

Community Investment Policy

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Versions log

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VERSION	ACTION	DATE	CONTROL	PERSON RESPONSIBLE	ENTRY INTO FORCE	PERIOD OF VALIDITY
1,0	Approval	21/12/2021	Initial version (1.0)	Internal Audit, Risk and Compliance Dept. - Diego Montero	21/12/2021	21/12/2021 Until the next update

1. Introduction

This Policy formalizes and embodies PROFAND FISHING HOLDING's position in relation to its vision of achieving a world in balance, where all impacts generated by our value chain will be below the limits that nature can assume, and where our responsibility integrates the environmental and social challenges in the ecosystems and communities in which we operate.

1.1. Purpose of the Policy

The presence of PROFAND FISHING HOLDING in the countries that supply our main raw materials and where we have a significant representation of workers, vessels, and industrial facilities allows us to cooperate with institutions, non-governmental organizations, private companies, and others, and gives us an opportunity to contribute to the effective development of community investment programs through the application of our corporate resources, both monetary and in kind, along with contributions of our employees' time.

PROFAND FISHING HOLDING understands that its contribution should be considered as an improvement to the welfare of society and the environment, pursuing ethics and transparency in its collaborations with entities so that they are not used for purposes that contravene business ethics and/or the prevailing legislation at a given moment. The purpose of this Policy is to establish the principles and commitments of PROFAND FISHING HOLDING (hereinafter "Group") in the area of community development.

1.2. Scope of application

This Policy applies to all Group employees, subsidiaries, business partners, and investee companies in which the Company owns, directly or indirectly, at least 50% of the share capital or voting rights. In addition, this Policy also applies to temporary joint ventures and other equivalent associations when the Group assumes responsibility for their management and supply chain.

In each project, PROFAND FISHING HOLDING is committed to initiatives that are flexibly adapted to local needs and demands in the communities where it is present, prioritizing long-term strategic projects for specific activities, in collaboration with non-profit entities and always subject to an exhaustive monitoring and accountability process.

At the same time, the social initiatives that make up our community investment program are subjected to an exhaustive process of measuring contributions, achievements, and impacts. More

and better information when assessing the social impacts of projects and business initiatives allows for greater efficiency in decision-making and a better position for managing expectations, results, commitments, or any other principle, as long as it is approved by management and does not infringe on national or international legislation.

1.3. Related regulations

This Policy is linked to the following internal regulations, in which the principles set forth therein are examined in detail:

- Human Rights Policy.
- Sustainability Policy for Fishery Resources and Aquaculture
- Code of Ethics and Conduct
- Supplier Code.
- Regulations of the Audit and Compliance Committee.
- PFH Criminal Risks Assessment Program

2. Profand Fishing Holding's strategic community investment principles

2.1. Profand Fishing Holding's strategic community investment

2.1.1. Strategic

- Activities are based on a well-defined strategy that is related to the business and features a clear assessment of risks and opportunities, addressing both short- and long-term objectives.
- They are selectively focused on areas that have been deemed important by the materiality matrix, in order to align with community priorities and seek a greater impact.
- They consider how to make the best use of resources, advocacy capacity, and stakeholder relationships that benefit local communities.

- They are under continuous evaluation in order to adapt to the phases of the project.

2.1.2. Aligned

- The Community Investment Policy must be aligned with both strategic business issues and priorities for local community development and civil society, in order to create "shared value" for the community where it operates.
- Community investment must be coordinated with the Group policies and practices that affect communities.
- It has to promote the coordination of all the Group's business units that interact with stakeholders to achieve community investment objectives.

2.1.3. Oriented to all stakeholders

- It has to position the Group as an ally that involves all stakeholders, not the main actor in the promotion of local development.
- It should support communities in defining and achieving their development objectives and aspirations through participatory planning and decision-making processes.

2.1.4. Sustainable

- The projects selected will be those that help to encourage, promote and disseminate a sustainable culture in order to create a more responsible and caring society.
- Community investment must avoid creating dependency, instead encouraging autonomy and the creation of long-term benefits that will continue once the Group's support ends.
- The projects we support must be effective and sustainable in the long-term.
- They must have a viable exit strategy or transfer of responsibilities to local organizations or the community.

2.1.4.1. Measurable

In the Group we will employ the internationally recognized London Benchmarking (LBG) methodology for measuring, managing and communicating strategic community investment or social action initiatives and projects.

LBG facilitates the management, measurement, and communication of the activities that companies and their employees carry out to benefit society and the environment.

LBG is a simple but rigorous methodology that provides reliable data on the contributions, achievements, and impacts of corporate social action.

With a common language, and its Masimpact tool, the LBG methodology makes the aggregation of data possible and provides indicators that allow for:

- Carefully allocating contributions in the community.
- Measuring achievements.
- Evaluating the impact of the different components of the project, in order to assess, on the one hand, where the benefit is coming from and, on the other hand, the program as a whole.
- Understanding the results and achievements that both the Company and the community obtain from the social action initiative.

Such indicators allow companies to make national or international comparisons with the rest of the LBG companies.

2.2. Principles that underpin Profand Fishing Holding's community investment

PROFAND FISHING HOLDING assumes and promotes the following basic principles of action that should govern the development of its relationships with communities:

- They are voluntary, because there is no legal obligation to perform them.
- They are done on a non-profit basis and/or focused on social and/or environmental benefits.
- They link the community investment strategy to the local context.
- They make use of the Group's core competencies and resources to support communities.
- They establish criteria and guiding principles with which all community investment proposals must conform.

- They identify key program areas in which the Company will invest.
- They consider both short-term and long-term objectives.
- They detail how project results will be monitored and communicated.

2.3. Lines of action where Profand Fishing Holding's community investment is focussed

PROFAND FISHING HOLDING's objective is to promote social commitment initiatives within our communities that involve the participation of our people, particularly in solidarity projects, in the development of the communities and in supporting artisanal fishing communities, specifically in:

- a) **Social investment** associated with projects that actively contribute to helping children, promoting and improving the socioeconomic system of the communities in which Group operates, with priority being given to projects in the areas of job placement for people at risk of social exclusion, health promotion, education, and culture.
- b) **Business-aligned initiatives**, such as supporting organizations that work to improve artisanal fishing, provide fishing equipment and nets to fishermen, carry out training and improvement activities in fishing techniques and selling their products.
- c) **Need-based humanitarian assistance and donations**, with relief actions focused on protecting the life, health and well-being of people in emergency situations caused by natural disasters or health catastrophes and supporting organizations that deliver food to the neediest.

2.4. Project selection

Long-term initiatives and strategies will be prioritized in collaboration with the local community and always subject to an extensive monitoring and accountability process.

To achieve this, the following criteria should be observed when selecting corporate citizenship projects:

- The degree of reputation, transparency and best practices of the charitable organizations in charge of implementing PFH-supported projects.
- The sustainability of collaborations, both financially and institutionally, in order to avoid any dependence on the projects and charitable organizations involved.

- Building value for the community in line with corporate interests and enhancing the Group's reputation and the organizations with which we collaborate.



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