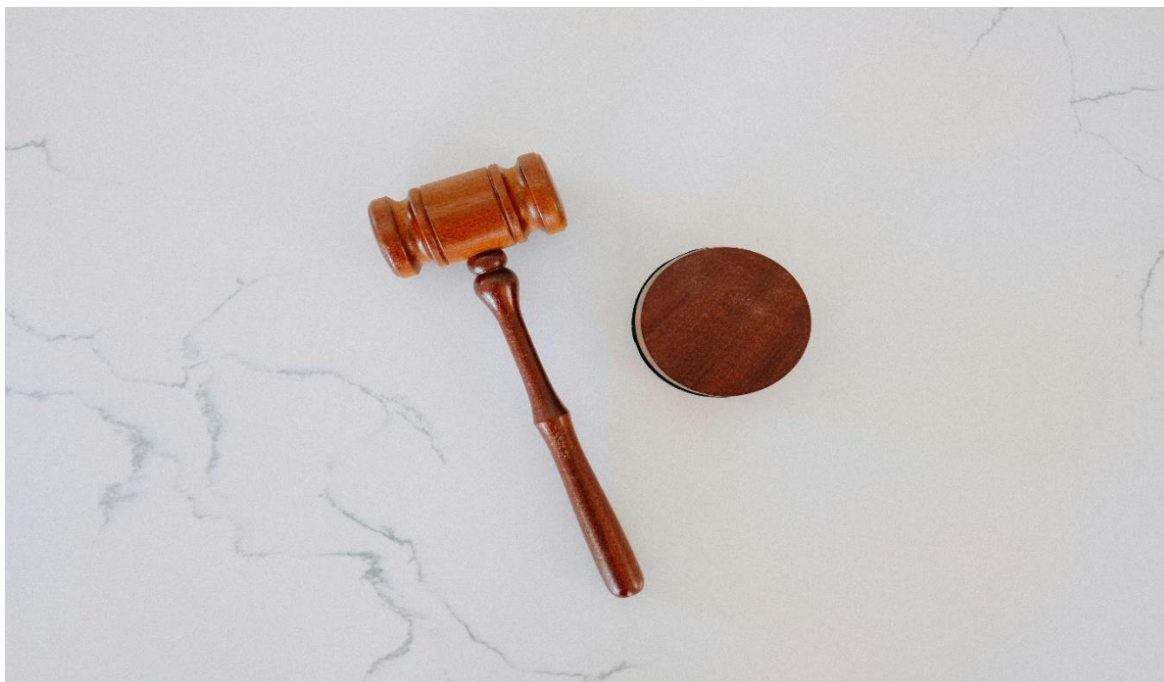
The commitments of the Board of Directors include the application of the principles set out in the Code of Ethics and Conduct as a fundamental guideline and example of behaviour for all employees of the company. Furthermore, the members of the Board of Directors undertake to evaluate and ensure compliance with the policies adopted by the company. In addition, they ensure that a robust monitoring and control system is put in place through various tools to respond to actions and ensure their proper implementation.

2.1. Compliance and ethics

As a framework for containment and control, JEALSA has a Compliance System, adapted to the requirements of article 31 bis of the Criminal Code and certified under the quality standards UNE 19601 on criminal compliance systems in Spain and ISO 37001 on Anti-Bribery Management Systems. It also has a dynamic criminal risk map that applies to the entire Group and is updated annually. The certification of its Compliance System proves the robustness and proper functioning of the system at Group level.

JEALSA has an Integrated Criminal and Anti-bribery Compliance Management System in place, which is continuously adapted to meet regulatory requirements and compliance best practices. In this regard, the new ethical channel policy and its management manual have been consolidated to guarantee the protection of whistleblowers and the proper management of the reports received.

In addition, the system has a platform accessible from the corporate website and that of its subsidiaries, which complies with technical requirements in terms of information security, traceability and data protection, thereby strengthening the Company's commitment to transparency and integrity.



CRIMINAL COMPLIANCE POLICY

This policy is aligned with the SIGCPAS⁷ and is based on respect for the values, principles and behavioural guidelines set out in these documents, which reflect the organization's desire to comply with regulations. Furthermore, it states its zero tolerance with regard to any irregular conduct or conduct suspected of being a crime or corrupt practice.

Since its implementation, the organization has considered both the offenses included in the catalog of liabilities of legal persons and those which, while not envisaged in said catalog, have been deemed relevant due to their potential impact, including offenses related to privacy and protection of personal data.

It applies to all Group companies irrespective of their location and applies equally to all employees, management and the Governing Body; it shall be extended to third parties where necessary.

The Compliance Committee is responsible for ensuring compliance with the policy. In addition to the Committee, JEALSA's Criminal and Anti-Bribery Compliance Management System is based on this Criminal Compliance Policy, as well as on the other internal regulations, controls, procedures and processes approved and reviewed for the surveillance and monitoring of the criminal risks affecting the organization.

COMPLIANCE BODY AND FUNCTIONING

The Compliance System is an Integrated Criminal and Anti-Bribery Compliance Management System (SIGCPAS), which has a Committee in charge of reporting all the necessary information to the Board of Directors. This Committee performs the following functions, among others:

- ➔ Disseminate, interpret and comply with the Code of Ethics and Conduct of JEALSA.
- ➔ Manage and resolve conflicts related to the application of the relevant code.
- ➔ Manage and facilitate communication channels and whistleblowing channels for all internal and external collaborators of the company.
- ➔ Report and make recommendations to the Board of Directors on compliance with this Code and potential improvements to its content, facilitating its application in cases of special attention.

⁷ Criminal and Anti-Bribery Compliance Management System.

All actions carried out under the Compliance System guarantee the utmost confidentiality of the data and actions carried out and the exhaustive analysis of any information. Furthermore, the implementation of an adequate and independent procedure guarantees the indemnity of any whistleblower in order to ensure a successful framework in the application of these procedures. In 2024 recurring controls were carried out on the various entities composing JEALSA. Specifically, these were carried out in the areas of finance, HR, procurement, quality and environment.

CODE OF ETHICS AND CONDUCT

JEALSA's Code of Ethics and Conduct defines the minimum standards of conduct that ensure that the company operates within an environment of good governance, thus preserving the reputation and prestige of the company.

The principles and standards of behaviour developed in the code are applicable to all JEALSA employees, regardless of the region or location where they carry out their activities, and are based on the following actions:

- ➔ Integrity: by acting ethically, honestly and in good faith in all activities carried out within the framework of the company.
- ➔ Professional responsibility: acting efficiently, always seeking quality and not generating contractual or extra-contractual liabilities for the company.
- ➔ Regulatory compliance: respecting and guaranteeing all applicable regulations, of any type and order, and especially those approved by the company, on any subject matter and scope of application.

ETHIC CHANNEL

There is an Ethics Channel, the internal information channel, for the communication and reporting of irregularities or infringements. Through this channel, any employee can report breaches of regulations, both of general legality and internal regulations. This channel is managed through the Ethics Committee, formed by the Compliance Committee.

In 2024, four complaints were received, which were filed due to not forming part of the ethical channel's investigations and that in no case can constitute an offense under the Criminal Code. Since 2023, the channel was replaced by an online platform embedded in JEALSA's website and that of its subsidiaries. This change ensures greater integrity and confidentiality in information management, in addition to a more efficient traceability of disclosures and regulatory compliance.

SUPPORTING LINKS

The year 2024 marks the third anniversary of the implementation of the figure of the "supporting links". Through this figure, priority is given to having people available to bring the Compliance function closer to the rest of the organization. For all these persons, additional training related to the compliance function and to the particularities of the units or subsidiaries in which they work is provided.

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

UNFAIR COMPETITION PREVENTION

The company prioritises compliance with competition laws in its markets. This encourages innovation, technical progress and improves the efficiency and quality of its products.

The Competition Prevention Policy reflects JEALSA's commitment to strict compliance with these rules and its zero tolerance towards anti-competitive practices. It seeks to avoid conduct that is harmful to the market and the company's reputation.

The Compliance Committee is in charge of ensuring the fulfilment of this policy and reporting to the Administrative Body. Additionally, it is responsible for regularly reviewing the policy and ensuring that it is known and applied throughout the organization.

Fighting corruption and bribery

JEALSA has a Management System to fight corruption under the ISO 37001⁸, on anti-bribery management systems. The implementation and certification of this standard has meant a reinforcement in the fight against corruption and bribery by means of the following measures:

- ➔ Reinforcement of anti-bribery training in the Group.

⁸ Anti-bribery management systems.

- ➔ Dissemination and communication of the Anti-Corruption Policy to all staff.
- ➔ The approval of a Protocol on Gifts, hospitality, donations and similar benefits.
- ➔ The approval of an Action Plan with the Public Administrations, in order to establish the best guidelines for relations with the administrations in order to reduce the risk of corruption offences.

The Anti-Corruption Policy is aligned with the Code of Ethics and Conduct to promote a culture of integrity and compliance.

It remains firmly committed to anti-corruption and money laundering, based on compliance with local laws. The policy is based on international standards such as ISO 37001 and the UN Convention against Corruption and rejects any corrupt behaviour on the part of its managers, employees or stakeholders involved with JEALSA. It also prohibits conduct such as bribery and illegal financing of political parties.

The Compliance Committee monitors compliance and disseminates its importance to all members of the organization. No allegations of possible bribery in 2024.

PROTOCOL FOR GIFTS, HOSPITALITY, DONATIONS AND SIMILAR BENEFITS

This protocol has been drawn up as an extension of the Anti-Corruption Policy approved by the company and confirms the company's firm commitment to conduct itself in accordance with external and internal regulations, as well as with the ISO 37001 standard on anti-bribery management systems. Its purpose is to ensure that employees know what gifts or similar can be received or given without violating JEALSA's rules and without incurring criminal risks.

The Action Plan for dealing with Public Administrations is conceived as an extension of the Anti-Corruption Policy. It establishes the guidelines for JEALSA's management staff and governing bodies in their relations with civil servants or public administrations. All of this with the aim of strictly observing the principles of transparency and rejection of corruption that govern the company's actions.

It applies to all staff of JEALSA and its subsidiaries, and third parties acting on behalf of the company, especially those who have frequent dealings with public entities.

To improve effectiveness, it has been integrated with the Integrated Criminal and Anti-Bribery Compliance Management System (SIGCPAS).

Main Risks and Management Mechanisms

As an internal management tool, potential strategic risks that may affect the organization's business activity and growth are identified. JEALSA develops this analysis and deploys dynamic tools (commitments made, policies implemented, action plans, etc.) that adapt to the dynamics of company trends. In addition, those responsible for risk management are identified.

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

- ➔ Securing and promoting sustainable fisheries.
- ➔ Sustainable management of the value chain through traceability and responsibility from leadership in the sector.
- ➔ Collaborate in the fight against climate change, due to its direct implication in the loss of
- ➔ marine biodiversity and the impact on species.
- ➔ To be sector leaders in the circular economy.
- ➔ Ensure the health and food security of all people.
- ➔ To manage human resources responsibly and fairly in all countries where the company operates.

The following is a summary of the main risks associated with the aforementioned issues and others identified by the company, as well as the management mechanisms used to respond to them:

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. • SIGCPAS and Criminal Compliance Policy. • 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. • SIGCPAS and Criminal Compliance Policy. • Internal assessment of suppliers. • Supply Chain Certifications.
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. • SGA⁹ and certifications. • Environmental policies¹⁰.

⁹ Environmental Management Systems.

¹⁰ Includes: Quality and Environmental Policies. Food Safety Culture and Safety Policy.

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
			<ul style="list-style-type: none"> Plans and instructions¹¹. 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. ISO 45001:2018. Independent external assessment of the associated risks. Risk management software for the prevention of risks in this area
Talent management responsibility	Operational	Quality and stable employment, equal opportunities, and decent working conditions.	<ul style="list-style-type: none"> Corporate Social Responsibility Program We Sea. Implementation of the SMETA audit (Sedex Members Ethical Trade Audit).
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. SIGCPAS and Criminal Compliance Policy. Competition Prevention Policy. Quality Policy. Hazard Analysis and Critical Control Point System. Food Safety Certifications. Suggestion and Complaint Management. Measuring the satisfaction of the costumers.
Complexity and updating 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. SIGCPAS and Criminal Compliance Policy. Competition Prevention Policy. Legal risk map. Risk management software for the prevention of risks in this area.

¹¹ Includes: Contingency Plan, Environmental Emergency Plans, Self-Protection Plan, Maintenance Plan, Non-Hazardous and Hazardous Waste Management Instructions.

RISK	TYPE OF RISK	DEFINITION	MANAGEMENT TOOLS
Prestige and consolidation of the brand	Reputational	Good governance and fight against corruption.	<ul style="list-style-type: none"> • Corporate Social Responsibility Program We Sea. • Code of Ethics and Conduct and reporting channels. • SIGCPAS, supporting links and Criminal Compliance Policy. • Competition Prevention Policy. • Dialog with the stakeholders. • Anti-corruption Policy, Gift Protocol, and Action Protocol before the Public Administrations. • Risk management software for the prevention of risks in this area.

As part of its risk management, JEALSA has established an acceptable risk threshold. According to its Risk Map, any final assessment that does not exceed the threshold is considered acceptable. However, certain risks have been identified that, due to their potential impact and possible adverse consequences, require increased monitoring by the Compliance Committee.

The crimes identified are as follows:

- Business corruption
- Money laundering
- Crimes against public health
- Crimes against natural resources and the environment
- Bribery
- Crimes against workers' rights
- Smuggling
- Drug trafficking

In order to reinforce preventive control, closer monitoring has been implemented for the most exposed people and areas within the organization, thereby ensuring more effective management aligned with the Company's ethical and legal principles.

2.2. Respect for human rights

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

The company has built a comprehensive containment framework consisting of the Code of Ethics and Conduct, the Integrated Criminal and Anti-Bribery Compliance System (SIGCPAS) and other mechanisms, ensuring decent and respectful working conditions throughout the value chain.

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 subject and the specific regulations of the states in which each activity is carried out.

The defence of human rights is an inherent characteristic of the company. The Code of Ethics and Conduct specifically includes the defence of human rights and the promotion of relationships based on trust, conciliation, dignity and mutual respect. This principle applies to all the company's collaborators and in its relations with third parties: in its dealings with suppliers and customers, with public administrations and in any action with the environment.

JEALSA works to improve working conditions in its value chain. The company ensures that all vessels working in its operations must assume as an unalterable condition the absolute respect for working conditions, following the instructions for fishing work established by ILO Convention 188¹² and ensuring and strengthening respect for human rights in this exercise.

Compliance with human rights is extended to the entire supply chain. Within the "We Sea" Corporate Social Responsibility Programme, framed within the "Responsible Purchasing and Fishing" pillar, and maintaining commercial relations with suppliers aligned with the principles and criteria that govern JEALSA's policies, the commitment to compliance with human rights is consolidated throughout the value chain.

The company asks its suppliers for their ethical principles, in order to ensure that certain minimum commitments to labor and human rights performance are upheld, and that they express, as a minimum:

- ➔ Prohibition of child and forced labor.
- ➔ Freedom of association of workers.
- ➔ Regulation of wages, benefits and contracts.

¹² *International Labor Organization.*

- ➔ Establishment of working hours.
- ➔ Health and safety cover for workers.
- ➔ Prohibition of any form of discrimination, harassment or abuse.
- ➔ Provision of reporting channels.

During 2024, no complaints related to human rights violations were registered.

03

Creation of shared value and sustainable growth.

3. CREATING SHARED VALUE AND SUSTAINABLE GROWTH

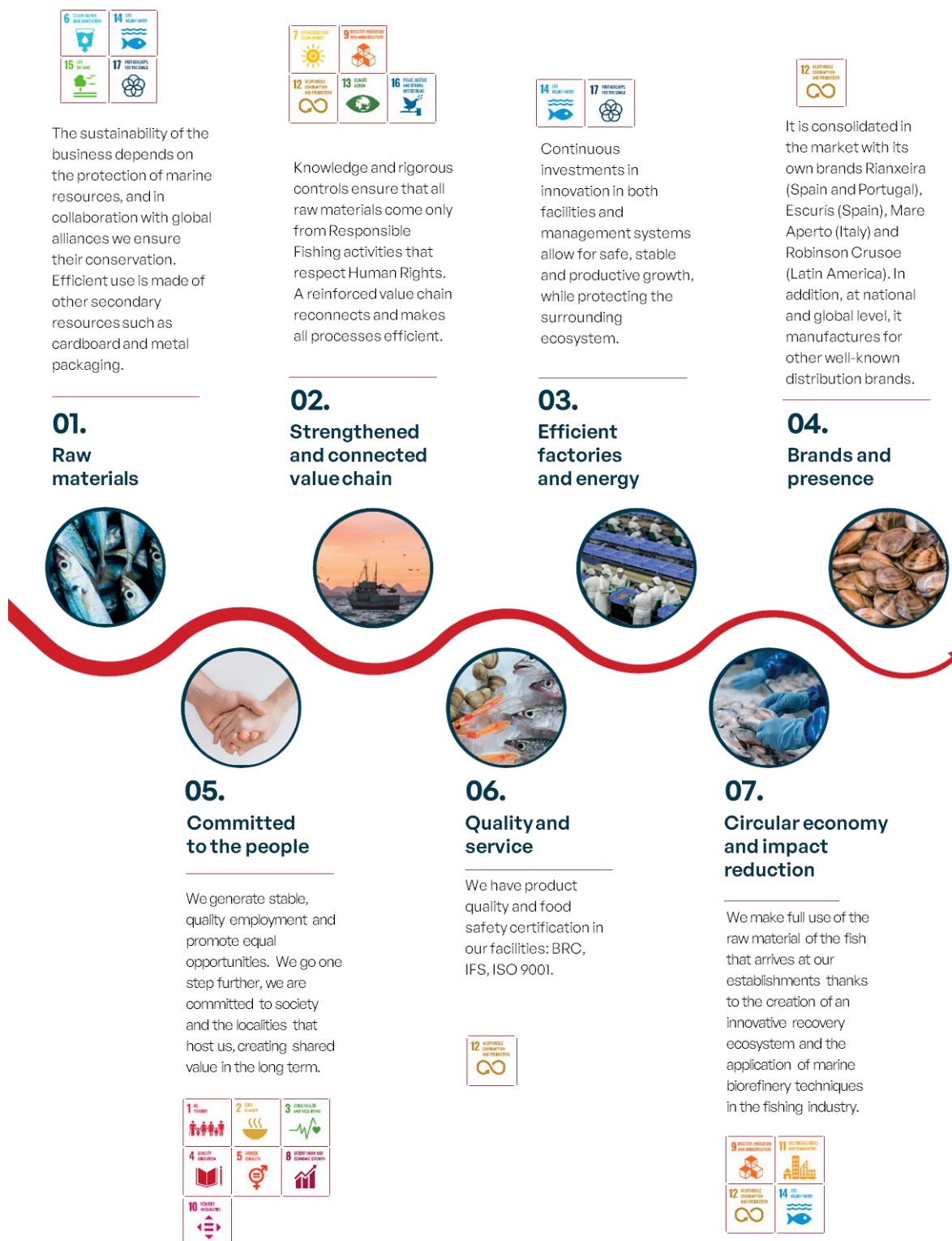
JEALSA reaffirms its commitment to sustainability and innovation in the food industry, core values that it has strengthened during 2024.

In the face of the global challenges that marked the year, such as social and military conflicts, supply problems and the increase in raw material prices, the company's capacity for adaptation, resilience and recovery stood out. These circumstances have strengthened its position, making sustainability a fundamental pillar of its competitiveness.

Sustainability challenges at a sectoral and global level are everyone's responsibility, and the company recognises that only by working together can we adequately address them. Therefore, its sustainability strategies and actions are aligned with the 17 United Nations Sustainable Development Goals (SDGs).

It is crucial for JEALSA to highlight the importance of collaboration between companies, public administrations and third sector entities in achieving the SDGs set out in the UN's 2030 Agenda. The most relevant SDGs for the company are 7, 8, 12, 13 and 14, although actions are also carried out in line with goals 1, 2, 3, 4, 5, 6, 9, 10, 11, 15, 16 and 17.

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



1 NO
POVERTY



2 ZERO
HUNGER



END OF POVERTY AND ZERO HUNGER IN THE WORLD.

JEALSA fights poverty and hunger in countries such as Chile, Guatemala, Brazil, Ivory Coast and Senegal, generating employment and improving economic and social conditions globally. Nutritional supplements and food donations are provided to vulnerable collaborators and social entities. In addition, products and projects with sustainability attributes are developed to reduce food waste and maximise the use of resources such as tuna, while supporting artisanal fishing communities to create added value and promote healthy eating.

3 GOOD HEALTH
AND WELL-BEING



COMMITMENT TO HEALTH AND WELL-BEING.

JEALSA focuses on promoting health and well-being through various actions. The company has certifications such as ISO 45001 to prevent occupational hazards and ensure health and safety at work. In addition, it produces high quality and safe food products, certified by ISO 9001, IFS and BRC, without using controversial substances such as vegetable protein or GMO ingredients. All employees are covered by health insurance and it also collaborates with the Atresmedia Foundation, in the Poción de Héroes project, or with the Business Alliance for Child Vaccination, with support for “Gavi, the Vaccine Alliance”. In promoting a healthy lifestyle from an early age through sponsorship of schools and sporting events.



COMMITMENT TO HIGH- QUALITY EDUCATION.

It focuses on promoting quality education through various actions. It establishes agreements with universities and vocational training institutes for the incorporation of students in their companies and collaborates closely in projects led by universities and research institutes. In addition, the We Sea Award was created, aimed at the best Master's and Bachelor's degree final projects related to sustainability and/or the circular economy, which offers a financial award and the opportunity to carry out paid internships in its companies. JEALSA also works on education in values, such as sustainability, equality and diversity, through its collaboration with the Red Cross and local schools.



GENDER EQUALITY AND REDUCTION OF INEQUALITIES.

The company demonstrates its commitment to equality and human rights through its Equality Plan and the "Social Commitment" strand. With a gender equity approach, 68% of its workforce is made up of women, supported by measures such as the Equality Plan, the harassment protocol and an ethics policy. It also implements actions to reduce inequalities, such as flexible working hours and training plans, and collaborates with entities that help vulnerable groups and those at risk of social exclusion, demanding strict compliance with labor rights throughout its value chain.



CLEAN WATER AND SANITATION.

The Renewable and Environmental Energies axis of the We Sea programme focuses on reducing the water footprint through investments in production centres. These investments have resulted in significant savings in freshwater consumption, thanks to the improvement of seawater collection systems and their subsequent desalination. This has led to a significant reduction in the use of fresh water in the plants, thus contributing to the objective of guaranteeing clean water.



COMMITMENT TO CLEAN ENERGY AND THE FIGHT AGAINST CLIMATE CHANGE.

As a strategic pillar of its Corporate Social Responsibility Programme We Sea, "Renewable and Environmental Energies", renewable energy is the protagonist. The company continues its commitment to clean energy. It is part of wind energy production projects, which this year have generated 121.105 MWh, and avoided a total of 90.899 tonnes of CO2 emissions.

JEALSA is ISO 14001 certified and has an Integrated Environmental Authorisation on the basis of which it controls the impact of its activities on the environment. In addition, the company makes buses available to employees and encourages car sharing through the Jealsa Club platform. In addition, PETSELECT reduced its carbon footprint by 2.17%.



COMMITMENT TO PEOPLE AND CREATING VALUE IN THE ENVIRONMENT.

Social responsibility is at the heart of the We Sea programme, through which it internalises responsibility for quality work, equality and respect for women's rights people. It promotes the creation of local employment, which positions the company as a driver of the regional economy. In this regard, in 2024 JEALSA had more than 3.667 collaborators. Likewise, JEALSA regularly establishes collaborations with entities that work with vulnerable groups and those at risk of exclusion, as well as promoting the integration of young people into the labour market through training scholarships.



INDUSTRY, INNOVATION AND INFRASTRUCTURE.

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



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

JEALSA maintains and reinforces its commitment to investing in the communities near its production facilities, prioritising local suppliers, increasing its commitment to sustainability and carrying out multiple actions focused on improving the lives of its neighbours.



COMMITMENT TO SUSTAINABLE PRODUCTION AND CONSUMPTION THROUGHOUT THE VALUE CHAIN.

Controlling and guaranteeing the traceability of all raw materials from the moment they are caught until they reach the end consumer is the company's great challenge. Through its principles and channels, it ensures the sustainability of the value chain. JEALSA is highly demanding in the use of raw materials and resources which, through a revaluation system based on reduction, reuse and recycling, allows for the full use of raw materials and the generation of value in the process thanks to synergies with other industries. JEALSA, like Escurís, obtained Zero Waste certification in 2024.



COMMITMENT TO THE PRESERVATION OF THE SEAS AND OCEANS.

The protection of the oceans, seas and marine resources, as the main source of its raw materials, is an issue to which it devotes a great deal of effort and resources. It continues its alliances with associations for the preservation of marine resources and the fight against IUU fishing (illegal, unreported and unregulated fishing). Through the We Sea Corporate Social Responsibility programme and its "Responsible Purchasing and Fishing" axis, JEALSA reinforces its commitment to the environment.

Aligned with the objective, they achieve their business goals, through collaborations and initiatives among which stand out:

... "Prevent and significantly reduce marine pollution, in particular from land-based activities, including marine debris and nutrient pollution ...".

... "Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action to restore them in order 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 along the value chain to reinforce conservation and sustainability of actions for the oceans and their marine resources.

... "Effectively regulate fisheries exploitation and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices in order to rebuild fish stocks in the shortest possible time, at least to levels that can produce the maximum sustainable yield consistent with their biological characteristics. "

- ➔ JEALSA adopts conservation measures proposed by the ISSF and establishes a rigorous Purchasing Policy following the organisation's guidelines for efficient management of marine resources, avoidance of IUU fishing and limiting fishing capacity and MSC certification as initiatives that support this goal.



PRESERVATION OF LIFE AND LAND ECOSYSTEMS.

JEALSA considers the conservation of terrestrial ecosystems and inland freshwater ecosystems, as well as the services they provide, to be fundamental. In this way, it is involved in a series of initiatives in favour of the conservation of biodiversity, the care of sandbanks and the protection of forests, supporting initiatives such as the use of FSC certified products or demanding in the aquaculture salmon purchasing policy that those producers who use feed derived from soya certify that it comes from areas free of deforestation.



COMMITMENT TO PEACE, JUSTICE AND SOLID INSTITUTIONS.

JEALSA's corporate culture requires compliance with human and labor rights throughout the value chain. For this reason, it establishes tools to fight corruption and bribery and makes communication and whistleblowing channels available to all stakeholders.



MULTIPLE ALLIANCES AND A SOLID NETWORK OF PARTNERSHIPS.

Within JEALSA, a culture is developed based on alliances and collaborations with public, private and civil society spheres that encompass the entire company. These synergies are used to promote the achievement of the Sustainable Development Goals.

04

Jealsa's sustainability strategy. *We sea.*

4. JEALSA'S SUSTAINABILITY STRATEGY

WE SEA

JEALSA continues to strengthen its commitment to sustainability and the environment thanks to We Sea. In 2018, this Corporate Social Responsibility Programme was created and over the following years 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 brings together all the work and investments made by the company to ensure a strong and solid performance in favour of sustainability at all levels. The We Sea umbrella brings together all sustainability efforts, which has always been a very active commitment throughout the Corporation.

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

We have active commitment to sustainability...



4.1. We Buy & Sea

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

JEALSA is a pioneer in participating in the main associations and initiatives aimed at preserving marine resources and combating IUU¹³ fishing.

The Company's sustainability vision is reinforced by its collaboration with strategic allies. It aligns with them and works based on their cultural values to contribute to improving their goals and advancing in the sustainable transformation process. JEALSA is part of the Earth Island Institute's "Dolphin Safe" program, whose members endeavor to prevent dolphins from being affected by tuna fishing activities, requiring their suppliers to participate.

Value Chain

JEALSA has a stringent and demanding Purchasing Policy based on international legislation, the FAO's Code of Conduct for Responsible Fisheries, the European Code of Sustainable and Responsible Fisheries Practices and ISSF conservation measures. This policy ensures that all suppliers meet the established responsible supplier standards, thereby contributing to sustainability and responsibility in the supply chain.

In 2024, the company PETSELECT, S.A. obtained ISO 20400 Sustainable Purchasing Verification, which ensures responsible purchasing and a more sustainable supply chain. The Company prioritizes actions based on sustainability criteria in relation to its value chain and minimizes operating risks related to its social and economic environment.

The strategic partnerships and collaborations with suppliers enable JEALSA to achieve sustainable and responsible growth. The principles and action guidelines defined by its Purchasing Policy are as follows:

¹³ *Illegal, Unreported and Unregulated.*

- ➔ Ethical and responsible conduct in all actions and relationships.
- ➔ Professionalism in transactions and negotiations.
- ➔ Promotion of transparency and lawfulness in all actions.
- ➔ Resolution of potential conflicts of interest.
- ➔ Supplier secrecy obligation.

Customer and consumer safety is a priority for the Company; thus, the Purchasing Policy establishes stringent health and product safety requirements and standards to ensure that the marketed products do not represent a risk to the health and safety of consumers.

JEALSA requires its suppliers to comply with human rights in all their operations to ensure that no human rights violations occur in the supply chain. This requirement reflects the Company's commitment to social responsibility and justice in all its commercial activities.

Collaboration with suppliers is also essential to drive improvements in the value chain and promote sustainable practices. Projects are implemented to improve the use of raw materials, promote recycling, efficiently manage containers and packaging, reduce waste and minimize environmental impacts. JEALSA regularly consults its suppliers and analyzes alternatives with a view to finding innovative and efficient solutions that contribute to sustainability.

As regards specific figures, JEALSA undertakes to progressively increase its purchases of tuna from MSC-certified fisheries, in addition to comprehensive fishery improvement projects that show progress. In 2024, 96% of fish processed by JEALSA was caught by vessels involved in sustainability initiatives:

- ➔ 58% of tuna came from MSC-certified fisheries.
- ➔ 14% of tuna came from fisheries undergoing comprehensive evaluation to achieve MSC certification and 9%, from fisheries in the MSC improvement program.
- ➔ The purchase of tuna from vessels participating in comprehensive public FIPs (fishery improvement projects) accounted for 15% of the total.
- ➔ Only the remaining 4% did not form part of the preceding categories.

Furthermore, the aim is to reduce the supply of categories not included in these groups in order to promote more sustainable practices throughout the supply chain.

Good Practices

JEALSA promotes and actively participates in initiatives to implement benchmark good practices in the fishing industry. As a milestone, in 2024 PETSELECT was awarded the EcoVadis bronze medal, which recognizes its commitment to sustainability criteria. The recognition awarded by EcoVadis

measures a company's degree of compliance after evaluating environmental, ethical, sustainable procurement, labor practices and human rights criteria. This award is granted to 35% of the companies evaluated by EcoVadis.

It mainly extends the commitments to responsible fishing and support to organizers with the same culture:

Health Register

All vessels¹⁴ and companies¹⁵ that supply raw materials to JEALSA must have an EU health register number.

Decent Working Conditions

All vessels operating with JEALSA must respect working conditions following the minimum requirements for work on board established in ILO Convention 188¹⁶.

Support to Regional Fisheries Organizations

JEALSA's policy is to only purchase tuna caught by vessels flagged in countries that are members or cooperating non-members of RFMOs¹⁷.

Transparency and Traceability Principles Throughout the Entire Value Chain

One of JEALSA's priorities is to ensure the traceability of its supply chain from the fishing vessel to the end consumer, which also enables it to know and control the origin of each of its raw materials. As a transparency principle, all proprietary brand products include an indication of the species used and the fishing area.

Bycatch Reduction and Good Practices

As part of its policy, JEALSA undertakes not to purchase tuna from any companies or vessels that do not have express policies in place prohibiting practices such as sharkfinning¹⁸ or which engage in practices of this nature. All masters or captains of the vessels supplying tuna to JEALSA must have taken part in training workshops on good fishery practices delivered by the ISSF.

¹⁴ It applies to freezer vessels, factory ships and refrigerated merchant vessels.

¹⁵ It applies to processing plants and cold storage warehouses.

¹⁶ International Labor Organization.

¹⁷ Regional Fisheries Management Organizations. Applicable where mandatory due to vessel characteristics.

¹⁸ Practice consisting of cutting off the shark's fin and throwing its body back into the sea.

Monitoring, Control and Surveillance

All tuna supply vessels must have a unique vessel identifier (UVI) number, include an observer¹⁹ on board and carry out transshipments at the designated ports.

Combating IUU²⁰ Fishing

JEALSA purchases tuna pursuant to Regulation EC 1005/2008, of 29 September, on the elimination of illegal, unreported and unregulated fishing.

Limitation of Fishing Capacity

All large tuna purse seiners supplying tuna to JEALSA must abide by the ISSF resolution on the limitation of fishing capacity, which restricts the construction of new vessels.

100% of the tuna processed by JEALSA was caught by vessels registered in the PVR²¹.

The PVR is the most effective mechanism for identifying vessels that have implemented sustainable fishing practices, using a scientific approach.

Protection and Respect for Marine Protected Areas (MPAs)

JEALSA strives to ensure the protection of any marine areas temporarily closed to allow species to spawn, hatch and grow. In addition, the purchase of raw materials from overfished or endangered areas is restricted.

¹⁹ Depending on the vessel's technical specifications.

²⁰ Illegal, Unreported and Unregulated.

²¹ ProActive Vessel Register, in accordance with ISSF requirements.

4.2. We Control & Sea

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

Through its Quality Policy, JEALSA ensures the quality of its products and services in accordance with international standards and norms. Likewise, food safety and customer satisfaction are guaranteed through an integrated vision of environmental responsibility and sustainability.

The company is committed to compliance with legal requirements, conformity with market demands and commitment to the customer and the environment. The entire company undertakes the following initiatives and commitments:

- ➔ Detection of needs and appropriate management of the orders requested.
- ➔ Purchase of suitable raw materials, according to requirements.
- ➔ Responsible manufacturing ensuring food safety, quality and authenticity.
- ➔ Upholding the basic principles of safety, quality, environment, service, price and profit.
- ➔ Timely dispatch and delivery.
- ➔ Management of complaints and suggestions with measurement of the degree of satisfaction.
- ➔ Target setting and continuous improvement.

JEALSA guarantees the quality of the products and services provided to customers and consumers in accordance with ISO 9001, BRC and IFS standards, and helps you to minimise the possible impact of your activity on the environment.

Food Quality and Safety

In 2024, JEALSA held international certifications related to food safety, quality and chain of custody.

The BODIÓN²² and BAIUCA²³ facilities in Spain, CHILE and GUATEMALA held IFS²⁴ (International Featured Standards) food safety and quality certification in 2024. CONRESA also holds GMP+ certification²⁵. This certification is an international standard for food quality assurance and safety, whereby companies take responsibility for their commitment throughout the value chain.

As regards BRC (Global Standard for Food Safety) certification, it continued to be held by the BODIÓN²⁶, BAIUCA²⁷ and CHILE facilities. These certifications guarantee both compliance with legal provisions and ongoing improvement—in terms of quality and safety—of production processes and the supply chain.

JEALSA retained ISO 9001:2015 certification for quality management systems, which guarantees best supply chain practices, continuous improvement and excellence in products, processes and services, thus increasing customer satisfaction and loyalty. This certification covers the BODIÓN facilities for JEALSA FOODS and the BAIUCA facilities for ESCURÍS and PETSELECT.

The CRAEGA label²⁸, certifies products with environmentally friendly ingredients and the FOS (Friend of the sea)²⁹ label guarantees the sustainability of seafood products from the source where they are obtained. The Mejillón Galicia designation of protected origin DOP certification was obtained by the BAIUCA³⁰ facility, which also holds the Galicia Calidade quality label.

The CONRESA plant is certified under ISO 22000, the international standard on food safety management systems for companies in the food chain and also holds MarinTrust certification. This tool ensures traceability and eliminates IUU fishing.

JEALSA is committed to guaranteeing quality and achieving continuous improvement through actions and initiatives such as:

- ➔ Preparation of safety, quality and production awareness-raising campaigns.

²² Including the JEALSA FOODS facilities.

²³ Including the ESCURÍS and PETSELECT facilities.

²⁴ Food safety standard recognized by the Global Food Safety Initiative (GFSI).

²⁵ Good Manufacturing Practices Plus

²⁶ Including JEALSA FOODS facilities.

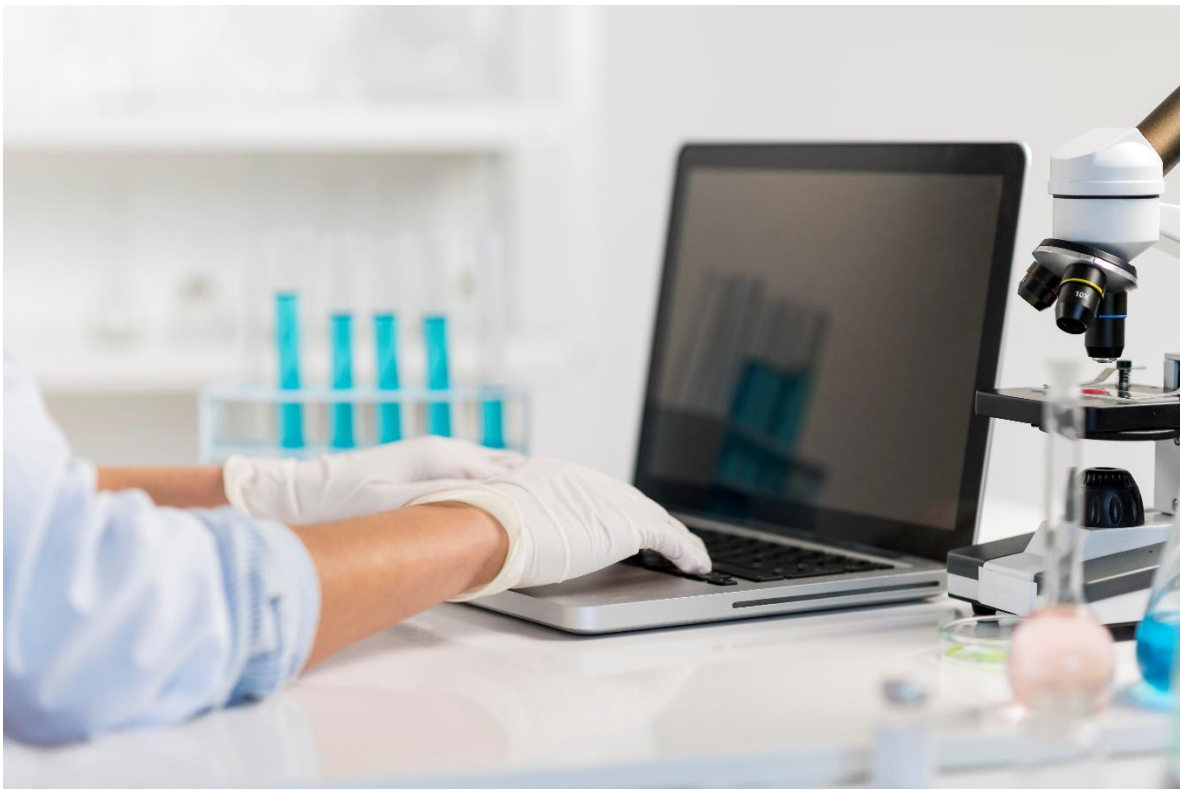
²⁷ Including ESCURÍS facilities.

²⁸ Applicable to certain JEALSA FOODS and ESCURÍS products.

²⁹ Applicable to JEALSA FOODS and ESCURÍS.

³⁰ Relating to the ESCURÍS facility.

- ➔ Accreditation of facilities with independent laboratories pursuant to the methodology promoted by Anfacocopesca³¹, which guarantees zero faults at critical points. This accreditation was obtained for the companies Pesquera Trans Antartic LTDA, PETSELECT S.A, Ecurís S.L and JEALSA FOODS, S.A.U.
- ➔ Periodic audits and inspections to achieve excellence in all processes.
- ➔ Establishment of new quality methods and techniques in the form of predictive decision-making models to enable JEALSA to evaluate future processes and plan for their optimization.
- ➔ Customer service including, inter alia, crisis and food emergency management mechanisms, a procedure for handling non-conforming products and other nonconformities, continuous improvement and a hazard and critical control point analysis system (APPCC, by its Spanish acronym), inter alia.



³¹ A leading marine and food technology center at the national and international level.

Customers and Consumers

JEALSA reaffirms its commitment to the satisfaction of its customers and consumers, offering products and services that meet their needs and with excellent value for money. In order to achieve this, JEALSA monitors its customers' perceptions and expectations through satisfaction surveys and effectively manages any complaint received, using this feedback to continuously improve its processes and services.

In order to facilitate direct communication and contact with its customers, the Company offers various dialog and listening channels. In addition to the phone line of the head office, it has reinforced the online customer care service, available via phone, email or in person with the Quality Department, among other media. This ensures that customers can communicate quickly and effectively with the Company to resolve any query or problem they may have.

Transparency is one of the Company's main priorities, which is reflected from the first contact with consumers through the design of their packaging. In this regard, the packaging not only protects the products, but also acts as a window into JEALSA's commitment to product quality, the certifications obtained and its focus on sustainability. Each container is the result of years of dedication, reflecting the effort to offer flavorsome, ethical and environmentally responsible products.

Complaints Reporting System

The customer service system developed by JEALSA enables it to efficiently manage all queries and complaints associated with the Company's activity. In 2024, 1.06 complaints per million units sold were filed.

Table 1. Consumer and customer complaints³²

COMPLAINTS 2024/PPM	
Jealsa Foods	0,71
Escuris	1,19
Trans Antartic (Chile)	1,52
Crusoe Foods (Brazil)	2,56
Total	1,06

³² After 2023 the internal complaints accounting system was modified and, at present, relative units are reported (ppm).

4.3. We Care & Sea

"We Care & Sea embodies the commitment to clean energy and environmental protection".

JEALSA continues to emphasize the reduction of environmental impact as far as possible, focusing on the protection of natural resources and leveraging sustainability to build a robust future. It develops policies and principles governing its activities based on:

- ➔ Compliance with the Spanish Integrated Pollution and Prevention Control Law (IPPC). To this end, JEALSA holds an Integrated Environmental Authorization (IEA).
- ➔ Promotion of environmental protection and the prevention of pollution, always making sustainable use of resources.
- ➔ Monitoring atmospheric emissions in order to work on reducing them and combat Climate Change.
- ➔ Conservation of Biodiversity in protected areas.

JEALSA has an environmental management system certified under the ISO 14001:2015 standard in its BODIÓN³³ and BAIUCA³⁴ facilities in Spain and CHILE. This system is aimed at minimizing the environmental impacts generated by its activities throughout the life cycle of its products. The CONRESA, BODIÓN and BAIUCA facilities, as companies subject to the IPPC law, are obliged to obtain an Integrated Environmental Authorization (IEA) that establishes the requirements for each environmental vector.

JEALSA continues to hold the main certifications serving as a benchmark for the fishing industry: MSC (Marine Stewardship Council) certification for the BODIÓN³⁵ and BAIUCA³⁶ facilities in Spain and CHILE. In 2019, JEALSA's own tuna fishing fleet obtained MSC certification for yellowfin tuna catches on free-swimming schools, being the first company with Spanish capital to achieve this certification in the Atlantic Ocean. In 2022, the MSC certification was extended to include yellowfin tuna catches on free schools by its fleet. Furthermore, in 2024 JEALSA obtained certification for all skipjack (SKJ) catches.

³³ Including the JEALSA FOODS and BOINERSA facilities.

³⁴ Including the ESCURÍS and PETSELECT facilities.

³⁵ Including the company JEALSA FOODS, S.A.U.

³⁶ Including the ESCURÍS and PETSELECT facilities.

The CHILE and PETSELECT facilities retain ASC (Aquaculture Stewardship Council) certification, which ensures that operations are carried out under the highest standards and contribute to preserving the environment, biodiversity and water resources.

As part of its risk prevention management, JEALSA has taken out liability insurance covering pollution or accidental impact on the environment. La policy³⁷ has a coverage limit of €10 million, a maximum level of environmental protection.

Efficient Use of Water

The Company is aware that water is a key resource throughout its entire production and industrial process. JEALSA makes ongoing efforts to establish measures to improve watermanagement efficiency, including, among others, the creation of a closed refrigeration system in which water is used in different ways before it is sent to its final treatment. All the measures adopted entail a significant saving in water consumption in all JEALSA's processes.

JEALSA continues to develop and implement measures to reduce water consumption and optimize its processes. To this end, it uses new technologies and more efficient equipment, in addition to launching awareness-raising actions for the entire workforce, with the ultimate aim of achieving a "dry plant".



³⁷ It includes the companies JEALSA FOODS S.A.U., Escuris S.L., Conresa, Boinersa and Depuración Destilación Reciclaje S.L. and, as additional insured, Beltaine Renovables and Frigoríficos La Puebla S.A.

JEALSA FOODS developed a project for expanding and improving its Industrial Wastewater Treatment Plant (IWWTP), initiated in 2023, to optimize its processes and strengthen its commitment to sustainability.

The measures implemented include, namely, the incorporation of an ultrasound-assisted washing system in the cooking vats, designed to reduce water consumption, in addition to improvements in the fire protection system.

In 2024, work on the wastewater treatment plant continued, consolidating the progress made and reaffirming JEALSA FOODS' commitment to efficiency and respect for the environment.

The water sources are detailed below:

Figure 1. Water consumption (m³)

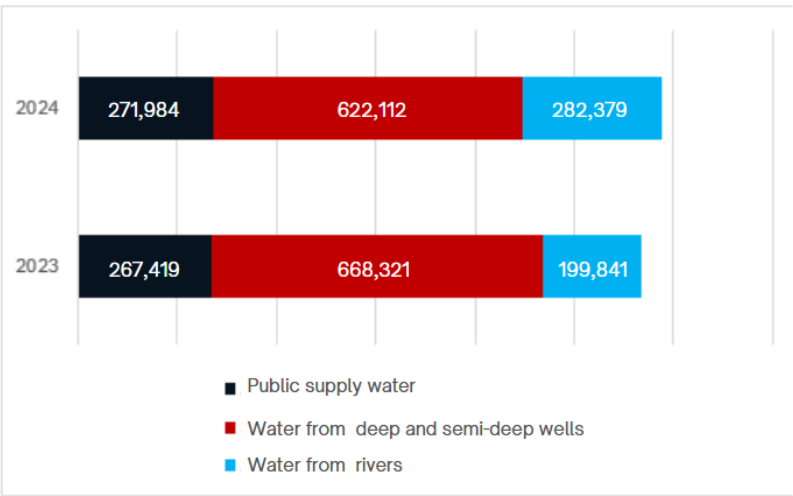
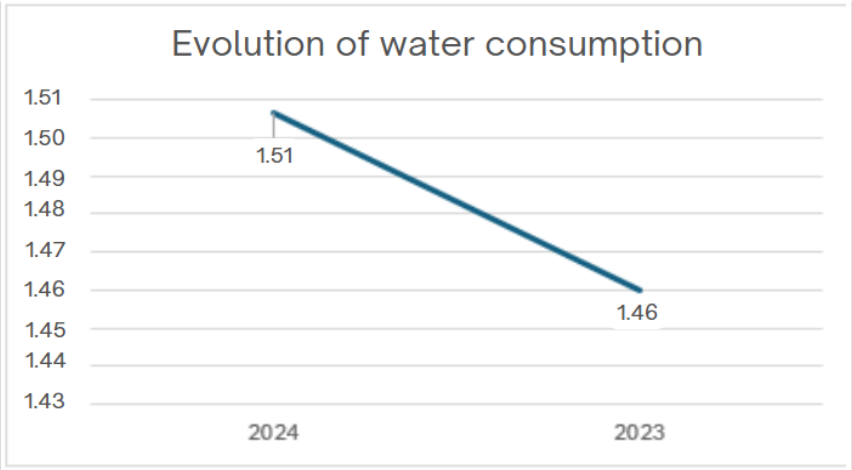


Figure 2. Development of water consumption (m³/€1,000 revenue)



Industrial Wastewater:

The Company treats the wastewater and sludge resulting from its purification processes using its Industrial Wastewater Treatment Plants (IWWTP). This treatment process avoids the contamination of water bodies, as well as any possible leakage as a result of JEALSA's activity.

The facilities of the plants are equipped with monitoring and automation systems. Receiver sensors are actuated in the final effluent collection and pre-discharge control phase. Plant maintenance is carried out through internal controls and external inspections by an Authorized Control Agency, thereby guaranteeing the proper operation of JEALSA's plants and their compliance with the requirements established by the regulatory authorities. In 2024, progress continued to be made on the improvement of JEALSA FOODS' facilities.

In addition to these preventive maintenance tasks, it is important to have action plans and procedures to ensure that all systems continue to operate properly in case of emergency. The mechanisms and tools established by JEALSA to enable it to respond to any possible emergency situation are as follows:

- ➔ **Environmental surveillance plan:** this plan includes annual monitoring to control discharges into the sea and ensure compliance with environmental standards.
- ➔ **Self-protection Plans (PAU, by its Spanish acronym):** emergency teams and protection and control equipment are ready in case of emergency.
- ➔ **Internal Contingency Plan for Accidental Marine Pollution (PICCMA, by its Spanish acronym):** this plan describes the actions for carrying out and analyzing environmental risks in vulnerable areas in case of accidental marine pollution.
- ➔ **Environmental emergency plan:** this plan details the possible environmental emergency situations and establishes a specific action plan for each case.

Efficient Waste and Resource Management

Efficient Waste Management

JEALSA's waste management model is designed and based on continuous improvement, process implementation and resource optimization. A noteworthy feature is the importance attached to communication and to raising awareness of the value of sorting the Company's waste, which ultimately undergoes both recycling and recovery processes.

Table 2. Waste generated (T)³⁸

WASTE GENERATED	2024	2023
Non-hazardous waste	19.171,71	18.627,43
Hazardous waste ³⁹	40,12	44,42
Total waste generated	19.211,83	18.671,85

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

Under its management model, the Company makes use of all organic by-products, which are collected and reintroduced as raw materials in other processes for animal feed production, the aquaculture sector or the pharmaceutical and cosmetics industries.

JEALSA has achieved very good results at its facilities in terms of waste management alternative to disposal, having recycled approximately 88% of the waste generated in 2024. In addition, it obtained Zero Waste certification for the company Escurís and JEALSA FOODS in the previous year, which implies that over 95% of the waste generated is recovered.

Table 3. Waste managed by destination (T)⁴⁰

DESTINATION OF THE WASTE	2024	2023
Landfill / disposal	2.266,15	825,04
Recovery	5.874,09	13.264,50
Recycling	11.068,61	4.582,31

³⁸ Includes the BODIÓN, BAIUCA, CONRESA, FRIPUSA, CHILE, GUATEMALA and BRAZIL facilities.

³⁹ In addition to the reported data (T), the company CRUSOE FOODS IMPORTACAO E EXPORTACAO, LTDA has generated 313 units of fluorescent tubes (LER 20 01 21), whose quantification was not possible due to the complexity of their measurement.

⁴⁰ The difference with the total amount of waste generated lies in the difficulties of measuring the waste in the Brazil and Chile facilities.

Efficient Management of Raw Materials

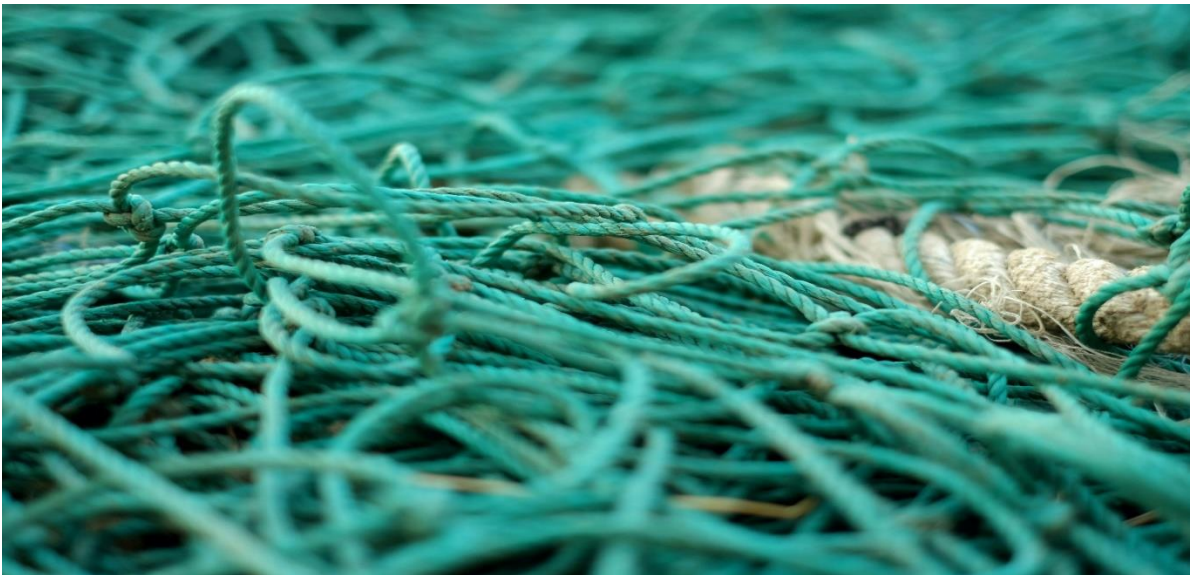
JEALSA imposes very high demands on its use of raw materials and resources, which, by means of a revalorization system based on reduction, reuse and recycling, enables us to harness the full value of raw materials and create value in the process thanks to its synergy with other industries.

The main raw materials consumed are detailed below:

Table 4. Type of raw materials

RAW MATERIALS
Primary materials
Fish and seafood
Vegetable oils
Other ingredients
Vinegar
Secondary materials
Fuel oil
Diesel oil
Liquefied Natural Gas
Ancillary plastic packaging (film, foil)
Other ancillary packaging

At JEALSA we are determined to reduce the consumption of raw materials whose main component is virgin plastic. Among other materials, these include the plastic strapping film for pallet boards and adhesive tapes. We aim to advance towards more sustainable management of resources, minimizing environmental impact and promoting responsible practices in our production chain.



Clean Energy and Fight Against Climate Change

Clean energy is the focal point of JEALSA's business diversification strategy. The Company has consolidated its position in this regard through its ownership interests in wind farms and the installation of solar photovoltaic panels, among other projects.

JEALSA FOODS continues to firmly establish itself as one of the leading companies in the industry, thanks to its commitment to sustainability and having achieved carbon neutrality, since the emissions generated in its production process are offset by the emissions avoided as a result of the energy obtained by the Company from its own wind farms.

In line with the Company's commitment to reduce its carbon footprint, the subsidiary PETSELECT has its footprint certified under the GHG Protocol standard, as well as ISO 14064 Carbon Footprint certification.

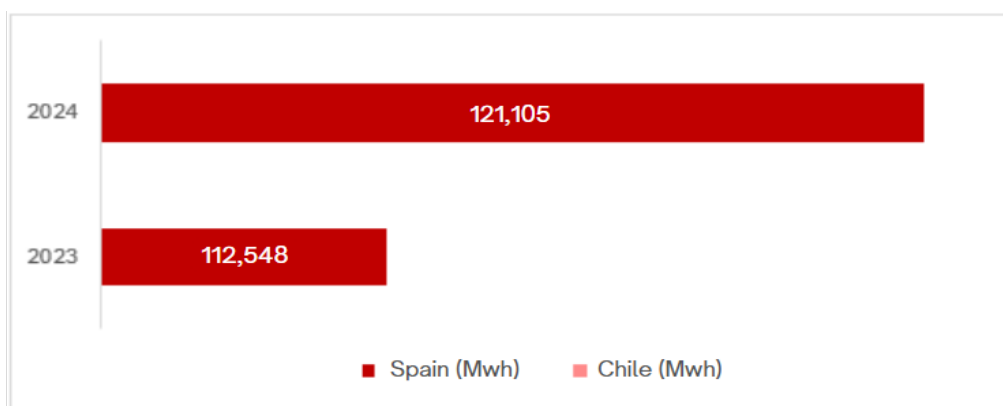
After installing the photovoltaic panels in the previous year, in 2024 the 744 panels for self-consumption installed on the roof of the Espiñeira cold storage facility, with a nominal power of 350 kW (405.48 kWp), made it possible to leverage solar energy to reduce the plant's electricity consumption by 20% and avoided emitting 98 tCO₂/year into the atmosphere. In addition to the panels installed on the refrigeration plant, JEALSA FOODS, S.A.U., had a total of 125 photovoltaic panels and 855 from FRIGORÍFICOS PUEBLA, S.L.

It should be noted that, in the second half of 2024, the Company began installing natural gas boilers to replace the current fuel boilers. They are expected to come into operation at the beginning of 2025.

In addition, in 2024 the Group maintained its activity in 2 wind farms for wind energy production in Spain and owns the water rights for hydroelectric power generation in Chile. In 2024, total energy production reached 156,395 MWh, which includes the energy produced by cogeneration in its high-efficiency facilities.

JEALSA continues to be firmly committed to wind power production, exemplified by the process underway to obtain administrative authorization for the extension of the Graiade wind farm, which is expected to achieve a total capacity of 6MW.

Figure 3. Production of wind power (MWh)



JEALSA promotes a culture of continuous improvement through the application of energy efficiency and emission reduction measures. It is committed to the production of renewable energy, which it complements with initiatives for the efficient management of the energy consumed at all its facilities.

It has introduced its facilities in the Emission Rights Trading Regime since its energy cogeneration companies are subject to emission control by both European and Spanish authorities.

In Spain, emissions are controlled by an authorized control agency that issues the Annual Pollutant Load Certificate as a report of the results for the competent authorities. These facilities, due to the characteristics of their activities, are subject to the tax on atmospheric pollution.

The direct and indirect consumption values are set out below:

Tabla 5. Consumo de energía directo e indirecto

ENERGY AND FUELS ⁴¹	2024	2023	UNITS
Network power consumption	42.183.968,58	40.165.454,12	KWh/year
Self-consumption	1.741.766,00	1.039.317,00	KWh/year
Liquefied gas	1.777.038,65	2.463.136,88	Kg
Gas	1.537.894,00	1.506.710,00	m ³
Diesel oil	95.685,82	132.616,36	Kg
Fuel oil	12.948.661,00	6.967.200,00	Kg

⁴¹ Conversion factors prepared by the Spanish and Portuguese Natural Gas Association for Mobility (GASNAM) and the Spanish Gas Association (Sedigas) were used in the calculations.

JEALSA has implemented several energy efficiency measures to optimize its consumption and reduce energy losses. They include most notably the evacuation into the grid of the surplus electricity from its cogeneration plants and the use of thermal energy in industrial processes. This makes it possible to maximize yield and minimize electricity transmission losses thanks to the proximity of the consumption points.

Other measures implemented at the facilities include:

- ➔ Workforce awareness-raising and promotion of good practices in the use and consumption of energy.
- ➔ Use of more efficient machinery.
- ➔ Preventive maintenance and regular cleaning of equipment to improve performance.
- ➔ Harnessing of the calorific value of the steam generated, thus reducing fuel consumption and emissions. Furthermore, the existing boilers have been replaced by more efficient and sustainable machinery, which, together with the incorporation of new accessories, has contributed to more optimized and environmentally friendly energy management.

JEALSA keeps track of its Scope 1⁴² and 2⁴³ emissions to monitor and reduce their impact on the atmosphere, as part of its commitment in the fight against climate change. Over the past year, emissions grew by 46% in comparison with the previous year, due mainly to the increase in the consumption of high-efficiency cogeneration fuel from DEPURACIÓN DESTILACIÓN RECICLAJE, S.L.U. (DDR), for having restarted its activity after remaining inactive in 2023.

The calculation of Scope 2 includes the redeemed KWh corresponding to the consumption made by the JEALSA FOODS S.A.U., ESCURÍS, S.L., DEPURACIÓN DESTILACIÓN RECICLAJE, S.L.U., BOINERSA, FRIGORÍFICOS PUEBLA, S.L., CONSERVEROS REUNIDOS, S.L. and BELTAINE RENOVABLES, S.L. derived from the guarantees of origin of renewable energy generate by the Graiade wind farm (Spain).

Table 6. Scope 1 and 2 CO2 emissions

EMISIONES	2024	2023
Alcance 1 (TCO ₂)	48.997,47	32.406,91
Alcance 2 (TCO ₂)	5.022,33	4.532,28
Total emisiones	54.019,80	36.939,20

⁴² Direct greenhouse gas emissions that an entity or company emits as a result of its own activities.

⁴³ Indirect greenhouse gas emissions originating from the generation of electricity purchased and used.

There is an increase in Scope 1 emissions due to the increase in fuel consumption by DEPURACIÓN DESTILACIÓN RECICLAJE, S.L.U. In 2023, DDR had little activity, due to which the comparison between years is not representative.

Biodiversity

JEALSA is firmly committed to environmental conservation and the protection of biodiversity, which is why its facilities are located outside areas of special protection. Thanks to its leadership and the transmission of values of respect and protection towards nature, the company serves as an example throughout its value chain.

All companies belonging to the Group ensure compliance with environmental regulations and legal

standards. The company strives to continuously improve its business practices in an exemplary and environmentally friendly manner.

Tools have been developed to prevent potential environmental impacts, such as Environmental Emergency or Containment Plans, as well as Accidental Marine Pollution Contingency Plans, which are available to all Group companies.

The company collaborates with various international organizations to carry out projects for the conservation of biodiversity, preservation of marine species and protection of the seas and oceans.

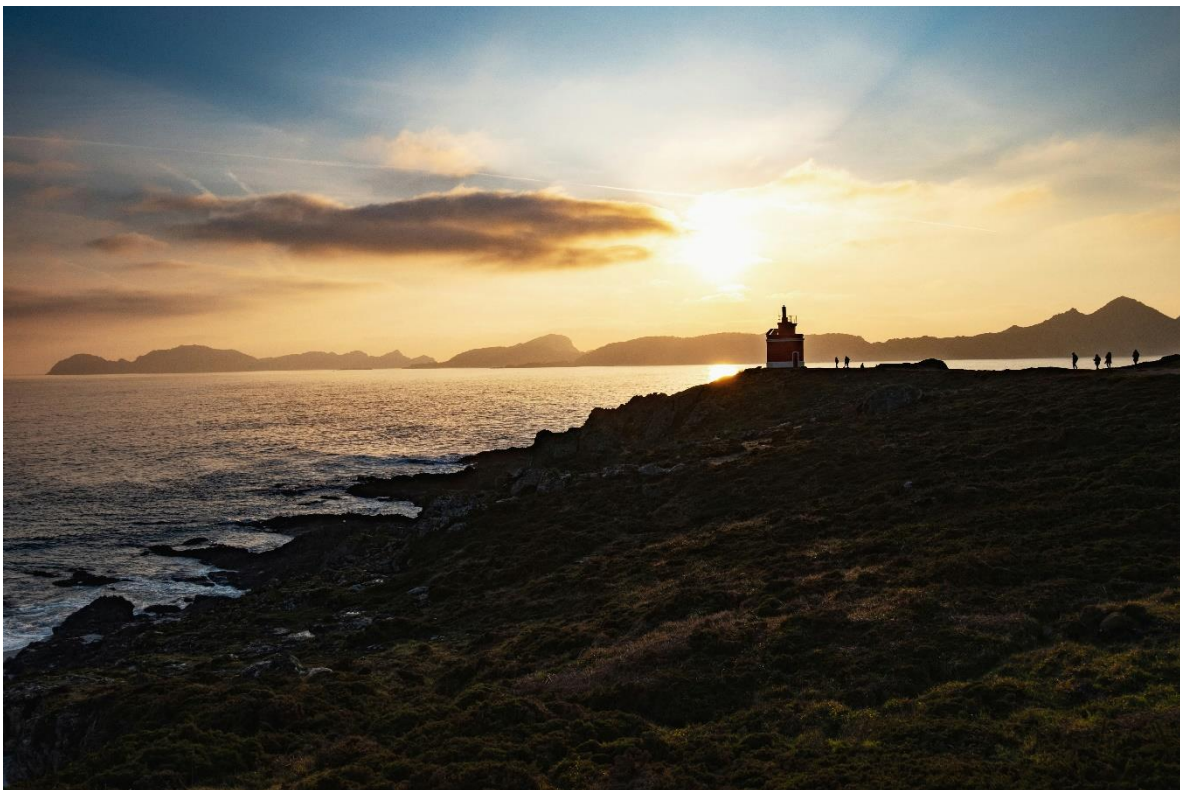


Noise and light pollution

JEALSA complies with the applicable regulations on noise and Environmental Authorisations to minimise noise pollution. To prevent and reduce its impact on this aspect, various actions are carried out, such as environmental instruction to control external noise, the installation of devices to reduce noise in internal sources and prevent it from spreading to the outside, the appropriate use of machinery to minimise noise, and regular measurements of noise levels.

The noise controls carried out by an authorized control agency ⁴⁴ ensure compliance with the regulation and that the noise levels remain within the established legal limits, especially after implementing corrective measures or improvements.

Light pollution is studied in each project and/or in every improvement made to the facilities. However, in view of the type of its business activity, the Company considers that its impact in terms of light pollution is not significant.



⁴⁴ Public or private control agency authorized to verify compliance with the mandatory safety requirements of industrial products and facilities.

4.4. We Respect & Sea

“We Respect & Sea, creando valor a largo plazo para las personas dentro y fuera de la organización.”

JEALSA is a multinational company that is in close contact and attentive to its local environment, deeply rooted in all the communities in which it operates. In 2024, the Company reaffirmed its solidarity in all the countries where it is present to meet the needs of each society. JEALSA's essence lies in caring for people.

As a milestone in 2024, JEALSA became a signatory to the business association Amfori, thereby reinforcing its commitment to sustainability and the working conditions in its supply chain. This membership involves implementing the fundamental principles of the Amfori BSCI Code of Conduct and System Manual⁴⁵, which promotes responsible practices, such as the prohibition of child labor, safety in the workplace and fair remuneration. With this step, JEALSA continues to align itself with international standards that ensure transparency and respect for human rights in the business world.

Commitment to People and Quality Employment

JEALSA promotes the values of welfare and quality employment in all its companies, since the relationship with its workers lies at the heart of its sustainable business models.

As at November 30, 2024 the Company had a total of 3,667 collaborators, representing an increase of 6% compared to November 30, 2023. In 2020⁴⁶, the Company implemented a technological change and began to calculate employee data at November 30, since it considered that, given the seasonal nature of the Company and its industry, the figure as of that date was more representative. In 2024, the Company hired a total of 5,756 people, compared to 6,346 people in 2023.

⁴⁵ Amfori Business Social Compliance Initiative.

⁴⁶ Calculation criteria have been standardized with previous years.

Table 7. Distribution of employment by country and gender

COLLABORATORS BY COUNTRY AND GENDER	MEN		WOMEN		TOTAL	
	2024	2023	2024	2023	2024	2023
Spain	643	608	1.440	1.498	2.083	2.106
Brazil	226	234	313	321	539	555
Chile	288	182	324	119	612	301
Guatemala	135	117	290	277	425	394
Guatemala Fleet ⁴⁷	-	85	-	-	-	85
Italy	3	3	5	5	8	8
Grand total	1.295	1.229	2.372	2.220	3.667	3.449

Table 8. Distribution of employment by age range

COLLABORATORS BY AGE RANGE	2024	2023
< 30 years	740	642
30-50 years	1.642	1.608
> 50 years	1.285	1.199
Grand total	3.667	3.449

Table 9. Distribution of employment by professional category

COLLABORATORS BY PROFESSIONAL CATEGORY	2024	2023
Level 1	128	137
Level 2	525	550
Level 3	3.014	2.762
Grand total	3.667	3.449

⁴⁷ Includes the Curaçao workforce.

The Company has different types of employment contracts due to the peculiarities of its industry: a marked seasonality combined with periods of sharp increases in the workload that require a greater number of employees. These features are common to companies in the fishing industry; as a result, there is a clear pattern that has been maintained over the years, establishing regular hirings.

JEALSA is firmly committed to stable employment and to building well-established teams, which means creating opportunity and future professional projection for employees. Approximately 98.52% of JEALSA's workers have full-time employment contracts and more than 77% have indefinite employment contracts (including seasonal indefinite workers).

Table 10. Distribution of average workforce by type of working hours

COLLABORATORS BY PROFESSIONAL CATEGORY	FULL-TIME	PART-TIME
Men	1.160,67	7,00
Women	2.170,42	43,00
< 30 years	600,35	0,00
30-50 years	1.501,39	36,56
> 50 years	1.229,35	13,62
Level 1	131,13	0,00
Level 2	508,00	8,99
Level 3	2.691,97	41,19
% of total	98,52%	1,48%

Table 11. Distribution of average annual contracts⁴⁸

CATEGORY	2024			2023		
	Indefinite	Seasonal indefinite	Others	Indefinite	Seasonal indefinite	Others
Men	764	214	317	839	229	280
Women	981	853	538	1.019	858	390
< 30 years	432	58	250	473	72	202
30-50 years	810	457	375	873	472	303
> 50 years	503	552	230	512	543	165
Level 1	120	0	8	143	0	7
Level 2	449	25	51	509	20	48
Level 3	1.176	1.042	796	1.206	1.067	615
% of total	76,68%		23,32%	81,47%		18,53%

⁴⁸ The calculations were made taking into account JEALSA's workforce in 2024 and 2023.

All the dismissals in 2024 aligned with the size of the Company and the particular features of its industry. The distribution of these dismissals, which correspond to the Company's direct workers, is also aligned with the structure of the workforce and relates mainly to indefinite employment contracts of many workers hired in South America.

Table 12. Distribution of dismissals⁴⁹

CATEGORY	DISMISSALS	
	2024	2023
Men	352	388
Women	379	666
< 30 years	265	447
30-50 years	418	532
> 50 years	48	75
Level 1	20	37
Level 2	85	110
Level 3	626	907

Equality and Diversity Guarantee

The promotion of diversity and equal opportunities in all facilities is one of the Company's fundamental pillars, irrespective of their location. In this regard, the JEALSA Group's Spanish companies with more than 50 employees have a Plan for Equal Opportunities applicable to all personnel, which contributes to establish a more equitable work environment.

Negotiations on equality issues are conducted through the Standing Committee for Equality, which is charge of specifying actions and proposing measures to improve compliance with the Company's principles in this area. This approach guarantees that the measures adopted are equitable for all employees.

As regards the pay gap, a slight increase was observed compared to the previous year. In 2024, the pay gap stood at 12.72%, whereas in 2023 it stood at 12.39%. However, a downward trend is observed over time. This figure comes from the high percentage of women who work mainly in production areas. Additionally, the pay gap for people with a seniority of more than 10 years stands at 9.00%. This suggests that the Company is actively working to minimize gender inequalities.

In order to tackle any inequalities that may exist between women and men, and to achieve the desired balance, JEALSA analyses various intervention processes, such as recruitment, promotion,

⁴⁹ The information corresponding to dismissals includes employees directly hired by JEALSA.

training and work/life balance measures. The main purpose is to improve the working conditions of all employees, promoting equal opportunities and reducing the gender gap in the organization.

In 2024, JEALSA continued to work towards enhancing equal opportunities in all areas, through the following areas of action:

a) Corporate culture

The essence of what the Company conveys is fueled by a series of commitments in the field of social responsibility and sustainability. The main pillar that upholds its We Sea Corporate Social Responsibility program is its commitment to people, ensuring quality working conditions, equality and respect for individuals.

b) Recruitment and promotion

Recruitment is the first stage of the hiring process and, therefore, the Company constantly strives to improve this area. Jealsa guarantees a procedure that both responds to the Company's needs and fulfills its commitment to safeguarding equality and diversity. The Company continues to work towards perfecting the mechanism for assessing the work of employees, as well as internal promotion and salary increases. To this end, it has fostered mechanisms for the internal communication of job vacancies and has worked on the analysis of positions to cover those vacancies adequately based on their particular needs.

c) Training

JEALSA considers its employee training and awareness-raising programs to be a fundamental part of the Company. They deal with current issues related to equality, occupational safety and occupational risk prevention.

d) Salary policy

The Company examines jobs and positions to identify possible differences and make the necessary adjustments to each professional category. It strives to eliminate the Company's pay gap.

e) Work/life balance

Equal opportunities are promoted, with work-life balance enhancement measures that are communicated to all collaborators. The aim is to improve the organization of working hours, strengthen the work/life balance measures and reinforce workers' rights.

f) Other areas

Communication, both internally and externally, of the measures adopted within the Company must be exemplary. The Company does not tolerate messages using sexist language and is careful about the image and the messages in terms of gender stereotypes, pursuant to law. It also adopts other measures in relation to economic aid and social policy, the management of representativeness, and/or occupational risks and safety.

Since 2024, Spanish companies have a Protocol for the Prevention and Action in Cases of Workplace Harassment. This protocol addresses the following situations: psychological harassment, sexual harassment, gender-based harassment or sexual orientation harassment. All new hires were trained and informed accordingly during the induction process.

JEALSA strongly condemns violence in the workplace and gender-based sexual and moral harassment. It pays special attention to this issue and implements awareness and information measures for the workforce, achieving an environment of trust and providing workers with an internal whistleblowing channel in this area. It takes into account the gender-based approach from the perspective of occupational risk prevention, so that it applies throughout the entire Company.

Diversity and Accessibility

JEALSA continues to implement the measures taken in terms of social inclusion and the inclusion of persons at risk of social exclusion in the job market. The Company implements actions and guidelines so that its workforce includes people with disabilities and vulnerable groups of people, such as agreements with universities, vocational training centers and master's degrees in order to facilitate internships at the Company.

Through universal access to facilities, potential cases of discrimination are avoided. JEALSA modifies its plants to adapt the facilities and infrastructure for people with reduced mobility. Also, it tailors the characteristics of job roles to the needs of the people who carry out the work and facilitates the return to work of employees after a period of absence so that the work they have to perform is not a personal barrier for them.

In 2024, the Company's workforce included 56 people with disabilities who carried out their work mainly in the factory. In 2023, this figure was 65 people.

Training and Talent Development

The Company promotes professional growth as an essential requirement to improve employability through training initiatives.

With a total of 43,279 hours of employee training in 2024, compared to the 26,122 hours offered in 2023, it continues working to strengthen its commitment to the development and advancement of its employees and collaborators.

JEALSA has a joint training plan for employees working in the canning activity, while the other employees of the Group companies receive specific training according to the needs of each activity and location. After the training needs are assessed by the different departments, the training activities are redefined and tailored to the Company's actual needs.

The channels for communicating training opportunities have been improved to ensure they reach every employee. The training activities covered a wide range from technical skill-building, skill development, communication, ethics, equality management and occupational risk prevention, emphasizing the importance of occupational health and safety.

Equal opportunity is a prominent training issue, with emphasis on its transmission to all employees. JEALSA promotes and facilitates the access of women to courses related to areas in which they are less represented, as a tool for reinforcing equal opportunities across the organization.

All the training actions are based on respect, the promotion of equality, diversity and non-discrimination, with the aim of improving professional performance, internal promotion and boosting employee motivation.

Work/life Balance and Organization of Work

Work is organized on the basis of the specific characteristics of each facility and is adapted to meet the requirements of local laws and regulations. Continuous working days or split shifts are established in the case of non-production-related activities. At the production facilities, shifts are established to ensure coverage throughout the entire day and organized accordingly.

A pleasant and convivial work environment is fostered through internal policies and codes. JEALSA is committed through its Plan for Equal Opportunities, prioritizing the provision of tools to its collaborators to facilitate work/life balance. At present, no specific labor disconnection measures have been established.

The Company offers a catalog of work/life balance measures that it communicates to all its employees. In addition, anonymous surveys are conducted to detect the employees' needs and adjust the measures accordingly. Some of these measures include:

- ➔ Promotion of communication and training in equality and work/life balance.
- ➔ Flexible schedules for shift changes and adaptation to individual needs.

- ➔ Measures to facilitate employee transportation.
- ➔ Promotion of an organizational culture that respects labor rights and promotes work/life balance.

In 2024 total absenteeism⁵⁰ amounted 607,500 hours, compared to 599,823 hours in 2023, up 1.28% on the previous year.

Remuneration System⁵¹

JEALSA's commitment to its employees is framed by its Code of Ethics and Social Responsibility Policy. It guarantees that salaries and benefits are compliant with local and national regulations, adapting to the economic activities carried out. Additionally, the remuneration offered exceeds applicable minimum interprofessional salary standards.

Table 13. Average remuneration by country and gender

AVERAGE REMUNERATION BY CONTINENT AND GENDER (€)	Men		Women	
	2024	2023	2024	2023
Europe	27.307	26.568	19.128	18.548
South America	9.431	12.854	5.467	5.854

Table 14. Average remuneration by country and age

AVERAGE REMUNERATION BY CONTINENT AND AGE (€)	<30 years		30-50 years		>50 years	
	2024	2023	2024	2023	2024	2023
Europe	19.585	18.559	21.986	21.100	21.199	18.776
South America	4.788	5.556	7.855	9.994	13.366	16.010

Table 15. Average remuneration by country and category

AVERAGE REMUNERATION BY CONTINENT AND PROFESSIONAL CATEGORY (€)	Level 1		Level 2		Level 3	
	2024	2023	2024	2023	2024	2023
Europe	75.356	71.684	30.530	29.623	18.143	17.561

⁵⁰ The hours include sick leaves in all of JEALSA's companies.

⁵¹ Salaries stated in euros at the average annual exchange rate.

South America	33.840	42.527	11.011	15.602	4.669	5.489
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In 2024 the average remuneration of JEALSA's Directors and Executives amounted to €184,080. There are no gender-based differences in the remuneration of the members of the Board of Directors.

Labor Relations

The Company regulates its labor relations through collective bargaining agreements. All of JEALSA's collaborators are covered and each company complies with labor regulations in force in each country where it operates. The percentage of trade union representation in Spain, Brazil and Italy is 100%, whereas in Chile it is 51% ⁵². In this country, the workers are members of a trade union, which has an agreement with an affiliated group. There is no relevant collective bargaining agreement in Guatemala.

The JEALSA Group's Spanish companies with more than 50 employees have designed a Plan for Equal Opportunities resulting from dialog and consensus between the parties and which is aimed at actively listening to its beneficiaries, ensuring the defense of their rights and meeting their needs beyond what is established by law.

Health and Safety

Collaborator health and safety is an essential priority for JEALSA, which undertakes to ensure their physical and mental well-being. This is achieved through the implementation of control and monitoring protocols, in addition to the adoption of codes of conduct to prevent occupational accidents.

To address these issues, the Company has set up Health and Safety Committees, an internal advisory body responsible for monitoring actions related to the prevention of occupational risks and fostering worker participation in this connection.

Additionally, JEALSA is certified under the ISO 45001 Occupational Health and Safety Management Standard, which makes it possible to follow a series of requirements and guidelines to manage potential risks in terms of occupational health and safety and progressively improve its performance in terms of prevention.

JEALSA has developed an Occupational Risk Prevention Policy within the framework of its Occupational Health and Safety System that is applicable to all its personnel, including suppliers,

⁵² It corresponds to TRANS ANTARTIC LTDA.

contractors and subcontractors, as well as to the facilities made available to third parties. This policy reflects JEALSA's firm commitment to the health and safety of all its workers.

The Company reinforces occupational risk prevention at all Group facilities. Also, it has created specific policies for the prevention of possible emergencies and personnel is trained by carrying out drills to detect potential risks.

Safety and Health Indicators

In 2024, there were 195 occupational accidents at the Company, 84 of which were men and 111 were women. The frequency and severity rates of accidents with sick leave in each facility were as follows:

Table 16. Health and safety indicators

FACILITIES	Companies	Frequency rate		Severity rate	
		Men	Women	Men	Women
FRIPUSA	FRIGORÍFICOS PUEBLA, S.L.	122,10	0,00	1,47	0,00
BAIUCA	ESCURÍS S.L.	36,18	40,08	2,09	1,80
	PETSELECT, S.A.	32,25	21,50	0,47	0,25
CONRESA	CONSERVEROS REUNIDOS S.L.	58,94	0,00	0,81	0,00
BODIÓN	JEALSA FOODS, S.A.U.	16,35	17,64	1,34	0,59
	DEPURA. DESTIL, RECIC. S.L.U.	0	0	0,00	0,00
	BOIRO ENERGÍA S.A.U.	0	0	0,09	0,00
	VALORA MARINE INGREDIENTS S.L.	43,83	0,00	0,11	0,00
BRAZIL	CRUSOE FOODS	10,84	0,00	0,06	0,19
CHILE	PESQ TRANS ANTARTIC LTDA	32,78	46,34	0,25	0,09
GUATEMALA	INDUSTRIA ATUNERA CENTROAMERICANA S.A.	23,28	4,40	2,09	1,80

JEALSA continues to work on the adoption of measures in relation to staff awareness and work, to improve collaborator health and safety. The measures adopted enabled the reduction of cases of severe occupational accidents. In 2024, there were six cases of occupational disease (3 men and 3 women).

Commitment to Communities

JEALSA considers it essential to maintain and strengthen its commitment to the local communities as a fundamental pillar of its Corporate Social Responsibility.

The corporate culture supports different local collaboration initiatives, which are focused on projects related to education, culture, health, sport, labor market insertion and assistance to people with functional diversity.

In 2024, JEALSA carried out patronage actions, investing €608,616 (€453,312 in 2023) in social action initiatives, partnerships and international cooperation through all its subsidiaries.

As a milestone, in 2024 JEALSA collaborated with the social action program "From Valencia for Valencia" promoted by Red Cross for those affected by the cold drop. This initiative is aimed at the economic and social recovery of the affected areas in Valencia.

The donations are made through all the Group's subsidiaries, although the greatest proportion is made in Spain, where the Company was created and where, therefore, it has the deepest social roots within the community. Little by little, this cooperation is spreading internationally, and different lines of work are being established on the basis of local needs, with the consolidation of programs, such as the Mare Alta project in Brazil.



JEALSA's Programs and Initiatives in 2024

JEALSA demonstrates its commitment to various initiatives in the communities in which it operates, as a result of which the Company focuses on the areas of greatest need in each region. The social action initiatives carried out over the years include most notably those to promote sport, preserve beaches, cooperation agreements with NGOs and donations of canned products.

The main actions carried out in 2024 are described below:

Promotion of sports activities

JEALSA perceives sport as a key element in the education and upbringing of children. The ability of sport to act as an attractive and fun alternative for young people, together with its irrefutable educational benefits, makes it an essential tool for the prevention of risk behavior while promoting values such as, among others, hard work, teamwork, commitment and respect. In 2024, more than 3,600 people participated in the different activities promoted by the Group.



Also, worth nothing is the celebration of the 4th edition of JEALSA Solidaria, a sporting event in which more than a thousand people participated, and which made it possible to contribute €5,567 to Fundación Stop Leucemia.

Donations

For years, JEALSA has been donating canned fish in Spain to organizations such as Cáritas, La Cocina Económica, Cruz Roja and food banks on a regular basis and in accordance with the needs of each organization. Likewise, in Chile and Brazil, it donates products through associations or groups such as Junta Vecinos Comunca Peuque, Pastoral Social Patricio Oporto, Comunidade de Torem, Procuradoria da Mulher and Prefeitura de São Gonçalo.



Collaboration was also maintained with the AMICOS Association, an organization dedicated to the inclusion of people with intellectual disabilities, which shares all the values transmitted by the Group.

Ludi-educa Project: Values and Social Responsibility

The Ludi-educa project was born in 2012 as a pilot experience of the Red Cross assembly in Boiro and, thanks to the cooperation of JEALSA, the project is now carried out in educational centers in Boiro and Pobra do Caramiñal. The purpose is to encourage the participation in society of children and provide them with values education through recreational-educational activities. In the classroom, boys and girls aged 8 to 9 work on a variety of topics such as, inter alia, equality, integration of immigrants, nutrition and healthy lifestyle habits and the environment.

Other organizations and associations such as Obra Social La Caixa, AMICOS, Fundación Stop Leucemia or Fundación Meniños act under the We Sea program, which is a reliable partner for the development of its activities.

Participation in Associations

JEALSA reaffirms its conviction of the importance and need to significantly contribute to economic and social well-being, participating decisively in different industry organizations. Additionally, the entities that make up the Company are also members of several associations:

JEALSA	ANFACO ⁵³
	APD (Association for the Progress of Management)
	Asociación Gallega de la Empresa Familiar (Galician Family Business Association)
	Instituto Empresa Familiar (Family Enterprise Institute)
	Chamber of Commerce of Santiago
	Club Financiero Santiago (Financial Club of Santiago)
	Confederación Empresarios Galicia (Galician Businessmen's Association)
	Asociación Boirense de Empresarios (Businessmen's Association of Boiro)
	FEUGA (Galician Enterprise-University Foundation)
	AECOC (Spanish Commercial Coding Association)
	Galician Economic Forum
	Clusaga ⁵⁴
ESCURÍS	ANFACO (National Association of Manufacturers of Canned Fish and Seafood)
	Businessmen's Association of Puebla
	AECOC (Spanish Commercial Coding Association)
	Clúster del Mar Foundation
	Clusaga
CHILE	Chilean Association of Mussel Farmers
	Trade Association of Fishing Industries
GUATEMALA	Guatemalan Exporters Association
BRAZIL	ABIPESCA (Brazilian Association of Fish Industries)

⁵³ National Association of Canned Fish Manufacturers.

⁵⁴ Galicia Food Cluster.

4.5. We Invest & Sea

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

JEALSA's production structure is based on the principles of the circular economy. The Company is a pioneer in its commitment to this unique and innovative valorization system, which allows it to harness the raw materials in their entirety and create a circular production process.

The We Sea Program highlights the value of raw materials and the fisheries industry through the development of new initiatives, both internal and in collaboration with different research centers.

In recent years, JEALSA has implemented recovery strategies that promote efficiency and sustainability through the comprehensive use of resources. Technologies are used that respect both the product and the environment.

JEALSA maintains its commitment to continuous improvement and the effectiveness of its systems. The Company has carried out an in-depth analysis of the canned product production process in order to identify ways of maximizing and ensuring the total use of the raw material.

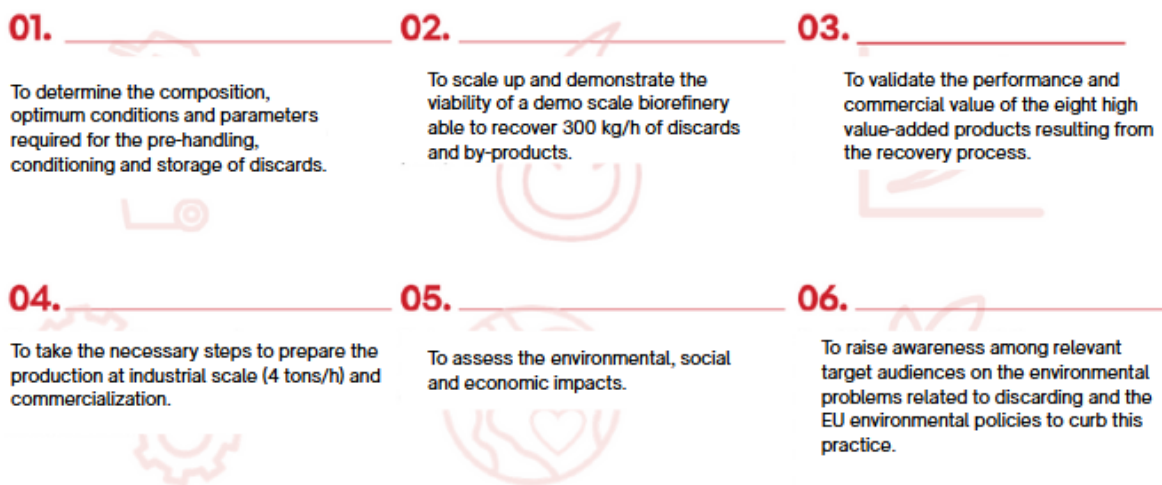
Integral Raw Material Recovery System

JEALSA, through its total recovery system, maximizes the use of the raw materials that arrive at its facilities. Its circular economy model consists of recovery fish and cooking water to develop new products for animal feed and the pharmaceutical, cosmetics and food industry, inter alia. This project reinforces JEALSA's commitment to the environment and the Galician production industry by minimizing its environmental impact and minimizing the operating costs of the production units.

The integrated recovery system is one of the essential action principles of We Sea, to which a large part of R&D&i resources are assigned to develop innovative and more sustainable solutions with differential value in other sectors.

Since 2022, the Company has led the LIFE REFISH project, an excellence initiative focused on the environment and climate action. LIFE REFISH aims to create the first demo biorefinery for fish and seafood raw materials which, through the use of cutting-edge technology, makes it possible to recover fish and seafood, which are currently underused, in order to produce high value-added products with enormous market potential. Additionally, the project proposes the application of this biorefinery model developed by the Company to other industries such as aquaculture, onboard processing or the utilization of discards.

The LIFE REFISH objectives and scope are:

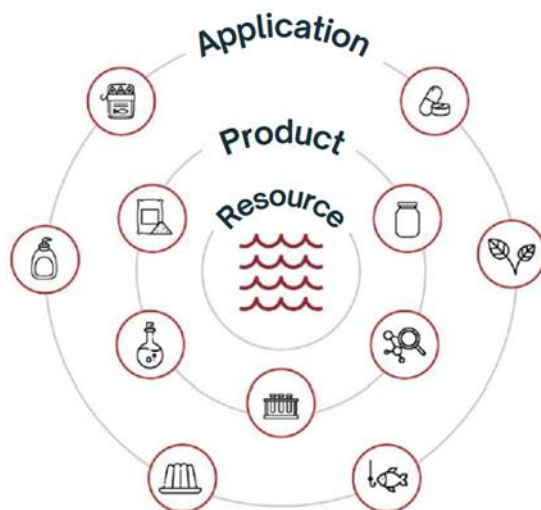


In addition, PETSELECT, one of JEALSA's subsidiaries, has become consolidated as a leader in the recovery of raw materials not used for human consumption, transforming them into animal feed.

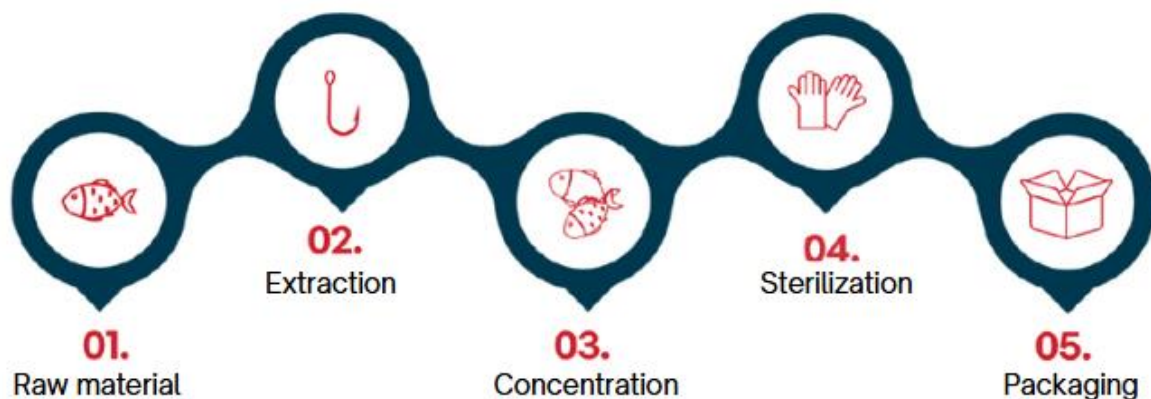
Full recovery of raw materials is designed under circular economy principles, prolonging the value of resources, ensuring that they can be used for as long as possible in the process, thus avoiding waste generation and facilitating their reuse and recycling.

HOW ARE RAW MATERIALS USED?

- ✓ 45% of raw material is used for both products for human consumption through the Group's brands (Esurís or Rianxeira) and the manufacture of petfood supplements in the PETSELECT product lines.
- ✓ 35% of the raw material is used for the production of by-products such as fishmeal and fish oil, which account for 32.5% of the total and are used by the aquaculture sector and other related industries, while 2.5% is earmarked for petfood.
- ✓ The remaining 20% of the raw material is used for the generation of new recovery processes. To this end, JEALSA has engaged the company Valora Marine Ingredients, S.L., which offers products based on natural substances for pharmaceuticals and cosmetics.



Valora Marine Ingredients was created as a company inspired by the sea and its resources and whose object is to bring differential value to the raw materials of the fishing industry and sector. The company engages in the recovery of new fractions through various lines of work. It has eliminated the concept of by-product and its externality. Thus, it showcases products of natural origin that meet the needs of highly dynamic industries.



The traceability of raw materials is controlled throughout the process from the catch to the customer. This is achieved through effective and environmentally friendly management of the obtainment and processing of raw materials, using clean technologies throughout the process. In this line, the "marine biorefinery" concept is applied, in which fractionation and selective extraction techniques are used to maximize the use of all the fish delivered to its facilities and where it is ensured that customers will receive an optimum product. Food waste is thus minimized, since no raw materials are discarded.

Sustainability is the essence of Valora Marine Ingredients, S.L., a company which promotes the recovery and integral use of the raw materials managed at JEALSA's companies. This exploitation enables the circularity of all raw materials present in the Company's production chain.

The company collaborates with Spanish and European bodies, such as the Spanish National Research Council (CSIC) through the Institute of Marine Research of Vigo (IIM-CSIC), to develop solutions that allow to recover byproducts and effluents generated by the processing plants in an efficient and sustainable way. This collaboration endorses the effectiveness and viability of its pioneering industrial recovery system.

The Company is committed to continuous innovation, investing in research and development (R&D&i) to find more sustainable alternatives and adapt to new industry trends.

In January 2021, the Company implemented the VALDESMA project, which is aimed at the utilization of fishing discards to develop high added value dietetic pet food, in which the company PETSELECT, which engages in the manufacture of petfood, collaborates with Fundación Rof Codina in the fields of research, teaching and innovation in the field of pet nutrition. Fundación Rof Codina manages the Rof Codina University Veterinary Hospital and the Center for Biomedicine and Veterinary Medicine, Cebiovet, located in the USC's Lugo Campus. In the context of this agreement, which will be developed by means of specific agreements, Fundación Rof Codina will provide support in terms of personnel and infrastructure in order to carry out research and teaching activities, in addition to

providing advisory services in the field of pet nutrition. It has also obtained PSC (Pet Sustainability Coalition) certification.

It also provides technical and scientific support through clinical-care services. At the same time, it offers advice on matters of mutual interest and cooperates in training programs for research and technical personnel.

Closing the Circle: Efficient Management of Materials, Containers and Packaging.

Due to the activity carried out by the Company, the main materials used are related to canned food and their packaging (cardboard, paper, metal, etc.). It should be noted that within the organization there are companies that do not consume raw materials due to their business activities, such as FRIPUSA (Frigoríficos Puebla, S.L.), which does not use raw materials, and CONRESA (Conserveros Reunidos, S.L.), which uses raw materials that are a by-product of the production activities of the canning companies.

As part of its operations, JEALSA continues to improve and optimize both the design and materials used in its packaging. In many cases it has already reached maximum optimization levels, which guarantees product shelf life and quality for consumers. All the containers and packaging used are 100% recyclable.

05

About this report.

5.ABOUT THE REPORT

This document is a Non-Financial Information Statement (NFS) that reports on the environmental, social, economic and governance performance of JEALSA's parent companies in all the geographical areas in which it operates.

This consolidated statement of non-financial information, which relates to the year ended 31 December 2024, has been prepared in accordance with the requirements set out in Law 11/2018 of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July, on Auditing of Accounts, with regard to non-financial information and diversity.

The non-financial reporting guidelines of the European Commission (2017/C215/01) derived from Directive 2014/95/EU have also been considered in its preparation and, to the extent possible, the Global Reporting Initiative Standards (GRI Standards) have been used. In accordance with commercial law, the statement of non-financial information is part of the Group's Consolidated Management Report and has been formulated by the Board of Directors.

The contents included in the reports and the quality of the information reported have been carried out in accordance with GRI reporting principles and guidelines.

**REPORTING GUIDELINES CONCERNING THE DEFINITION OF THE CONTENT OF THE
REPORT**

Including stakeholders
Background of sustainability
Materiality
Completeness

REPORTING GUIDELINES CONCERNING THE DEFINITION OF REPORT QUALITY

Accuracy
Balance
Clarity
Comparability
Reliability
Timeliness

5.1. Profits, taxation and subsidies

The financial indicators are distributed according to the following amounts:

Table 6. Profits before taxes by country

PROFITS BEFORE TAXES	2024	2023
Europe	32.196.852 €	28.784.474 €
America	-12.416.393 €	-17.709.975 €
Africa	-273.368 €	-116.243 €
Total group	19.507.091 €	10.958.256 €

The total tax contribution made by Jealsa Group in 2024 amounted to 62.988.549 €. The following breakdown illustrates the difference between direct taxes paid and taxes collected:

	Direct taxation	Taxes collected
Profit taxes	10.532.042,06 €	
Personal taxes	11.661.466,12 €	10.836.701,33 €
Taxes on products and services	4.313.089,08 €	20.985.149,37 €
Environmental taxes	2.924.649,42 €	
Other taxes	1.735.451,87 €	
TOTAL TAXES	31.166.698,55 €	31.821.850,70 €

In turn, the subsidies received by the Group in 2024 amounted to 661.155 euros.

5.2. Table of contents NSFI

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

LAW 11/2018

NSFI 2024

Business environment	10-17 y 32
Organization and structure	4-7 y 82-83
Markets in which it operates	12-15
Objectives and strategies	10-13
Factors and trends that may affect its evolution	16-17, 25-27

ENVIRONMENTAL ISSUES

Environmental Policies	43-45, 50-60
Main risks	25-27
General	
Current and predictable impacts of the business activities on the environment, as the case may be, on health and safety, on assessment or environmental certification procedures	50-60
Assessment or environmental certification procedures	50-51
Resources devoted to environmental hazard prevention	50, 53, 60
Implementation of the precautionary principle, number of provisions and guarantees for environmental risk	50-51

Pollution	
Measures to prevent, reduce or fix carbon emissions that seriously affect the environment	56-59
Air pollution caused by a particular activity including noise and light pollution	58
Circular Economy, waste prevention and management	
Measures for prevention, recycling and reuse, other ways of waste collection and disposal; actions to fight against food waste	54, 76-80
Sustainable use of resources	
Water consumption and water supply in accordance with local constraints	51-53
Consumption of raw materials and steps taken to improve their efficient use	55
Direct and indirect consumption of energy	57
Measures to improve energy efficiency and the use renewable energies	56-58
Climate change	56-59
Protection of biodiversity	59

SOCIAL AND STAFF-RELATED ISSUES

Labor policies and policy outcome	61-70
Main risks	25-27
Employment	
Total number and distribution of employees by gender, age, country and professional category	61-62

Total number and distribution of types of work contracts, average annual rate of open-ended contracts, temporary contracts, and part-time contracts by gender, age and professional category	63
Number of dismissals by gender, age and professional category	64
Average wages and disaggregated development by gender, age, and professional category or equal value.	68-69
Pay gap, wages for the same job position or average wages of the company	64
Average wages of executives and directors, including variable remuneration, allowances, payment of long-term saving systems, and any other sources of income disaggregated by gender	69
Implementation of right-to-disconnect policies	67
Disabled employees	66
Organization of work	
Organization of the working time	67-68
Number of hours of absenteeism	68
Measures to allow conciliation and to promote the exercise of these rights by both parents	67-68
Health and safety	69-71
Social relationships	69
Training	66-67
Accessibility	66
Equality	64-66

INFORMATION ABOUT RESPECT FOR HUMAN RIGHTS

Policies on human rights and outcome of these policies	28-29
Due diligence with regard to human rights	28-29
Main risks on human rights	25-27, 28-29

INFORMATION REGARDING THE FIGHT AGAINST CORRUPTION AND BRIBERY

Policies against corruption and bribery	23-24
Risks of corruption and bribery	23-24, 25-27
Measures taken to prevent corruption and bribery	23-24
Measures to fight against money laundering	23-24
Contributions to foundations and non-profit entities	72-74

INFORMATION ABOUT THE COMPANY

Policies and policy outcomes	72-75
Main risks	25-27
Commitment of the company to sustainable development	31-39
Outsourcing and suppliers	42-45
Consumers	46-49
Tax information	84

Non-financial information statement.

Corporación Empresarial Jesús Alonso S.L.