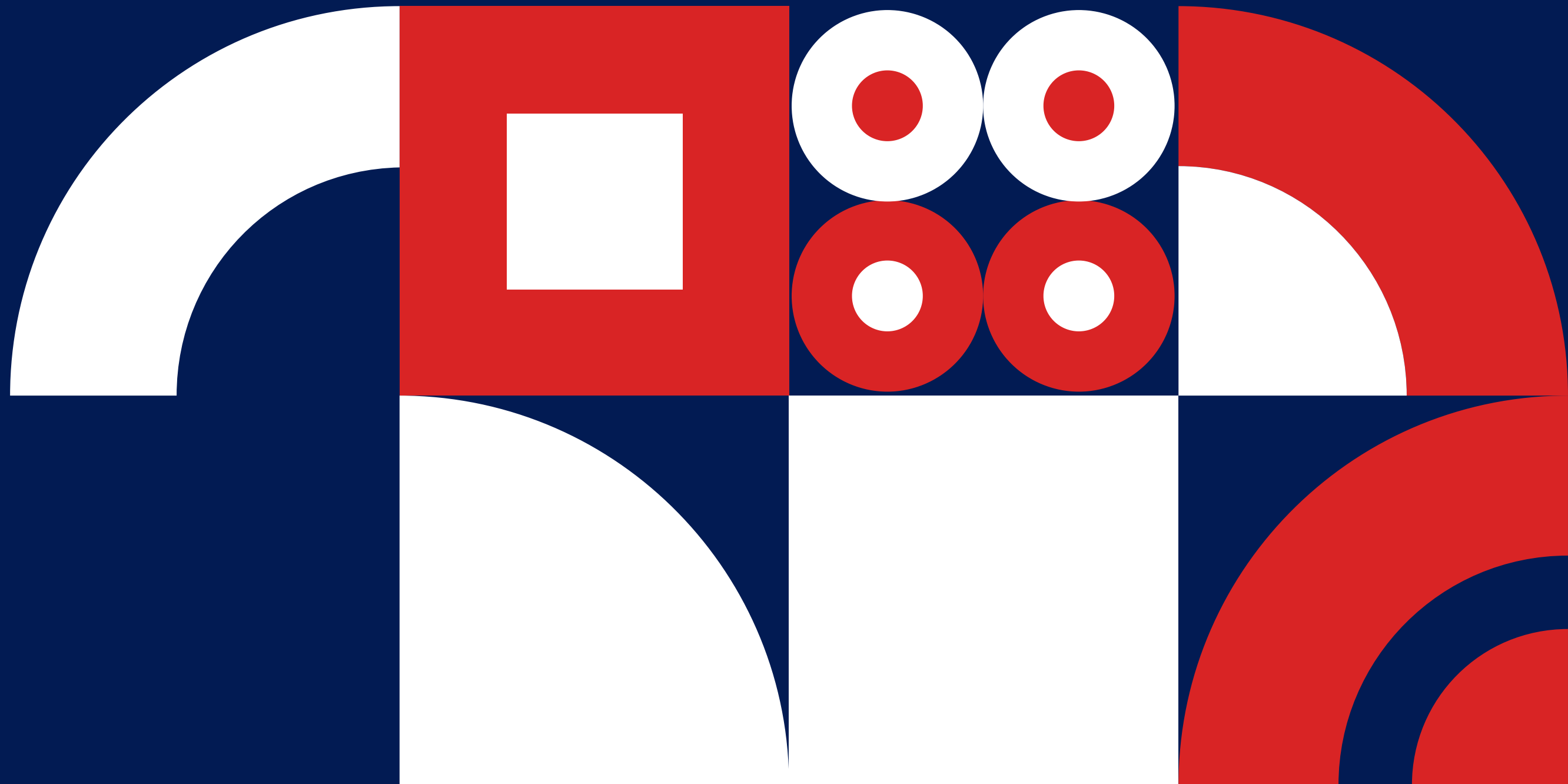




PEREIRA.GROUP



SUSTAINABILITY REPORT 2026

TABLE OF CONTENTS

Chairman's Statement

Introduction

- 7-8 About This Report
- 9-10 Our Guiding Principles
- 11-12 Purpose, Vision and Commitment to Sustainability

About us

- 13-14 70 years of history
- 15-16 The Group's Activities and Structure
- 17-18 Pereira Group by Business Sector
- 19-20 Geographical presence: countries and operational centres
- 21-22 Key Figures

Governance

- 25-26 From values to responsible management
- 27-28 Sustainability Policy
- 29-30 Sustainability Governance Framework
- 31-34 Strategic Partnerships, Certifications and Collaborations

Our path to sustainability

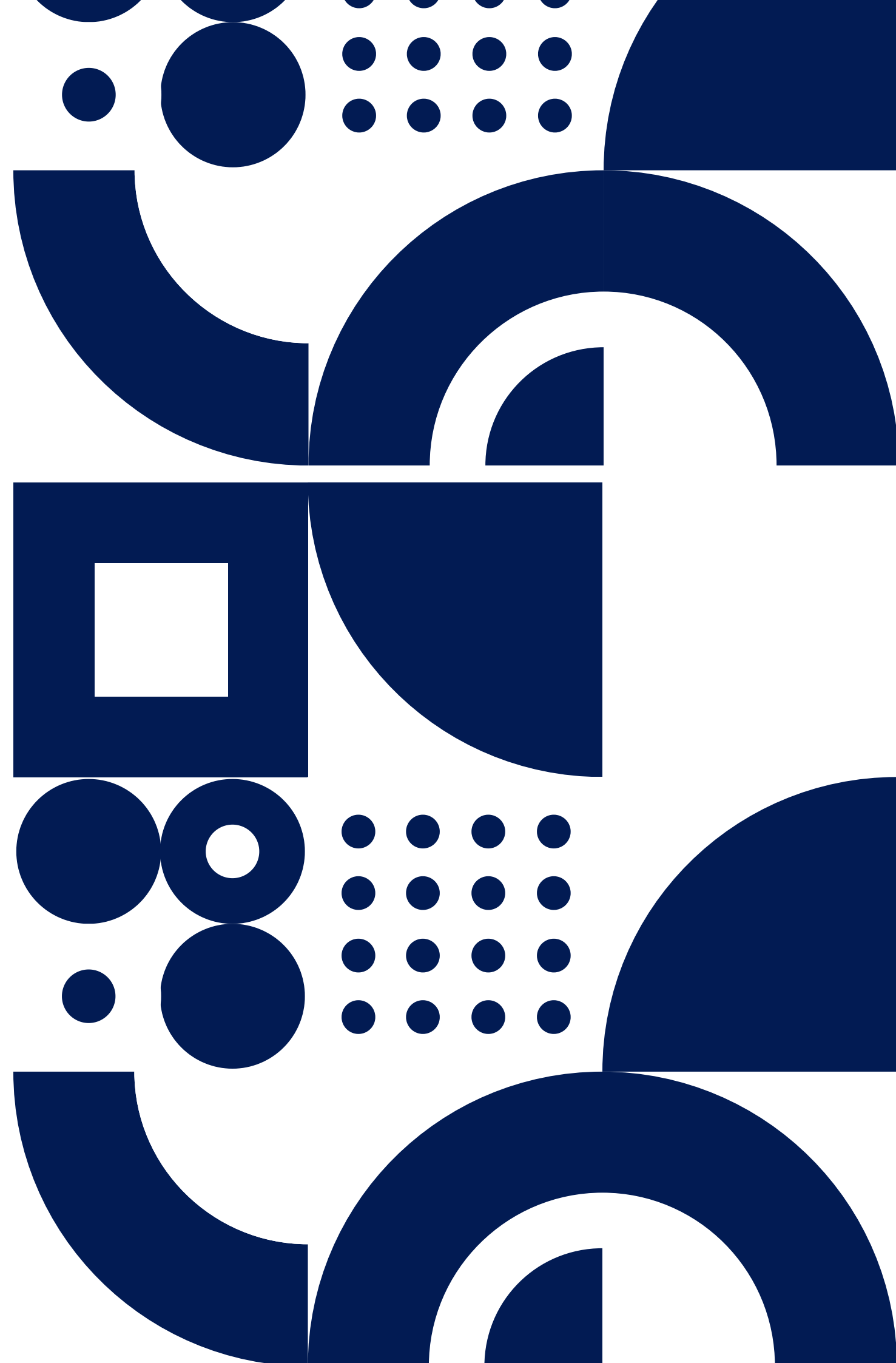
- 37-42 Material Issues and Strategic Priorities
- 43-44 Sustainability pillars
 - Progress and initiatives by pillar
 - 49-54 • Sea and Land
 - 57-60 • Responsible Nutrition
 - 63-68 • Human Development
 - 71-76 • Governance

Our vision for the future

- 79-82 Sustainability Strategy 2026-2030
- 83-84 Strategic Pillars and Future Directions

Annexes

- 87-88 Alignment with international standards
- 89-90 Pereira Group's contribution to the 2030 Agenda
- 91-92 Standards and frameworks
- 93-118 Sustainability projects, actions and initiatives



CHAIRMAN'S STATEMENT

The Pereira Group's Sustainability Report is an exercise in taking a broad view and setting out our purpose.

We invite you to join us as we reflect on our journey over the past seven decades and look to the future. We will be sharing our vision and the foundations of the sustainability model we are building for the years to come.

Pereira Group was founded in Vigo as a family business with deep ties to the sea. Since then, we have expanded and evolved, but we have never lost sight of our core values: our commitment to offering quality seafood, managing resources with respect and responsibility, and generating employment and development in the communities where we operate.

Throughout our history, we have adapted to changes in the sector and to new social and environmental demands. This journey has resulted in the continuous improvement of our practices, the gradual incorporation of responsible fishing and production criteria, the strengthening of food safety, the efficiency of our processes, and increasingly transparent management.

In recent years, this commitment has taken a further step forward. We have worked to organise and strengthen our initiatives, equipping ourselves with the necessary tools and structures to enable sustainability to be integrated across the organisation.

This initiative represents a natural evolution of our journey and equips us to tackle the challenges of an increasingly demanding global environment with confidence.

In today's business environment, sustainability is not just a commitment; it is an integral part of our approach to understanding our work and shaping the Group's future. We are streamlining a tried-and-tested model that combines tradition and innovation, growth and responsibility, local roots and international reach.

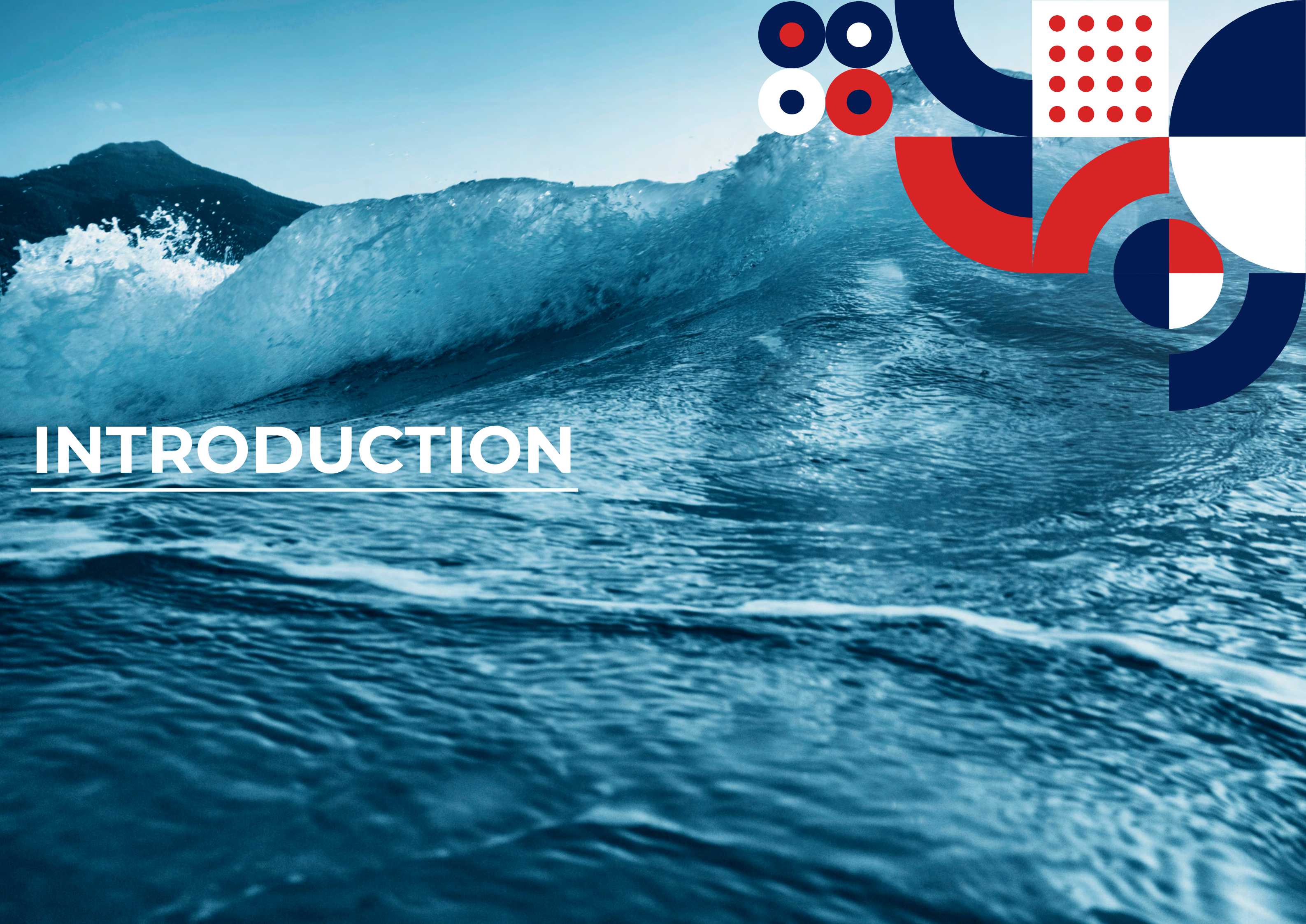
This Report is intended to provide a comprehensive overview of our company, including our mission, our achievements, and our future strategic direction. It is a recognition of the journey we have undertaken and a clear expression of our determination to continue moving forward with consistency, ambition and a sense of purpose.

Our purpose has remained consistent since our inception: to provide sustenance for the global population while ensuring the conservation of the marine environment and the well-being of the people. This purpose is now more relevant than ever and guides our decisions and commitments.

I would like to thank everyone at Pereira Group for their dedication, as well as our customers, partners and communities for their trust. Your involvement is essential for the continued development of a sustainable future.

JOSÉ ENRIQUE PEREIRA
Chairman of Grupo Pereira





INTRODUCTION

ABOUT THIS REPORT

This Sustainability Report is an exercise in transparency designed to provide a structured overview of the Pereira Group's environmental, social and governance (ESG) performance, as well as the evolution of its commitment to a responsible management model.

The report has been prepared using a cross-cutting approach, incorporating the perspectives of the Group's various departments and the regions in which it operates.

The process has involved the participation of the main functional and operational areas:

- Administration and Finance
- Human Resources
- Legal Affairs and Compliance
- Quality and Food Safety
- Logistics and Supply Chain Management
- Management and Operations (production and extraction activities)

This has been implemented across all the Group's operating countries.

- Spain
- Namibia
- Senegal
- South Africa
- Falkland Islands

This coordinated effort has enabled us to integrate information from across the organisation and develop a unified view of the Group's operations.

The Report details the Group's ESG performance, covering both the development of its activities and its key future priorities.

The process has been based on the collection, analysis and validation of information, through interviews, technical meetings and cross-checking sessions with those responsible for each area, ensuring the consistency and reliability of the content.

Furthermore, the Group has been assisted by a specialist external organisation, which has supported the methodological process, the structuring of the information and its alignment with the main reference standards.

The Report and the 2026–2030 Sustainability Strategy are both based on a process of identifying and validating material ESG issues, which has included:

- The internal consultation process will involve conducting interviews and working sessions across various departments.
- Additionally, external consultations with representatives from key stakeholder groups will be conducted.

As a result, the issues most relevant to the Group's performance and their impact on the value chain have been identified; these guide our strategy, prioritise our actions and structure the content of this Report.

The document aligns with key international standards, providing a robust foundation for driving continuous improvement. It enhances the consistency of the management model and strengthens transparency within the Pereira Group.



OUR GUIDING PRINCIPLES

PEOPLE

Our goal is to provide seafood in a responsible and sustainable manner, adopting a management approach that integrates traditional practices with modern approaches, economic viability with social responsibility.

ENVIRONMENT

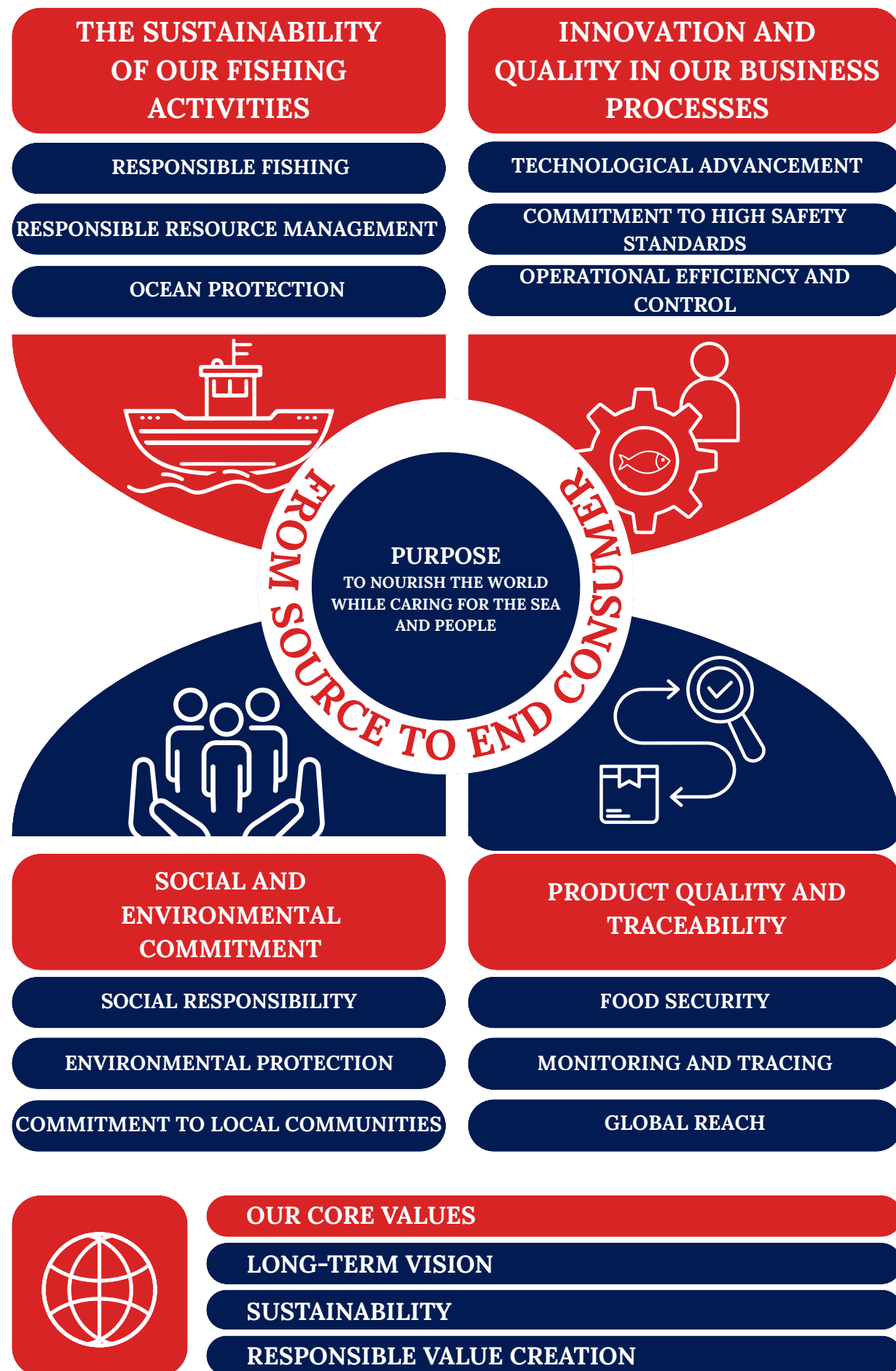
We view the ocean not only as a resource, but as a shared heritage that we must protect and pass on to future generations.

This principle underpins all our business decisions, from fishing activities to the production and marketing of our products, with a constant emphasis on sustainability and the creation of shared value.

OUR VISION FOR THE FUTURE

Caring for the maritime environment means continuing to make progress in the prudent management of resources, optimising the use of energy and materials, driving innovation in cleaner processes, and strengthening our contribution to the conservation of biodiversity.





PURPOSE, VISION AND COMMITMENT TO SUSTAINABILITY

Our goal is to source seafood responsibly, promoting a management model that combines tradition, innovation and the creation of economic and social value. We regard the sea not only as a valuable resource, but also as a shared heritage whose conservation is vital to the continuity of our business and the well-being of future generations.

This approach guides our decisions throughout the entire value chain, from fishing operations to the processing and marketing of our products, progressively integrating environmental, social and governance criteria into the way we operate.

Caring for the sea means managing natural resources prudently, optimising the use of energy and materials, innovating to create more efficient processes, and actively contributing to the protection of biodiversity.

Caring for people means promoting safe and equitable working environments, fostering professional development, and maintaining an active commitment to the communities in which we operate.

This objective constitutes the core theme of our journey and serves as the starting point for our Sustainability Strategy 2026–2030, which reinforces and structures our commitment to a responsible management model, aligned with the challenges facing the sector and focused on creating long-term value.

70 YEARS OF HISTORY

1

FIRST STEPS AT SEA

Our origins lie in the fishing grounds of Gran Sol, where the Pelicano, a vessel that symbolised the efforts of the 'iron men in wooden hulls', was launched. This period has defined our connection to the trade and to the sea, and a way of working based on perseverance, hard work and a close relationship with the resource.

3

INNOVATION AND INTERNATIONALISATION

In the 1970s, we introduced on-board freezing, a breakthrough that transformed our operations by improving product preservation and enabling us to expand our reach to fishing grounds off the coast of Morocco. In the decades that followed, we entered a period of significant growth and innovation. We upgraded our fleet, adopted new technologies and established joint ventures, laying the foundation for our international expansion. This expansion solidified our presence in the Falkland Islands, Senegal and Namibia, and subsequently in South Africa.

2

ORIGINS AND ROOTS (1955)

We are a multinational company of Spanish origin with over seventy years of history. The company was founded in Vigo in 1955, the result of the vision and hard work of José Pereira Álvarez and a Galician family with deep ties to the sea. What commenced as a modest fishing enterprise has, over time, evolved into a prominent international group, while maintaining its family character, its roots in Galicia, and its direct connection to the sea from which we originate.

4

A PURPOSE THAT ENDURES

Over the past seven decades, we have successfully combined tradition and modernity, hard work and innovation, driven by a purpose that continues to guide us: to provide seafood responsibly, whilst safeguarding our resources and the people who make this possible.

1

2

3

4

THE GROUP'S ACTIVITIES AND STRUCTURE

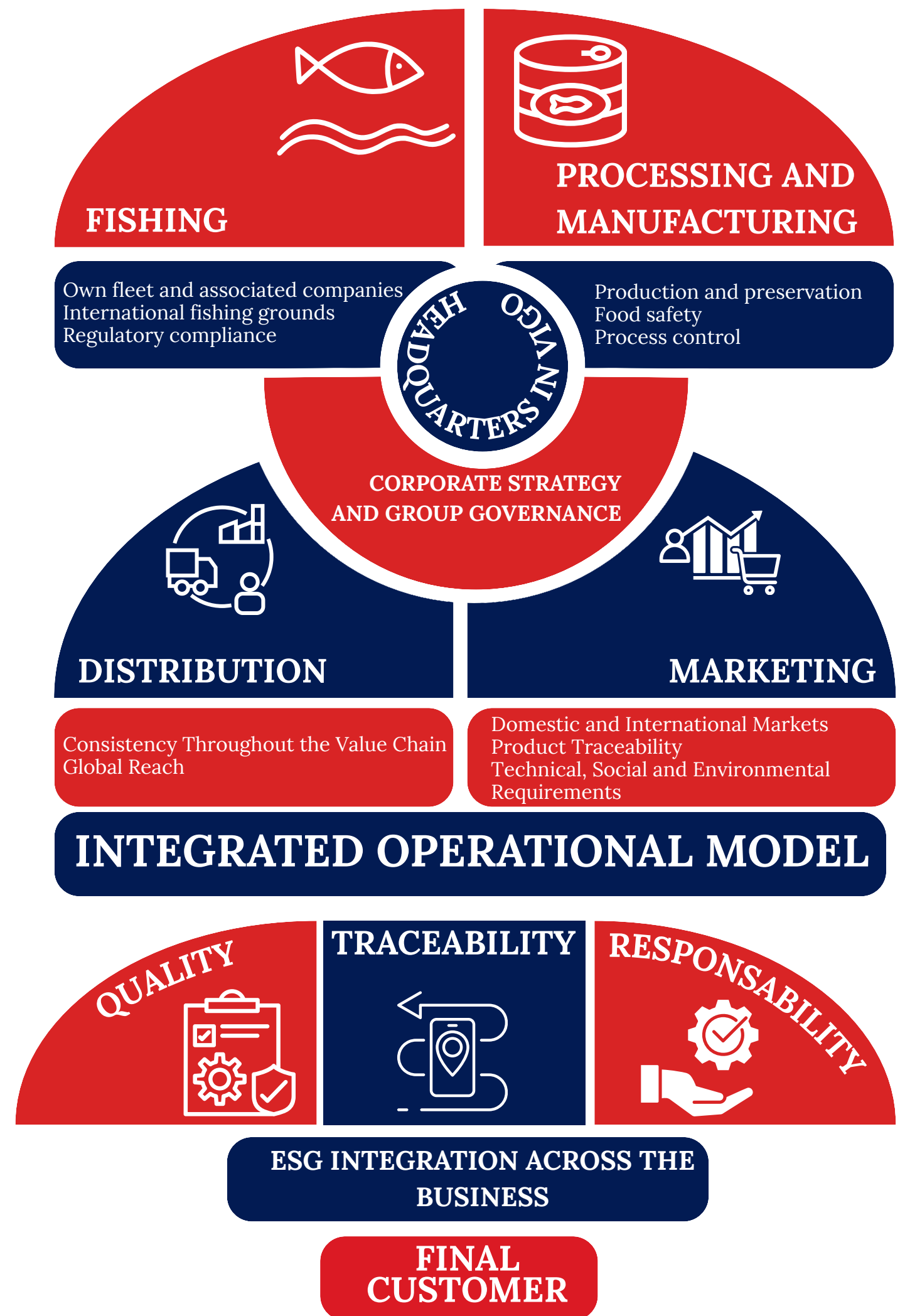
Our operations span the entire seafood value chain, from fishing to commercial distribution, and are managed with a focus on quality, traceability and accountability.

Through our own fleet and associated companies, we operate in various international fishing grounds, always in accordance with the regulations applicable in each country and area of operation. In addition to this, the processing and transformation of seafood products is carried out to exacting standards of quality, food safety and process control. This encompasses their preparation and preservation.

Marketing and distribution activities target both domestic and international markets, ensuring product traceability and consistency in technical, social and environmental requirements throughout the supply chain.

From our headquarters in Vigo, we coordinate the corporate strategy, the Group's governance and the main cross-functional programmes (including sustainability, quality and internal control), ensuring that management practices are aligned across the various companies and regions.

This organisational model enables us to **manage the Group as a whole in a consistent manner and to integrate environmental, social and governance criteria across all areas of our business.**



PEREIRA GROUP BY BUSINESS SECTOR

FISHING



COMMERCIALIZATION



ELABORATION



STORAGE



DISTRIBUTION



PRESERVES



GEOGRAPHICAL PRESENCE: COUNTRIES AND OPERATIONAL CENTRES

- FISHING
- REFRIGERATOR
- FACTORY
- COMMERCIAL

We have an established international presence in the main fishing grounds of the Atlantic and Indian Oceans.

SPAIN

From Vigo, the Group's birthplace and heart, we coordinate corporate strategy, global operations and sustainability programmes.

NAMIBIA

We have been operating in Namibia since 1998 through Pereira Fishing, which combines fishing, processing and export activities using its own fleet, industrial plant and cold stores, thereby creating jobs and fostering local development.

SENEGAL

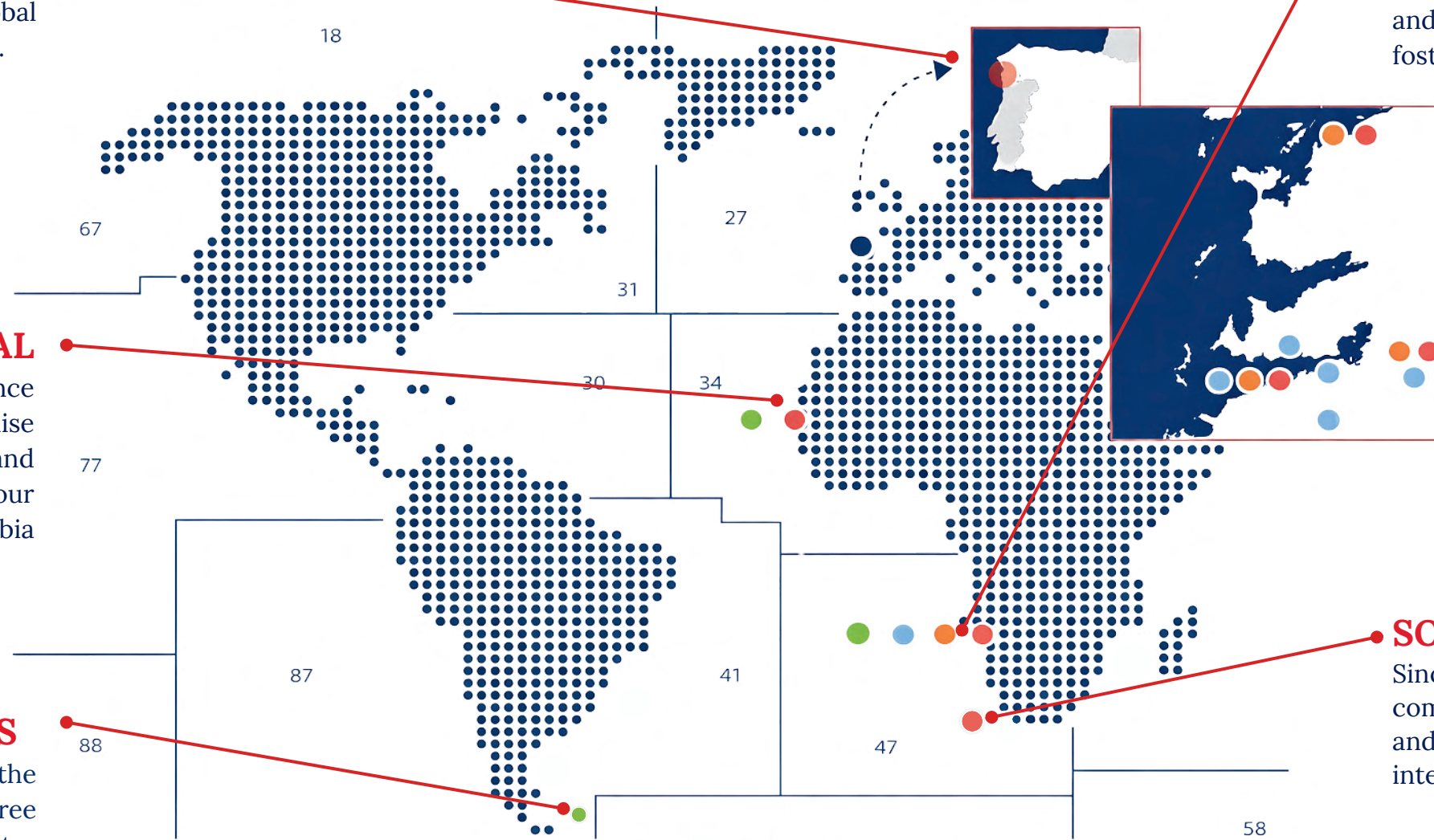
We have been operating in Senegal since 2006 through Soperka S.A. and Senegalaise de Thon, focusing on tuna, cephalopods and demersal species, and we have expanded our operations to countries such as The Gambia and Guinea-Bissau.

SOUTH AFRICA

Since 2009, we have specialised in the commercialisation of hake, octopus and monkfish, as well as regional and international distribution.

FALKLAND ISLANDS

Our company has been operating in the Falkland Islands since 1990 through three joint ventures (Argos Pereira Ltd., Jupiter Fishing Company Ltd. and Orion Fishing Company Ltd.). These companies specialise in the sustainable fishing of Patagonian squid.



KEY FIGURES

MAIN SPECIES



SQUID



MONKFISH



HAKE



OCTOPUS

OTHER SPECIES



PRAWN



RAY



SHRIMP



SQUID



SOLE



MUSSEL

FISHING CAPACITY



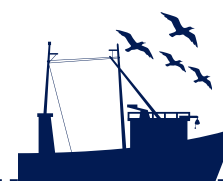
15 SHIPS



120 SPECIES



7 FISHING GROUNDS



PROCESSING CAPACITY

N° OF M²

50.000

N° OF LINES

50

N° OF FACTORIES

5



TURNOVER

190.000.000 €

EMPLOYEES

+ 1.000 PEOPLE

+600 CREW MEMBERS

+400 LAND WORKERS

47% ARE WOMEN

EXPORT VOLUME

93.000.000 €

COMMERCIALIZED

48.000.000 KGS

TOP 10 ON THE RANKING

OF LEADING COMPANIES IN SPAIN'S FISHING INDUSTRY



N° OF CLIENTS

10.000

FOOD

WHOLESALE

HOSPITALITY



STORAGE CAPACITY

6

REFRIGERATORS



30.000

PALLETS





GOVERNANCE

FROM VALUES TO RESPONSIBLE MANAGEMENT

Our corporate culture has been built up over more than seventy years on values centred on hard work, respect for the sea and a commitment to people. These values guide our understanding of the company and the way we conduct our business in the various contexts in which we operate.

The company's culture is defined by **five core principles** that underpin its identity and values.

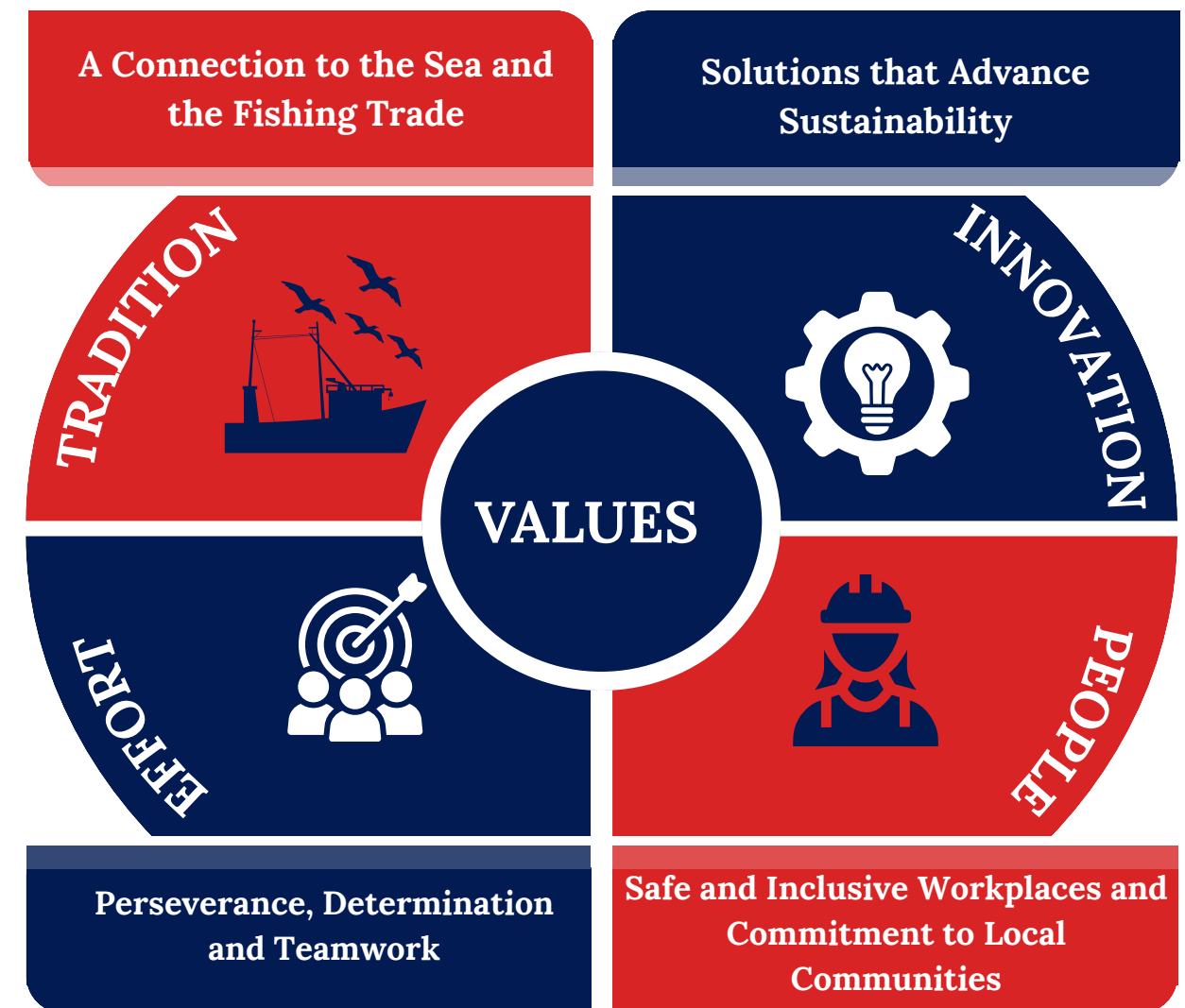
- **Tradition**, is a connection to the sea, to the craft, and to the knowledge passed down from generation to generation.
- The cornerstones of our business are **hard work, perseverance, self-improvement and teamwork**, with continuous improvement at the heart of everything we do.
- **Innovation**, can be defined as the pursuit of technological and managerial solutions that enhance efficiency and progress.
- **Respect for the sea**, as a commitment to the responsible management of resources and the protection of ecosystems.
- We are **committed to our people**, and as part of this commitment we promote safe, equitable and stable working environments. We also support the social and economic development of the communities in which we operate.

These principles are more than mere statements: **they guide decision-making and are reflected in a way of working that integrates environmental, social and governance criteria into the Group's management.**

In 2024, we decided to take this approach a step further and move towards a more structured governance model. We have streamlined existing initiatives, strengthened internal coordination and laid the foundations for embedding sustainability across the organisation.

In 2025, these efforts were consolidated through the establishment of the Sustainability Committee, the adoption of the Group's Sustainability Policy and the definition of the 2026–2030 Sustainability Strategy.

By taking this action, we are transitioning from a values-based culture to a more systematic, coherent and long-term management model.



FROM VALUES TO RESPONSIBLE MANAGEMENT

2024: Strengthening Our Commitment to Sustainability (streamlining initiatives and improving coordination)

IN 2025, WE TOOK ACTION BY ESTABLISHING:

SUSTAINABILITY COMMITTEE



SUSTAINABILITY POLICY



SUSTAINABILITY STRATEGY
2026–2030

SUSTAINABILITY POLICY

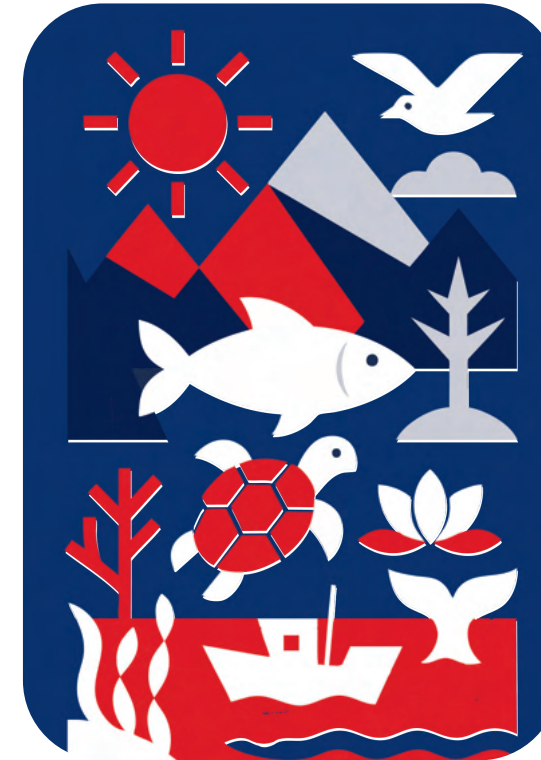
The **Pereira Group's Sustainability Policy**, adopted in 2025, formalises a commitment that is integral to our history and sets out a **common framework for action for all companies within the Group**.

This Policy **integrates environmental, social and governance principles into the corporate strategy** and decision-making processes, and sets out a shared vision for growth based on accountability, transparency and the creation of long-term value.

The content of the Policy is structured around **four strategic pillars that reflect the Group's priorities and guide its operations**:

- **Sea and Land**, which incorporates the responsible management of natural resources, the protection of ecosystems and adaptation to climate change as the foundation for the continuity of our operations.
- **Responsible Nutrition**, which reinforces our commitment to quality, food safety, traceability and innovation, in the pursuit of safe and sustainable food.
- **Human Development**, which places people at the heart of the model, promoting safe and inclusive working environments with opportunities for development, as well as a responsible relationship with local communities.
- **Governance**, which fosters a culture of ethics, transparency and accountability, ensuring consistency between values, decisions and management across all areas of the Group.

These four pillars form the framework for the 2026–2030 Sustainability Strategy and guide the gradual roll-out of the Group's initiatives across its various regions and business lines.



SEA AND LAND PILLAR



RESPONSIBLE NUTRITION PILLAR



HUMAN DEVELOPMENT PILLAR



GOVERNANCE PILLAR

SUSTAINABILITY GOVERNANCE FRAMEWORK

Sustainability governance at the Pereira Group is organised through a structured model that enables the integration of **technical analysis, strategic decision-making and institutional oversight of environmental, social and governance performance.**

The Board of Directors oversees the model, ensuring consistency between the Group's ESG performance, its corporate vision and strategic decision-making.

This model enables participatory and structured governance, facilitating the gradual integration of sustainability into the Group's management and strengthening consistency between planning, implementation and monitoring across all regions and business areas.

Sustainability governance relies on technical working groups, which are designed as forums for operational coordination and analysis. These groups help to organise the flow of information and prepare the ground for decision-making on sustainability matters. These groups, comprising representatives from the main operational areas, consolidate information, analyse indicators, identify risks and opportunities, and draw up proposals on ESG matters.

This technical report provides the analytical and operational foundation upon which the Group's strategic decisions regarding sustainability are based.

In accordance with these principles, the **Strategic Sustainability Committee** assumes a pivotal role in central coordination and decision-making, overseeing the review of priorities, the approval of courses of action, and the assurance of alignment with the 2026–2030 Sustainability Strategy and business objectives.



BOARD OF DIRECTORS

(OVERSIGHT, APPROVAL AND GUIDANCE ON ESG MATTERS)

STRATEGIC SUSTAINABILITY COMMITTEE

(DECISION-MAKING, PRIORITISATION AND RESOURCE ALLOCATION)

PRELIMINARY INTERNAL TECHNICAL MEETINGS

(ANALYSIS, PREPARATION, ALIGNMENT)

OPERATIONAL AREAS / TECHNICAL TEAMS

STRATEGIC PARTNERSHIPS, CERTIFICATIONS AND COLLABORATIONS

We participate in certification schemes and industry initiatives that are focused on ensuring the conservation of marine ecosystems, product traceability and the continuous improvement of fishing practices. We hold MSC (Marine Stewardship Council) certification, participate in Fishery Improvement Projects (FIPs), are members of the International Seafood Sustainability Foundation (ISSF) and have our fleet registered in the Proactive Vessel Register (PVR), whilst also applying the principles of the FAO Code of Conduct for Responsible Fisheries.

In terms of quality, food safety and traceability, we adhere to internationally recognised standards that ensure process control and product reliability throughout the entire value chain. We hold certifications such as IFS Food and IFS Broker, and we are in the process of applying ASC (Aquaculture Stewardship Council) certification to certain product lines. In addition, in some operations (particularly in South Africa), we use advanced traceability tools, such as SourceMap, in response to the requirements of strategic customers.

Regarding environmental management and the responsible use of materials, we are making progress in implementing environmental management systems and adhering to standards relating to recycling and the responsible sourcing of raw materials and packaging, such as FSC and integrated packaging management systems (Ecoembes).

We strengthen our connection to our origins and the local area by adhering to local and regional labels and certifications, such as Pesca de Rías (Galicia), the Protected Designation of Origin for Galician Mussels, the Xouba de Rianxo certification and Galician Organic Farming. These certifications guarantee the provenance, quality and local roots of specific raw materials.

Collectively, these certifications and assurance schemes bolster our commitment to responsible and transparent management, in accordance with recognised standards, and provide consistent support for progress across the various pillars of our sustainability strategy, in all the regions and business lines in which we operate.

CERTIFICATIONS, LABELS AND QUALITY ASSURANCE SCHEMES.



Xouba de Rianxo
PESCA ARTESANAL • ARTE DO XEITO

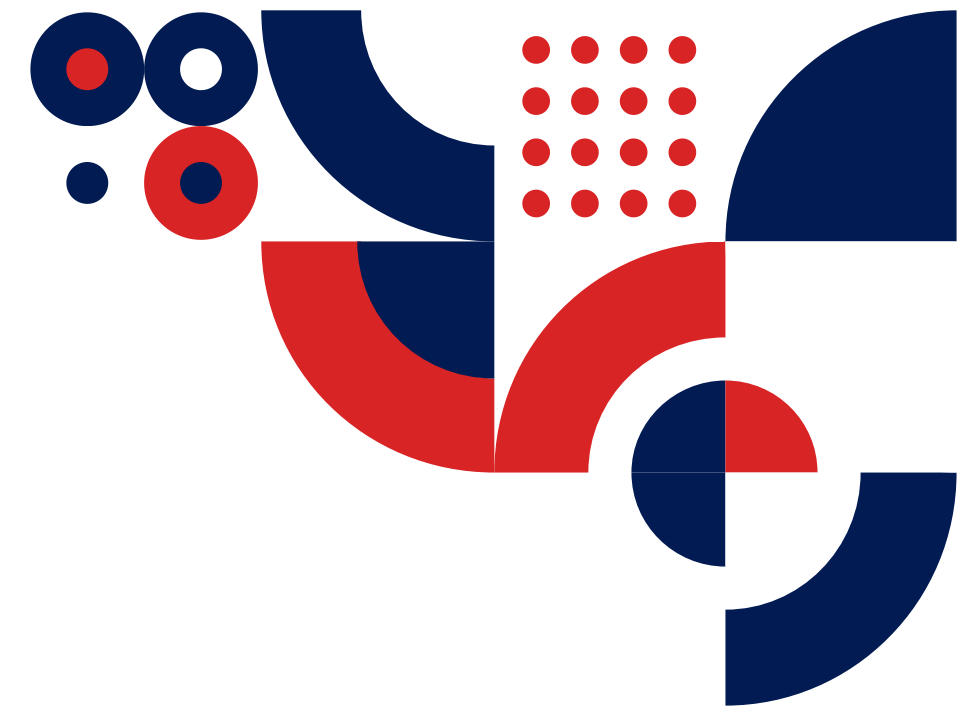
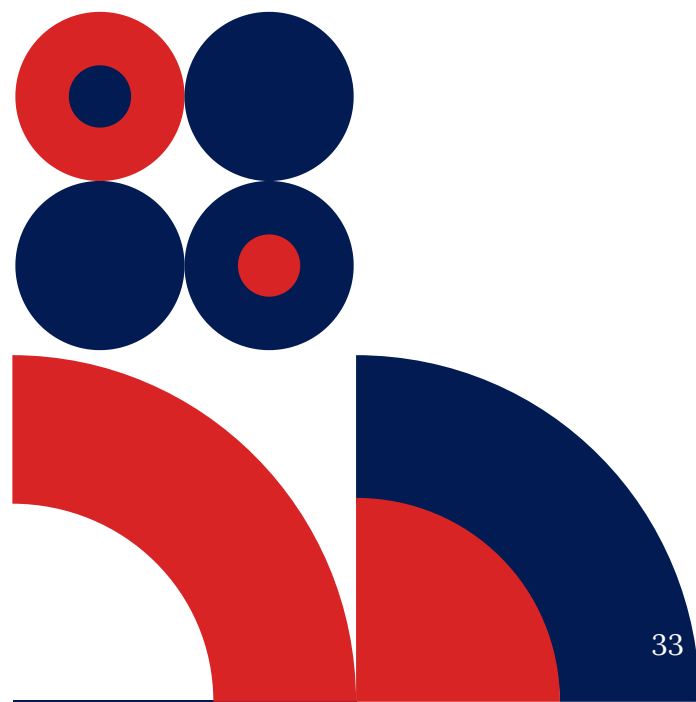


STRATEGIC PARTNERSHIPS, CERTIFICATIONS AND COLLABORATIONS

Alliances, Partnerships and Sectoral Organisations.

We maintain active relationships with industry bodies and participate in leading organisations and networks that reinforce the quality, sustainability and credibility of our operations throughout the seafood value chain. These partnerships are integral to our business model and allow us to align ourselves with the industry's best practices and the expectations of customers, markets and public authorities.

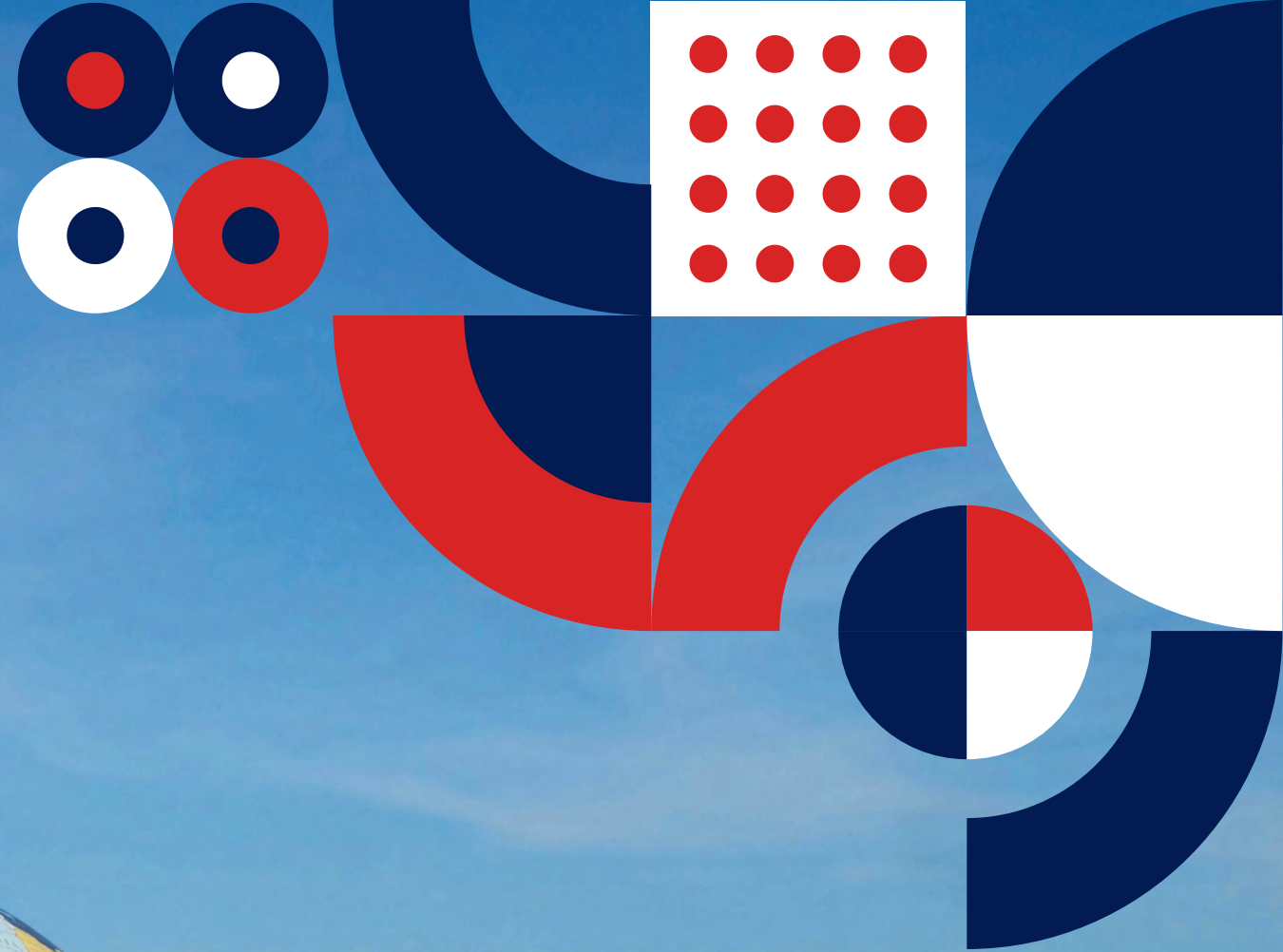
We are active participants in industry associations and business clusters, both nationally and internationally, including Conxemar, ARVI, CLUSAGA, BFFood, the Namibia Ocean Cluster, the Namibian Hake Association and the Association of Companies of the Falkland Islands Fishing Industry (FIFCA). Through these platforms, we contribute to the development of the sector, the exchange of knowledge and the improvement of collective practices in the various territories where we operate.



PARTNERSHIPS AND ASSOCIATIONS



OUR PATH TO SUSTAINABILITY



MATERIAL ISSUES AND STRATEGIC PRIORITIES

The process of identifying material ESG topics enables us to identify the environmental, social and governance aspects that are most critical to the sustainability of the Pereira Group and its value chain. This exercise, which is integral to effective management, helps to focus the strategy on the issues that really matter: those that have a significant impact on the Group's performance and which stakeholders consider to be priorities. This approach will enable us to establish a more precise, focused and coherent vision of sustainability across the entire organisation.

The materiality matrix is prepared in accordance with the main international and sector-specific frameworks to ensure consistency. Materiality is a key tool in ESG management, as it enables the identification and prioritisation of issues that have the greatest impact on the organisation and its stakeholders. These issues must therefore guide strategy, planning and the disclosure of non-financial information.

The process was carried out in several stages: **analysis of the sectoral context, consultation with internal stakeholders, consultation with external stakeholders, and validation by the Strategic Sustainability Committee.**

The matrix is based on alignment with the **United Nations Global Compact Principles, which set universal standards in the areas of human rights, labour, the environment and anti-corruption; the European Sustainability Reporting Standards (ESRS), which define common disclosure requirements under the Sustainability Reporting Directive; and the CONXEMAR Sustainability Indicators Guide, which sets out best practices and relevant indicators for the fishing and processing sector.**

Aligning the matrix with these benchmarks provides a solid and recognised framework for the Group's management, reinforcing its commitment to transparency, continuous improvement and evidence-based decision-making, whilst consistently integrating European standards and the most advanced industry practices.

The Pereira Group's approach to sustainability is structured around three core elements. Firstly, we align our management with the material issues that guide our business. Secondly, we have a 2026–2030 Sustainability Strategy. And thirdly, we undertake key actions within each of our strategic pillars.

This overview demonstrates that sustainability is an intrinsic part of our DNA and constitutes a strategic priority for the Group, particularly given the nature of our business, our reliance on natural resources, and the impact we have on communities and the value chain.



More than 30 representatives were consulted, including customers, suppliers, public authorities, industry associations and civil society, from the various geographical regions in which the Group operates.

MATERIAL TOPICS

Following a thorough analysis and consultation process, we have identified 27 material topics that represent the environmental, social and governance issues most relevant to the Pereira Group.

These themes cover the issues that have the greatest impact on the value chain and form the basis on which we define our priorities and shape our sustainability strategy for the coming years.

1. Climate Change: Adaptation and Mitigation

- 1.1 Reduce greenhouse gas emissions through sustainable mitigation actions.
- 1.2 Strengthen the resilience of our operations to adapt to the effects of climate change.

2. Energy

- 2.1 Optimise energy consumption through more efficient and cleaner technologies.
- 2.2 Promote the use of renewable energy across our operations.

3. Water and Effluents

- 3.1 Optimise water use across all activities.
- 3.2 Minimise impacts on rivers, lakes and other local water resources.
- 3.3 Promote the conservation of water sources to help ensure their long-term availability.

4. Marine Resources

- 4.1 Promote the responsible use of marine resources, with a focus on ecosystem conservation and compliance with local regulations.
- 4.2 Prevent pollution and damage to marine ecosystems.
- 4.3 Promote and support the assessment of environmental impacts on marine species and the prevention of their overexploitation.

5. Biodiversity and Ecosystem Protection

- 5.1 Prevent pollution and reduce environmental impacts across the ecosystems in which we operate.
- 5.2 Protect local biodiversity and minimise impacts on vulnerable species.

6. Circular economy

- 6.1 Use raw materials more efficiently through reduction, reuse, recycling and redesign strategies.
- 6.2 Manage waste responsibly and, wherever possible, reintroduce it into the production process.
- 6.3 Reduce the use of plastics and promote the adoption of more sustainable materials.

7. Team

- 7.1 Ensure safe, fair and equitable working conditions.
- 7.2 Respect fundamental labour rights and promote an inclusive and dignified working environment.
- 7.3 Support the professional development of our people through ongoing training.

8. Workers in the Value Chain

- 8.1 Ensure that all suppliers comply with labour standards.
- 8.2 Promote diversity, equity and the continuous improvement of working conditions across the value chain.
- 8.3 Prioritise local suppliers wherever possible.

9. Affected Communities

- 9.1 Respect people, their rights and the customs of the communities in which we operate at all times.
- 9.2 Respect diversity, self-determination, and the free, prior and informed consent of Indigenous Peoples in all our interactions.
- 9.3 Contribute to improving quality of life through responsible actions and investment in health and cultural initiatives.

10. Consumers and End Users

- 10.1 Provide clear and accessible information about our products.
- 10.2 Build trust with our customers through transparency and responsible practices.

11. Quality and Food Safety

- 11.1 Ensure compliance with food safety standards and strive for excellence in their application.
- 11.2 Maintain quality control and traceability systems throughout the production chain.
- 11.3 Promote the continuous improvement of processes to ensure product safety and quality.

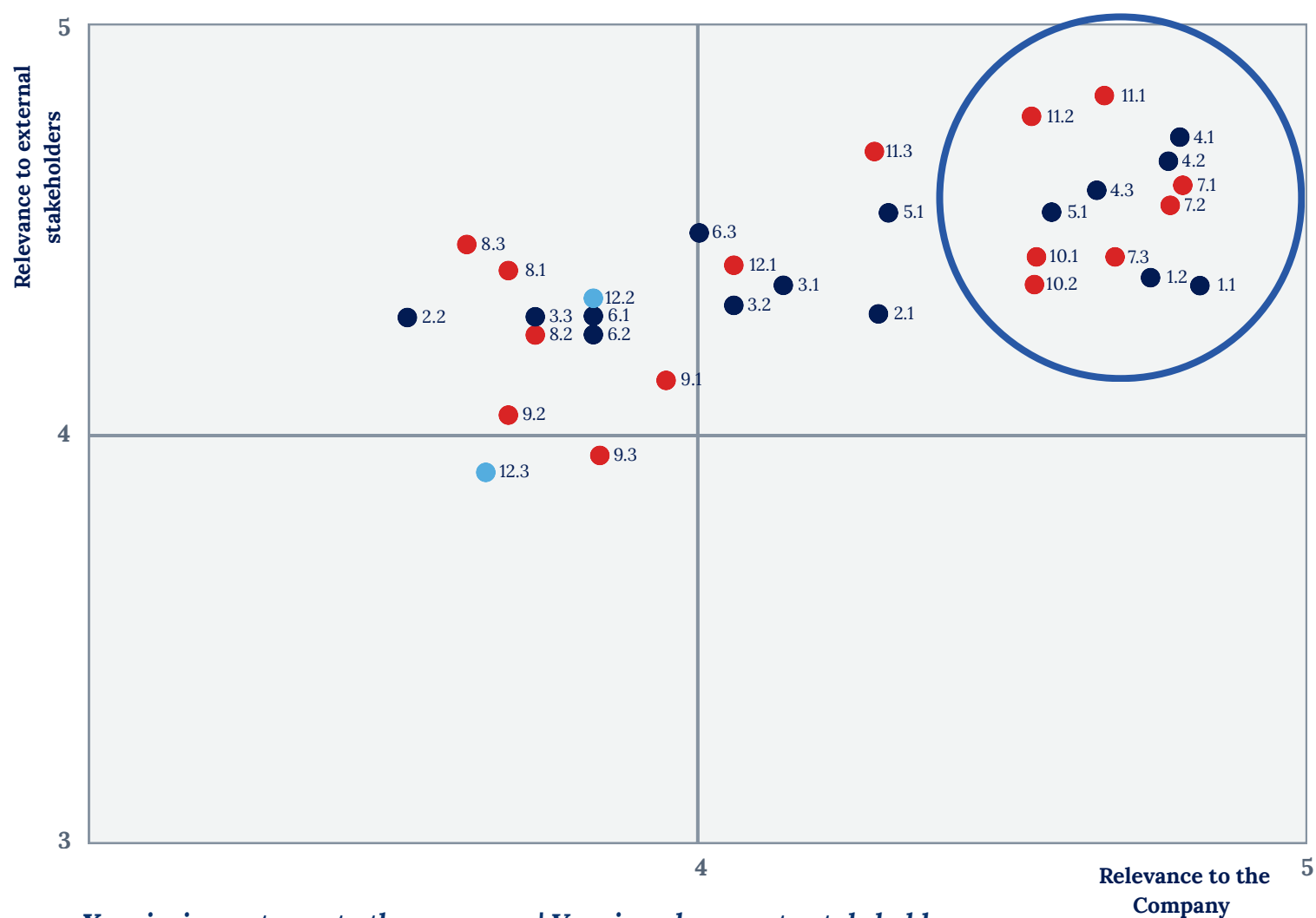
12. Governance and Ethical Business Conduct

- 12.1 Foster a corporate culture based on ethics, transparency and accountability.
- 12.2 Manage supplier relationships with integrity and in accordance with best practices.
- 12.3 Prevent conflicts of interest and ensure transparency in any participation in political activities.

- Environmental
- Social
- Governance

MATERIAL TOPICS

This participatory and structured process resulted in the Pereira Group's Materiality Matrix, a tool that reflects the shared vision between the company and its stakeholders regarding the issues most relevant to the business and to society.



● Environmental

● Social

● Governance

Priority Topics

1. Climate Change

- 1.1 Reduce greenhouse gas emissions through sustainable mitigation measures.
- 1.2 Adapt to the effects of climate change by strengthening the resilience of operations.

4. Marine Ecosystems and Biodiversity

- 4.1 Promote the responsible use of marine resources, with a focus on ecosystem conservation and compliance with applicable local regulations.
- 4.2 Prevent pollution and minimise negative impacts on marine ecosystems.
- 4.3 Promote and support the assessment of environmental impacts on marine species and help prevent their overexploitation.

5. Environmental Protection

- 5.1 Prevent pollution and minimise environmental impacts on the ecosystems in which the Group operates.

7. People and Working Conditions

- 7.1 Ensure safe, fair and equitable working conditions.
- 7.2 Respect fundamental labour rights and promote inclusive, diverse and dignified working environments.
- 7.3 Support the professional development of our people through ongoing training programmes.

10. Customer and Market Relations

- 10.1 Provide clear, accurate and accessible information about products.
- 10.2 Build relationships with customers based on trust.

11. Food Safety, Quality and Traceability

- 11.1 Ensure compliance with food safety standards and strive for excellence in their application.
- 11.2 Maintain and strengthen quality control and traceability systems throughout the production chain.

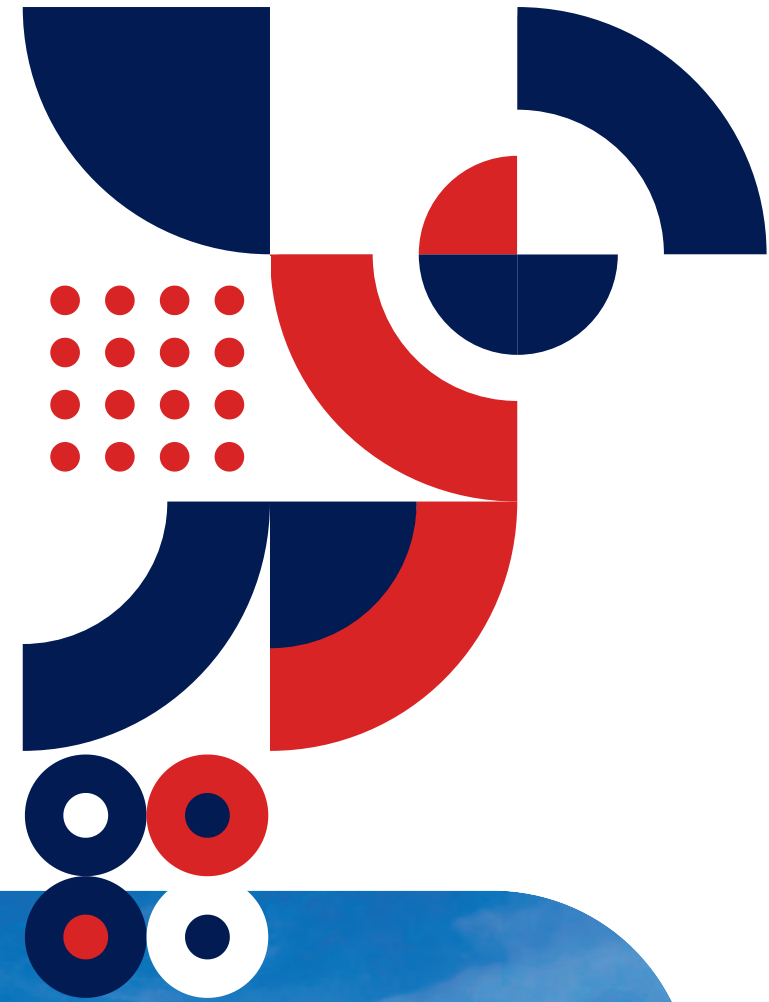
These priorities form the foundation of the 2026–2030 Sustainability Strategy, which details the key areas that will guide the Group's actions in the coming years. It is vital that the Group's decisions on environmental, social and governance matters are guided by specific targets, monitoring indicators and action plans. These will be established based on the identified themes, and will ensure that sustainability is embedded in the business strategy and the day-to-day management of operations.

SUSTAINABILITY PILLARS

The material issues identified have been translated into a strategic framework that provides structure and coherence to the Pereira Group's approach to sustainability. In light of these considerations, we have established the 2026–2030 Sustainability Strategy, which is anchored by four core pillars. These pillars delineate the strategic direction and the framework for action that will guide our efforts in the forthcoming years.

Over recent years, the Group has developed a range of environmental, social and governance initiatives in response to the needs of the business, the wider environment and its stakeholders. This report presents the actions under the strategic axis, providing a structured and coherent overview of the progress made to date.

Concurrently, these strategic pillars provide the foundation for the 2026–2030 Sustainability Strategy, shaping the development of new initiatives, objectives and commitments. As a result, the information set out below combines a description of initiatives already undertaken with an outline of the areas of focus that will guide the Group's future development in the field of sustainability.

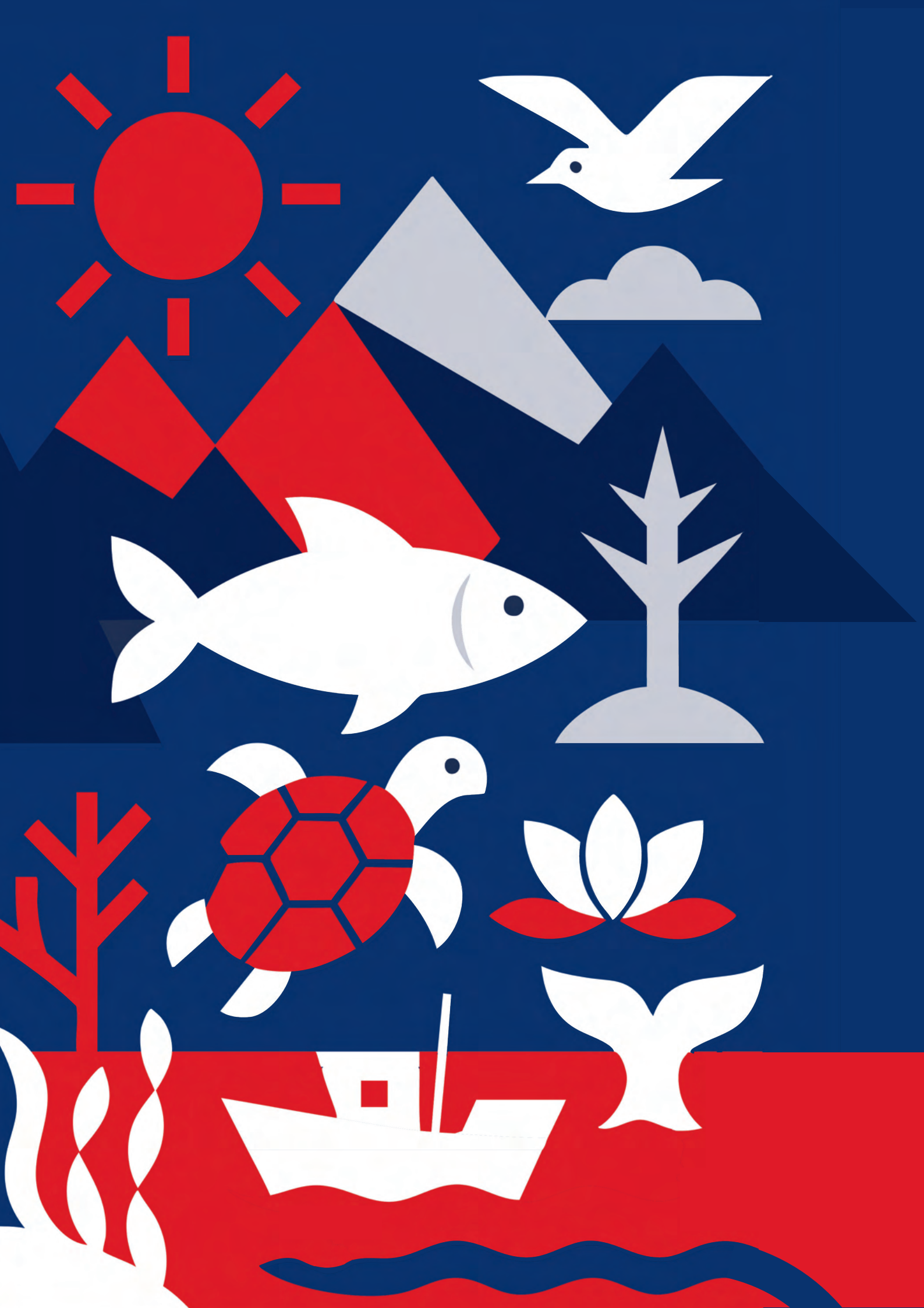




The following section outlines the progress made by the Group in each of the sustainability pillars and summarises the key initiatives on which we have made headway and continue to work. The structure of the axis provides a framework for organising information and offering a coherent overview of progress to date.

The actions outlined correspond to well-established initiatives in the environmental, social and governance spheres, which are presented in line with the strategic axis defined for the 2026-2030 Sustainability Strategy. This information provides an understanding of how sustainability has been progressively integrated into the Group's management and day-to-day operations.

This overview highlights the Group's ongoing efforts to strengthen its performance, improve its practices and move towards a more responsible and efficient management model, aligned with strategic objectives, whilst establishing a solid foundation for the future development of the strategy.



SEA AND LAND PILLAR

SEA AND LAND PILLAR

The Sea and Land pillar is a core element of our business, reflecting our commitment to the responsible management of natural resources and to climate resilience across all the Atlantic regions in which we operate (Spain, Senegal, Namibia, South Africa and the Falkland Islands). This axis represents initiatives driven by the Group's various companies. These initiatives are focused on integrating sustainability, operational efficiency and environmental conservation into the heart of our operations.

Responsible Fisheries, Biodiversity and Certified Traceability

Our sourcing model is rooted in the principles of sustainability and certification, representing our commitment to responsible fishing practices and ethical trade. We hold MSC certification for species such as *Merluccius capensis/paradoxus*, as well as chain-of-custody certification, ensuring the traceability and responsible sourcing of our products.

We are committed to actively participating in and contributing to Fishery Improvement Projects (FIPs), such as the octopus FIP we are developing in collaboration with Pereira Ocean Products. The primary objective of this initiative is to enhance the sustainability of the species and to facilitate its future MSC certification, in partnership with strategic clients in South Africa.

At Conservas Portomar, we are committed to quality and traceability in the canned food sector. We work with renowned quality and origin labels such as Pesca de Rías, Mexillón de Galicia (PDO) and CRAEGA. This commitment ensures the sustainable origin and complete traceability of our raw materials, with a significant volume of certified products sold each year.

We complement this approach with advanced traceability and control tools, such as SourceMap and the MySherpa system, implemented in operations linked to the South African market. These tools enhance supply chain transparency and alignment with the international standards required by high-value markets.

Regeneration of fishery resources is a continuous priority, and operations are conducted within established biological and regulatory limits. We strictly comply with biological rest periods, catch quotas and the regulations in force in each country and FAO zone.

As part of our commitment to global best practices, we actively participate in international initiatives to combat illegal, unreported and unregulated (IUU) fishing. We are registered with the ISSF's Proactive Vessel Register (PVR), further demonstrating our alignment with independent standards of good practice. We adhere to the FAO Code of Conduct for Responsible Fisheries and the guidelines of the main marine conservation sector associations. In addition, we implement environmental monitoring systems and, when deemed necessary, include the presence of external observers on board.

Sea and Land represents a core axis that integrates sustainability, operational efficiency and environmental conservation across all regions of the Group.



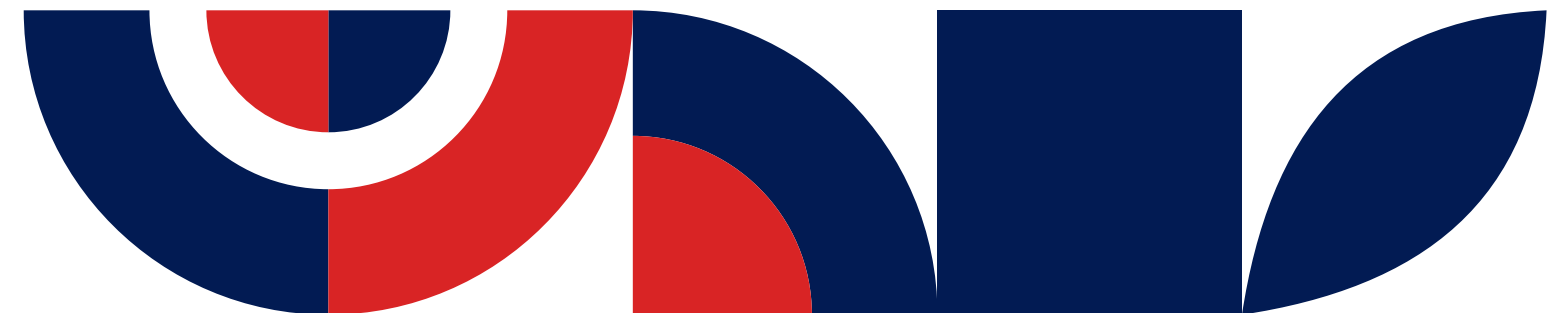
SEA AND LAND PILLAR

Fleet Modernisation and Energy Efficiency

The gradual renewal of our fleet is a key environmental priority for us. Between 2018 and 2024, we introduced more efficient vessels, such as the ARGOS CÍES and ARGOS BERBÉS, and carried out a repowering of the ARGOS PEREIRA, replacing the main engine and auxiliary engines. This resulted in significant improvements in efficiency and a reduction in emissions. In Namibia, the replacement of the engine on the ESTAI vessel has led to a 10% reduction in fuel consumption, illustrating the direct impact of these investments on our environmental footprint.

Furthermore, we are promoting initiatives with a focus on energy efficiency and the use of renewable energy. We have installed solar panels at Pereira Productos del Mar's facilities in Spain and are developing projects in Namibia, with the aim of covering up to 70% of electricity consumption through solar energy.

We have also implemented SEEMP (Ship Energy Efficiency Management Plan) plans across the fleet, utilised ARGOS energy monitoring systems and optimised refrigeration equipment, achieving proven reductions of up to 19% in electricity consumption at certain Conservas Portomar facilities. We have reinforced this progress with the installation of an industrial gas boiler at Portomar, which is intended to gradually replace the use of diesel.

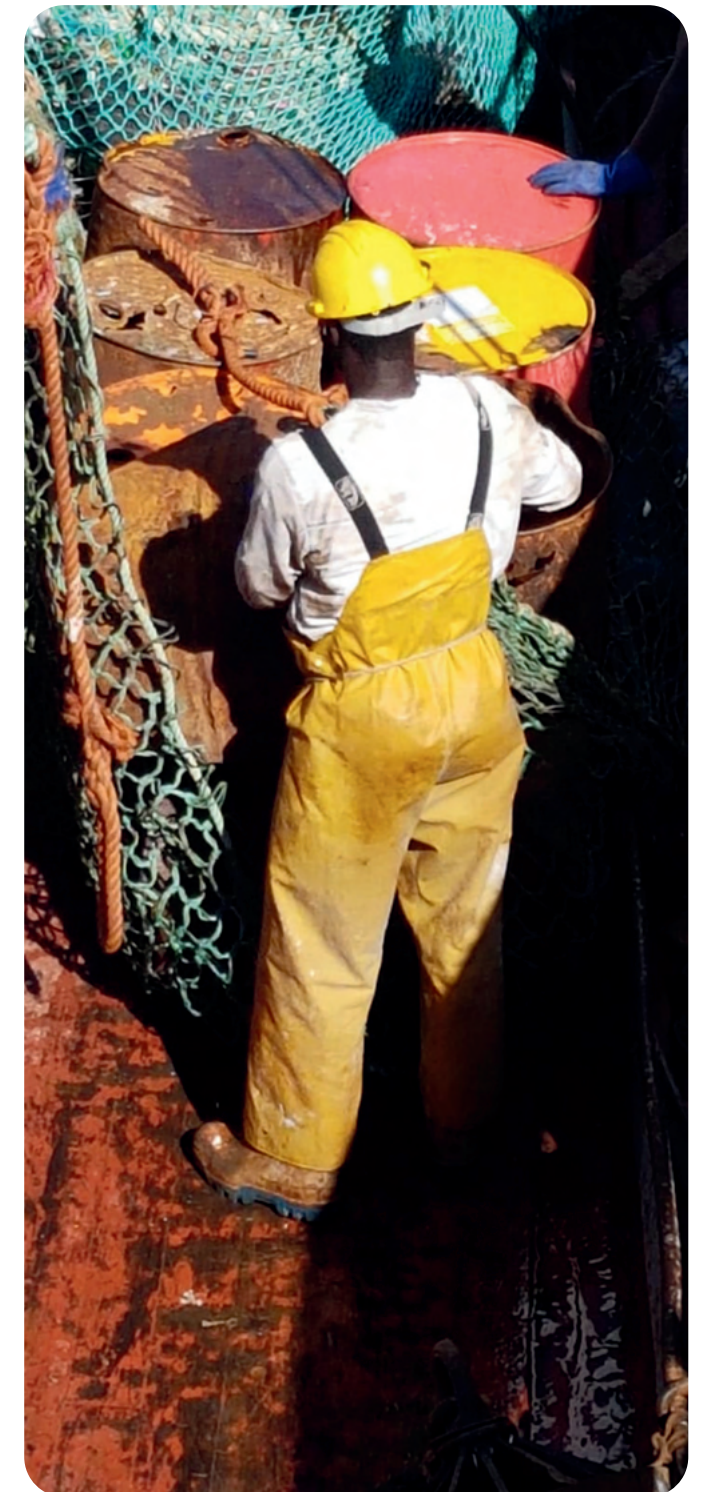


Circular Economy and Responsible Waste Management

We are committed to enhancing our circular economy strategy through the recovery of by-products and the responsible management of waste, both on land and at sea. At Pereira Productos del Mar, we are committed to responsible waste management and adhere to strict standards. We send SANDACH waste to authorised processing facilities, where we recover over 100 tonnes annually.

At Conservas Portomar, we are committed to reducing the environmental impact of our packaging by using 100% recyclable aluminium and progressively phasing out non-recyclable packaging. Between 2023 and 2024, we successfully reduced the percentage of non-recyclable packaging from 11% to 5.3%.

Here at Pereira Fishing Co., we have implemented controlled storage systems for discards and rigorous segregation and recording procedures. In 2024, we successfully managed the disposal of over 18 tonnes of waste on land, ensuring its proper disposal. Furthermore, our collaboration with FIPASS in the Falkland Islands enables the collection and delivery of waste generated during fishing operations, thereby contributing to the reduction of marine pollution.



SEA AND LAND PILLAR

Ecosystem Protection and Regional Environmental Initiatives

As well as our core business activities, we also undertake direct environmental initiatives in the areas in which we operate. In the Falkland Islands, we are committed to environmental sustainability. In the Falkland Islands, we participate in beach clean-up campaigns and waste collection in ports and coastal areas. We organise regular clean-up days and implement preventive measures, such as reducing the use of plastics on board and phasing out small water bottles.

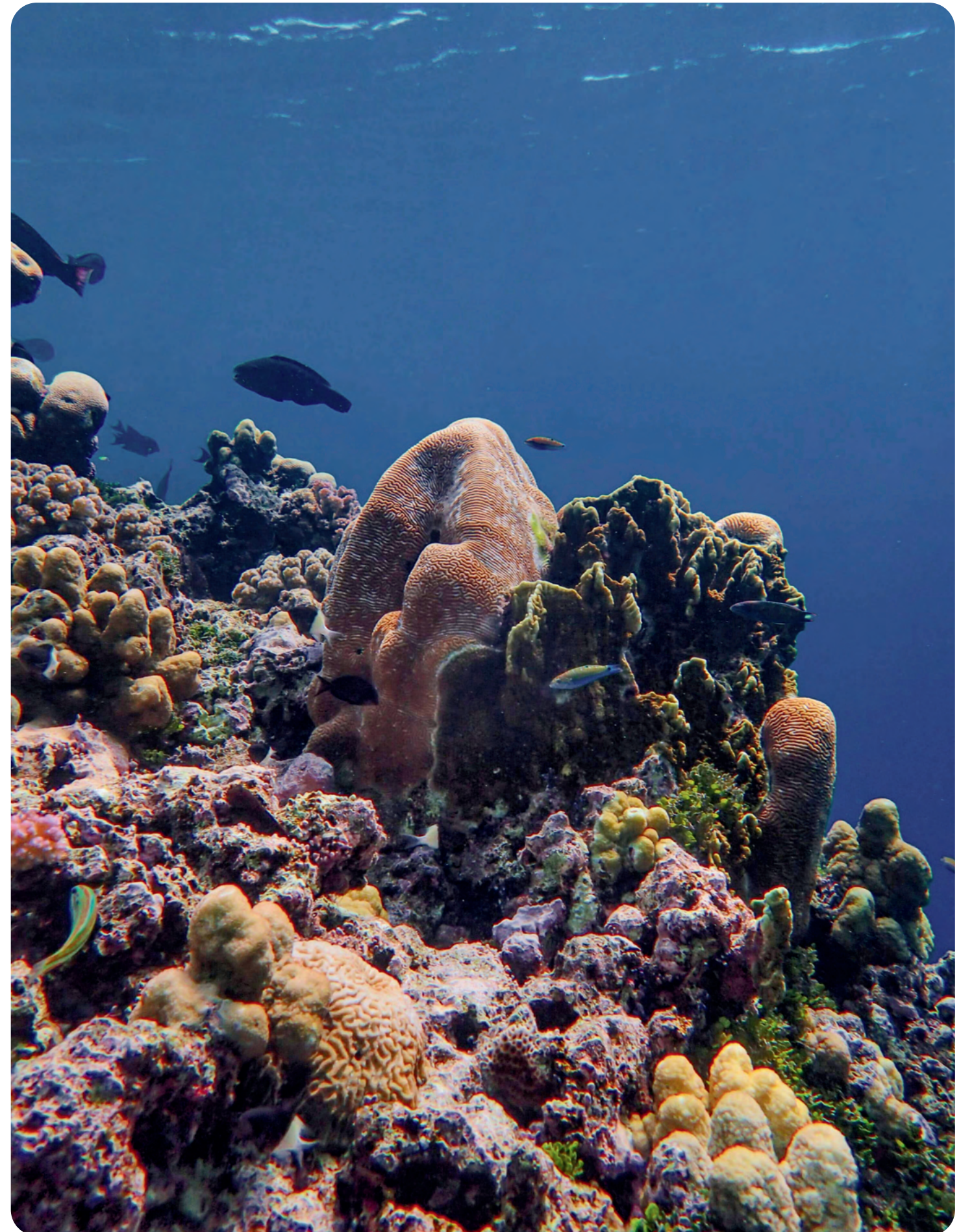
In addition, we have installed Tori Lines and SEDs (Seal Excluder Devices) systems on our vessels. The aim of these systems is to minimise accidental interaction with seabirds and to reduce the risk of collisions and wildlife mortality during fishing operations.

Innovation, Research and Continuous Improvement

We have introduced initiatives focused on innovation and continuous improvement, such as studies into the use of by-products (squid and hake) and participation in international programmes such as SUNREF Namibia, which is aimed at assessing and reducing the environmental impact of our facilities. While not all of these projects proceeded to the implementation phase, they reflect an organisational culture focused on exploring circular solutions that are technically viable and aligned with the principles of the circular economy.

In addition, we are making progress in measuring and reducing our carbon footprint through continuous improvements in processes and operational efficiency.

In 2024, the Group's carbon footprint was 61,803 tCO₂, primarily derived from the fleet's fuel consumption, underlining the strategic importance of the energy efficiency and fleet renewal initiatives implemented in this area.



**RESPONSIBLE
NUTRITION PILLAR**



RESPONSIBLE NUTRITION PILLAR

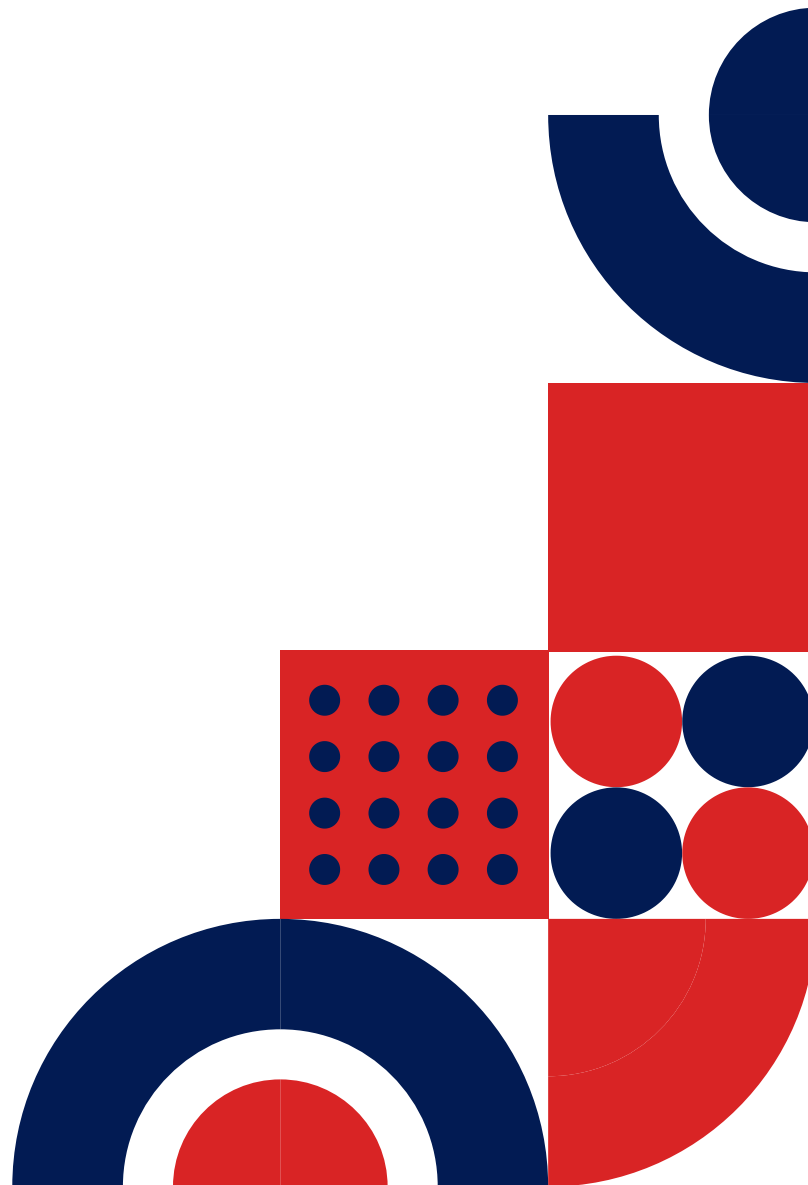
The Responsible Nutrition pillar reflects our commitment to safe, healthy and high-quality food, incorporating criteria relating to food safety, traceability, technological innovation and the promotion of responsible consumption habits throughout the entire value chain.

Food Quality and Safety: Certified Standards and Rigorous Monitoring

Our company is committed to upholding the highest standards of food quality and safety. Pereira Productos del Mar and Conservas Portomar hold IFS Food certification, and our marketing activities are governed by IFS Broker, supplemented by SAE certifications for exports to third countries.

In 2025, the most recent IFS audit recorded a compliance rate of 94.32%, reflecting the robustness of the control systems in place at production sites and finished product warehouses. This framework is reinforced by regular internal and external audits, which ensure regulatory compliance, product safety and process reliability.

This approach is implemented across all the Group's companies and places the trust of customers and consumers at its heart, ensuring that every product meets high standards of quality, transparency and safety. We combine manufacturing excellence with the establishment of long-term relationships built on trust and a long-term vision of sustainability.



Responsible Nutrition considers quality, safety and transparency to be strategic priorities, with the aim of strengthening customer and consumer confidence in our products.



RESPONSIBLE NUTRITION PILLAR

Digital Transformation and Advanced Traceability

Traceability is one of the fundamental principles of this area. At Pereira Productos del Mar, we have developed a comprehensive traceability and food safety project, with a particular focus on temperature control and glazing. The project is currently in the pilot phase on the hake filleting line, with plans to gradually extend it to the rest of the production processes.

The project, which is co-funded by the CDTI and the Ministry of Science and Innovation, incorporates data analytics, artificial intelligence and digital tools. The aim is to ensure optimal product conditions from the moment a product enters the plant until it leaves.

Furthermore, we have introduced a system for digitising records on site using tablets. This has resulted in the elimination of paper use and has improved the reliability, efficiency and transparency of information relating to product traceability.

Applied Innovation and Technological Development

Innovation is a key component of Responsible Nutrition. A notable example is the IA40WASTE project, developed by Pereira Productos del Mar in collaboration with a technological and scientific consortium. The project aims to reduce waste in the hake filleting line through the use of artificial intelligence. This system enables the optimisation of industrial processes, minimises the generation of organic waste and improves production efficiency, thereby reinforcing the responsible use of raw materials.

In the field of research, Armadora Pereira participated in 2018 in the AQUOPUS project, in collaboration with the CSIC and the Institute of Marine Research. The project focused on the development of sustainable octopus farming methods and the advancement of scientific knowledge applied to the fishing sector.

In South Africa, Pereira Ocean Products is collaborating with the University of Cape Town and environmental authorities on studies with the aim of creating a sustainable octopus fishery in the future. This will contribute to the responsible development of new production opportunities that are aligned with scientific and environmental criteria.

Pereira Fishing is also a member of the Namibia Ocean Cluster, an initiative led by World Oceans and funded by the United Kingdom. The objective of the Namibia Ocean Cluster is to maximise the use of fish by adding value to by-products such as hake heads, bones and livers. The initiative also promotes innovative solutions with circular and nutritional potential.

Furthermore, Pereira Productos del Mar functions as a key player within the Business Factory Food (BFF) accelerator, contributing to the assessment and encouragement of pioneering food start-ups. The company facilitates access to public funding and consolidates its position as a catalyst for innovation in the sector.



Responsible Consumption and Food Culture

Our commitment to responsible nutrition also extends to raising awareness and promoting healthy eating habits. Armadora Pereira is proud to support the annual publication of the 'Cocina a Bordo' recipe book, now in its 18th edition. This initiative aims to encourage fish consumption, highlight local culinary traditions and promote a balanced diet among consumers and communities.

**HUMAN
DEVELOPMENT
PILLAR**



HUMAN DEVELOPMENT PILLAR

The Human Development pillar is a vital component of the social and governance dimension of our ESG model. This pillar is integral to our commitment to responsible human capital management, the protection of labour rights and the strengthening of communities. These elements are fundamental to business sustainability and organisational resilience.

Responsible Human Capital Management and Corporate Governance

We develop policies with a focus on equality, diversity and the continuous improvement of the working environment. It is particularly noteworthy that the Equality Plans implemented at Armadora Pereira and Pereira Productos del Mar include specific measures to eliminate all forms of discrimination and ensure equal opportunities, achieving 100% compliance in the most recent plans.

This approach reflects our commitment to creating safe, inclusive and equitable working environments, as well as to promoting social development in the regions where we operate, thereby actively contributing to social cohesion and collective well-being.

These policies are complemented by digital disconnection protocols, flexible working hours and work-life balance initiatives, which reinforce the balance between work and personal life and help to reduce the risks associated with stress and work overload.

Furthermore, we implement comprehensive internal awareness programmes on health, safety and best practice, with a core focus on promoting a culture of prevention. These programmes are designed to enhance staff awareness across all areas of our operations.

Human Development is a strategic asset for the Group's sustainability and resilience, placing people at the heart of the model and making well-being, equity and social cohesion a priority.



HUMAN DEVELOPMENT PILLAR

Training, Employability and Skills Development

As part of our talent development strategy, we are committed to ongoing training and youth employability. We have established partnerships with a number of universities and educational institutions (the University of Vigo, the University of Santiago, the Fishing and Nautical School, secondary schools and vocational training centres) with a view to promoting employment, the transfer of knowledge and the creation of a pool of qualified professionals for the maritime and fisheries sector.

In international contexts such as Namibia, South Africa, the Falkland Islands and Senegal, these initiatives take the form of programmes supporting vulnerable groups, strengthening the social fabric, empowering women through sport and promoting opportunities for young people, thereby contributing to the reduction of inequalities and to human development.

In Spain, we collaborate with sports and social organisations such as Sociedad Deportiva Tirán, sports schools and outreach events such as Vigo Sea Fest, fostering public participation and a commitment to the local community.

From an ESG perspective, we proactively engage as a local development partner in the regions where we operate. We are proud to support a wide-ranging network of community initiatives linked to sport, culture, social inclusion and the promotion of healthy lifestyles. These initiatives play a vital role in strengthening regional identity and our ties with local communities.



Social Impact and Contribution to Regional Development

In Namibia, Pereira Fishing is proud to support initiatives such as sponsoring the Pereira Cycling Team, a women's cycling team, and participating in the Cycles4U 2024 event. These endeavours promote the inclusion and empowerment of women through sport.

In South Africa, Pereira Ocean Products supports social and cultural projects under the Broad-Based Black Economic Empowerment (BBBEE) programme, as well as sponsoring the Celta Academy and community festivals such as the Nama Khoi Cultural Festival.

In the Falkland Islands, it is committed to supporting the local community through its long-term social initiatives, including contributions to young people, community organisations, sports clubs and educational projects. This commitment is further demonstrated through the establishment of the Argos Award, which aims to strengthen the social fabric and promote youth development.

These initiatives enhance the technical capabilities of the teams, improve productivity and facilitate generational succession, thereby supporting the social and operational sustainability of the business.



HUMAN DEVELOPMENT PILLAR



Social Action, Community Support and Social Risk Management

We pursue an active policy of food donations and financial support for social organisations such as the Red Cross, the Food Bank, AFAN and Vida Digna, incorporating criteria relating to corporate responsibility and responding to situations of vulnerability. These initiatives contribute to the well-being of communities and to the management of social and reputational risks, thereby strengthening our social licence to operate in each region.

In 2024, we made regular food donations and specific contributions in response to climate emergencies, such as the aid provided to those affected by the DANA in Valencia.

In Namibia, Pereira Fishing makes donations of food to community organisations and social welfare groups, assisting between 80 and 100 people each year. The company also provides financial support to orphanages, health charities and care centres for people with disabilities.

In Senegal, Soperka participates in charitable initiatives aimed at supporting vulnerable communities, particularly during festive periods and in emergency situations.

The Local Area, Environmental Education and Connection with the Natural Environment

In Galicia, we implement projects designed to enhance the region and promote environmental education. A notable example of this is our collaboration with the Mancomunidad de Montes de Vigo in the Saiáns Forest Park, which involves the enhancement of infrastructure, signage and the development of educational activities. These initiatives are complemented by mycological workshops and awareness-raising activities that encourage the public to connect with their natural and cultural environment.

Furthermore, initiatives such as promoting Galician culture and raising the profile of the Regional Literature Prize serve to reinforce the commitment to cultural identity and local heritage.





GOVERNANCE PILLAR

GOVERNANCE PILLAR

The Governance axis forms the foundation of our ESG model, ensuring that sustainability is effectively integrated into our decision-making processes, control systems and the responsible management of our operations. This axis is pivotal in underpinning business ethics, transparency and accountability, which are essential pillars for ensuring the integrity of our actions, protecting our corporate reputation and building strong, lasting relationships of trust with our stakeholders.

Regulatory Compliance and Certifications

Our governance model is underpinned by certified systems that guarantee the quality, traceability and legality of our operations, with a particular focus on our brokerage and marketing activities. Armadora Pereira and Pereira Productos del Mar hold certifications such as IFS, MSC and ISO 14001, which attest to the sustainable origin of our products and to our compliance with applicable environmental legislation and international standards for responsible management.

These certifications serve to strengthen process oversight, commercial transparency and the Group's credibility in the face of challenging market conditions. Within this framework, we promote a culture of accountability and regulatory compliance. This is aimed at identifying and mitigating risks and strengthening the Group's institutional robustness.

This approach helps to build the trust of customers, public authorities and other key stakeholders, and ensures that our decisions are consistently aligned with ethical principles and a long-term vision of sustainability.

Ethics, Transparency and Responsible Decision-Making

We integrate sustainability and business ethics criteria into our decision-making and control processes, strengthening internal oversight and accountability mechanisms. Governance provides the framework that enables us to translate ESG commitments into day-to-day management, ensuring consistency between strategy, operations and regulatory compliance.



Governance integrates ethics, transparency and accountability into a system that integrates sustainability into every decision and upholds the trust of all stakeholders.

GOVERNANCE PILLAR

Responsible Supply Chain Management

We specialise in enhancing governance systems through secure information management and data protection. We implement protocols aligned with the General Data Protection Regulation (GDPR), alongside technical and organisational cybersecurity controls and internal training programmes aimed at various departments, including human resources, quality, fleet, finance and legal. This approach has enabled us to establish a management environment with no reported data protection incidents, reducing operational, legal and reputational risks and strengthening organisational resilience.

Sector Engagement and Responsible Advocacy

We play an active role in sectoral governance forums and institutional dialogue. Pereira Fishing Co. is proud to announce its participation in the Hake Association, where it serves as a strategic partner in defining common positions regarding authorities. The company also contributes to the preparation of sectoral reports and the technical debate on setting the Total Allowable Catch (TAC). Active participation on the executive committee and regular attendance at meetings reinforce a collaborative governance approach based on scientific evidence.



Data Management, Cybersecurity and Internal Control

At Conservas Portomar, we have implemented a comprehensive supplier evaluation and monitoring system. This system is based on rigorous technical, quality and operational capacity criteria, ensuring that our suppliers meet the highest standards. This system enables us to improve selection processes, ensure the reliability of the supply chain and mitigate risks associated with non-compliance, whilst strengthening traceability, consistency in standards and alignment with ESG principles throughout the entire value chain.

Environmental Governance and Operational Efficiency

Strategic investment decisions also reflect a governance approach that is firmly focused on sustainability. The conversion of the boiler's fuel system from diesel to gas at Conservas Portomar is driven by criteria of energy efficiency, emissions reduction and resource optimisation, and demonstrates a decision-making approach based on the analysis of environmental impacts and continuous improvement.

GOVERNANCE PILLAR

Training and Skills Development

Continuous training is a strategic pillar of our ESG performance, as it enhances the skills of our workforce, improves operational safety, strengthens regulatory compliance and contributes to professional development across all the regions in which we operate.

We implement a structured approach that is tailored to the specific needs of each area and region. This approach is used to deliver training programmes that cover a range of topics, including safety and risk prevention, sustainability, technical management and the development of specific skills.

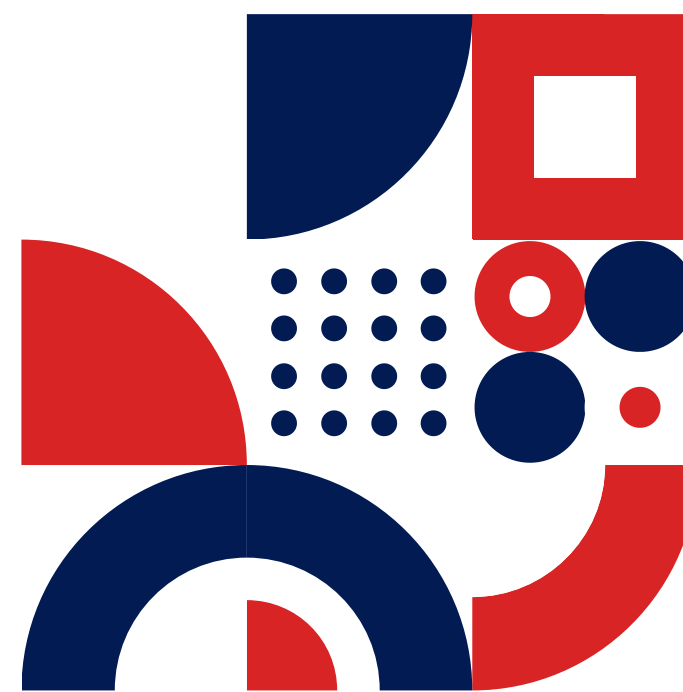
Pereira Fishing is a leading provider of specialist training courses in Namibia. With a portfolio of over 20 courses, we offer a comprehensive range of training programmes in areas such as basic safety at sea, HACCP, hygiene, firefighting, first aid and handling complaints. These initiatives have a reach of over 375 employees and have a substantial impact on enhancing operational safety and the professional development of the workforce. Furthermore, Pereira Ocean Products and its partner companies operate an annual training programme, encompassing 28 courses on subjects such as advanced maritime safety, survival, social responsibility, offshore production and regulatory compliance. The programme benefits over 86 workers and fosters a culture of operational excellence and risk reduction in highly demanding environments.

In Senegal, Soperka implements continuous training programmes that ensure equal treatment, equitable access to professional development and the enhancement of staff technical skills. This approach reinforces the consistency of the Group's training strategy across all its territories.

At Armadora Pereira, we have developed training programmes that are designed to strengthen staff's technical skills and consolidate accounting and financial knowledge across our international subsidiaries. These initiatives reach teams in Senegal, Namibia, South Africa and the Falkland Islands, and are delivered through regular training sessions that promote consistency in approach and efficiency in management.

Meanwhile, at Pereira Productos del Mar, we successfully implemented a comprehensive training plan in 2024. This plan comprised 19 training initiatives and over 780 hours of instruction, reaching more than 175 employees. The subjects addressed include occupational risk prevention, food safety (IFS), labelling, crisis management, sustainability, traceability, first aid and firefighting, contributing directly to the enhancement of a culture of prevention, quality and product safety.

From an ESG perspective, these training initiatives contribute directly to the reduction of occupational and operational risks, the improvement of food safety and product quality, the strengthening of regulatory compliance, professional development and employability, and the consolidation of an internal culture based on prevention, responsibility and continuous improvement.





OUR VISION FOR THE FUTURE

SUSTAINABILITY STRATEGY 2026–2030

The 2026–2030 Sustainability Strategy is the framework that guides the integration of environmental, social and governance (ESG) principles into the Pereira Group's management and decision-making processes. This Strategy establishes a common benchmark for the future development of sustainability within the Group, building on the work carried out to date and consolidating a progressive, structured approach aligned with our business model.

The 2026–2030 Sustainability Strategy is structured around four priority areas, which form the framework for organising, prioritising and guiding our sustainability objectives and lines of action. These areas reflect the key fields in which we focus our efforts to generate long-term value, manage risks and capitalise on opportunities linked to sustainability.

The strategic framework is established using a materiality analysis, incorporating the expectations of our stakeholders and the main impacts, risks and opportunities associated with our business.

This approach enables the Group's strategic priorities to be structured systematically, and serves as a basis for the progressive development of lines of work, time-bound targets and monitoring indicators. These facilitate the measurement of performance and the progress of the Strategy.

The axes are presented in summary form as a guide for the Strategy's future development, providing a clear and integrated view of the priorities and facilitating their progressive implementation across the Group's various areas and companies.

The Strategy has been designed to be a cross-cutting, coherent and adaptable framework. This will enable us to set priorities and guide decision-making towards more sustainable, efficient and competitive practices. In this way, we enhance the alignment between our business, the sectoral context in which we operate and the expectations of our stakeholders, ensuring the effective integration of sustainability into the management of the Pereira Group.

Sustainability as an Overarching Principle and a Driver of Continuous Improvement

The elements constituting the 2026–2030 Sustainability Strategy, in conjunction with the delineated strategic pillars and lines of action, and the pathways for continuous improvement outlined in this chapter, constitute an ESG model that is progressively structured and integrated into the Pereira Group's management. This model is underpinned by accumulated experience, the work carried out over time, and the consolidation of common frameworks, tools and processes that reinforce the coherence of the Group's approach.

Sustainability is articulated as a cross-cutting criterion that guides decision-making, the setting of priorities and coordination between departments. This enables environmental, social and governance actions to be aligned in an integrated manner. In this regard, impact measurement, the strengthening of information systems, the functioning of governance bodies and the development of internal capabilities constitute the pillars upon which the effective integration of the ESG model into management is based.

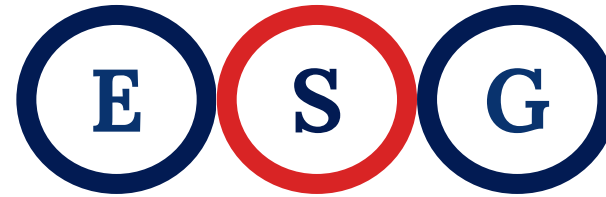
Sustainability is therefore firmly established as a fundamental component of the Pereira Group's management model, fully integrated into its operational processes and aligned with its identity, its track record, and the sectoral and geographical context in which it operates.

This approach enables a coherent and systematic approach to the practical implementation of the ESG model, striking a balance between environmental protection, people's well-being, operational efficiency and financial soundness. Concurrently, it fosters enhanced transparency, facilitates constructive dialogue with relevant stakeholders, and ensures consistency between strategic direction, management practices, and actual performance outcomes.



SUSTAINABILITY STRATEGY 2026–2030

PEREIRA GROUP



SEA AND LAND

- Efficient and Sustainable Use of Resources
- Climate Change Resilience
- Responsible Marine Resource Management

**RESPONSIBLE RESOURCE
MANAGEMENT AND A COMMITMENT
TO WELL-BEING**

HUMAN DEVELOPMENT

- Equality, Diversity and Inclusion
- Health, Safety and Well-being
- Training and Continuous Development

**PEOPLE, TALENT AND COMMUNITIES
AS DRIVERS OF PROGRESS**

RESPONSIBLE NUTRITION

- Quality, Traceability and Food Safety
- Innovation for Healthy and Sustainable Eating
- Trust, Product Value and Sustainability

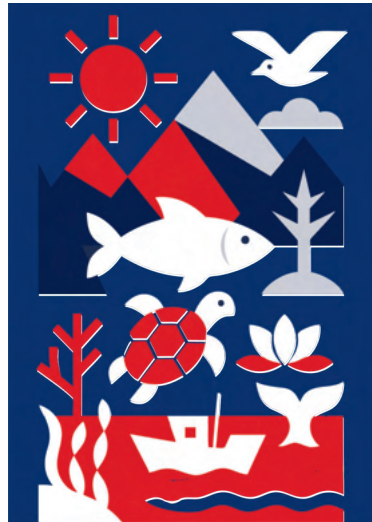
**QUALITY, FOOD SAFETY,
INNOVATION AND TRUST**

GOVERNANCE

- Integrity and Business Ethics
- Transparency and Accountability
- Responsible Collaboration and Sustainable Practices

**ETHICS, TRANSPARENCY AND
ACCOUNTABILITY: FOUNDATIONS
OF THE MANAGEMENT MODEL**

STRATEGIC PILLARS AND FUTURE DIRECTIONS



Sea and Land

- Responsible management of natural resources and climate resilience
- Efficient and sustainable management of marine and energy resources, supported by practices aimed at reducing environmental impacts and strengthening resilience to climate change.
- Continuous improvement in water and energy use and waste management, together with the gradual adaptation of operations to changes in marine ecosystems.

Strategic priorities

- 1.1 Environmental management and the efficient use of resources, materials and waste
- 1.2 Responsible management of marine resources and ecosystems
- 1.3 Climate change and resilience in the marine environment



Human Development

- Commitment to a culture of well-being
- Promoting an environment based on inclusion, equity and respect for human rights across the value chain through proactive policies on equality, physical and emotional well-being, skills development and a sense of belonging.
- Supporting local culture, healthy lifestyles and access to nutritious food.

Strategic Priorities

- 2.1 Equal opportunities, diversity and inclusion
- 2.2 Health, safety and well-being in the workplace
- 2.3 Commitment to local communities
- 2.4 Training and continuous professional development



Responsible Nutrition

- Quality, Food Safety, Innovation and Trust
- A commitment to excellence in products and processes, supported by high standards of quality, food safety and traceability.
- Fostering a culture of innovation focused on sustainability, resource efficiency and the adoption of new technologies, thereby strengthening the trust of customers, consumers and partners across the value chain.

Strategic priorities

- 3.1 Excellence in quality, food safety and traceability
- 3.2 Healthier and more sustainable food through responsible innovation
- 3.3 Product value, trust and market opportunities

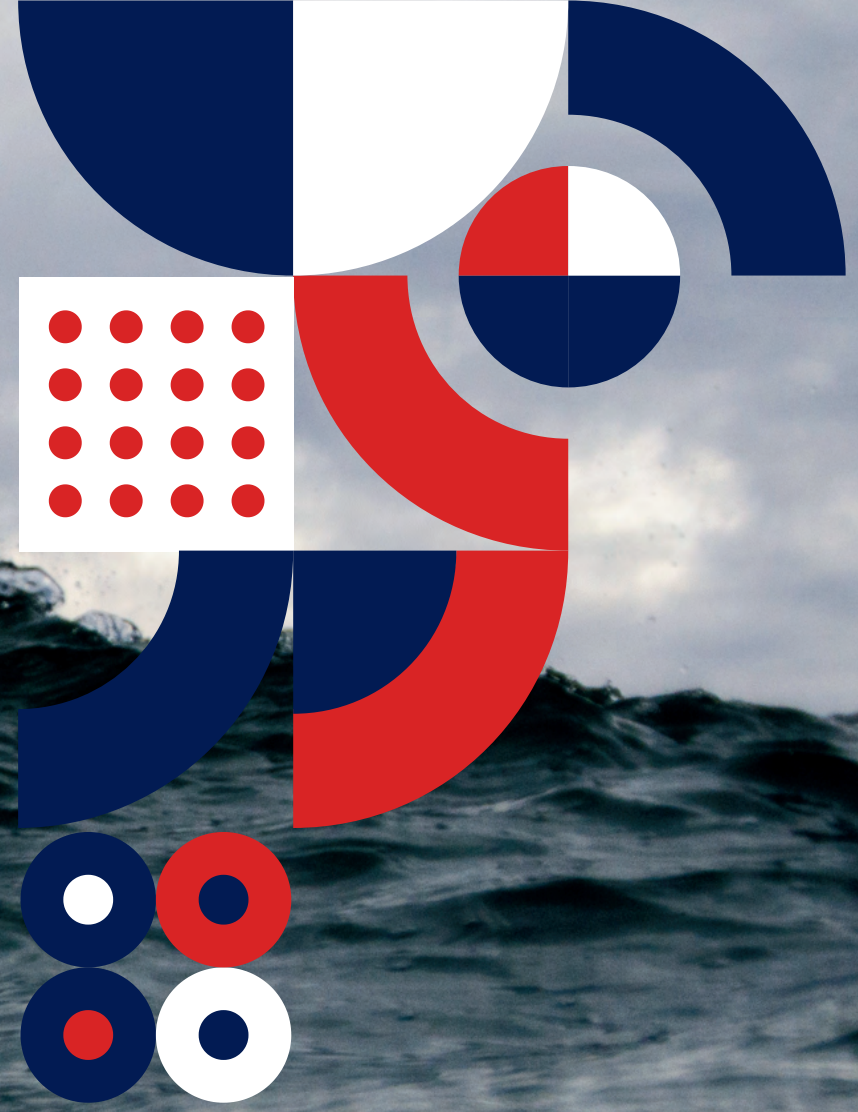


Governance

- Ethics and Transparency
- Integrating sustainability into strategic decision-making through robust, transparent and accountable governance.
- Promoting regulatory compliance, corporate ethics and best practices across the value chain, aligning business growth with ESG principles and stakeholder expectations.

Strategic priorities

- 4.1 Integrating sustainability into governance and decision-making
- 4.2 A culture of reporting, transparency and responsible communication
- 4.3 A responsible value chain and stakeholder collaboration
- 4.4 A culture of sustainability and shared value creation



ANNEXES

6.1 ALIGNMENT WITH INTERNATIONAL STANDARDS

CROSS-REFERENCE TABLE BETWEEN INTERNATIONAL FRAMEWORKS AND THE PEREIRA GROUP'S SUSTAINABILITY MODEL

Frame / Standard	Nature of the framework	Areas covered	Correspondence in the Pereira model	Evidence in the Annual Report
United Nations Global Compact	International voluntary ethical framework	Human rights, Labour standards, Environment, Anti-corruption	Integrated across all four strategic pillars and the Sustainability Policy	Strategic priorities; Sustainability policy; Human development; Governance
2030 Agenda – SDGs	Global framework for sustainable development	Social, economic and environmental development	The SDGs are translated into operational priorities through the strategic pillars and lines	Strategy 2026–2030; Key Areas; Initiatives by Key Area
GRI Standards	International reporting standard	Transparency, accountability, ESG performance	A historical structural framework for organising non-financial information	ESG approach; structure of the report; materiality
ESRS (CSRD)	Mandatory European standard	Dual materiality, governance, ESG metrics	Technical basis for estimating future reporting obligations	Materiality process; governance; strategy
FAO – Code of Conduct for Responsible Fisheries	Sector-specific technical framework	Sustainable fisheries management, marine ecosystems	Ethical and operational guidelines for fleets and fishing grounds	Certifications, FIP, PVR, fleet operations
OECD Human Rights Principles	International due diligence framework	Human rights in the value chain	Integrated into Human Development and Governance	Human resources; supply chain
Industry standards (MSC, ASC, ISSF, IFS)	Market technical indicators	Sustainable fishing, traceability, food safety	Incorporated into operations, quality and control	Certifications, traceability, production processes

PEREIRA GROUP'S CONTRIBUTION TO THE 2030 AGENDA

SDG (Sustainable Development Goals)	SDG Focus	Related Pereira topics	Strategic priorities	Examples of contributions
SDG 2	Food security	Responsible Nutrition	3.1, 3.2	Safe products, traceability, certified quality
SDG 5	Gender equality	Human Development	21	Equality Plans, women's empowerment
SDG 8	Decent work	Human Development	2.2, 2.4	Working conditions, continuous professional development
SDG 9	Industrial innovation	Nutrition / Sea and Land	1.1, 3.2	IA40WASTE, digitalisation, modernisation
SDG 12	Responsible production	Sea and Land	1.1, 1.2	Circular economy, waste, packaging
SDG 13	Climate action	Sea and Land	13	Renewables, energy efficiency
SDG 14	Marine ecosystems	Sea and Land	12	MSC, FIP, combating IUU fishing
SDG 16	Strong institutions	Governance	4.1, 4.2	Ethics, transparency
SDG 17	Partnerships	Governance	4.3, 4.4	Clusters, universities

6.2 STANDARDS AND FRAMEWORKS TECHNICAL SPECIFICATIONS FOR THE FRAMEWORKS APPLICABLE TO THE PEREIRA GROUP'S ESG MODEL

Level	Standard	Technical scope	Purpose	Application within the Group
International	2030 Agenda – SDGs	Global sustainable development	Set strategic priorities	Conceptual framework of key areas and priorities
International	UN Global Compact	Universal ESG Principles	Corporate ethical framework	Core values and culture
International	FAO – Code of Conduct	Responsible fishing	Sustainable management of marine resources	Fleet, fishing grounds, regulatory compliance
International	UN Guiding Principles on Human Rights	Corporate human rights	Due diligence in the supply chain	Human Development, suppliers
European	CSRD	Disclosure requirements	Corporate transparency	Anticipation through governance and materiality
European	ESRS	Common reporting standards	Comparability and technical rigour	Future framework for KPIs and reporting
European	EU Taxonomy	Sustainable activities	Environmental and financial framework	Investment guide
Sector-specific	MSC	Sustainable fishing	Environmental certification	Certified species
Sector-specific	ASC	Responsible aquaculture	Sustainability at source	Product ranges
Sector-specific	ISSF / PVR	Good fishing practices	Combating IUU	Fleet register
Sector-specific	FIP	Improvements to the fishing industry	Transition to sustainability	Improvement projects
Sector-specific	IFS Food / Broker	Food security	Quality and traceability	Plants and marketing
Internal	Sustainability Policy	Corporate framework	ESG integration	Common themes
Internal	Strategy 2026–2030	Operational plan	Set priorities	Strategic priorities
Internal	Sustainability Committee	ESG Governance	Involvement in decision-making	Organisational model



6.3 SUSTAINABILITY PROJECTS, ACTIONS AND INITIATIVES

This section presents a representative selection of the projects, actions and initiatives undertaken by the Group in recent years in the field of sustainability. Its aim is to provide a structured overview of the Group's commitment to responsible management, continuous improvement and the creation of environmental, social and economic value. The highlighted examples illustrate the main areas of focus, supplemented by a list of other relevant initiatives implemented during the same period.

CERTIFICATIONS



Year: 2016–2025

Company: Grupo Pereira



Objective: To ensure product safety, quality and traceability across the entire value chain – from fishing, processing and production to distribution and the supply of products to third parties – while ensuring sourcing from certified sustainable fisheries and compliance with environmental legislation and applicable regulations at every stage.

Strategic Sustainability Priority:

Governance: Ethics and transparency

Stakeholders involved: IFS, MSC, FSC, SMETA, Pesca de Rías, Mexillón de Galicia, Xouba de Rianxo and others

Outcome: Sustainability-related certifications



ENVIRONMENTAL



SOCIAL



GOVERNANCE



ALLIANCES, ASSOCIATIONS AND SECTORAL ORGANISATIONS



Company: Grupo Pereira



Objective: Active participation in leading national and international sector associations and clusters, with the aim of strengthening sustainability, quality and best practices across the seafood value chain. These include Conxemar, ARVI, CLUSAGA, BFFood, the Namibia Ocean Cluster, the Namibian Hake Association and the Falkland Islands Fishing Companies Association (FIFCA), among others.

Among these partnerships, particular note should be made of those in which the Group plays a coordination or representative role:

Spain:

- Conxemar: Vice-President: Ruy Andrade
- ARVI-Governing Council: SECRETARY: Leopoldo Boado

Namibia:

- Namibian Hake Association: Vice-Chair: Beatriz Blanco



ENVIRONMENTAL



SOCIAL



GOVERNANCE



Renewable Energy: Solar Panel Installation



Year: Installations carried out between 2022 and 2026

Company: Grupo Pereira



Objective: To reduce dependence on non-renewable energy sources through the installation of solar photovoltaic systems at various Group sites in Spain and Namibia, thereby promoting the use of clean energy and supporting more sustainable and resilient operations.

Strategic Sustainability Priority: Sea and Land: Responsible management of natural resources and climate resilience

Parties involved: Volfer (Spain) and Alensy (Namibia)

Outcome: The photovoltaic installations enable the Group to cover a significant share of its electricity demand through solar energy, representing approximately 30% of consumption at its facilities in Spain and up to 70% at its facility in Namibia.



ENVIRONMENTAL



Food donations - Food Bank



Year: Annually

Company: Grupo Pereira



Objective: To help combat food waste and support people in vulnerable situations through regular food donations.

Strategic Sustainability Priority: Human Development: Commitment to a culture of well-being

Organisations involved: FESBAL FOOD BANK

Outcome: Regular food donations strengthen the Food Bank's capacity to support people in vulnerable situations, while helping to reduce food waste through the efficient and responsible redistribution of surplus food.



SOCIAL



Sponsorships



Year: Annually



Company: Grupo Pereira



Objective: To strengthen ties with the community, promote healthy lifestyles, and support the development of local sport.



Strategic Sustainability Priority: Human Development: Commitment to a culture of well-being
Organisations involved: SOCIEDAD DEPORTIVA TIRÁN

Outcome: Over 30 years of continuous support for local sport, contributing to the development of different sporting disciplines and to the promotion of healthy lifestyles within the community.



SOCIAL



Donations



Year: Annually



Company: Armadora Pereira



Objective: To help reduce food waste and support people in vulnerable situations through regular food donations.



Strategic Sustainability Priority: Human Development: Commitment to a culture of well-being

Participants: Coral Casablanca and the Bagpipe Band

Outcome: Financial contributions support local cultural and social initiatives, thereby contributing to community well-being, social cohesion, and the Group's commitment to culture and solidarity.



SOCIAL



20 Editions of the - Cooking On Board - Cookbook



Year: Annually

Company: Pereira Productos del Mar



Objective: Annual publication of a recipe book aimed at promoting fish consumption and local culture.

Strategic Sustainability Pillar:

Human Development: A Commitment to a Culture of Well-being

Responsible Nutrition: Quality, Food Safety, Innovation and Trust

People involved: Each year, a different group of renowned chefs takes part, together with company employees who also contribute their own recipes.

Outcome: 20th anniversary of the 2025 recipe book



SOCIAL



Advertising Billboard on Beiramar Celebrating the Regional Literature Prize



Year: Annually

Company: Pereira Productos del Mar



Objective: To raise the profile of the Regional Literature Prize through a billboard on Beiramar and digital media campaigns, in recognition of local culture and literary talent.

Strategic Sustainability Priority: Human

Development: Commitment to a culture of well-being

Outcome: A billboard featuring a quote in Galician by a Galician poet is installed and remains on display for one year.



SOCIAL



Sponsorship of Innovation Projects



Year: Annually

Company: Pereira Productos del Mar



Objective: Pereira Productos del Mar acts as a 'lead company' and sits on the evaluation committee for the venture capital fund of the Business Factory Food (BFF) accelerator, an initiative promoted by the Regional Government of Galicia, Igape and XesGalicia, and coordinated by Clusaga. Within this framework, a call for applications is launched annually for start-ups in the food sector, some of which are supported by PPM through consortia that are eligible for public funding.

Strategic Sustainability Focus: Responsible Nutrition: Quality, health, innovation and trust

Stakeholders: CLUSAGA, IGAPE, BFFood

Outcome: Indirect benefits – improved access for technology-based companies and start-ups, and the strengthening of the public-private partnership ecosystem in Galicia.

BFFood business factory



ENVIRONMENTAL



IA40WASTE Project



Year: 2023-2024

Company: Pereira Productos del Mar



Objective: To reduce product wastage on the hake filleting line (specifically losses associated with bruising and bones) and minimise the generation of organic waste through the extensive use of artificial intelligence technologies, thereby improving industrial efficiency via a smart digital platform that is accessible to operators in the sector.



Strategic Sustainability Priority: Responsible Nutrition: Quality, health, innovation and trust



Stakeholders involved: Galician Food Cluster (Clusaga), Kiwi Atlántico, S.A., Pereira Productos del Mar, S.A., TripleAlpha Innovation, S.L., LOGICMELT TECHNOLOGIES, S.L., Alia Technologies, S.L. and the Association for the Digitalisation of Industry in Galicia (DIHGIGAL). Funding of €20,000 received and €30,000 invested directly by Pereira.

Outcome: Operational dashboards were developed to support decision-making. Minimisation of product wastage and reduction in the generation of organic waste

IA40WASTE



ENVIRONMENTAL



Recyclable Packaging



Year: Ongoing

Company: Conservas Portomar



Objective: To reduce the environmental impact of packaging by promoting the circular economy and reducing waste.

Strategic Sustainability Priority: Sea and Land: Responsible management of natural resources and climate resilience

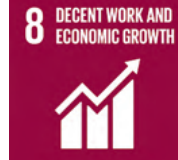
Outcome: We use 100% recyclable aluminium and reduced the proportion of non-recyclable packaging from 11% to 5.3% between 2023 and 2024. In 2025, this progress continued with the gradual replacement of all tinfoil packaging with aluminium.



ENVIRONMENTAL



Fleet renewal



Year: 2018 - 2024

Company: Argos Pereira



Objective: To modernise the fleet in order to improve energy efficiency and reduce pollutant emissions. In line with this objective, ARGOS PEREIRA underwent re-engineing between November 2022 and January 2023, involving the replacement of both the main engine and auxiliary engines. The fleet was also strengthened through the addition of two newer, more modern vessels: ARGOS CÍES, delivered in 2018, and ARGOS BERBÉS, delivered in 2024.



Strategic Sustainability Priority: Sea and Land: Responsible management of natural resources and climate resilience

Outcome: Improved energy efficiency of the fleet and reduced emissions through the modernisation and refurbishment of vessels, with an investment of over €60 million



ENVIRONMENTAL



Fish Valorisation Project



Year: Founded in 2024



Company: Pereira Fishing (Namibia)

Objective: The Namibia Ocean Cluster was established last year with the aim of maximising fish utilisation, as part of an initiative led by World Oceans and funded through UK cooperation funds. The model, initially implemented in Iceland, is supported by six key operators and promotes forward-looking projects focused on the valorisation of by-products, including hake heads, bones and livers, the latter intended for collagen extraction.

Strategic Sustainability Priority: Responsible Nutrition: Quality, health, innovation and trust

Stakeholders: Namibia Ocean Cluster

Outcome: Initial analyses indicate that fish by-products offer clear potential for recovery and commercialisation. The project is currently in the market research phase.



Sponsorships



Year: Annual, from 2022



Company: Pereira Ocean Products (Sudáfrica)

Objective: To promote healthy lifestyles, social inclusion and community development through the responsible sponsorship of local sports clubs, thereby strengthening the Group's social commitment and its ties with the local community.

Strategic Sustainability Priority: Human Development: Commitment to a culture of well-being

Organisations involved: Celta Academy and Club Pinelands Football Club

Outcome: 300 people benefited (200 children)



Donations



Year: Annually

Company: Pereira Fishing (Namibia)



Objective: To support social and community development through financial contributions to local initiatives focused on poverty eradication and assistance for vulnerable groups, including orphanages such as Walvis Bay Kids Haven, the Cancer Association of Namibia, and the centre for people with disabilities in Lüderitz.

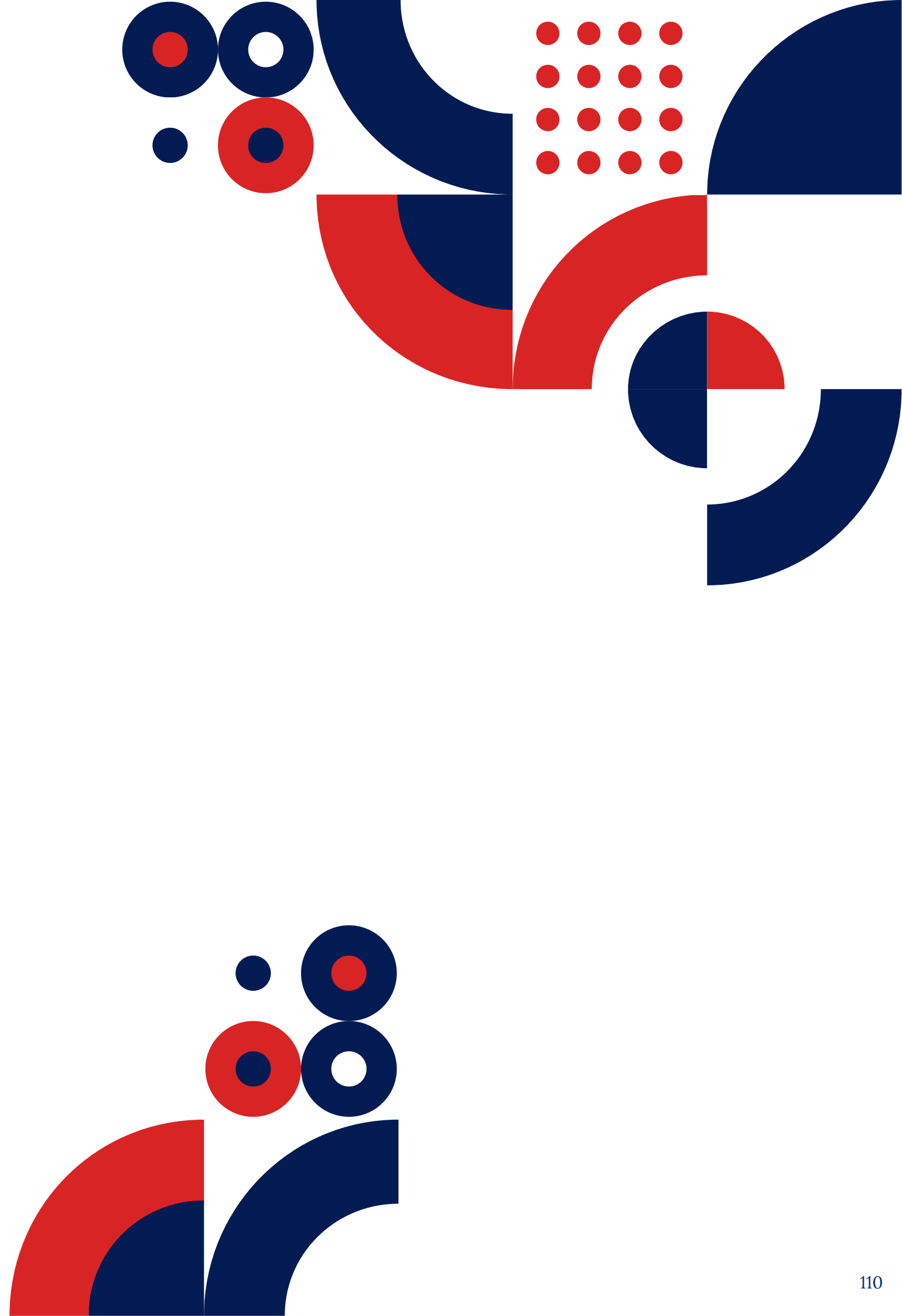
Strategic Sustainability Priority: Human Development: Commitment to a culture of well-being

Organisations involved: Walvis Bay Kids Haven Orphanage (since 2023), Cancer Association Namibia (since 2012) and a centre for people with disabilities in Lüderitz

Outcome: In 2024, financial contributions supported key social initiatives, directly benefiting around 60 people and contributing to the well-being of vulnerable groups in local communities.



SOCIAL



Projects, Initiatives and Actions

This table provides a summary of all projects, initiatives and actions..

Project/Initiative	Company	Year	Key findings	Topic	Subtopic
Certifications	Armadora Pereira	Annual	6 sustainability-related certifications	Certifications	
Sponsorships - TIRÁN Sports Club	Armadora Pereira	Annual	It has contributed to the growth and development of the sport, training numerous rowers over the last 30 years.	Community	Sport
Casablanca Choir and Bagpipe Band	Armadora Pereira	Annual	Aportación sin ánimo de lucro que contribuye al desarrollo de proyectos musicales a nivel local	A non-profit initiative that supports the development of local music projects	Culture
Internship opportunities	Armadora Pereira	2024-2025	Number of people trained = 4 Number of people placed in the company = 2	Labour Relations	Training
Data Processing and Cybersecurity	Armadora Pereira	2023-2024	9 people trained	Governance	Security
Equality Plan	Armadora Pereira	2023-2027	Number of people trained = 17 Percentage of plan achieved = 100%	Labour Relations	DEI
The AQUOPUS Project	Armadora Pereira	2018	Survival rate during the experimental cultivation phase	R&D&I	
20 editions of the Cookbook: Cooking 'On Board'	Armadora Pereira	Annual	20th anniversary of the recipe book	Community	Culture
Partnership with the Vigo Forestry Association	Armadora Pereira	2025	Support from the Association of Municipalities: this includes a seasonal kiosk, refurbishment of toilets, information signage and environmental education activities	Community	Environmental conservation

Mushroom-hunting day in the Saiáns hills	Armadora Pereira	2025	Voluntary participation by several executives from the group in this practical learning session	Community	Environmental conservation
Encourage reading in Galician	Armadora Pereira	2025	100 books by Galician authors are being given away, representing 50% of the total number of office staff in Vigo	Labour Relations	Culture
Billboard (Beiramar) celebrating the Regional Literature Prize	Armadora Pereira	Annual	A billboard featuring a quote, in Galician, by a Galician poet, which will remain on display for a year	Community	Culture
Collective Programme for Sustainable Food (PROALIS)	Armadora Pereira	2025	Personalised sustainability assessment, specialist training and practical tools	R&D&I	
Food traceability and safety project	Pereira Productos del Mar	2024-25	Pilot project for a hake filleting line	R&D&I	
Digitalisation for Sustainability	Pereira Productos del Mar	2024-2025	On-site record digitisation system	Governance	
Comprehensive energy optimisation of refrigeration equipment and operations	Pereira Productos del Mar	2024-2025	A continuous process of improving energy efficiency	Energy	Reduction in consumption
BFFOOD - Sponsorship of innovation projects	Pereira Productos del Mar	Annual	Easier access for technology-based companies and active participation in the cluster	R&D&I	
IA40WASTE Project	Pereira Productos del Mar	2023-2024	Operational dashboards were developed to support decision-making. Minimisation of product wastage and reduction in the generation of organic waste.	R&D&I	

Renewable Energy - Installation of solar panels	Pereira Productos del Mar	Since 2022	Capacity of 4 kWh; 30% of total energy consumption	Energy	Renewable Energy
Energy efficiency: Switching to LED lighting (factory)	Pereira Productos del Mar	2019	SUNREF helped identify opportunities for improving energy efficiency.	Energy	Reduction in consumption
Energy efficiency: Refurbishment of the engine room (Shop)	Pereira Productos del Mar	2020	The renovation improves energy efficiency and reduces the environmental impact.	Energy	Reduction in consumption
Reduction in materials and 100% recyclable plastic in food bags	Pereira Productos del Mar	Since 2018	Establishing sustainability requirements for packaging suppliers	Circular Economy	Materials
Annual Packaging Declaration - Member of ECOEMBES	Pereira Productos del Mar	Annual	Compliance	Circular Economy	Packaging
Waste management and the circular economy SANDACH	Pereira Productos del Mar	Since 2002	It varies from year to year; in 2024 it reached 107 tonnes	Circular Economy	SANDACH
Water recirculation system on the Pot line	Pereira Productos del Mar	Since 2006	An estimated 9% reduction in water consumption	Water	
Employee awareness programme on key issues such as health and safety, quality and the environment	Pereira Productos del Mar	Annual	The entire staff	Labour Relations	Information
Equality Plan	Pereira Productos del Mar	2021-2025	The entire staff	DEI	

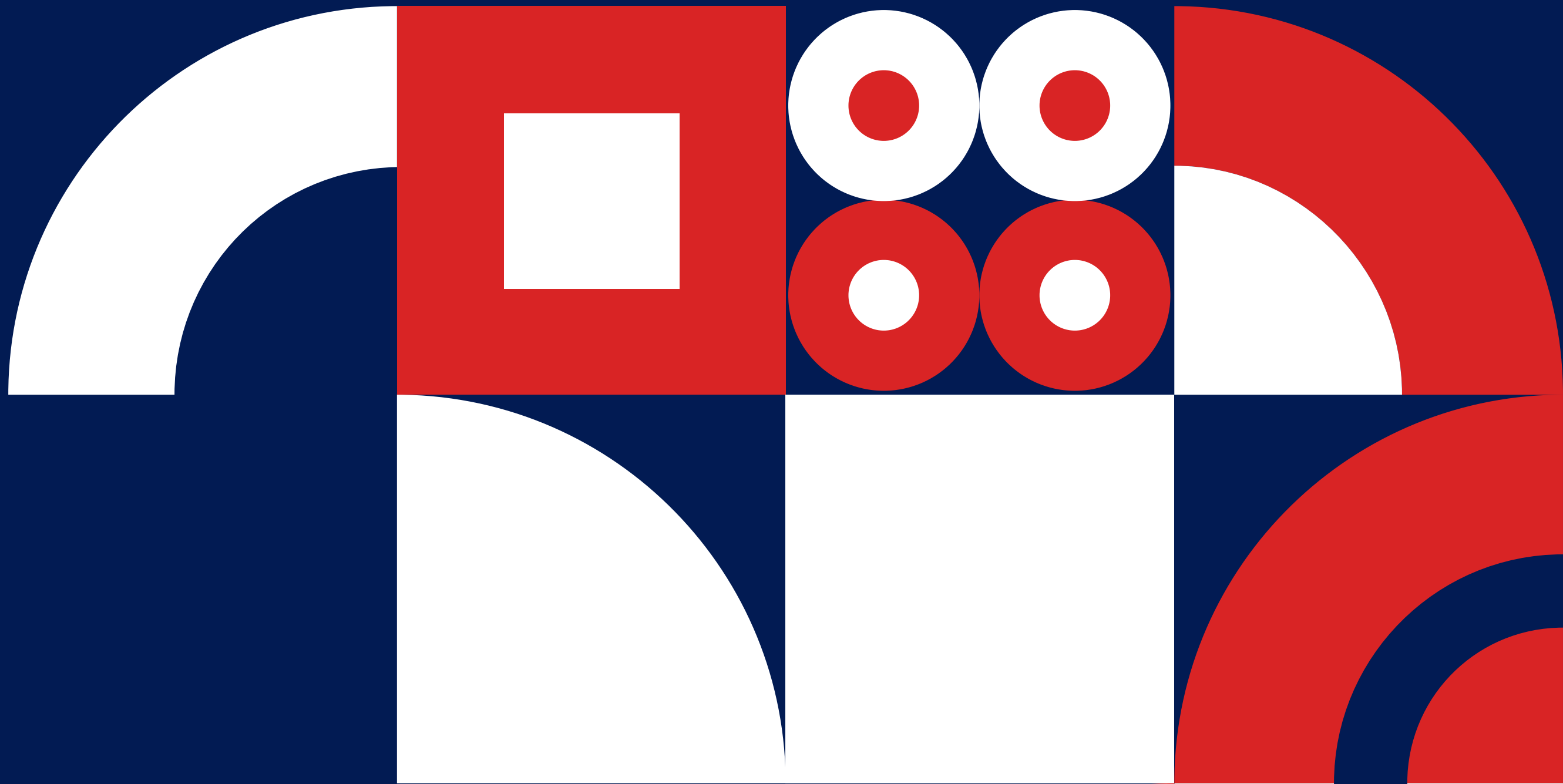
Flexible working arrangements	Pereira Productos del Mar	Annual	The office staff work reduced hours every Friday throughout the year, as well as during the summer.	Labour Relations	
Protocol on the Use of Digital Tools	Pereira Productos del Mar	2024	The entire staff	Governance	
Food Bank	Pereira Productos del Mar	Annual	A non-profit contribution strengthens support for vulnerable people and promotes the efficient redistribution of surplus food, thereby reducing food waste: Food Bank	Community	Health
A Life of Dignity and AFAN	Pereira Productos del Mar	Annual	This non-profit initiative strengthens support for vulnerable people and promotes the efficient redistribution of surplus food, thereby reducing food waste. Two organisations: VIDA DIGNA and AFAN.	Community	Health
Humanitarian aid in response to extreme weather events	Pereira Productos del Mar	2024	Amount in euros (€): €50,000 donated specifically for the victims of the 2024 storm in Valencia	Community	Philanthropy
Sponsorships	Pereira Productos del Mar	Annual	€25,000 per year for SOCIEDAD DEPORTIVA TIRÁN	Community	Sport
Sponsorships	Pereira Productos del Mar	2023	VIGO SEA FEST FESTIVAL	Community	Culture
Sponsorships	Pereira Productos del Mar	Annual since 2017	VAL MIÑOR SPORTS SCHOOL	Community	Sport
Supply of sustainable raw materials	Conservas Portomar	2024-2025	Organic certification, MSC, PDO certification, Galician mussels (PDO) currently undergoing certification.	Certifications	

Food Quality and Safety	Conservas Portomar	Annual	An audit is being carried out in connection with the expansion of the glass jar production line.	Circular Economy	Materials
Sponsorships	Conservas Portomar	Annual	Boito Sports Club, 27 youth football teams, ranging from under-7s to under-19s, including two girls' teams + Angel Nieto Gonzales – Noia Rally	Community	Sport
Financial donations - FUNPROMAR	Conservas Portomar	Annual	Management of the ANFACO Museum of the Canning Industry in Vigo	Community	Culture
Replacement of light fittings with LED ones	Conservas Portomar	2022	A 19% reduction in electricity consumption from 2022 to 2023	Energy	Reduction in consumption
Use of recyclable packaging	Conservas Portomar	Annual	100% recyclable aluminium + reduction in the proportion of non-recyclable packaging from 11% to 5.3% between 2023 and 2024	Circular Economy	Materials
Waste management	Conservas Portomar	Annual	system for the sorting, separation and recording of waste, and its proper final disposal.	Circular Economy	Waste
Conference – Galicia: A Sea of Opportunities	Conservas Portomar	2025	An educational visit by 50 pupils (Years 7–10) to the factory, with a focus on raising awareness of employment in the sector and the consumption of seafood.	Community	Education
Use of Tori lines and SETS (Scaring and Exclusion Techniques Systems)	Various	Annual	Reducing accidental interactions with seabirds and improving the environmental performance of fishing operations	Marine ecosystem	Fauna
Fleet renewal	Argos Pereira	2018–2024	Improving the fleet's energy efficiency and reducing emissions through the modernisation and refurbishment of vessels	Energy	Reduction in consumption

Beach litter collection	Argos Pereira	Since 2023	It helps to protect the marine and coastal environment and promotes responsible waste prevention and management practices	Marine ecosystem	Waste
Marine litter collection	Argos Pereira	Since 2017	Mitigating marine pollution and supporting ecosystem conservation through the removal of waste from the marine environment.	Marine ecosystem	Waste
Ship waste disposal	Argos Pereira	Annual	Improved control of discards on board, minimising the impact on marine biodiversity	Circular Economy	Waste
Food	Pereira Fishing	Annual since 2008	Non-profit contribution. An average of 4,000 kg of food per year, benefiting 80 to 100 people annually	Community	Health
Sale of bycatch at more affordable prices	Pereira Fishing	Annual since 2008	13,700 kg of food at reduced prices	Community	Inclusion
Community support	Pereira Fishing	Annual	Non-profit contribution. Number of beneficiaries: 50–60 per year: Walvis Bay Kids Haven, Cancer Association Namibia, and the centre for people with disabilities in Lüderitz	Community	Health
Sponsors – Pereira Cycling Team and Cycles4U	Pereira Fishing	Annual since 2021	The sponsorship enabled the team to take part in and win dozens of international cycling competitions in Africa over the years	Community	Sport
Fish Utilisation Project (Namibian Ocean Cluster)	Pereira Fishing	Since 2024	Identification of the potential for adding value to and marketing fish by-products, currently at the market research stage	R&D&I	Circular Economy
Project on the utilisation of Patagonian squid tentacles	Pereira Fishing	2019	To develop technical expertise in the recovery of by-products	R&D&I	Circular Economy

Replacement of lighting fixtures with more efficient ones (factory)	Pereira Fishing	2025	There are not yet enough results to estimate the reduction in energy consumption.	Energy	Reduction in consumption
Installation of solar panels	Pereira Fishing	2025	70% of electricity consumption is met by solar power	Energy	Renewable energy
GO GREEN + service	Pereira Fishing	2024	A 22.34% reduction in well-to-wake emissions through the use of sustainable aviation fuel (GoGreen Plus) in 2024	Energy	Fuel change
Replacement of the MFV Estai engine	Pereira Fishing	2022	10% reduction in fuel consumption	Energy	Reduction in consumption
On-board desalination plant	Pereira Fishing	Since 1999	95% of the water consumed on board is desalinated	Water	
Onboard waste management	Pereira Fishing	2024	18.37 tonnes of sorted and managed waste	Circular Economy	Waste
Membership of the Hake Association	Pereira Fishing	Since its inception	Active participation in the Hake Association, contributing to a unified sectoral position and to the technical and scientific debate on the 2024 TAC	Governance	Alliance
MSC MERLUZA	Pereira Productos del Mar	Annual	MSC certification – Merluccius capensis/paradoxus	Certifications	
Fishery Progress Octopus	Pereira Productos del Mar	2025	1 certified species of octopus (Octopus vulgaris)	R&D&I	
Project with the University of Cape Town	Pereira Productos del Mar	Annual since 2019	Investigation: Ministry of Fisheries plans to introduce commercial licences for octopus	R&D&I	

Community support	Pereira Productos del Mar	Annual	A non-profit initiative. Donating surplus food to various organisations, such as local churches, social support shelters, the Penguin Sanctuary and the aquarium.	Community	Health
Sponsorship – Celta Academy and Pinelands Football Club	Pereira Productos del Mar	Annual	Over 300 beneficiaries (200 children)	Community	Sport
Nama Khoi Cultural Festival	Pereira Productos del Mar	Annual	Support for the 5th and 6th Nama Khoi Cultural Festival in 2024 and 2025.	Community	Culture
MySHERPA, an integrated online management system	Pereira Productos del Mar	Annual	Participation in the ‘Farming for the Future’ and ‘Factory for the Future’ programmes, and the adoption of management and training tools	Governance	Knowledge
SourceMap – Traceability and Transparency	Pereira Productos del Mar	Annual	It provides access to transparent information about the origin and journey of seafood products via an online platform	Governance	Transparency
Community support	Soperka	Annual	Food aid, sponsorship of cultural and educational events, and fostering a sense of community, solidarity and social inclusion.	Community	



SUSTAINABILITY
REPORT
2026

