

Sustainability policy

Food safety for generations to come with sustainable and ethically sourced seafood.

Scope

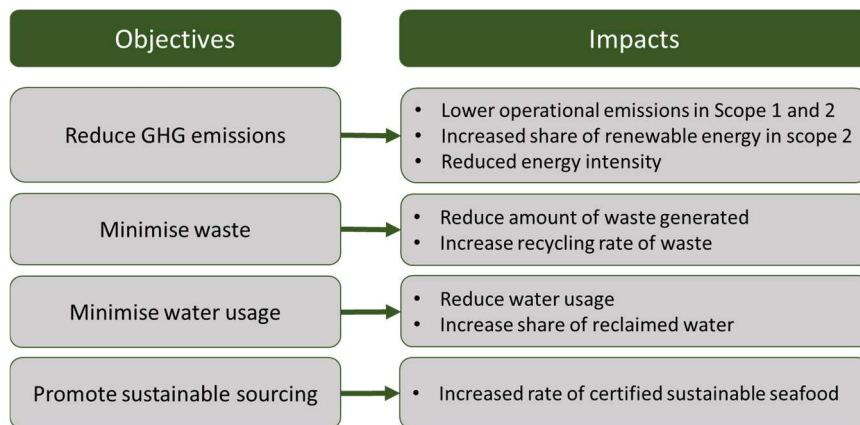
The Iceland Seafood Group (ISI) is one of the leading suppliers of North Atlantic seafood, a global value-added seafood producer and sales and marketing company. The Group includes three divisions in various countries, both in Europe and South America.

Our mission is to supply sustainably sourced seafood while continuously improving the environmental and social aspects linked to our operations and aligning them with business priorities. With this sustainability policy we declare our ambition to continuously improve the environmental and social impacts, both from our own operations, as well as our supply-chain partners operations.

This Sustainability Policy applies to ISI and its subsidiaries. Our sustainability work has been categorised into Environmental, Social, and Governance (ESG) aspects, where we have defined objectives for each ESG aspect and the subsequent impacts. Implementation, monitoring, and reporting is also detailed in this policy.

Environmental aspects

We want to build further on the improvements we have already made as well as finding new methods to further strengthen our environmental profile and reduce our overall greenhouse gas (GHG) emissions. ISI depends on the continued biodiversity and stability of the ocean ecosystem and therefore places reduction of GHG emissions and sustainable sourcing of seafood high on its agenda.

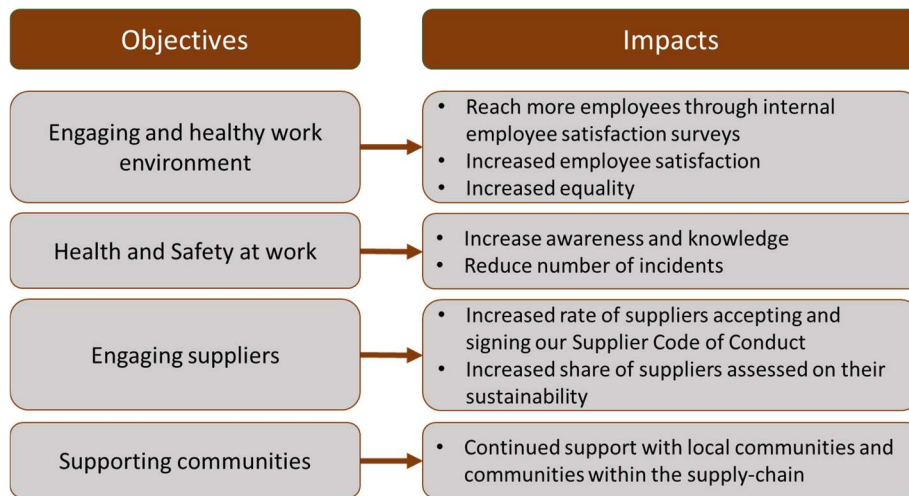


Social aspects

Human resources are the heart of our operation. We are convinced that good management, transparency in communication, safe work conditions, health of employees and appropriate training, increases job satisfaction and employee engagement as well as their overall health and well-being.

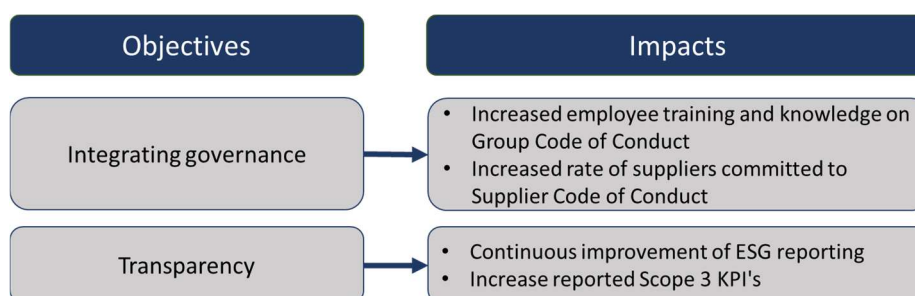
As a global value-added seafood producer and sales and marketing company with a vast global supply chain, we must source, produce, package, transport, and sell our products sustainably and responsibly. We are committed to foster sustainable and responsible corporate behaviour within the

supply chain, increase transparency and knowing our collective impact. This involves continued co-operation with our suppliers and service providers.



Governance

Continuous improvement regarding the Groups ESG aspects is high on the agenda. Integrating sustainability into the business culture and supply chain is a key factor in operating a successful and sustainable global business. We will continue to increase the knowledge of our employees regarding ethics and human rights. We will also continue to increase our knowledge of our suppliers and service providers sustainability aspects.



Implementation, monitoring, and reporting

Head of ESG ensures that the policy is presented and monitors its effectiveness. Quantitative values are reported per month by each subsidiary. Objectives and reported key performance indicators (KPI's) will continuously evolve depending on our own initiatives, emerging legislations, and stakeholder interest. Annual KPI's results and progress towards targets are communicated in annual reports.

Commitment from leadership

This sustainability policy has been approved by the Board of Directors and Executive Leadership on 25.01.2024.