



Sustainability Report

COMMUNICATION IN PROGRESS
2022



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ABOUT THIS REPORT

This report has been prepared in accordance with the GRI 2021 Standards for the period from January 1, 2022, to December 31, 2022, with the highest authority being the General Management. In terms of coverage, the report includes complete information on the activity of EUROFISH S.A. for the fiscal year 2022.

Eurofish S.A. operates from a single headquarters. The information presented was under the operational control approach.

Financial information is reported annually, following the fiscal year. It is based on International Financial Reporting Standards (IFRS) authorized by the Superintendency of Companies of Ecuador. This information is derived from the company's Financial Statements, which have been audited by an independent external firm (MOORE Y ASOCIADOS S.A.). The sustainability report is published annually, this period being our third year.

Eurofish S.A. has duly notified GRI of its use of the standards and its declaration of use via email.

The information has been updated, incorporating new material topics based on external technical advice, aligning with the GRI 2021 standard and the GRI 13 standard: Agriculture, aquaculture and fishing (2022).

The company has not restated any information.

This report has been prepared using the following principles:

- ✓ Precision
- ✓ Balance
- ✓ Clarity
- ✓ Comparability
- ✓ Completeness
- ✓ Sustainability context
- ✓ Punctuality
- ✓ Verifiability

Memory queries:

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Strategy and Sustainability Manager
EUROFISH S.A.

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This report has been verified by the internal audit department. The changes incorporated into it result from the external technical review conducted on the 2021 Sustainability Report, following the guidelines of the GRI 2021 standard.

CORPORATE MESSAGE

Since 2022, Eurofish integrates Sustainability into its Organizational Strategy.

I am pleased to present our 2022 Sustainability Report. It is a moment of celebration, as we have taken important steps in our journey towards sustainability.

I want to express my gratitude to our entire team for their commitment to every aspect of our business. Over the past year, we have witnessed significant achievements in our sustainability initiatives.

On the environmental front, thanks to our involvement as founding partners in TUNACONS, in July 2022, we achieved the Marine Stewardship Council's certification for the Yellowfin tuna species. This solidifies our commitment to responsible fishing dedicated to the health of the oceans and the conservation of marine species.

Within our operations, our Clean Production team is firmly dedicated to pursuing best practices to minimize our impacts and enhance circularity. In the social dimension, for the second consecutive year, EUROFISH has been recognized as a Great Place to Work, ranking third among companies in Ecuador, with over 500 employees. This recognition challenges us to maintain and improve our well-being programs for our employees, their families and the community.

Our achievements would not be possible without the support and trust of our valued shareholders. Their commitment to sustainability has been a driver of change and has inspired us to overcome obstacles and achieve new goals.

I sincerely thank everyone who has contributed to our progress and invite you to continue working together on this exciting and noble mission.

Rick Heroux
GENERAL MANAGER





MESSAGE FROM STRATEGY AND SUSTAINABILITY MANAGEMENT

With this 2022 Sustainability Report we reaffirm our commitment to promoting responsible development in all our operations.

This year marks a milestone for EUROFISH, having an independent and consolidated Sustainability department, which has guided Management in the inclusion of social and environmental objectives in the organizational strategy. Always aligned with the Sustainable Development Goals and the Global Compact Principles, we have established ambitious goals and have taken concrete measures to guarantee that our activities are respectful of the environment and that they generate a positive impact on all our stakeholders. We are convinced that the inclusion of social and environmental objectives is not only an imperative but also an opportunity to drive innovation and long-term sustainable growth.

These achievements are made possible through the support of our management and the commitment of all our employees. We reaffirm our commitment to advancing our sustainability strategy by integrating due diligence and the principle of human rights prevention into our operations. We look forward to leading the tuna industry, not only in terms of financial performance but also in terms of sustainability. We are dedicated to being a benchmark in adopting best practices and working collaboratively with all our stakeholders to build a sustainable future.

Ana Cristina De la Torre

STRATEGY & SUSTAINABILITY MANAGER

2022



CORPORATE GOVERNANCE

EUROFISH S.A. | SUSTAINABILITY REPORT 2022



Red Ecuador
WE SUPPORT



HUMAN RIGHTS



LABOUR



ANTI-CORRUPTION



ENVIRONMENT

STATEMENT OF SUPPORT

Eurofish S.A. reaffirms its commitment to the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption.

In this annual Communication on Progress, we describe our efforts to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also pledge to share this information with our stakeholders through our primary communication channels.

Sincerely,

Rick Heroux General Manager

ODS PRIORITIES

Eurofish is committed to the Sustainable Development Goals, identifying the following as priorities for its strategy:





EUROFISH S.A. is a corporation established on September 8, 1998, with a daily production capacity of 220 metric tons of canned tuna, small pelagic fish and salmon. It operates within the aquaculture and fishing sector.

In addition, the company has a pet food processing plant with a daily capacity of 30 metric tons.

PURPOSE

Creating shared value for all stakeholders by producing safe food for the nation and the world, enhancing the quality of life for both humans and their pets.



The business group has:



- 14 purse seine vessels
- 4 longliner boats



ECUADOR

MANABÍ
MONTECRISTI

It is located in the Arroyo Azul Citadel, on Transmarina Street and Av. Hugo Mayo.

CONTINUOUS LEARNING

We are committed to fostering a culture of continuous learning, collaboration and exchange of knowledge and experiences.

COMMITMENT

We are committed to contributing to the sustainability of the company, to promoting our teams, to respecting human and environmental rights.

RESPONSIBILITY

We act responsibly and ethically in all our activities. We are accountable for our actions to our stakeholders.

INTEGRITY

We commit to being transparent in our decision-making processes and in the disclosure of relevant information to our stakeholders.

EMPATHY

We communicate clearly and assertively, recognizing the importance of listening to and considering the perspectives and opinions of others.

CORPORATE VALUES

GOVERNMENT STRUCTURE

The shareholders are responsible for the appointment of the Board of Directors and its members, one of them being responsible for presiding over the highest governing body. The General Manager is the president of the Executive Committee.



The Executive Committee is responsible for making decisions and supervising the management of the organization's impacts on the economy, environment and people. They also review the material issues and approves them. At the moment there is no annual evaluation of the highest governing body (Board of Directors).

GENERAL MANAGER

- COMMERCIAL MANAGEMENT
- PET FOOD MARKETING AND SALES MANAGER
- SUPPLY CHAIN MANAGEMENT
- PRODUCTION MANAGEMENT
- QUALITY MANAGEMENT
- HUMAN RESOURCES MANAGEMENT
- PROJECT MANAGEMENT AND CONTINUOUS IMPROVEMENT
- STRATEGY AND SUSTAINABILITY MANAGEMENT
- FINANCIAL ADMINISTRATIVE MANAGEMENT
- RESEARCH AND DEVELOPMENT MANAGEMENT



45%

>= 50 years	1
30 - 50 years	4



55%

>= 50 years	4
30 - 50 years	2

OTHER COMMITTEES



SALES AND OPERATIONS PLANNING COMMITTEE

Coordinates activities related to sales management and generates the forecast.



QUALITY AND HACCP COMMITTEE:

Promotes a culture of safety, verifying compliance with customer requirements and managing the impacts derived from the HACCP analysis.



RETURNS/WITHDRAWAL COMMITTEE

Ensures that product recalls are carried out efficiently, effectively and in compliance with applicable regulations.



LABOR RIGHTS COMMITTEE

Ensures the correct implementation of the Social Management System within the organization, preventing negative impacts on human and labor rights.



CLEANER PRODUCTION COMMITTEE

Promotes the optimization of resources by minimizing environmental impacts and generating improvements to save water resources, energy and fossil fuels.



INTEGRATED MANAGEMENT POLICY

FOOD SAFETY, QUALITY, ENVIRONMENT, OCCUPATIONAL SAFETY AND HEALTH, BASC AND SOCIAL RESPONSIBILITY

Eurofish S.A., a company engaged in processing canned seafood, pre-cooked frozen tuna loins and canned pet food is dedicated to producing safe, legal and authentic products. We are committed to upholding current regulations and meeting the specifications of our customers to fulfill their needs. Our commitment is rooted in ensuring a safe working environment and occupational health, while also respecting and caring for the environment. We actively uphold, support and promote a culture of safety and human rights and embrace the economic, ethical, social and organizational responsibilities that come with it.

Eurofish S.A. is also dedicated to securing international trade, legislative compliance and the continual enhancement of the SGCS BASC. To this end, we proactively execute actions to prevent illicit organizations from exploiting our shareholders, employees, or production activities for purposes related to drug trafficking, terrorism, corruption, or bribery.

In pursuit of our commitment, Eurofish S.A. has established a Code of Ethics and Social Responsibility and developed an Integrated Management System, forming the bedrock of ongoing improvement for our organization and its long-term sustainability.

Rick Heroux
GENERAL MANAGER



SUSTAINABILITY POLICY

1.- Guarantee the traceability of the complete chain from the catching vessel to the finished product. Comply with and promote all: IATTC, local EU legislation and other resolutions such as IUU (Illegal, Unregulated or Unreported) fishing.

3.- Where practical, Eurofish will work towards obtaining third-party certifications regarding fishing practices, such as achieving Marine Stewardship Council (MSC) certification. Currently, we are part of the Earth Island Institute (EII) and are Dolphin Safe certified as part of the mammal protection program.

4.- Encourage and promote our raw material suppliers to implement and measure responsible practices in order to reduce the environmental impact on natural resources (e.g. PVR - Positive Vessel Register).

5.- Encourage and promote FAD-free policies and discard policies among our raw material suppliers.

6.- Encourage our raw material suppliers to avoid bycatch, discard practices, transfer and use of auxiliary vessels.

7.- Encourage our raw material suppliers to implement practices to reduce unintentional bycatch.

8.- We will not work with suppliers that appear on the IUU (Illegal, Unregulated or Unreported) vessel list.

9.- According to the national catch plan, we will not negotiate with companies or vessels that have not prohibited the practice known as shark finning.

10.- We will not work with suppliers that do not comply with local laws protecting employee rights.

11.- We are available to be audited by customers and local and international authorities (e.g. FDA, SCI, etc).

12.- Slavery and social responsibility: we are committed to conducting our operations for the benefit of our employees and our community.

Eurofish does not support slavery, forced labor, or child labor. We are committed to encouraging this among our suppliers and ensuring that they comply with Ecuadorian labor legislation, which prohibits these working conditions. Compliance with these requirements is fundamental for suppliers to be included in our list of approved suppliers.

Rick Heroux
GERENTE GENERAL





EUROFISH S.A. OCCUPATIONAL HEALTH AND SAFETY POLICY

EUROFISH S.A., a company engaged in fishing, conservation and the packaging of fish products is acutely aware of the labor and environmental risks inherent in its processes. We are deeply committed to the safety and health of our workforce and, as such, EUROFISH S.A. pledges to adhere to the current Ecuadorian legislation concerning Occupational Safety and Health.

This policy applies to all operations conducted by EUROFISH S.A., from the procurement of raw materials to the delivery of products such as loins, canned goods and pouches.

For the senior management of EUROFISH S.A., Workplace Safety, Health and the Environment hold the same importance and priority as all other productive activities undertaken by the company. Consequently, we assume the responsibility to invest in the necessary human, technical and financial resources to identify, measure and control risk factors, thereby minimizing the losses that accidents and occupational diseases may cause, not only to the worker's family but also to the interests of the company and the nation.

At EUROFISH S.A., we firmly believe that accidents can be prevented through the provision of information, training, risk control, the application of appropriate technical methods and procedures and the monitoring of substandard actions and conditions.

This policy will be disseminated throughout the entire organization, from senior management to operational and administrative personnel, contractors and individuals engaged in complementary services. Furthermore, this policy will be made available to stakeholders and the general public.

Through this document, EUROFISH S.A. publicly states its objectives in this regard and commits to a process of continuous improvement for the benefit of our employees, customers and the country as a whole.

Olmedo Zambrano
LEGAL REPRESENTATIVE



Additionally, the company has the following

POLICIES, CODES OF CONDUCT, REGULATIONS AND INTERNAL STANDARDS



STAKEHOLDERS

Eurofish employed the methodology of attributes (Mitchel Agle & Wood) to establish the hierarchy of stakeholder groups. This involved conducting 8 working sessions, administering 101 surveys and organizing 3 participatory workshops with the respective stakeholder groups.

As part of this process, real and potential impacts, both positive and negative, were identified in relation to each stakeholder group and their connection to sustainability.



STAKEHOLDERS



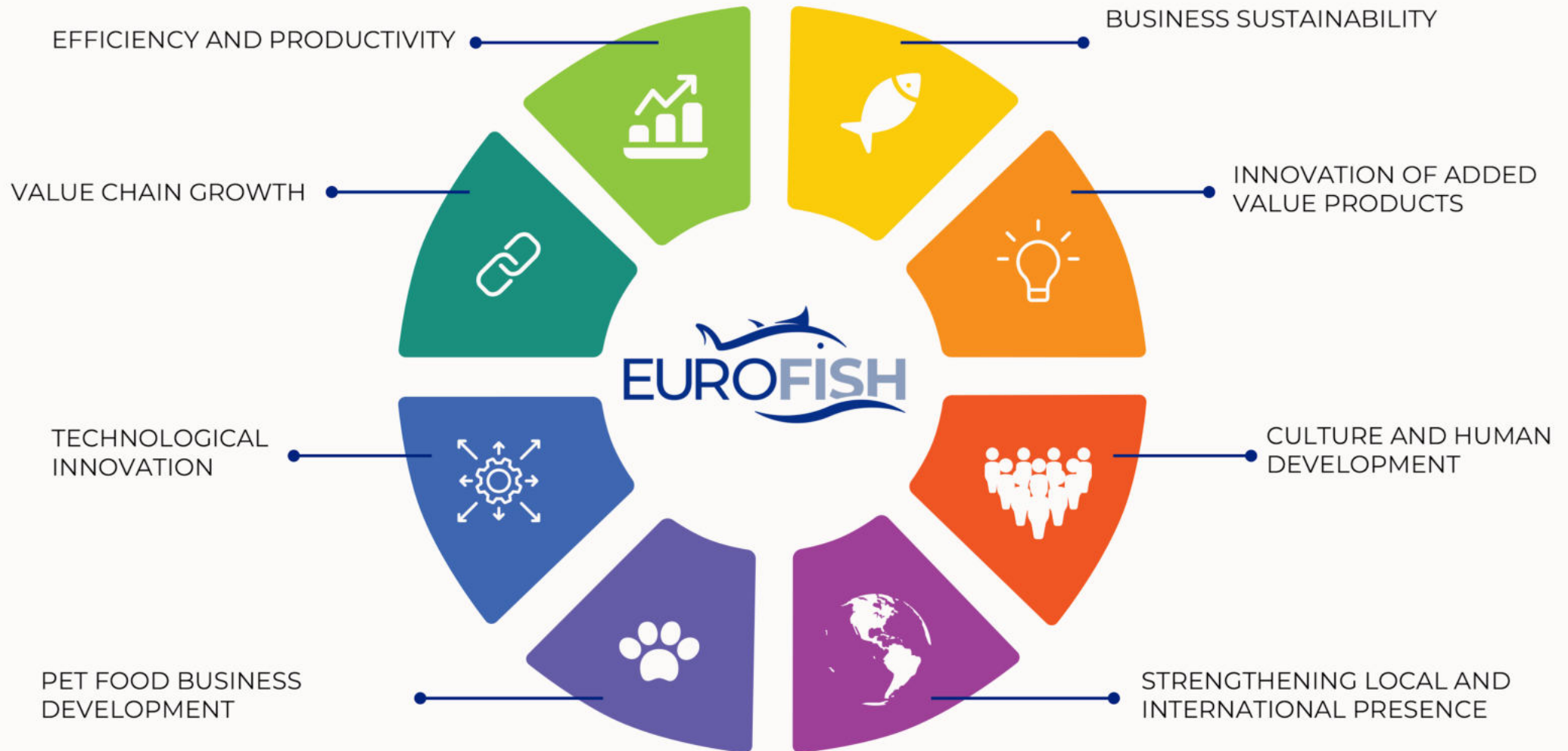
MATERIAL TOPICS

Eurofish applied the GRI 3: 2021 methodology for the definition of material topics as shown in the following flowchart:



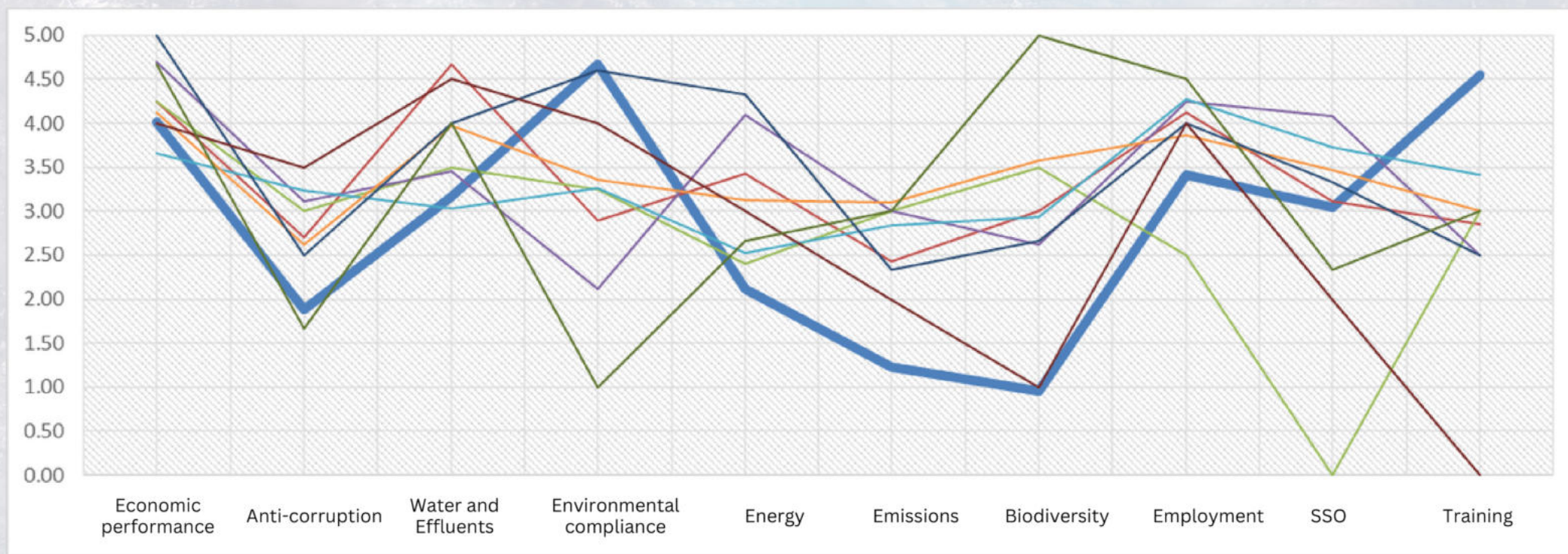
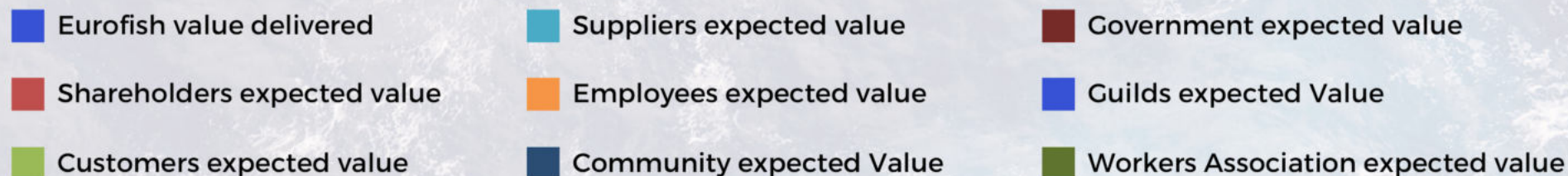
MATERIAL TOPICS DEFINITION

STRATEGIC PRIORITIES ANALYSIS



DEFINITION OF MATERIAL TOPICS

GAP IDENTIFICATION



IDENTIFICATION

IMPACTS AND MATERIAL ISSUES

MATERIAL THEME	DETAIL	ASSOCIATED RISKS
GRI 13.1	Energy consumption and emissions	Consumption and emissions inherent to the production process.
GRI 13.2	Climate adaptation and resilience	Changes in marine ecosystems due to extreme climate events.
GRI 13.3, GRI 13.23	Responsible fishing / Traceability	Illegal, unreported or unregulated fishing.
GRI 13.7	Water and effluent use	Water consumption / Liquid discharges.
GRI 13.8	Waste management	Generation of waste not reused or recycled.
GRI 13.9	Food security	Inherent in the production processes of canned food.
GRI 13.10	Food safety	Inherent in the production processes of canned food.
GRI 13.11	Animal health and well-being	Raw materials that do not have the animal welfare certificate.
GRI 13.12	Local communities	Relationships with the community.

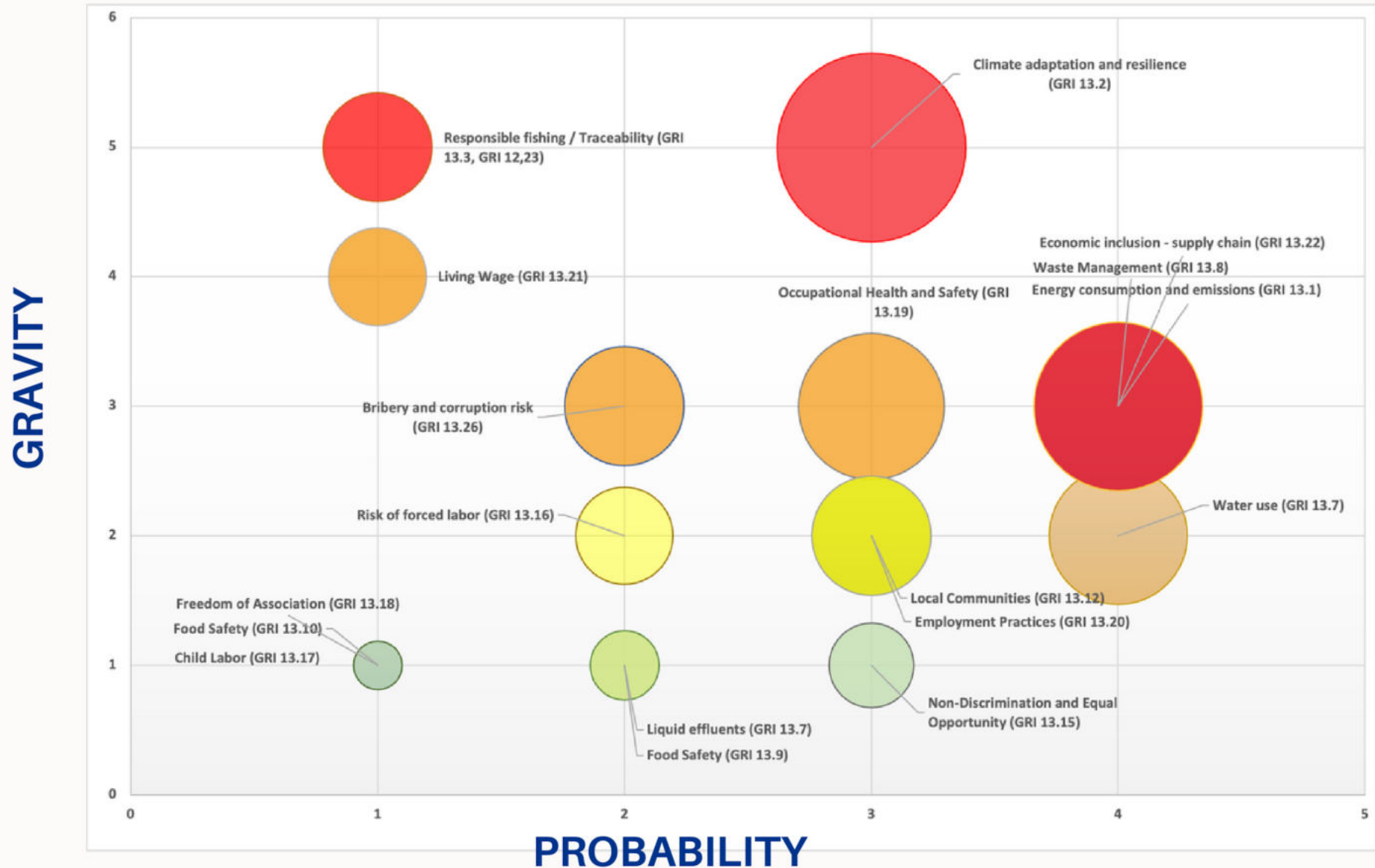
IDENTIFICATION

IMPACTS AND MATERIAL ISSUES

MATERIAL THEME	DETAIL	ASSOCIATED RISKS
GRI 13.15	Equal opportunities	In the process of recruitment or laboral promotion
GRI 13.16	Forced labor	Decent working day, breaks, vacations.
GRI 13.17	Child labor	Risks associated with the supply chain.
GRI 13.18	Freedom of Association	Lack of support for employee associations or unions.
GRI 13.19	Occupational Health and Safety	Risks inherent to factory processes.
GRI 13.20	Employment practices	Compensation, remuneration, decent working hours.
GRI 13.21	Living wage	Salary according to the basic basket.
GRI 13.22	Economic inclusion - supply chain	Adherence to the code of ethics by the supply chain.
GRI 13.26	Risk of bribery and corruption	Conflict of interest, lack of ethics and transparency.

PRIORITIZATION

IMPACTS AND MATERIAL ISSUES





STRATEGIC GOALS



FINANCIAL

- Cost effectiveness
- Reduction of operating costs.
- Increase in sales volume.



CUSTOMERS

- Customer satisfaction.
- Strengthening presence in the international market.
- Positioning of own brands.



PROCESS

- Operating efficiency.
- Value added products.
- Value chain capacity.
- Minimize non-compliant product.



LEARNING & GROWTH

- Strengthening skills and behaviors.
- Culture of responsibility.
- Digital transformation of the company.



SOCIAL

- Contribution to economic development.
- Ethical and transparent businesses.
- Well-being of collaborators.
- Quality of life of collaborators.



ENVIRONMENTAL

- Sustainability of underwater life.
- Reduce carbon footprint.
- Promote circular economy.
- Cleaner production

BALANCE SHEET - AND FINANCIAL INDICATORS

Throughout the current reporting period, Eurofish has maintained an impeccable record of legal compliance, having not incurred any significant breaches resulting in fines or non-monetary penalties. Furthermore, the company did not make any substantial investments in infrastructure and services during the year 2022.

It is noteworthy that Eurofish S.A. does not provide financial contributions to any political activities, be they political campaigns, political parties, or political representatives, either directly or indirectly.

Transparency in Eurofish's operational activities is underscored by the rigorous adherence to financial statements, which furnish reasonable and coherent information concerning the company's status.



Annually, the department responsible is tasked with the preparation of these financial statements, serving as an accounting ledger for every transaction conducted within the company. Each department follows established guidelines and policies to support their procedures. Financial indicators are utilized to generate management metrics, which are routinely evaluated by the management teams.

Direct economic value generated	218 ´ 953,873
Distributed Economic Value	218 ´ 947,778
Retained Economic Value	6,095
Assets	156 ´ 466,686
Passives	90 ´ 963,172
Patrimony	65 ´ 503,514

Income	218 ´ 953,873
Operational costs	186 ´ 630,382
Employee salaries and benefits	26 ´ 449,876
Payments to suppliers	4 ´ 509,369
Payments to the government (Taxes and permits)	1 ´ 322,831
Donations/Investments in the community	35,320
Income - Expenses	6,095

FINANCIAL REPORT AUDIT COMPANY	REPORTING PERIOD
Moore and Associates S A	Ene - Dic 2022

In 2022, Eurofish processed a total of 54,066.494 metric tons of tuna, marking a 2.37% increase compared to the previous year. This averages to approximately 223.41 metric tons processed per day, based on a total of around 242 working days throughout 2022.

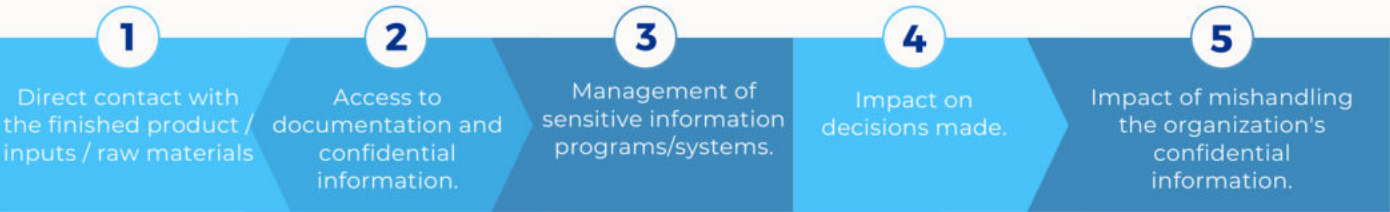


FIGHT AGAINST CORRUPTION COMMITMENT

EUROFISH is committed to preventing corruption and bribery in all critical positions identified within the processing plant. Corruption is understood as the abuse of entrusted power for personal gain.

In 2022, the company intensified its efforts in this regard. We have a Code of Ethics in place for all stakeholders and our BASC certification identifies risks associated with the production processes that can lead to substantial losses.

The company evaluated 124 defined critical positions, taking into account the following criteria:



100% of the operations were evaluated in relation to corruption, obtaining the following significant risks:

Risk Levels		Processes	
High	0%	Main	0%
Moderate	39%	Strategic	39%
Low	61%	Support	61%

During the reporting period, Eurofish has not had any pending or concluded legal actions related to unfair competition, monopolistic practices, or violations of fair competition. Furthermore, the company has not reported any confirmed cases of corruption involving any employees or suppliers.

The communication, information and anti-corruption procedures are currently under development and will be published in 2023.

2022



PRODUCT AND PROCESS

EUROFISH S.A. | SUSTAINABILITY REPORT 2022

PRODUCTS

Eurofish is committed to providing its customers with the best in quality and variety.

It has a complete portfolio that adjusts to the needs of different markets.



CANNES



POUCH



PRECOOKED
TUNA LOINS

PRODUCT PRESENTATIONS



SIZE Inches	WEIGHT Weight
307x105	140 g
307x106	140 g
307x108	160 g
307x109	165 g
307x110	170 g
	180 g
	185 g
307x112	190 g
	195 g
	200 g



Institutional

SIZE Inches	WEIGHT Weight
603x209	900 g
	1000 g
	1700 g
	1705 g
	1715 g
603x408	1730 g
	1750 g
	1800 g
	1880 g
	1850 g
603x600	1885 g
	2400 g

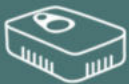


Pouch

SIZE Inches	WEIGHT Weight
150x230	315 g
190x240	500 g
210x270	650 g
210x300	1000 g
230x320	1200 g
260x330	1400 g
290x365	1900 g
	1950 g
320x420	3000 g
	3100g
400x475	6000 g
	7000g



SIZE Inches	WEIGHT Weight
401x202	325 g
300x407	400 g
401x208	400 g
401x411	800 g



1/4 Club

SIZE Inches	WEIGHT Weight
104x59x28	115 g
	125 g



SIZE Inches	WEIGHT Weight
211X106	80 g
	85 g



Hansa

SIZE Inches	WEIGHT Weight
104x59x28	115 g
	125 g

VALUE ADDED PRODUCTS

The constant innovation work of our Research and Development department allows us to create products that adjust to the needs and demands of the different markets.

We use a wide range of ingredients, such as natural toppings and/or flavorings. We have developed presentations that, together with tuna or other species, adapt to the specific needs of our customers.

Raw pack technology has been developed to provide customers with the best and most natural way to consume canned tuna.



GLOBAL PRESENCE

90% of these products are sold internationally, both in retail and in brokers in the food sector. They are located in different countries such as



AMERICA

Argentina
Brazil
Canada
Chile
Colombia
Costa Rica
Ecuador
Paraguay
Panama
Peru
Dominican Republic
USA
Uruguay
Venezuela

EUROPE

Belgium
Czech Republic
Croatia
Cyprus
Denmark
England
Estonia
Finland
France
Germany
Hungary

AFRICA

Angola



% SALES BY MARKET



GRI 2-6, 13-23

PRODUCTION INDICATORS (Tn)

	2020	2021	2022
Tuna + Pelagic Production	51.834	52.784,5	54.020,4
Petfood Production	366	817	2.040,73
Valuated waste	15.437	14.307	15.560,6

Manabí

productos del mar



**Tuna loins
in sunflower oil**



**Tripack tuna loins
in sunflower oil**



**Tuna loins
in sunflower oil**



**Mackerel fillets
in olive oil**



**Mackerel fillets
spicy in olive oil**



**Mackerel fillets
in water and lemon**



**Tuna loins
in sunflower oil**



**Fish soup with onions
of tuna**

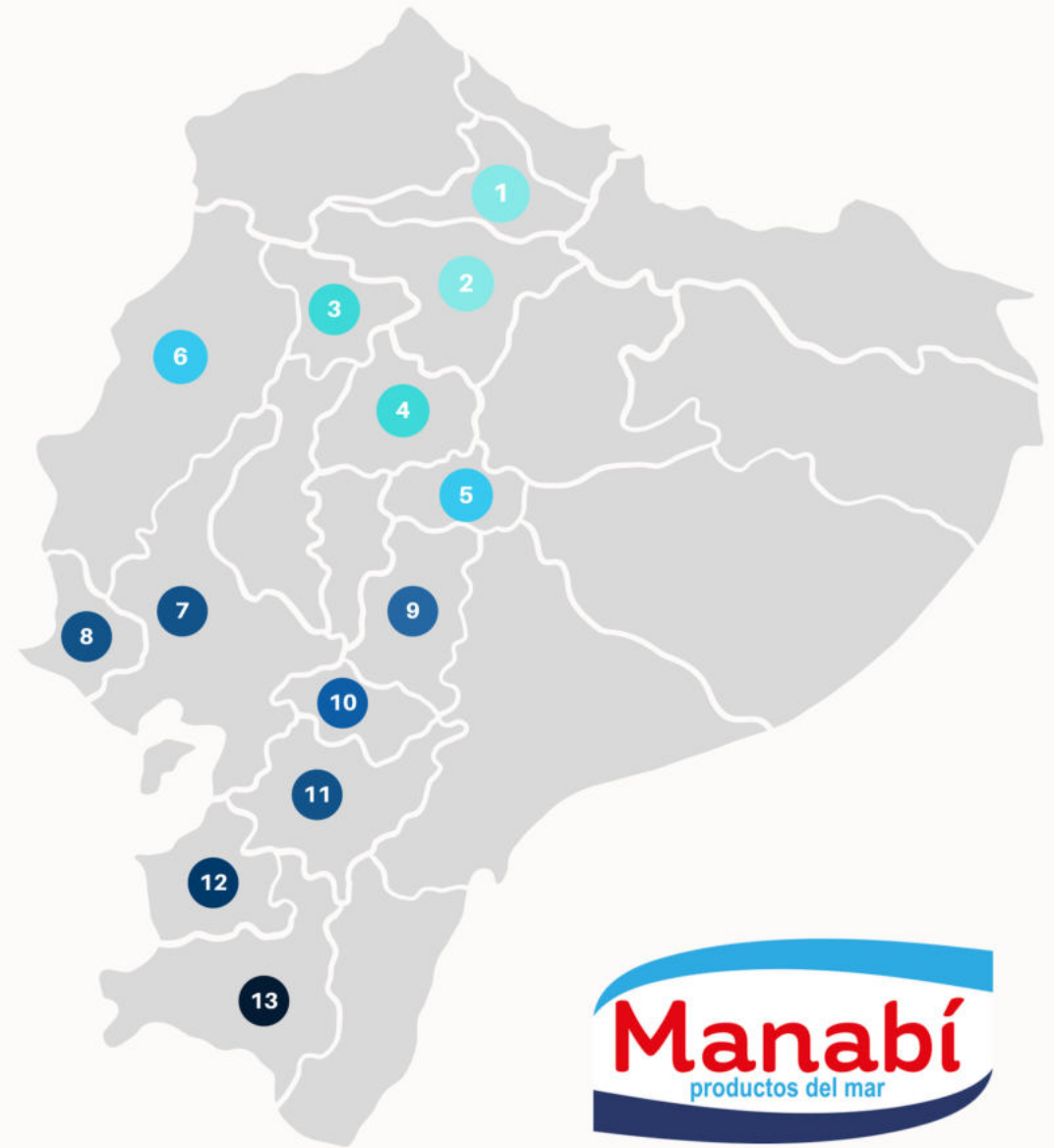


**Sardine in tomato sauce
in sunflower oil**



The main markets served in 2022 nationwide with our Manabí brand were:

- 1 IMBABURA
- 2 PICHINCHA
- 3 STO. DOMINGO
- 4 COTOPAXI
- 5 TUNGURAHUA
- 6 MANABÍ
- 7 GUAYAS
- 8 IS. ELENA
- 9 CHIMBORAZO
- 10 CAÑAR
- 11 AZUAY
- 12 COLD
- 13 STORE



Petfood

A Division of EUROFISH

Petfood is a business division of the Eurofish group dedicated to creating wet food for dogs and cats.

MISSION:

To be the largest Ecuadorian exporter of wet pet food, with a firm presence in developed markets, standing out for the quality and versatility of our products.

ANIMAL WELFARE

96.5% of raw materials have an animal welfare certificate.

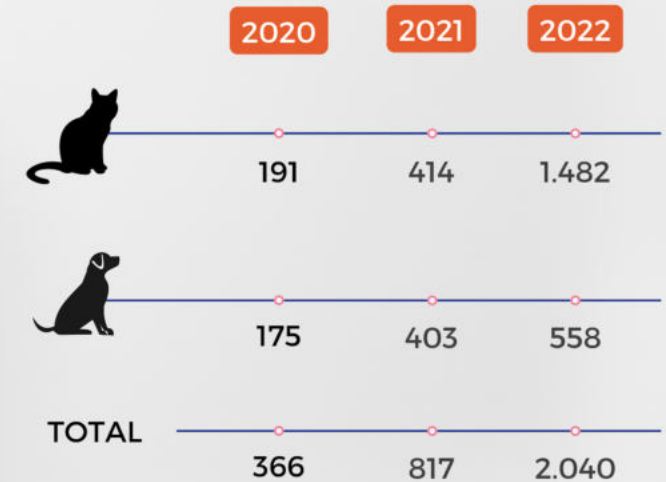
Where the 5 freedoms are fulfilled:

- Physiological freedom: Absence of hunger and thirst.
- Environmental freedom: Absence of physical discomfort.
- Health freedom: Absence of pain, illness and injuries.
- Psychological freedom: Absence of fear and anguish.
- Freedom to express your natural behavior.

Eurofish does not grow animals or marine species as part of its production process.



PRODUCTION INDICATORS (TN)



The various products that we offer from our PETFOOD business line are:

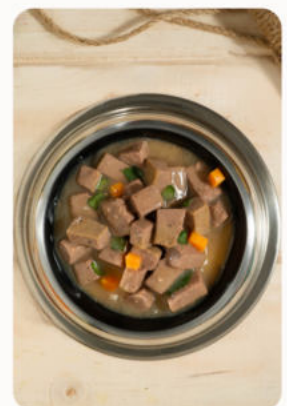
PATE



CRUMBLED

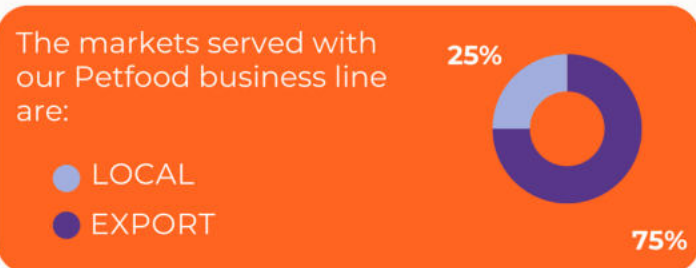


PIECES IN SAUCE



WORLD PRESENCE

We offer wet pet food to all parts of the world.
We currently serve clients located in North America, Latin America and Europe.



ANIMAL WELFARE

Petfood
A Division of EUROFISH



The Petfood department has established an animal welfare plan aimed at supporting the protection and well-being of pets through direct actions and communication campaigns, including:

- Internal promotion of products developed by the Petfood department.
- Benefits of complete wet pet food.
- Petfood activities and promotions.
- Internal engagement contests.

We conducted a communication campaign and an internal contest targeted at employees and their pets.



ALLIANCES, CERTIFICATIONS AND REGULATIONS

EUROFISH aims to collaborate closely with various industrial associations and strategic sectors that share its vision and knowledge. At the local level, the company is affiliated with:



At the international level EUROFISH belongs to the following organizations:



CERTIFICATIONS

The main certifications and audits to which EUROFISH is aligned are:



The regulations that the company complies with are the following:



INTEGRATED MANAGEMENT SYSTEM

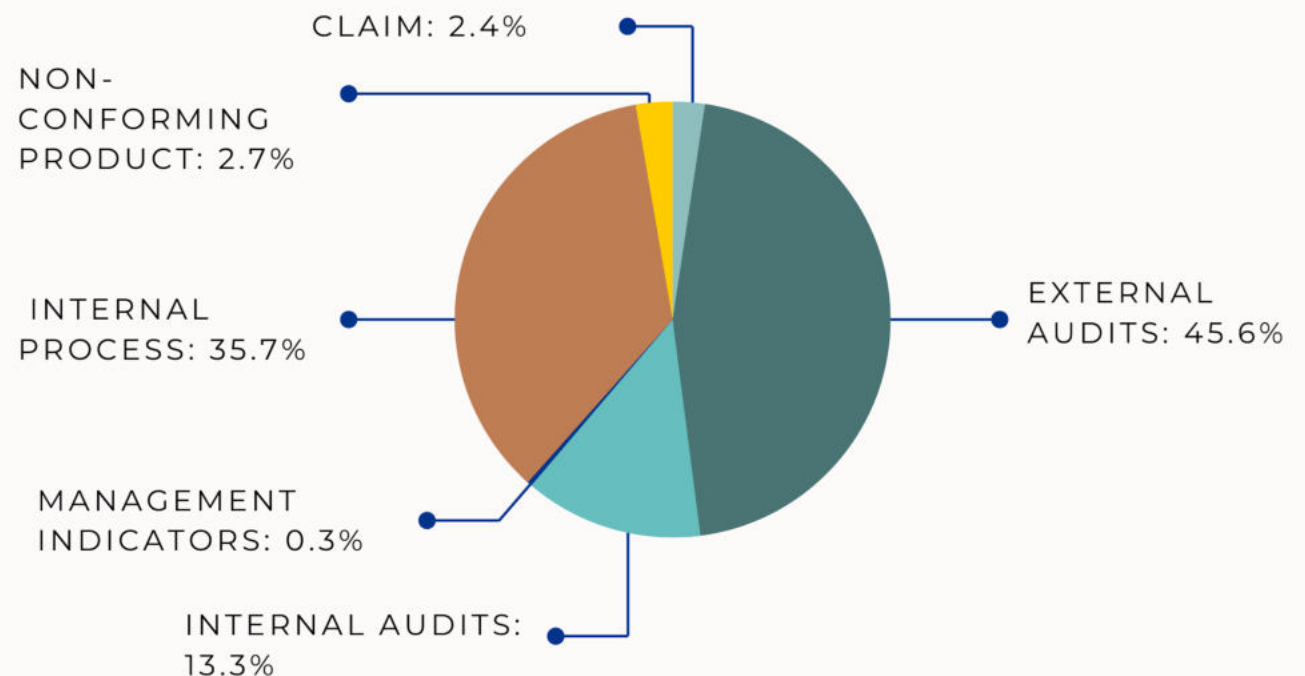


The Integrated Management System (Food Safety, Quality, Environment, OHS, BASC, CSR) is annually reviewed by top management to identify improvement opportunities based on the previous year's results and allocates necessary resources for the following year. As part of the strategy, certain strategic objectives are reviewed monthly, while the rest are assessed weekly through KPI meetings. Additionally, there is a daily review of operational objectives.

Process monitoring is conducted by verifying compliance with the records associated with each process, as outlined in the internal IMS documentation.

The results of management indicators are reviewed by top management to establish relevant preventive or corrective actions, enabling control and monitoring while facilitating the achievement of the organization's strategic objectives.

CORRECTIVE ACTIONS 2022 BY SOURCE



FOOD QUALITY AND SAFETY

PLANT

Eurofish has a modern structure and equipment that allows it to meet the needs of the most strict markets.

It has a reverse osmosis plant that guarantees that the water that enters its processes complies with regulations, guaranteeing its purification.

It has vacuum cookers ideal for preserving the organoleptic conditions of the tuna meat, facilitating the removal of the skin during the cleaning process.

It has a fish cleaning school to ensure that the operational staff in charge of this important task meets the client's specifications.

It is capable of working with different references of cans and pouches to meet the requirements of different markets, with the security of offering hermetically sealed products.

It has different sterilization conditions and overpressure autoclaves that adapt to pouches processes, easy peel cans, no-drain products, etc.

Its labeling and cartoning process is aligned to different packaging systems such as sleeves, trays, displays, clusters and wrap around.





FOOD QUALITY AND SAFETY

LABORATORY

- Eurofish has fully equipped laboratories for conducting analyses that ensure the supplier approval process, guarantee the safety of received raw materials and ingredients and maintain control over the processes throughout the entire production chain up to and including finished product.

All laboratory personnel are trained to perform sensory analyzes and confirm that the raw material received complies with market regulations for marketing canned tuna.

We have a microbiology laboratory for releasing raw materials upon receipt, during processing and as finished products. It is also used to validate cleaning and disinfection processes in the plant and ensure compliance with Good Manufacturing Practices (BPMs).

We conduct physical-chemical and sensory analysis of the oils used as a covering medium in tuna cans, as well as the water used in the production process.

The analytics cover the determination of moisture, pH, fat, protein and ash. Eurofish has the capacity to perform over 400 daily analyses of histamine and salt.

Eurofish has a laboratory specialized in determining net weight, drained weight and percentage of flakes.

FOOD QUALITY AND SAFETY

FOOD DEFENSE



The company has implemented a food defense plan, which is designed to establish essential parameters for safeguarding its facilities and products from any form of sabotage. This plan is in alignment with various regulatory standards, including those set by the FDA, BASC, CTPAT, BRC and IFS.

To ensure the effectiveness of this program, the company enforces access controls at key checkpoints, such as the guardhouses, entry points to production areas and critical control locations throughout its operations. These measures are put in place to prevent any threats that could compromise product safety, legality and quality, ultimately safeguarding the interests of the company, its customers and consumers.

FOOD SECURITY

Eurofish ensures that all food waste generated during the production process is repurposed and transformed into by-products for various industries, such as milling and the production of balanced animal feed, while meeting the necessary quality standards. The company acknowledges that there is a natural loss in the production process, which occurs during various stages, including refrigeration, thawing, cutting, cooking, cooling and during the cleaning and canning processes. This loss is accounted for to maintain the overall quality of the final products.



RESEARCH AND DEVELOPMENT (R&D)

The company has an Investigation and Development department, in charge of:

FOOD DEVELOPMENT FOR HUMAN

Development, improvement and/or implementation of new products or packaging for human nutrition.

STUDIES

Heat penetration or distribution thermal studies.

PET FORMULA DEVELOPMENT

Development of formulas for pet food, catering to the nutritional needs of both dogs and cats across their various life stages. These formulas encompass both complete and balanced meals as well as supplementary pet foods.

THERMAL STUDIES

Thermal studies are conducted to ensure product safety during the sterilization process, determining temperature and time based on each presentation. The following thermal studies are implemented:

HEAT DISTRIBUTION STUDIES IN RETORTS

HEAT PENETRATION STUDIES FOR CANNED PRODUCTS

HEAT PENETRATION STUDIES FOR POUCHES

HEAT PENETRATION STUDIES FOR PET FOOD





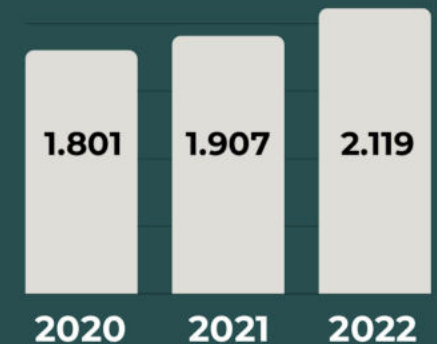
SUPPLY CHAIN



Eurofish focuses its supply chain management on the strategic procurement of raw materials, particularly tuna and pelagic species, which have the highest potential to generate risks. The specific way this is managed is as follows:

- Monitoring the movement of the necessary raw materials for creating the final product.
- Optimizing inventory levels to reduce costs and synchronize supply with customer demand.
- Maintaining visibility over logistics and transportation requirements to ensure material availability and on-time product delivery to customers.
- Avoiding production interruptions by identifying areas dependent on a single supplier and diversifying sources of supply.
- Selecting the best supplier for each case and fostering improved long-term supplier relationships.

EXPORTED CONTAINERS



	2020	2021	2022
PURCHASED RAW MATERIALS	54.000 TM	62.496 TM	57.534 TM
PROCESSED RAW MATERIAL	51.833 TM	52.833 TM	53.955 TM

SUPPLY CHAIN

43

1 UNLOADING AND RECEPTION OF RAW MATERIALS AND SUPPLIES



2 PRODUCTION



4 SELF-SERVICE CHAINS



DISTRIBUTION

3

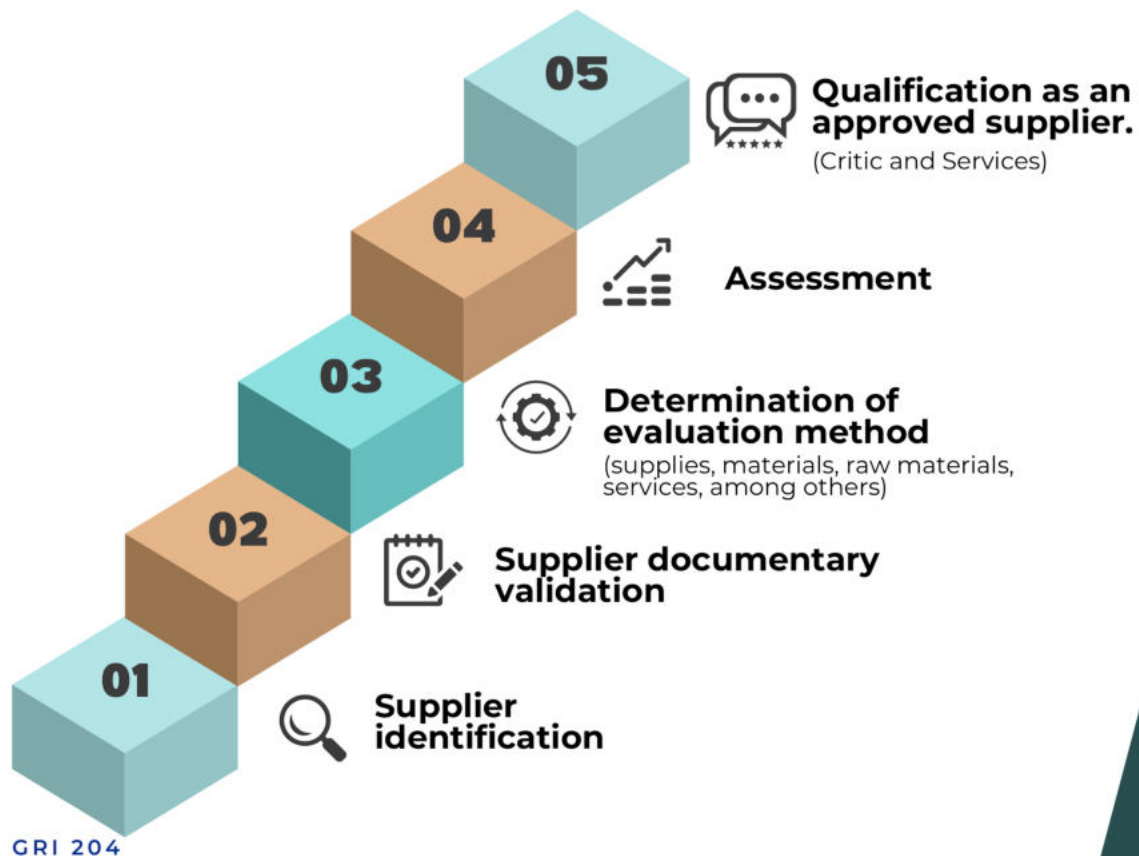


PROCUREMENT MANAGEMENT

Eurofish has over 2,000 strategic partners who contribute to the development of its projects. About 90% of its contractors are domestic. The company allocates a supplier expenditure of \$4,509,369 to support its operations. This collaboration with strategic partners and suppliers plays a crucial role in advancing the company's operations.

At Eurofish, the procurement process is guided by three key parameters: quality, response time and competitive pricing. Our unwavering focus on ensuring high quality, timely responses and cost-effectiveness underscores the critical role that suppliers play as indispensable collaborators in the success of Eurofish's operations.

SELECTION OF SUPPLIERS



Critical Suppliers:

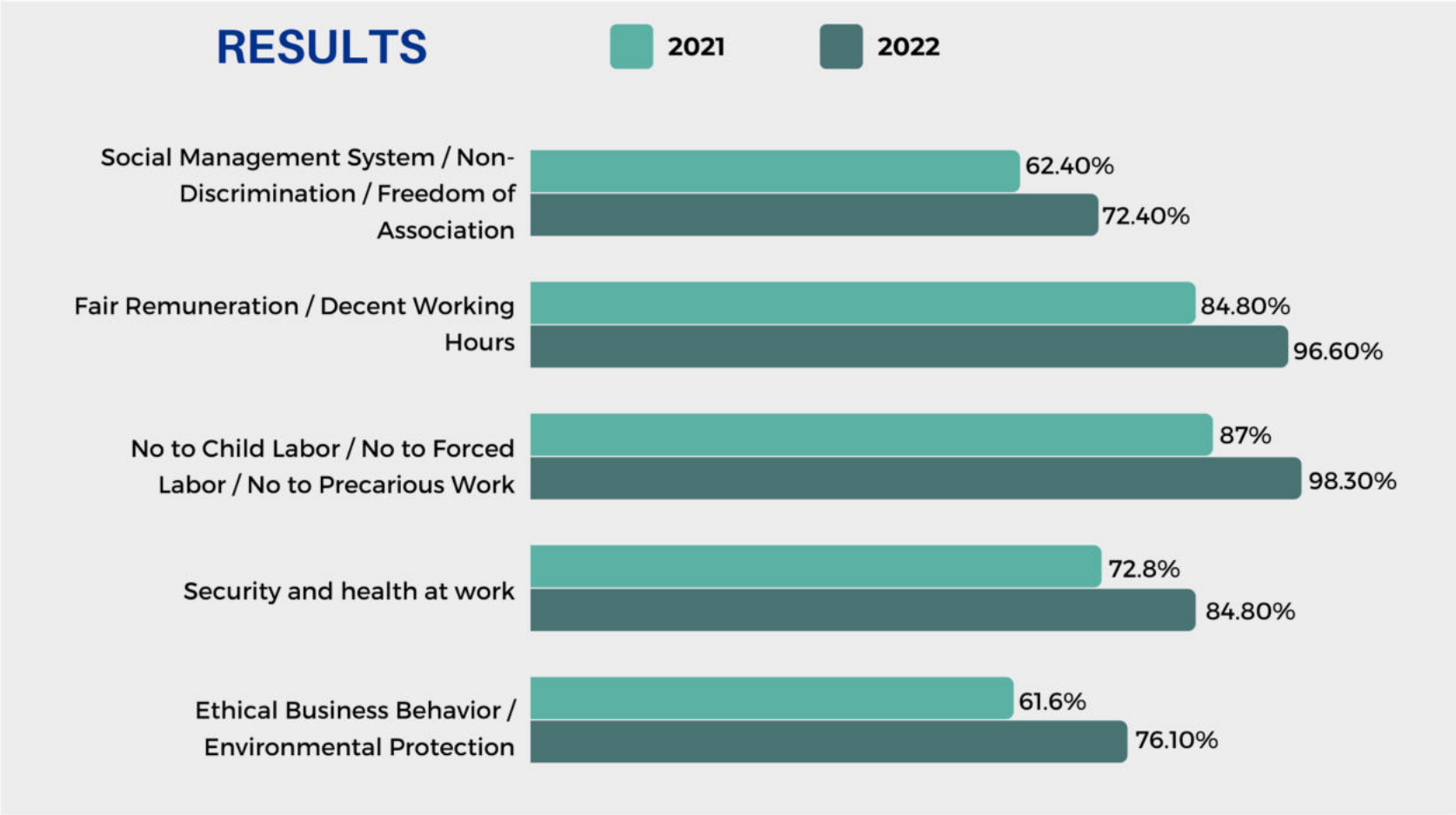
Within our supplier management framework, we identify critical suppliers as those whose goods or services directly interact with our products, possess a high level of traceability, have a direct relationship with Eurofish employees and/or maintain a permanent presence within Eurofish's facilities.

Service Providers:

Critical service providers, within our evaluation framework, are those involved in the oversight of control, quality and safety aspects of our production processes. These service providers undergo a qualification process based on parameters set by the responsible parties who receive and assess each service.

SOCIAL RESPONSIBILITY SUPPLIERS EVALUATION

Every two years, we administer a questionnaire to our approved critical suppliers. This questionnaire evaluates their social and environmental performance. Furthermore, all homologated suppliers are required to sign an acceptance agreement adhering to Eurofish's Code of Ethics.



2022



PEOPLE AND PETS

EUROFISH S.A. | SUSTAINABILITY REPORT 2022

AWARDS THAT FILL US WITH JOY AND PRIDE!



We celebrate the result of the work of our Eurofish Family, being the only company in the tuna sector to win recognition in Great Place to Work in Ecuador and now in Latin America in its first places.



On September 29, Eurofish was awarded the "Inclusive Company Seal" by UNHCR, the UN Refugee Agency, Pacto Global Ecuador and Programa Sin Fronteras. This seal recognizes the organization for our good practices of inclusion with refugees and migrants, within the categories of employability and awareness.





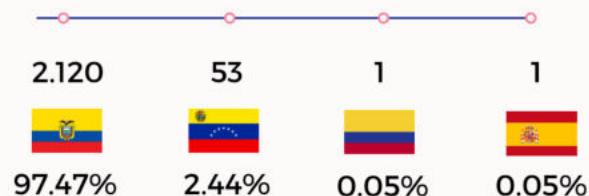
OUR EMPLOYEES

In Eurofish, employees are the cornerstone of our company's development. We spare no effort in enhancing the quality of life for both humans and their pets. We are committed to respecting human and labor rights. Our dedication to these principles is unwavering.

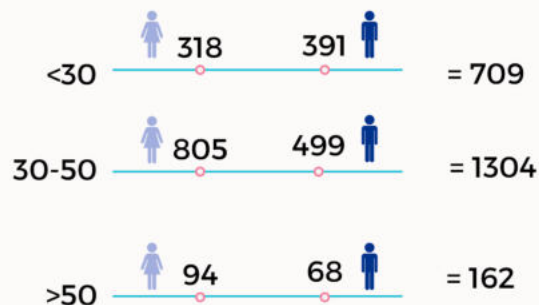
2.175 TOTAL EMPLOYEES

958
1.217

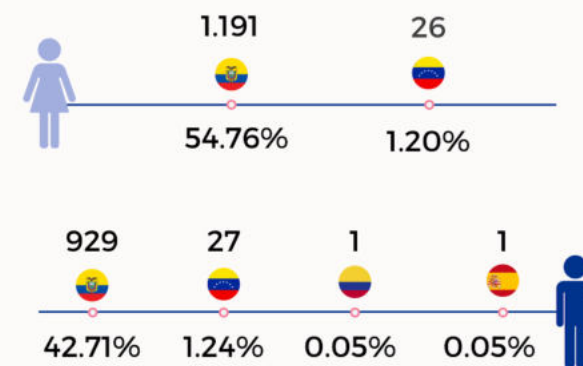
EMPLOYEES BY NATIONALITY



COLLABORATORS BY AGE AND SEX



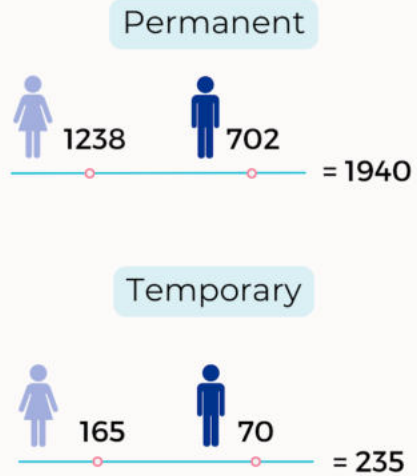
EMPLOYEES BY NATIONALITY AND BY SEX



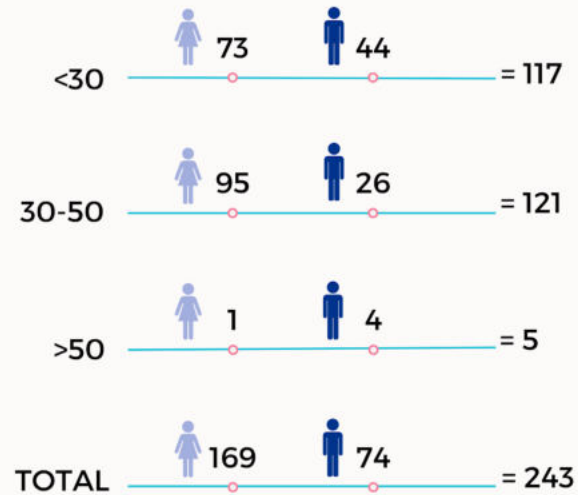
EMPLOYEES BY EMPLOYMENT CONTRACT

1940 PERMANENTS
235 TEMPORARY

EMPLOYEES BY EMPLOYMENT CONTRACT AND BY SEX



NEW HIRES FROM JANUARY 1, 2022 TO DECEMBER 31, 2022



100

EMPLOYEES WITH PARENTAL PERMISSION

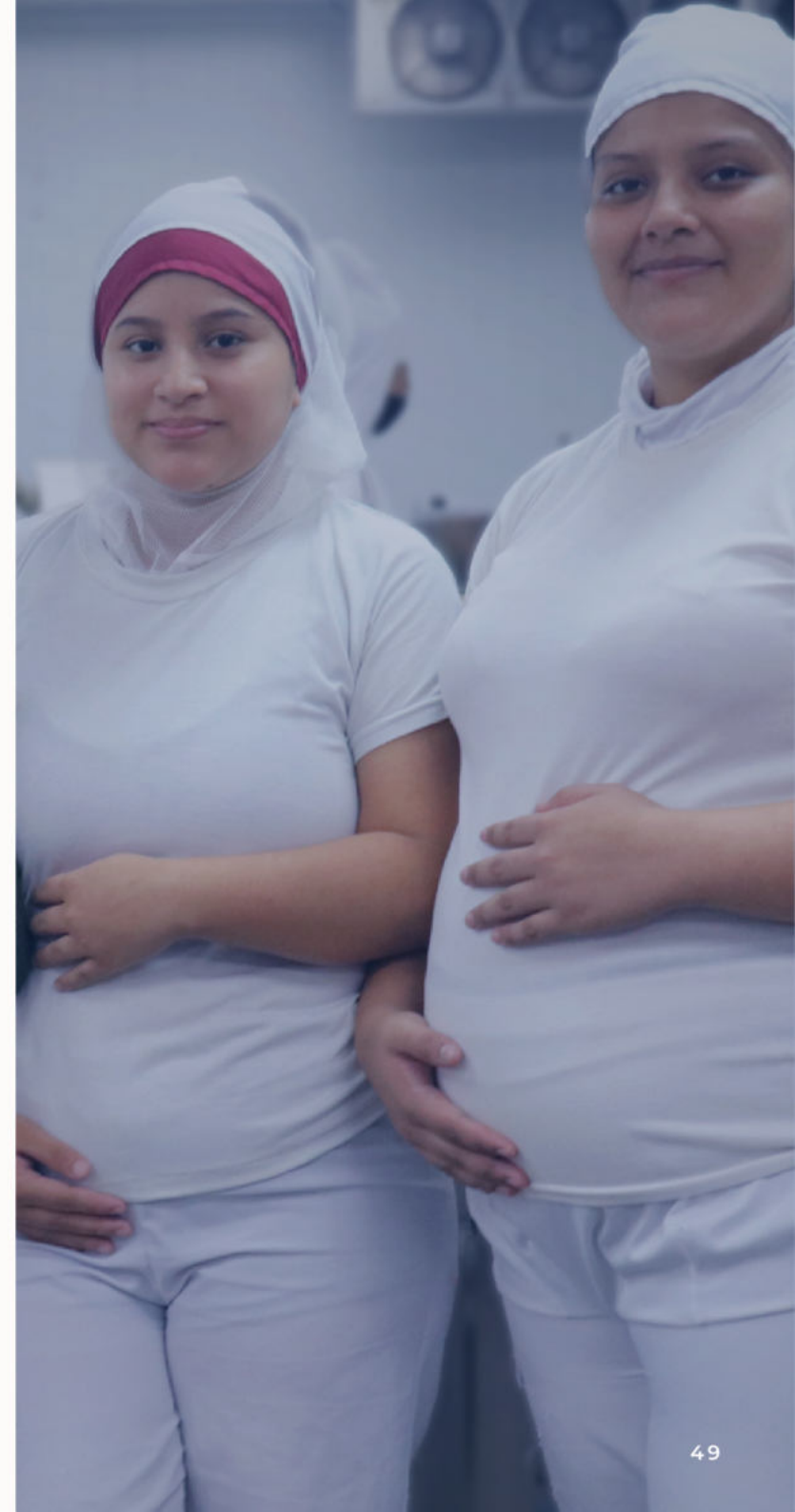


- WORKERS WHO RETURNED TO WORK AFTER THEIR PARENTAL LEAVE

100%

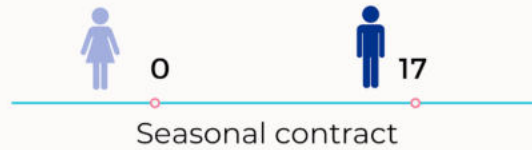
- WORKERS WHO HAD PARENTAL LEAVE AND STAY AT WORK 12 MONTHS LATER

95%



WORKERS WHO ARE NOT EMPLOYEES

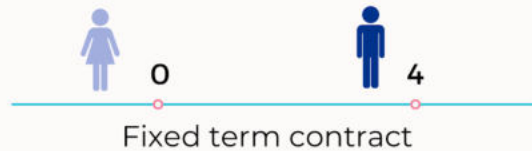
Raw material
unloading services



Catering service



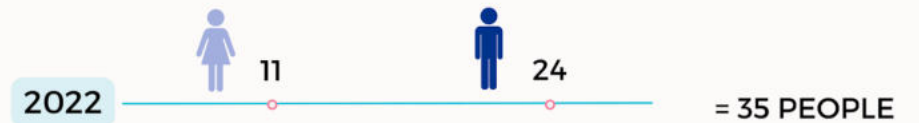
Metrology service



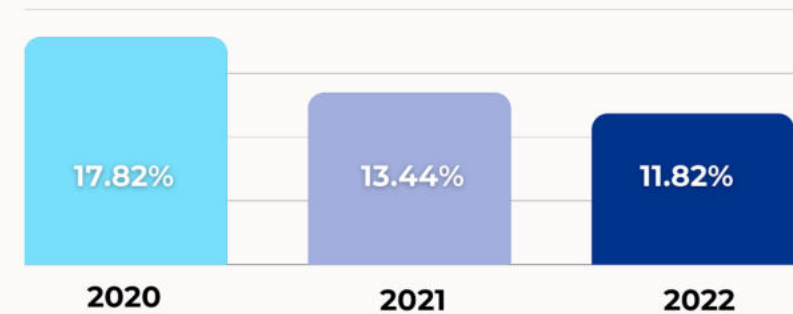
EMPLOYEES WITH DISABILITIES



JOB PROMOTIONS



TURNOVER RATE *



*Not considering employees whose contract ended at the end of the year.

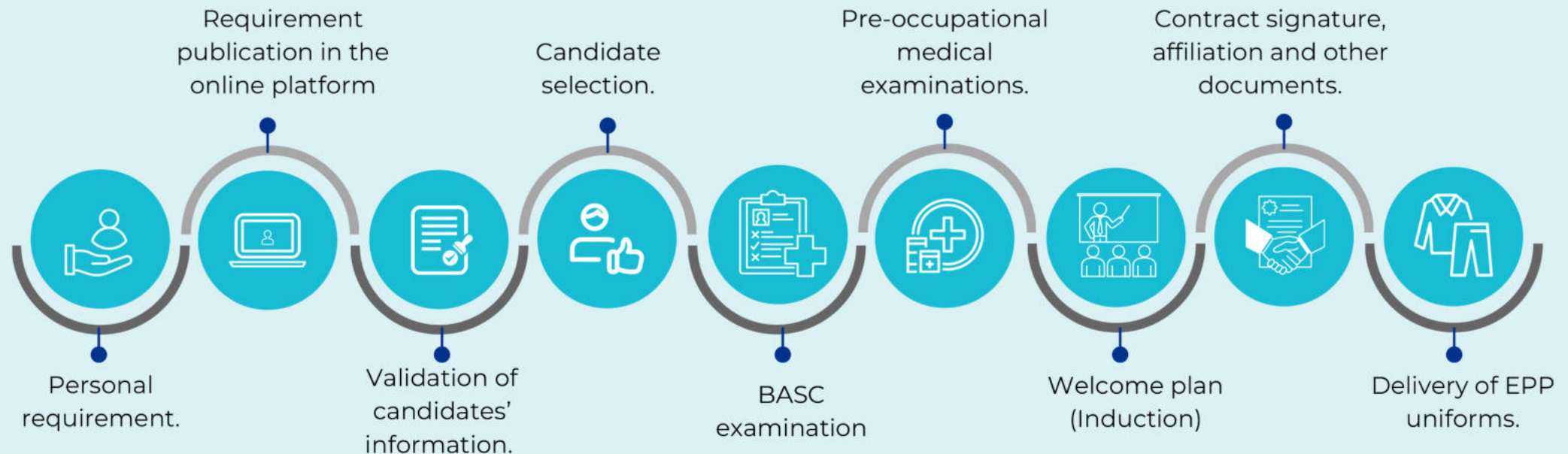
RECRUITMENT PROCEDURE

Eurofish does not engage in any form of discrimination during the recruitment process. It is an open process accessible to all individuals through our online platform:

(<https://tthh.eurofish.com.ec:8443/inventario-web/>).

In adherence to our ethical code, we do not request recruitment fees, retain documents during the process and/or employ recruitment agencies. All documents signed by individuals are in their native language.

Every job applicant provides informed consent and authorization for the use and storage of personal and sensitive data for the sole purposes of employment procedures and social responsibility audits.



REMUNERATION

SALARY

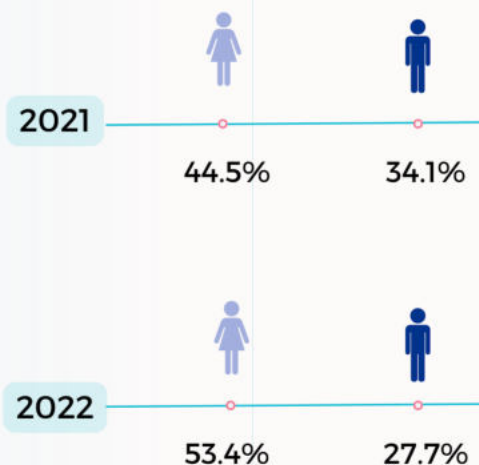
The basic salary paid by the company is \$458.64 and the living wage decreed by the Ministry of Labor that Eurofish S.A. complies with is \$465.19, including non-monetary benefits provided to the employee.

The Production area receives a performance bonus in addition to the basic salary, if it meets 100% of the daily goal in kilograms along with less waste (flake and blood). This is calculated daily, individually and digitally and then paid at the end of the month.

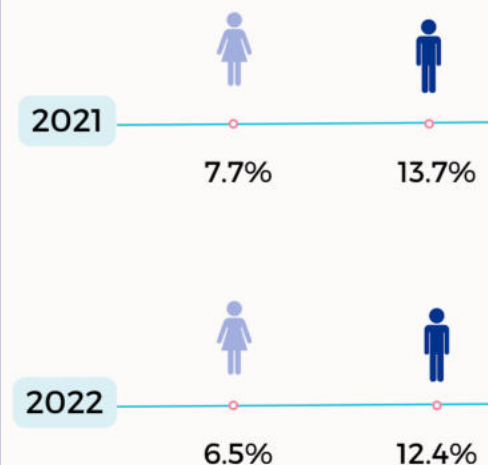
Eurofish determined the organizational living wage following the Anker methodology, disseminated by Global Living Wage, obtaining as a result a gross value of \$410.80 taking into account 20 days of work, 40 hours a week, 2 full-time workers per family and 4 individuals per family.



EMPLOYEES WHO HAVE A BASIC SALARY



EMPLOYEES WHO HAVE A SALARY ABOVE THE BASIC SALARY



REMUNERATION

REMUNERATION POLICIES

Our wage policy is based on principles of fairness, transparency and performance evaluation. We aim to ensure competitive salaries in relation to the labor market and the industry, taking into account job responsibilities and employee experience. We promote gender equality and diversity, eliminating unjustified wage gaps. We offer opportunities for growth and professional development as an integral part of our wage policy. We have detailed internal policies for human resource management.



Below are the wage ratios by job category, where we divide the average female salary (A) by the average male salary (B):

LABORAL CATEGORY	(A ÷ B)
Managers	0.87
Assistant Managers	0.58
Senior Supervisors	0.87
Supervisors	0.88
Assistants	1.15
Workers	1

TOTAL ANNUAL COMPENSATION

15.09%

RATIO

5.88%

% INCREMENT

The methodology used is GRI 2-21, with calculations conducted in US dollars and based on full-time employees since Eurofish does not employ part-time staff.

SOCIAL MANAGEMENT SYSTEM

EUROFISH has implemented a Social Management System that is an integral part of the company's overall management framework. This system is under the leadership of the Strategy and Sustainability Management. Central to this system is the Ethics Code, which is grounded in various social standards, including ILO Conventions, BSCI, SMETA, SA8000, the Global Compact, the Human Rights Declaration, ICS and others. The company is committed to a process of ongoing enhancement and refinement, as depicted in the chart below.



PLAN

- Risk assessment.
- Legal requirements.
- Code of ethics.
- Objectives and annual social responsibility plan.

DO

- Social responsibility manual.
- Social responsibility communication plan.
- Annual trainings.
- Risk management and documentation.

CHECK

- Comprehensive inspections with labor representatives.
- Opening of suggestion boxes with labor representatives.
- Quarterly meetings with labor representatives.
- Internal and external audits.
- Annual plan verification.

ACT

- Corrective actions and preventive

SOCIAL MANAGEMENT SYSTEM

The principles of the Code of Ethics are:



LABOR RIGHTS REPRESENTATIVES

As an integral component of our social management, we have a group of employees who are periodically elected by their peers. These employees do not have direct reports and are referred to as Labor Rights Representatives. One of their primary objectives is to oversee the proper implementation of our social management and prevent any infringements on human and labor rights within the company.

ISABEL LOOR	.....	Process area - day shift
MARGARITA CHAVEZ	.....	Process area - night shift
JAVIER PARRALES	.....	Pelagics
BELGIUM CEDEÑO	.....	Pouch
JULIO MOREIRA	.....	Packing area
JESUS MOREIRA	.....	Physical security
MARLEY MUÑOZ	.....	Canning area
SÓSTENES BRAVO	.....	Raw material area
ELIDORO SANCHEZ	.....	Thawing & Cooking



ROLES

LABOR RIGHTS REPRESENTATIVES:

- Perform comprehensive monthly inspections.
- Quarterly meetings of the Labor Rights Committee with Management.
- Open the Complaints, Claims and Suggestions boxes monthly.
- Report to HR any incidents reported by employees that violate the code of ethics.

SOCIAL RESPONSIBILITY AUDITS

EUROFISH undergoes various Social Responsibility audits from our clients, which are based on the following standards: BSCI, Sedex-SMETA. In addition, the company conducts its internal Social Responsibility audit as part of its Social Management System, along with Supplier Social Responsibility assessments.



The Business Social Compliance Initiative (BSCI) is a business-driven initiative dedicated to improving working conditions in factories and farms around the world.



This standard is an auditing procedure that combines best practices into an ethical auditing technique. It is not a code of conduct or a certification process and allows organizations to align with international labor agreements from the ILO.

COMPLAINTS AND SUGGESTIONS PROCESS

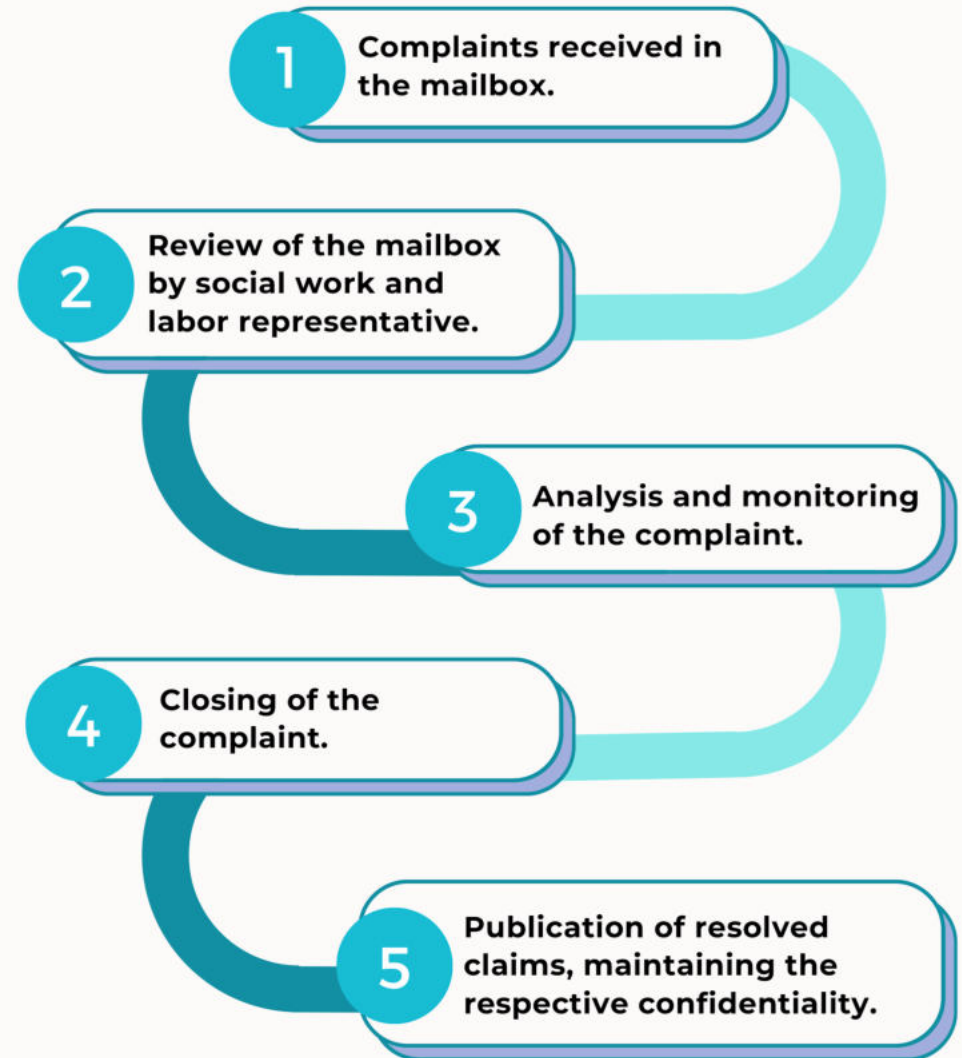
The complaints and suggestions procedure is part of our social management system and is carried out by the Social Welfare department.

Its aim is to address the complaints and suggestions made by our employees and the community in a timely, confidential and objective manner to maintain a good working environment, guarantee the human and labor rights of our employees and ensure the normal functioning of processes.

Eurofish has 3 physical mailboxes: 1 exclusive for the CEO, 2 general mailboxes and 1 additional virtual mailbox. The statistics for submitted complaints and resolved complaints were as follows:



Biweekly, the statistics from the social management system are presented to the Executive Committee. These statistics include the results from the suggestions mailbox, comprehensive inspections, labor rights committee meetings and internal and external social responsibility audits.

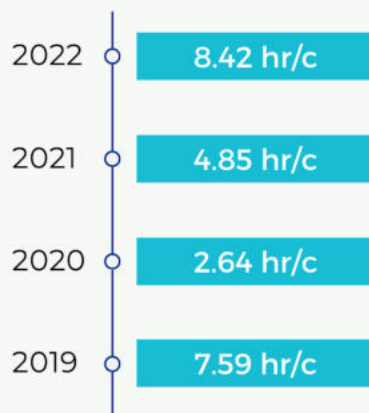


Eurofish has an open-door policy to listen to and receive suggestions from various stakeholders with whom it interacts, whether through on-site visits, conversations, suggestion boxes, social media, or corporate email.

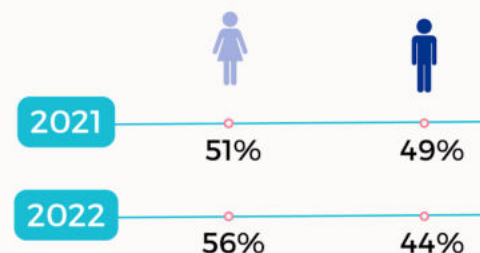
EMPLOYEE TRAINING

Training is a fundamental pillar of our organization. We have specific programs tailored to all levels of the company. These programs aim to ensure that EUROFISH employees are always up-to-date with knowledge and techniques in various areas of the company.

AVERAGE TRAINING HOURS PER EMPLOYEE



TRAINING CLASSIFIED BY GENDER

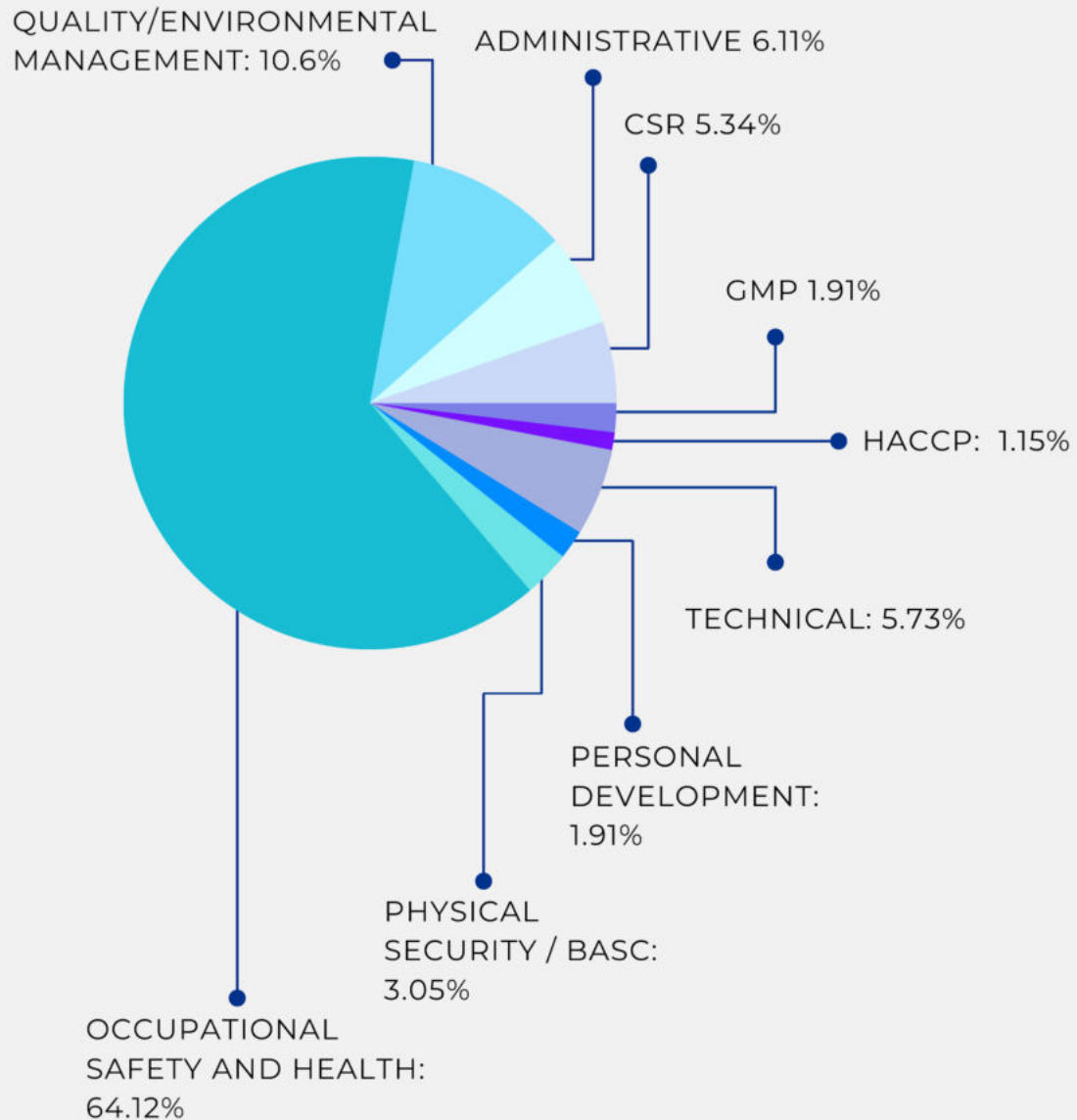


TRAINING CLASSIFIED BY CATEGORY

	Management	Senior Supervisors	Supervisors	Analyst / Assistant / Inspector	Operators / Assistants
2021	0.4%	1.4%	8.7%	19%	70.5%
2022	0.3%	0.4%	3%	5.4%	90.9%

EMPLOYEE TRAINING

TYPES OF TRAINING



Within Occupational Safety and Health, the main topics were:

- Biosecurity.
- Use and Management of Fire Extinguishers and Fire Protection.
- Correct use of PPE.
- Risk Factors (Chemical, Physical, Ergonomic, Psychosocial Risks).
- Accidents and incidents (causes - reports).
- Emergency and contingency plan.
- Hygiene and Health Regulations at work.
- Emergency brigades.
- Operation of emergency alarms.

SOCIAL WELFARE PROGRAMS

At Eurofish S.A., our employees are our top priority. We provide social programs to enhance their lives, help develop personal skills, offer educational opportunities and support families, especially children. We also prioritize occupational health and strive to make their lives more comfortable.

LIFE SKILLS



Sunflower Program

1458 families benefited



Best worker

179 employees



Healthy habits

1178 children benefited

GROWING NEXT TO YOU

3rd level qualification

17 beneficiaries



Basic education and high school

20 beneficiaries



Artisan training

12 Graduates





CARING FOR THE NEXT GENERATION



**Take care of your
second home**

119 participating
children



**School performance
bonus**

335 children
benefited



Vacation courses

111 participating
children



Leveling courses

72 participating
children

OCCUPATIONAL HEALTH

Eurofish, in its ongoing commitment to the health of its employees, maintains programs for metabolic diseases.



Hypertensive and diabetic club

153 Participants



Exercise Eurofish

2000 Participants



Vaccination campaigns In coordination with the MSP

Influenza 622 Vaccinated
Covid 127 Vaccinated



IMPROVEMENT OF THE QUALITY OF LIFE

The "Stoplight Poverty" program aims to help Eurofish employees and their families identify the main weaknesses that hinder their development and quality of life. It provides specific means to overcome these weaknesses, ultimately improving their quality of life.



100 Families interviewed

481 people
benefited

PRIORITIES



- Entrepreneurship
- Digital literacy
- Financial administration



CELEBRATIONS, TRIBUTES AND INCENTIVES

Celebrations are held with all company employees to promote and strengthen the sense of family and belonging. These celebrations include events for occasions such as Three Kings' Day, Valentine's Day, Women's Day, Celebrate Love, Hug Day, Celebrate Life, HSE Fair, Mother's Day, Father's Day, Children's Day, Take Care of Your Second Home, Christmas Activities, bonuses and raffles, among others.



TAKE CARE OF YOUR SECOND HOME

Eurofish as its second home, strives to stay united, creating a positive work environment and believing that anything is possible if a team spirit is maintained.

HUG DAY

Institutionalized since 2016 as part of the organizational identity, generating spaces of joy and strengthening relationships with collaborators.

FOR LOVE OF OTHERS

Transmit commitment, responsibility and security to our staff, raising awareness that prevention can save lives. In commemoration of Prevention of a health emergency.





PSYCHOLOGICAL CARE FOR WORKERS

We have designed a safe space for psychological intervention for our employees, their families and the community. We apply therapeutic models and techniques to enhance well-being and mental health, aiming to transform behaviors, beliefs and intrafamily issues detected within the company. Our goal is to help individuals achieve holistic improvement, enhance their productivity and improve decision-making.

OF PSYCHOLOGICAL CARE FOR EMPLOYEES AND THEIR FAMILIES



PROTECTION, PROMOTION AND PREVENTION OF VIOLENCE AGAINST WOMEN IN INTRA-FAMILY SPACES

We have developed a culture aligned with prevention, protection and redress in cases of discrimination, workplace harassment, violence against women and all forms of gender-based violence. We provide efficient mechanisms for the identification and intervention in such behaviors.



COMMUNITY PROGRAMS

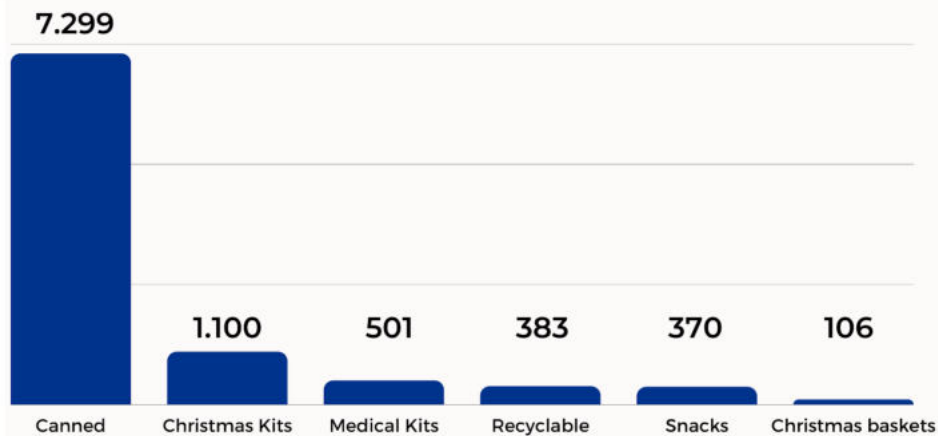
Eurofish, in its commitment to the community development, made various donations to several organizations: NGOs, municipal GADs, schools, neighborhood communities and CNH, among others.

Based on the socio-economic community diagnosis conducted in 2021, where the primary identified need was nutrition and health, Eurofish donated 1236 kg of food products aimed at improving the quality of human life. In addition, we have promoted health development through medical brigades for our staff, their families, suppliers and the community.

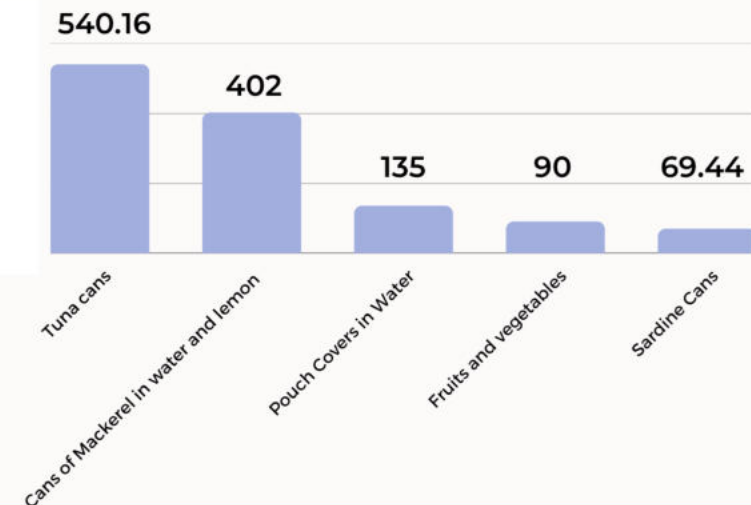


In 2022, informational sessions were conducted in the community covering topics related to social responsibility, environmental management and the code of ethics.

DONATED UNITS



WEIGHT (KG)



OCCUPATIONAL HEALTH AND SAFETY

At Eurofish S.A. We take care of the work environment, we preserve the health and physical integrity of our collaborators, contractors, suppliers and visitors. We have an Occupational Health and Safety area made up of competent professionals in accordance with the regulation of the country's regulations.

We provide workers with healthy and safe environments, hygienic-sanitary facilities, safe food, access to drinking water throughout the facility, maintaining harmony between production, quality of its products and prevention of occupational risks.

Committed to the management of occupational risks, the Occupational Health and Safety Unit is created in faithful compliance with the D.E. 2393 Regulations on Occupational Safety and Health and Improvement of the Working Environment, A.M. 0135 and international agreements associated with Ecuador, which is continuously verified by the control entities MDT, Occupational Risk Directorate of the IESS, internal and external audits from our clients.



The Occupational Health and Safety Management system is applied to all productive activities and business associates who visit its facilities. For this purpose, it has developed an Occupational Risk Prevention Policy that is found in the Internal Hygiene and Health Regulations. Safety at Work, making it known to its workers, contractors and other interested parties.

The emergency plan contains the identification of risk factors, their respective evaluation, prevention and control measures, along with alarm, communication and intervention protocols in emergencies.





HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

The following procedures are available:

Investigation of accidents and incidents at work, whose objective is to identify, record and control the accident rate, as well as the causes that generate accidents in order to be able to design and implement preventive and/or corrective measures.

Preventive planning derived from the initial diagnosis and in subsequent ones, the objective is to establish the necessary methodology for planning activities related to the EUROFISH security management system.

Identification, evaluation, measurement and comprehensive operational control of risks, the objective is to establish the risk identification and evaluation procedure in order to eliminate or minimize them, prioritizing preventive measures.



HEALTH SERVICES AT WORK

Eurofish S.A. has facilities for preventive and outpatient medical care, as well as a team of healthcare professionals led by the Occupational Physician and the Preventive Health Coordinator, whose roles are as follows:

Periodic exams

These are conducted periodically based on risk assessments to ascertain the effects caused by the sources of risk to which employees have been exposed. These examinations are coordinated with an external medical service, which will establish a work schedule before the first quarter of each year and maintain up-to-date documentation for each employee of the company.

Re-entry medical exams (post-disability)

The purpose of these examinations is to determine the employee's health condition upon reintegration, thereby facilitating the continuity of treatment and preventing incompatibilities between their new state of health and their job performance.

Retirement medical exams

These examinations aim to verify the employee's health condition at the time of their departure.

Job aptitude exams

The goal of these examinations is to assess the qualifications and attitudes of candidates seeking employment within the company, ensuring their suitability for the required job position.

Medical and Fitness Examinations

The company will be responsible for ensuring that workers undergo pre-employment, periodic and retirement medical examinations, in accordance with the risks to which they are exposed in their work. Such examinations will be carried out, preferably, by doctors specializing in occupational health and will not involve any cost for the workers and, to the extent possible, will be carried out during the work day.

NUMBERS OF MEDICAL CONSULTATIONS IN DISPENSARIES FROM 2015 TO 2022

YEAR	TOTAL
2015	4.764
2016	6.545
2017	18.299
2018	20.548
2019	20.301
2020	14.806
2021	16.366
2022	17.311



Occupational Health Surveillance

Health surveillance can be active, through the search for cases, or passive, through the notification of cases through established circuits such as registries of work accidents, occupational and work-related diseases, registration of disabilities for reasons of health or medical certifications.

The systematic collection and evaluation of worker health data aimed at actively searching for pathophysiological changes attributable to occupational exposure is carried out through the application of health tests or examinations. When carried out periodically, they provide longitudinal monitoring of the worker at risk and only make sense if they are integrated into plans and programs for prevention and improvement of working conditions.

EMPLOYEE PARTICIPATION, CONSULTATIONS AND COMMUNICATION REGARDING HEALTH AND SAFETY IN THE WORKPLACE

EUROFISH S.A. has a Joint Committee for Occupational Safety and Health, composed of three worker representatives and three employer representatives, each with their respective substitutes, in compliance with the Safety and Health Regulations (Executive Decree 2393).

They convene on a monthly basis as part of their regular activities and, in the event of a severe accident, hold extraordinary meetings.

The functions and activities of this committee are communicated in accordance with the legal requirements.



A) Promoting compliance with specific risk prevention regulations.

B) Review and provide feedback on the company's safety and hygiene regulations to be submitted to the Ministry of Labor and Human Resources, as well as the power to independently or upon request, suggest or propose amendments to the company's Internal Safety and Hygiene Regulations.

C) Conduct a comprehensive inspection of buildings, facilities and equipment at the workplace, recommending the implementation of necessary preventive measures.

D) Be informed about the results of investigations conducted by specialized organizations regarding workplace accidents and occupational diseases that occur within the company.

E) Conduct monthly sessions in the absence of subcommittees at various workplaces and bi-monthly sessions when subcommittees are established.

F) Cooperate and carry out risk prevention campaigns and ensure that all workers receive adequate training in this matter.

G) Analyze the working conditions in the company and request its managers to adopt Hygiene and Safety measures at work.

H) Monitor compliance with this Regulation (Executive Decree 2393) and the Internal Safety and Hygiene Regulations of the Company's work.

All activities with compliance with:



OCCUPATIONAL HEALTH AND SAFETY STATISTICS

During the 2022 period, there were no recorded fatalities due to accidents, resulting in a 0% fatality rate. However, there were 7 accidents with associated consequences. This led to a Risk Rate of 15.71 for the period and a Frequency Index of 4.92. These accidents were primarily caused by incidents such as falls at the same level, impacts with moving objects, contact with hot surfaces, handling sharp tools, contact with hot surfaces and the handling of chemical substances. In total, there were 398 workplace incidents. The total number of hours worked during the period was 6,159,350.

It's important to note that for non-employee workers, there were no severe accidents or injuries recorded.

DESCRIPTION - COLLABORATORS	2019	2020	2021	2022
# of Deaths due to Workplace Accidents	0	0	0	0
# of Accidents	17	17	22	7
# of Incidents	581	380	63	398
# of Hours Worked in the year	4.854.548	5.142.840	5.864.233	6.159.350
Death Rate	0	0	0	0
Accident Rate	0.70	0.66	0.75	0.23
Incident Rate	23.90	14.77	2.15	12.92
DESCRIPTION - CONTRACTORS				
# of Accidents	0	0	0	0

OCCUPATIONAL ILLNESSES AND DISEASES

DESCRIPTION - COLLABORATORS	2022
# of Deaths due to Occupational Illness or Illness	0
# of Cases of Recordable Occupational Illnesses and Illnesses*	133
DESCRIPTION - CONTRACTORS	2022
# of Deaths due to Occupational Illness or Illness	0
# of Cases of Recordable Occupational Illnesses and Illnesses	0

Main Occupational Ailments and Diseases

- Cervicalgia.
- Muscle Contracture.
- Cervicobrachial syndrome.
- Back pain, unspecified.
- Radial styloid tenosynovitis (De Quervain).
- Other Dorsalgias.
- Muscular disorder, unspecified.
- Finger on the trigger.

2022



PLANET

EUROFISH S.A. | SUSTAINABILITY REPORT 2022

BIODIVERSITY

Biodiversity refers to the vast array of living organisms on Earth and the diverse ecosystems they inhabit. For Eurofish, the marine species and ecosystems upon which our operations depend, particularly the conservation of tunas and pelagic species, are of utmost importance.

It is essential to note that Eurofish does not engage in fishing activities within protected areas, nor do we target species listed on the IUCN Red List

SMALL PELAGICS



BULLET TUNA
(*Auxis thazard*)



MACKEREL
(*Scomber japonicus*)

TUNA



SKIPJACK
(*Katsuwonus pelamis*)



YELLOWFIN
(*Thunnus albacares*)



BIGEYE
(*Thunnus obesus*)



ALBACORE
(*Thunnus alalunga*)

As part of our sustainability policy, Eurofish does not purchase raw materials from any supplier that is on the IUU (illegal, unreported and unregulated) vessel list.

BIODIVERSITY MAP OF TUNA, PELAGIC AND CATCH AREAS



SKIPJACK

(*Katsuwonus pelamis*)



ALBACORE

(*Thunnus alalunga*)



YELLOWFIN

(*Thunnus albacares*)



BIGEYE

(*Thunnus obesus*)



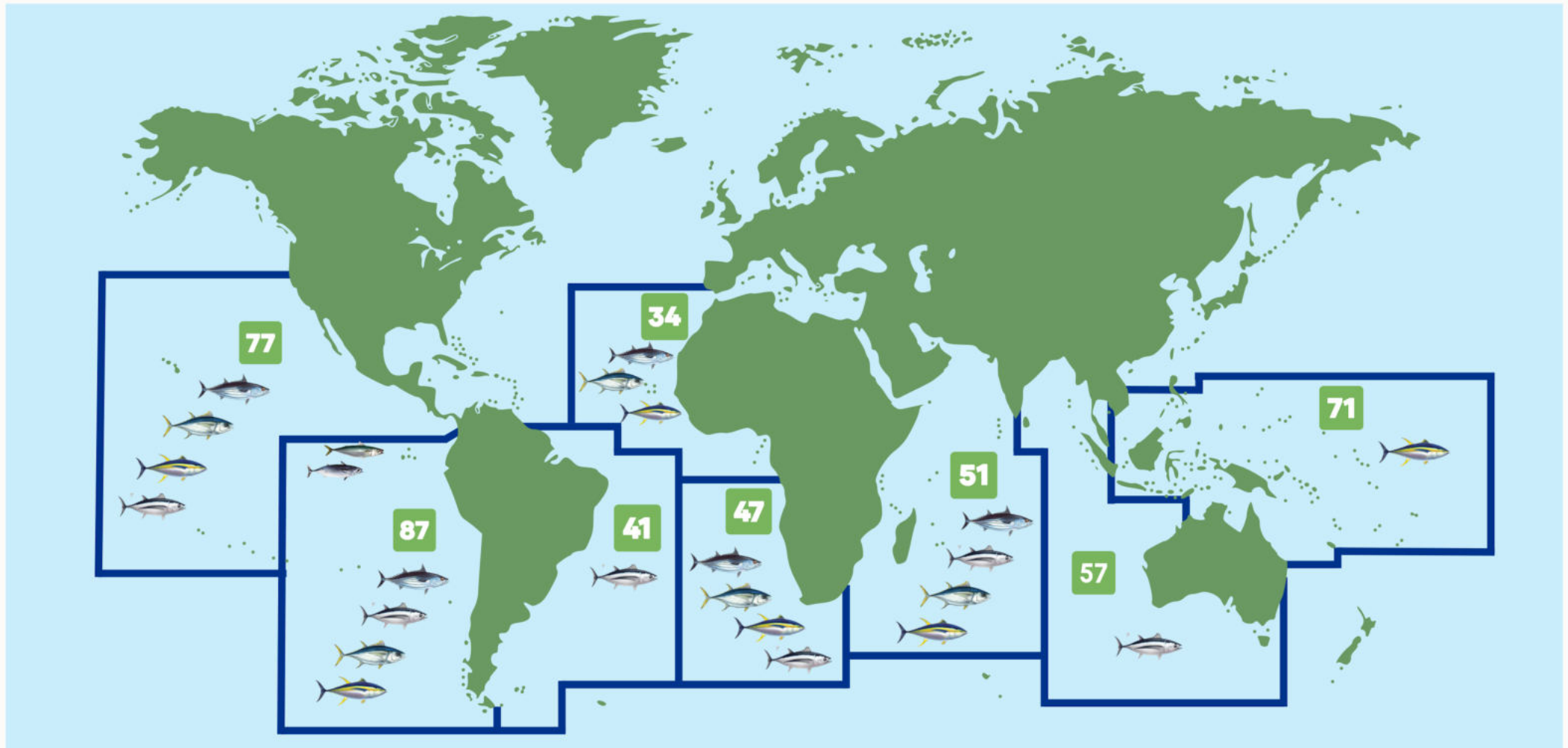
MACKEREL

(*Scomber japonicus*)



BULLET TUNA

(*Auxis thazard*)



BIODIVERSITY MAP OF TUNA, PELAGIC AND CATCH AREAS

	TUNA				SMALL PELAGICS	
ZONE FAO	SKIPJACK	ALBACORE	BIGEYE	YELLOWFIN	MACKEREL	LIES
41	0.00%	12.27%	0.00%	0.00%	0.00%	0.00%
51	2.09%	70.20%	0.04%	0.05%	0.00%	0.00%
57	0.00%	1.29%	0.00%	0.00%	0.00%	0.00%
71	0.00%	0.00%	0.00%	1.49%	0.00%	0.00%
77	6.70%	0.00%	18.19%	5.05%	0.00%	0.00%
87	69.73%	3.16%	22.45%	67.43%	100%	100%
34-47	0.94%	0.00%	0.80%	0.71%	0.00%	0.00%
41-47	0.00%	12.24%	0.00%	0.00%	0.00%	0.00%
77-87	20.54%	0.10%	58.51%	25.27%	0.00%	0.00%
47-51	0.00%	0.73%	0.00%	0.00%	0.00%	0.00%
TOTAL GENERAL	100%	100%	100%	100%	100%	100%

TYPE OF FISHING ART	SKIPJACK	ALBACORE	BIGEYE	YELLOWFIN	MACKEREL	LIES
Longline	0	100%	0	0	0	0
Purse His	100%	0	100%	100%	100%	100%
TOTAL GENERAL	100%	100%	100%	100%	100%	100%

SUSTAINABLE FISHING

CERTIFICATION

Eurofish is committed to preserving the health of the oceans and ensuring the availability of tuna for future generations, using responsible fishing methods, respecting catch quotas and avoiding bycatch of other species.



OTHER SUSTAINABLE FISHING ACTIVITIES

-DONATION OF FISHING NETS-

We recycled old fishing nets to give them a second chance in everyday products such as clothing, accessories or toys. This contributed to a reduction of 10,208 kg of CO2 eq. and generated \$2,470 for community projects.



Total:
8.232 Kg.



1.- State of the population and management of fisheries.

Cooperate with the IATTC to strengthen scientific studies to improve fisheries management of tropical tuna populations in the eastern Pacific Ocean



2.- Management of bycatch and impacts on the ecosystem.

Change of 20% of FAD's to EcoFAD's within the fishing fleet.

There is a code of conduct and good practices for the safe handling and release of vulnerable species, such as sharks, turtles and manta rays.

Total species released:

283 Sharks



15 Turtles



23 Mobulas



3.- Strengthening fisheries management



Eurofish is committed to the ISSF (International Seafood Sustainability Foundation) which is made up of the following policies:



- Shark finning prohibition policy.
- Policy on retention of caught tuna.
- Non-entanglement FAD policy.
- Best practices for sharks, sea turtles and seabirds.
- FAD Management Public Policy.

The content of these policies can be consulted on the website: www.eurofish.com.ec

ENVIRONMENTAL COMPLIANCE

Eurofish places great emphasis on compliance and environmental responsibility as primary considerations in our operations. Adherence to the standards established by the Ministry of the Environment for our specific industrial sector is deemed a fundamental requirement for our operations. However, our commitment extends far beyond mere compliance; it is a steadfast dedication to minimizing environmental impacts and implementing action plans with an unwavering focus on sustainability.

Each of these plans is equipped with specific indicators and verification methods, meticulously assessed and documented by our Environmental Management team. Moreover, we subject ourselves to a comprehensive external review every six months.

As of 2023, Eurofish has not yet assessed the risks and opportunities arising from climate change, which have the potential to engender significant changes in our operations, revenues, or expenditures. This assessment is scheduled for 2023.

Eurofish S.A. It has an Environmental Management Plan that contains the following points:



WATER AND EFFLUENTS

Water is an essential natural resource for all living beings and, as such, must be managed with great responsibility. Therefore, in our production process, we strive for its optimization. The water consumed by Eurofish is sourced from three providers: Tankers (9%), public water supply (11%) and Reverse Osmosis (80%).

TYPES	SOURCES	2020	2021	2022
Third Party Water	Public Water	59.219	39.004	55.171
	Tankers	89.960,4	7.944	45.937
Underground water	Wells	502.299,51	557.126	435.630
Produced Water	Osmosis	207.959,3	349.738	334.522



The consumption of water within Eurofish is necessary and vital for the operation of the entire production chain. The company's growth results in increased water usage. Consequently, there is a growing volume of wastewater that needs to be treated by the treatment plant. This wastewater must meet the parameters established by regulations, as indicated in Table 8 of Annex 1, Ministerial Agreement 097-A, TULSMA, before being discharged into the public sewage system.

The treated water is subjected to biannual analyses by an external laboratory, in line with our commitment outlined in our Environmental Management Plan.



WASTE

The environmental manager is required to issue an annual or monthly waste treatment certificate, the environmental permit granted by the competent environmental entity and the latest compliance report. A record is kept of the amount of waste shipped by EUROFISH SA.



RECYCLABLE

Recyclable waste is dispatched daily from EUROFISH SA, while hazardous waste is dispatched once every two months. Upon departure, each waste is weighed on a scale that is regularly calibrated. A form is filled out specifying the type of waste, its weight, date and time of departure and the person responsible for dispatch.

RECYCLABLE WASTE	2020	2021	2022
TYPE	Tm	Tm	Tm
Card	93.851	148.933	176.318
Cans/Metal	18.006	46.83	43.341
Monel	0	24.392	31.776
thin plastic	7.474	29.078	27.904
thick plastic	0.495	6.426	6.691
Rubber boots		1.235	2.117
Scrap	31.977	56.607	20.9075
Paper	0	0.076	0
Total:	151.803	313.501	309.0545

DAJEROUS

NAME OF HAZARDOUS WASTE	CODE	2020 WEIGHT Tm	2021 WEIGHT Tm	2022 WEIGHT Tm
Used or spent mineral oils.	NE-03	3.8604	3.678	5.59
Active biohazardous waste resulting from medical care provided in company medical center.	NE-10	1.39575	1.3181	0.75
Used luminaires, lamps, fluorescent tubes, energy-saving light bulbs that contain mercury.	NE-40	0.08	0.1325	0.24
Adsorbent material contaminated with hydrocarbons: cloths, rags, sawdust, adsorbent barriers and other solid adsorbent materials.	NE-42	0.98873	0.6677	1.06
Expired or out-of-specification chemicals.	NE-48	0.63185	0.4765	1.05
Organic solvents used up in oil or essence extraction processes.	C.10.03	8.06115	8.238	9.48
Used ink cartridges or toners.	NE-53	0.03535	0.1045	0.11
Used batteries containing Hg, Ni, Cd or other hazardous materials and exhibiting hazardous characteristics.	NE-08	0.0116	0.0136	0.01
Used lead-acid batteries.	NE-07	0.0765	0.2115	0.09
Disused electrical and electronic equipment that has not been disassembled, its components or constituent elements separated.	ES-06	0.1862	0.409	0.57
Used mineral oil filters.	NE-32	0.0967	0.0785	0.26
Containers contaminated with hazardous materials.	NE-27	0.006	0.107	0.45
Waste printing inks, expired inks, out of specifications that contain dangerous substances.	C.18.01	0.000	0.096	0.23
Total:		15.43	15.53	19.89

ENERGY AND EMISSIONS

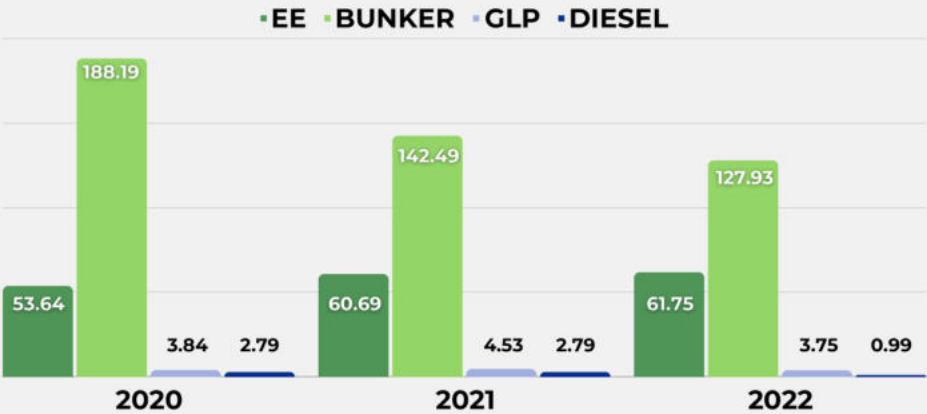
The diverse energy sources employed by the company are fundamental to our operations, as they are integral to every stage of our production process. Our organization relies on a range of energy types, including electricity, thermal energy, as well as fuels such as diesel, bunker and LPG

We have area-specific meters in place to maintain a daily record and generate consumption indicators associated with their variables. This management responsibility falls under the Maintenance department.

TOTAL ENERGY BEHAVIOR (TJ)



ENERGY BEHAVIOR BY TYPE (TJ)

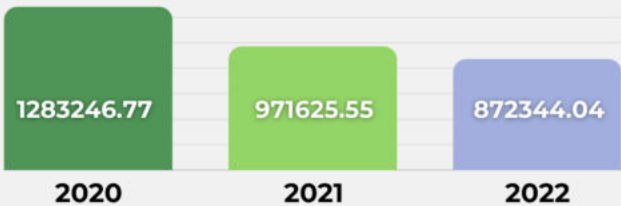


ELECTRICAL ENERGY CONSUMPTION

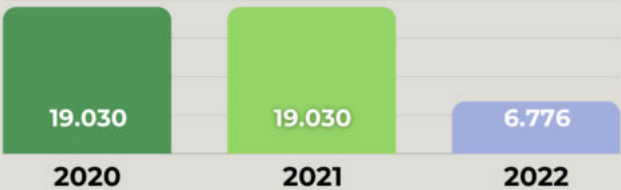


FUELS FROM NON-RENEWABLE SOURCES

BUNKER (GAL)



DIESEL (GAL)



GLP (KG)



ENERGY AND EMISSIONS

CARBON FOOTPRINT

EUROFISH conducted the measurement of the organizational carbon footprint based on ISO 14064-1 and the GHG Protocol, using 2019 as the baseline year and adopting an operational control approach. We selected an approach that accounts for 100% of the GHG emissions attributable to operations over which the company exercises control, defined within the categories: 1 (direct GHG emissions and removals), 2 (indirect GHG emissions from imported energy), 3 (indirect GHG emissions from transportation) and 4 (indirect GHG emissions from products used by the organization). Categories 5 and 6 were excluded from the study.

CATEGORY	2020		2021		2022	
	%	TON CO2e	%	TON CO2e	%	• TON CO2e
Category 1: Direct GHG emissions and absorptions.	67%	15877.59	70%	18040.90	69%	18895.75
Category 2: Indirect: GHG emissions from imported energy.	32%	7601.48	29%	7601.48	28%	7734.00
Category 3: Indirect: Transportation GHG emissions.	0%	0.00	0%	0.00	2%	650.05
Category 4: Indirect: GHG emissions from products used by the organization.	0%	71.76	0%	126.40	2%	141.77
Category 5: Indirect: GHG emissions from products produced by the organization.	0%	0.00	0%	0.00	0%	0.00
Category 6: Indirect: Emissions from other sources.	0%	0.00	0%	0.00	0%	0.00
Total scope 1, 2 & 3	100%	23550.83	100%	25768.77	100%	27421.57

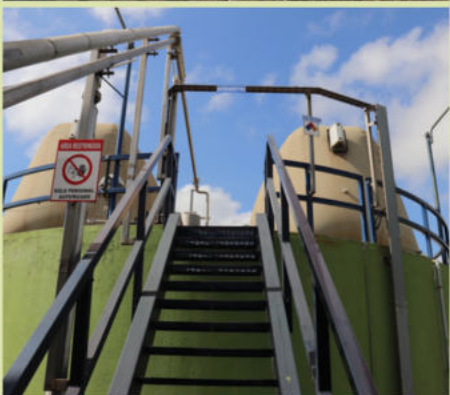
GAS EMISSIONS AND PARTICULATE MATERIAL

POINT	PARAMETER	RESULT 27/06/2022	RESULT 17/12/2022	PERMISSIBLE LIMIT	VALIDATION
1	Nitrogen oxides mg/Nm3	355	510	670	Compliant
	Sulfur Dioxide mg/Nm3	1.586	1.522	2.004	Compliant
	Particulate matter mg/Nm3	37	43	180	Compliant
2	Nitrogen oxides mg/Nm3	460	449	670	Compliant
	Sulfur Dioxide mg/Nm3	1.517	1.818	2.004	Compliant
	Particulate matter mg/Nm3	41	45	180	Compliant
3	Nitrogen oxides mg/Nm3	427	428	670	Compliant
	Sulfur Dioxide mg/Nm3	1.509	1.781	2.004	Compliant
	Particulate matter mg/Nm3	13	16	180	Compliant



CLEANER PRODUCTION

The Cleaner Production Committee was activated in 2022. Its main function is to present projects to improve and optimize energy resources and monitor approved projects.



Projects

Results

REDUCTION OF WATER CONSUMPTION – SAVING NOZZLES

11998.67 M3 ANNUAL WATER SAVINGS.

USE OF METHANE GAS – BOILERS -

1673 GAL ANNUAL SAVINGS IN BUNKER.

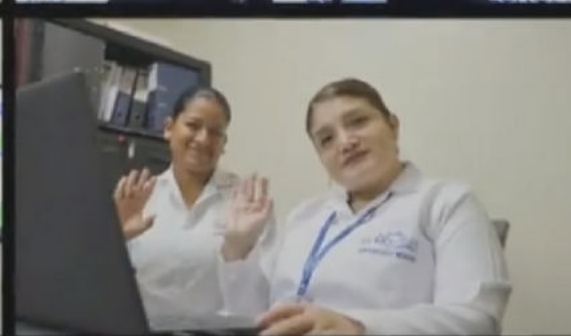
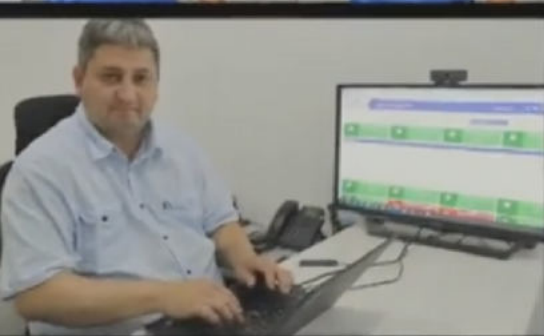
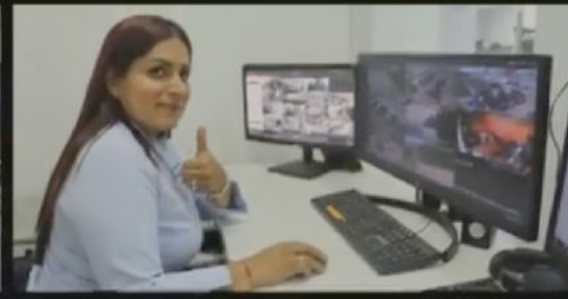
CHANGING CONVENTIONAL LIGHTING TO LED

36514.58 KW/H ANNUAL SAVINGS IN ELECTRICAL ENERGY.

IMPROVE HYDRAULIC INFRASTRUCTURE.

7712.82 M3 ANNUAL WATER SAVINGS

Additionally, a water conservation communication campaign was conducted with the aim of raising awareness about its usage and reducing consumption.



GRI CONTENT INDEX

SECTION	CONTENT	DESCRIPTION	# OF PAGE
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GRI 2: General contents 2021			
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	2-2	Entities included in the organization's sustainability reporting	01
	2-3	Reporting period, frequency and contact point	01
	2-4	Restatements of information	01
	2-5	External assurance	01
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	2-10	Nomination and selection of the highest governance body	08, 09
	2-11	Chair of the highest governance body	08
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	2-14	Role of the highest governance body in sustainability reporting	08
	2-15	Conflicts of interest	13
	2-16	Communication of critical concerns	58
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	2-23	Policy commitments	03, 05, 10-13, 54-57
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	2-25	Processes to remediate negative impacts	58
	2-26	Mechanisms for seeking advice and raising concerns	58
	2-27	Compliance with laws and regulations	24
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GRI 3: Material issues 2021			
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	13-1	Emissions	80-82
	13-2	Climate adaptation and resilience	77, 82
	13-3	Biodiversity	73-76
	13-4	Natural ecosystem conversion	NA
	13-5	Soil health	NA
	13-6	Pesticide use	NA
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	13-8	Waste	79, 82
	13-9	Food security	40
	13-10	Food safety	37-39
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	13-12	Local communities	66

GRI CONTENT INDEX

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	13-14	Rights of indigenous peoples	NA
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	13-17	Child labor	54-57
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Sustainability Report

COMMUNICATION IN PROGRESS
2022



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