CORNELIS VROLIJK

Fishermen of tomorrow



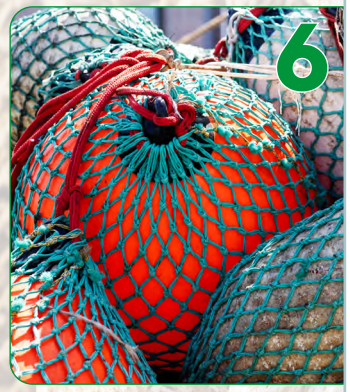
CSR Report 2025

CSR Report 2025

This is a publication of: Cornelis Vrolijk; **Contact:** mvo@cornelisvrolijk.eu; **Contributors to this report:** Copywriters, Han[d]s On Design.
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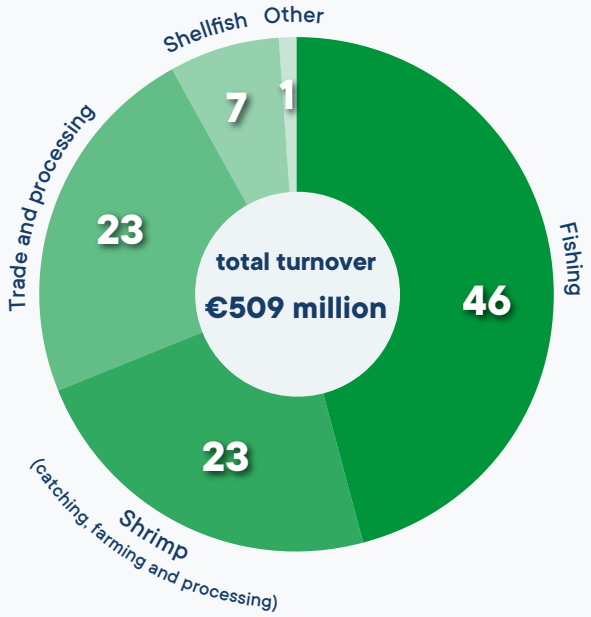




Cornelis Vrolijk at a glance

Business activities Cornelis Vrolijk by turnover

Shown in %



11
Demersal trawlers demersal fishing

3 million
Fish-based meals worldwide that we contribute to each day

12
Research trips

2,703
MWh of electricity generated in-house

9
Trawlers pelagic fishing

32
Inspections at sea

42%
Fully electric passenger cars in our fleet

53
Global sales countries

Staying on course in changing seas

The world around us continues to change rapidly. Geopolitical tensions, climate change, labour shortages, changing fishing opportunities and rapidly evolving regulations demand flexibility and resilience from our organisation. The role of fish in the global food supply, its contribution to a healthy lifestyle and developments towards a transparent food supply chain also present opportunities for our company. In this context, we see an important role for ourselves as a supplier of fish and shellfish. Guided by our ambition for healthy lives and vital seas, we want to contribute to a healthy and sustainable food system in which responsibly sourced fish forms part of the food supply of the future.

Cornelis Vrolijk supplies healthy seafood products and aims to do so in a way that is responsible towards people, the environment and society. As a family business with a history dating back to 1880, we think in terms of generations and continue to invest for the long term. Using natural resources responsibly is therefore not a choice, but a matter of course. This will allow future generations to continue enjoying sustainably caught and processed fish and shellfish.

Over the past year, we have developed a new strategy, On course for 2030. Together, we are building a future-proof and sustainable company by embracing digital developments, continually innovating and creating a working environment in which our employees feel safe, supported and able to develop. Our core values of Family, Sustainable and Enterprising serve as our compass.

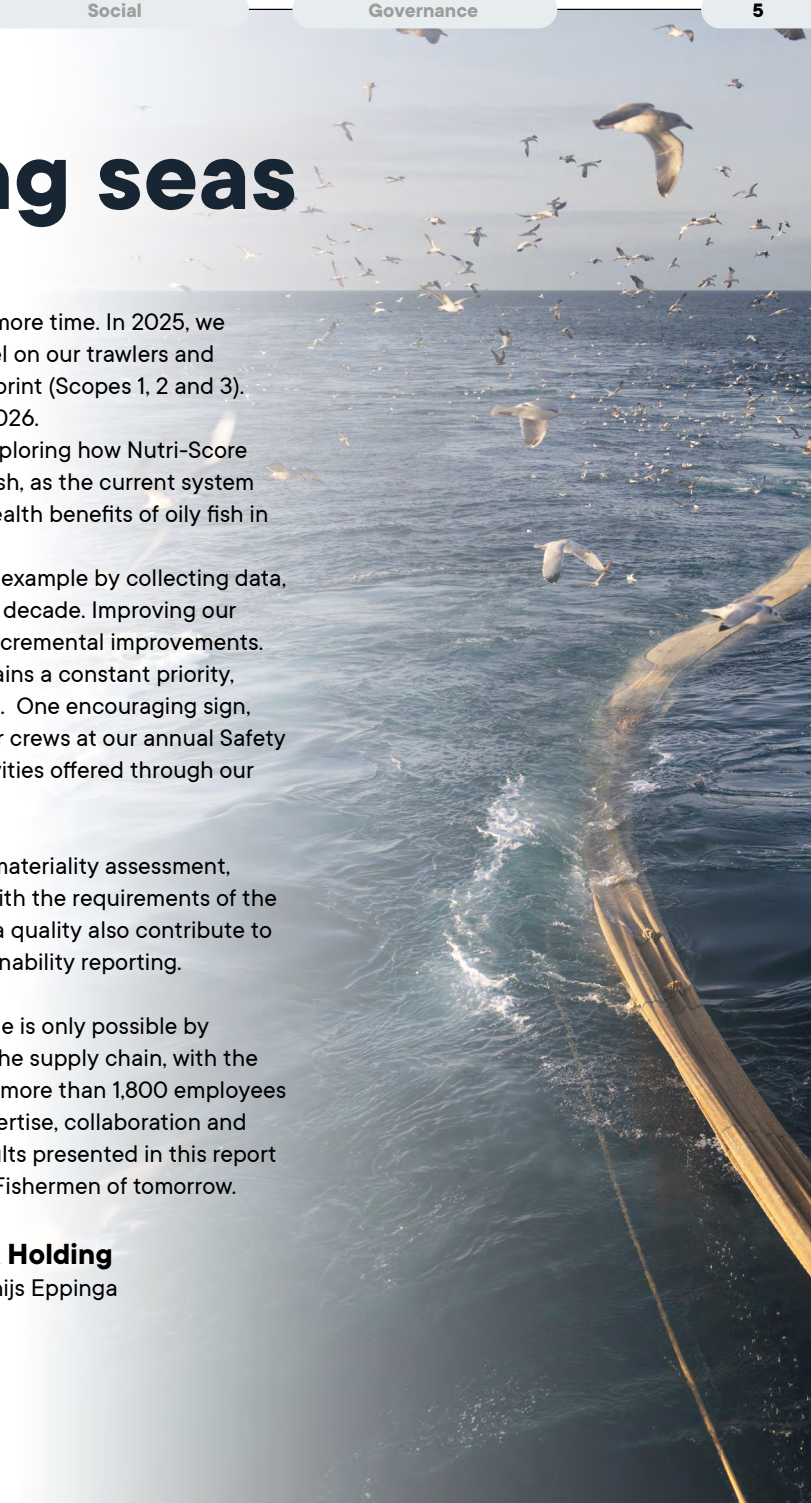
Our CSR policy is built around four sustainability pillars: Sustainable harvesting, Responsible processing, Care for people and Healthy food. In this report, we present the results achieved by our seven working groups in 2025 within these pillars and sustainability themes. We are proud of their commitment, the progress made by the working groups and our annual joint CSR meeting.

Sometimes, achieving tangible results takes more time. In 2025, we began setting up a pilot project to use biofuel on our trawlers and started systematically mapping our CO_2 footprint (Scopes 1, 2 and 3). Both initiatives are due to be completed in 2026.
We have also taken the first steps towards exploring how Nutri-Score could better reflect the nutritional value of fish, as the current system does not always adequately recognise the health benefits of oily fish in particular.
Contributing to scientific research at sea, for example by collecting data, has become a matter of course over the past decade. Improving our fishing methods is a continuous process of incremental improvements. The safety and vitality of our employees remains a constant priority, although changing behaviour also takes time. One encouraging sign, however, is the strong attendance among our crews at our annual Safety Day, along with the steady expansion of activities offered through our Aan het roer vitality programme.

In 2025, we completed our updated double materiality assessment, bringing our sustainability themes into line with the requirements of the CSRD. Our digital systems and improved data quality also contribute to the reliability and completeness of our sustainability reporting.

Making the fish supply chain more sustainable is only possible by working together: with partners throughout the supply chain, with the scientific community and, above all, with our more than 1,800 employees at sea and on shore. We are proud of the expertise, collaboration and commitment they bring to achieving the results presented in this report every day. Together, we are Cornelis Vrolijk. Fishermen of tomorrow.

Executive Board of Cornelis Vrolijk Holding
Annerieke Vrolijk, Arnout Langerak and Matthijs Eppinga



About Cornelis Vrolijk



Through this CSR report, we show how Cornelis Vrolijk Holding puts corporate social responsibility and sustainable business practices into action. We report on our activities, results and progress in the areas of Environmental, Social and Governance (ESG). Internally, we use the report to monitor our progress and further refine our sustainability strategy.



About this report

Scope
This sustainability report covers the 2025 calendar year. The scope of the report differs from that of the annual financial report. It includes all group companies in which Cornelis Vrolijk Holding has a majority interest. Where relevant, we include additional information about business units outside this scope if they are material to our ESG topics.

Reporting standards
We report with reference to the Global Reporting Initiative (GRI) Standards and are increasingly aligning our reporting with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the accompanying European Sustainability Reporting Standards (ESRS).

CSRD preparations and implementation
When we updated our CSR strategy in 2021, we were already taking fundamental elements of the CSRD into account. In 2024, we established a CSRD project group focused on improving data collection, reporting structures and internal processes. In 2025, the double materiality assessment was reassessed, updated and ultimately finalised in accordance with the CSRD guidelines (see page 26).

Data collection and data management
The information in this report is drawn from internal reporting and control processes across various business units within the group. In recent years, we have invested in harmonising our digital systems, improving data quality and systematically collecting and recording sustainability data. This makes the reporting process more efficient and consistent, and the data more reliable. The further roll-out of the MS Dynamics 365 ERP system is enabling a more uniform approach to data collection and storage throughout the organisation.

Accountability and assurance
The information in this report relates to the 2025 reporting year and has not been verified by an external party. Cornelis Vrolijk is working towards a verifiable and auditable reporting environment, step by step, in line with the requirements of the CSRD.

Legislative and regulatory developments
European sustainability legislation is still evolving. In February 2025, the European Commission announced its Omnibus proposal, aimed at reducing the administrative burden of sustainability legislation and making it easier to implement. In April 2025, what is known as the 'stop-the-clock' directive was adopted: large companies will not have to report under the CSRD until the 2027 financial year. The Corporate Sustainability Due Diligence Directive (CSDDD), concerning appropriate measures on human rights and the environment in the value chain, has also been postponed by one year and now applies to the 2028 reporting year.

The final text of the Omnibus Directive was adopted by the Council of the European Union on 24 February 2026. As a result, Cornelis Vrolijk is no longer required to comply with the CSRD requirements.

Improvements in this report
An important improvement in the 2025 CSR Report is the completion of the double materiality assessment (DMA). Relative to 2021, the DMA has been broadened and deepened. While the 2021 assessment focused mainly on direct operational impacts, such as waste, emissions and food safety, the 2025 assessment places greater emphasis on the entire value chain. Topics such as human rights, supply chain transparency and biodiversity are now also addressed separately. In addition, the scope of social topics has been broadened, with greater emphasis on employee well-being, safety and development. Governance topics, such as ethics and transparency, have also been addressed separately. Finally, the DMA was brought into closer alignment with the topics covered by the ESRS in 2025.



Our organisation

Profile

The foundations for Cornelis Vrolijk were laid in Scheveningen in 1880. For decades, herring fishing and trading were its main activities. From the 1970s onwards, fishing activities expanded and since the beginning of this century, further diversification and broadening has taken place.

Today, we are a family of companies with more than 1,800 employees, active in catching, farming, processing and trading fish, fish products, crustaceans and shellfish. One thing has not changed in more than 140 years: we are still a family business, now with the fifth generation at the helm, where fishermen and other skilled professionals are at the heart of everything we do.

Cornelis Vrolijk operates in Europe, Africa and Latin America. Our company contributes to 3 million healthy, protein-rich and affordable fish-based meals worldwide every day. In doing so, we strive for sustainable fishing, high-quality processing and full product traceability. By responding to societal issues and changing regulations, Cornelis Vrolijk continues to play an active role in the international fishing industry.

Vision

With more than 70% of the Earth's surface covered by water, the sea plays an essential role in global food security. More than three billion people worldwide depend on marine protein as part of their diet. Fish, shellfish and crustaceans make an important contribution to a healthy diet.



Family business since 1880

1880 — Frank Vrolijk Jr. founds Firma Frank Vrolijk

1890 — First flat bottomed fishing boat in service
The fishing company is born

1951-1966 — Cornelis Vrolijk moves from Scheveningen to IJmuiden

First freezer trawlers in the fleet

1970-1980 — Many changes in the fishing industry, including changes to regulations and a ban on herring fishing. This contributes to the development of new fishing activities for example, in horse mackerel and mackerel

1984-1987 — Expansion into England and France with the establishment of North Atlantic Fishing Company and France Pélagique

1995 — Expansion of fishing activities beyond EU waters

1996 — Interest in tropical shrimp fishing, and latertrade and farming

2005 — Acquisition of Jaczon fishing company in Scheveningen

2016-2018 — Investments and expansion in fish processing activities

2020 — Investment in shrimp peeling in the Netherlands (GPC Kant) and acquisition of Haasnoot Vis

2022 — Interest in shellfish through joint venture Krijn Verwijs

2024 — New shrimp production location opens in Harlingen

At the same time, we recognise the potential adverse impact of fishing and aquaculture on the natural environment. For us, responsible business practices therefore mean actively protecting the vitality of our seas and maintaining healthy fish stocks.

This is reflected in the way we operate every day. We comply with applicable laws, regulations and catch quotas, use responsible and sustainable fishing methods, and source fish, shellfish and crustaceans from responsible supply chains. We actively seek to collaborate with scientific institutions and industry partners, because knowledge and collective efforts are essential to healthy seas in the long term. We also work to reduce emissions and Environmental impacts within our own operations.

Our Compass

Our core values underpin the way we do business. They guide our strategy, the decisions we make and the way we work with employees, customers, partners and suppliers.

- **Family** – we trust one another, take responsibility together and help each other move forward. Through respect, a down-to-earth approach and commitment, we create a safe working environment where everyone feels valued and is able to grow.
- **Sustainable** – we think in terms of generations and with a view to the long-term. We take responsibility for people, the sea and society. Our long-term outlook is reflected in our lasting relationships with customers, partners and suppliers, as well as in the high quality of the products we supply.
- **Enterprising** – we value the expertise and skills within our company. We continue to develop and innovate the way we work, constantly finding better and smarter ways of doing things. Together, we work purposefully towards our goals, achieving better results. This enables us to remain strong, innovative and ready for the future.

As a family business, we take a long-term approach to doing business. We use natural resources responsibly so that future generations can continue to enjoy healthy food from the sea.

Mission

Every day, Cornelis Vrolijk provides millions of people worldwide with healthy, nutritious protein by catching, farming and processing fish, shellfish and crustaceans in the most sustainable and innovative way possible.

Sustainability framework

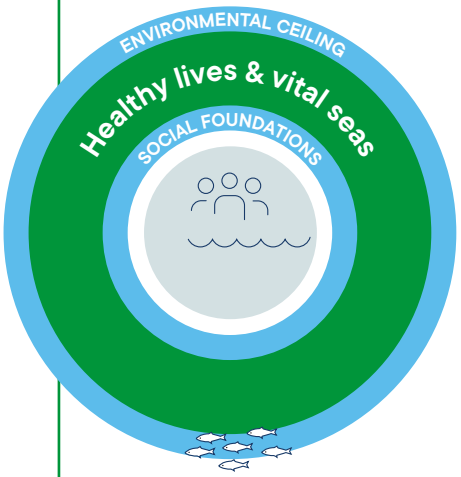
Cornelis Vrolijk uses the Doughnut model developed by British economist Kate Raworth as its guiding framework. This model describes a safe and just space for human development: above a social foundation (people's basic needs) and within the Earth's ecological boundaries. This framework forms the basis of our sustainability strategy and the integration of sustainability into decision-making and business operations.

The inner ring represents the social foundation: the minimum conditions for a life of dignity. For Cornelis Vrolijk, this means contributing to healthy, affordable food and ensuring good, safe working conditions for employees (ESRS S1).

The outer ring marks the ecological boundaries within which the company operates. This includes limiting our climate impact (ESRS E1), preventing pollution (ESRS E2) and protecting marine ecosystems and biodiversity (ESRS E4).

The space between them forms the safe and sustainable operating zone in which Cornelis Vrolijk creates value.

That way, we contribute to healthy lives and vital seas.



Cornelis Vrolijk

Cornelis Vrolijk is a family business engaged in fishing, fish processing and trading, as well as catching, farming and processing shellfish and crustaceans. A schematic overview of our activities is provided on page 12. Some of our activities involving shellfish and crustaceans are carried out through a 50/50 joint venture and fall outside the scope of this report.

Governance

The Executive Board of Cornelis Vrolijk Holding comprises Annerieke Vrolijk, Arnout Langerak, Peter Koets (until 1 January 2026) and Matthijs Eppinga (from 1 January 2026). The Executive Board is responsible for determining and implementing the strategy, including integrating sustainability considerations into decision-making, and for safeguarding business continuity.

Sustainability is firmly embedded in our governance structure and forms an integral part of our corporate strategy. The Executive Board has collective responsibility for identifying, prioritising and managing material ESG topics.

Advisory Board

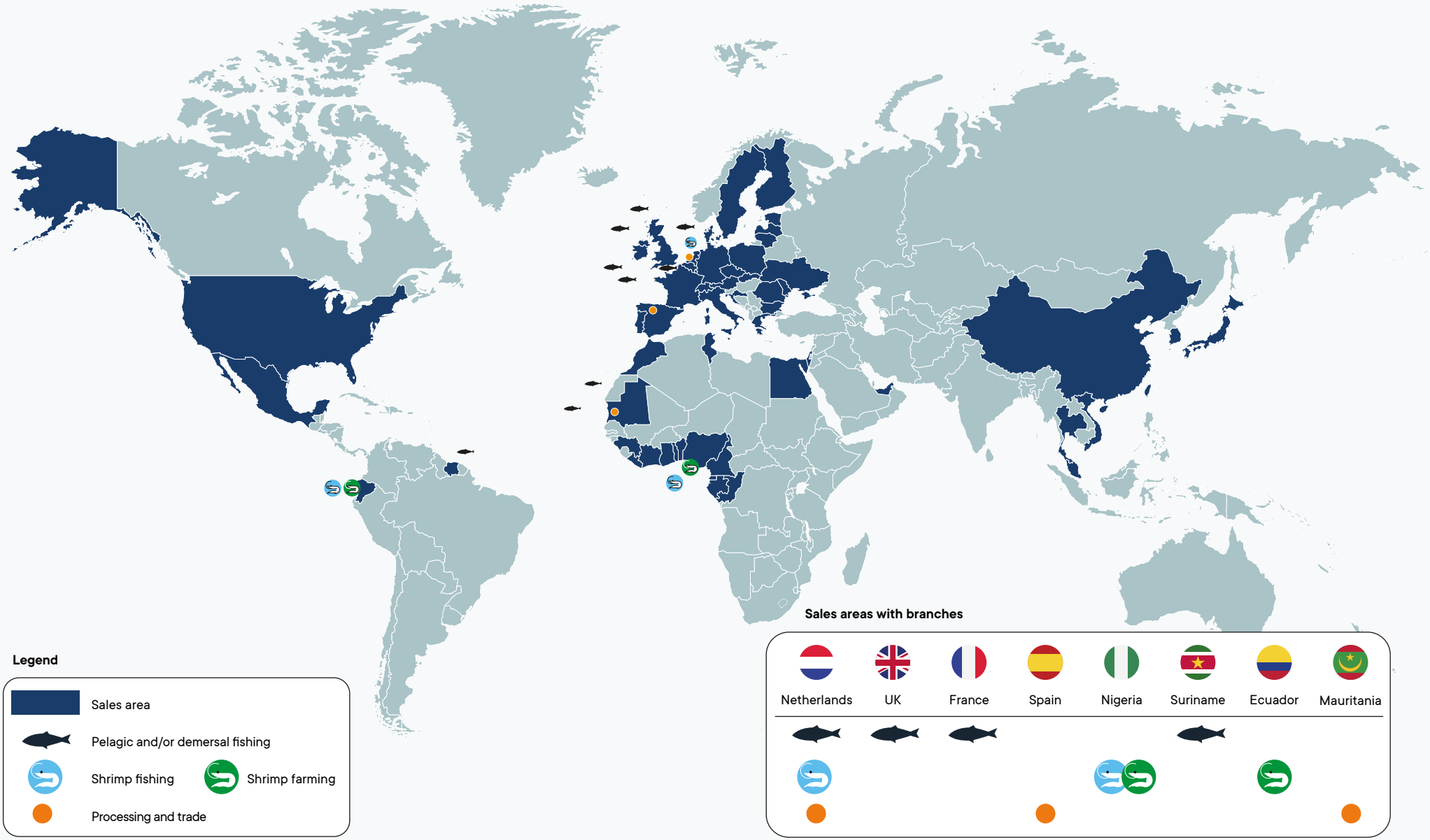
The Executive Board is supported by an Advisory Board. The Advisory Board comprises three experienced external advisers from different professional backgrounds who provide the Executive Board with advice, both on request and on their own initiative.
The Advisory Board meets with the Executive Board at least five times a year. One of these meetings is devoted to strategy formulation and evaluating the policies implemented by the Executive Board.



Risk management and internal controls

Cornelis Vrolijk's risk management covers both financial and ESG-related risks and is integrated into the regular management cycle.
Control measures include policy frameworks, operational procedures, training, monitoring and internal reporting. Accidents and near misses are systematically evaluated, and the lessons learned are used to continuously improve policies and processes.

Countries in which Cornelis Vrolijk operates



Business units

Fisheries

Cornelis Vrolijk

Fishing for pelagic and demersal species, operation of the demersal trawler fleet, cold stores and trading activities.
Location The Netherlands
Focus Pelagic and demersal fish species
Fishing grounds Northeast Atlantic Ocean, North Sea, English Channel and Mauritanian waters

France Pélagique

Operation of freezer trawlers.
Location France
Focus Pelagic fishing
Fishing grounds Northeast Atlantic Ocean, North Sea and English Channel

North Atlantic Fishing Company

Operation of freezer trawlers and demersal trawlers.
Location England
Focus Pelagic and demersal
Fishing grounds Northeast Atlantic Ocean, North Sea and English Channel

Marisa Fisheries*

Demersal fishing and processing of tropical fish species from Surinamese waters (own brand: Ocean Delight).
Location Suriname
Focus Demersal
Fishing grounds Surinamese waters

Processing and trade

Cornelis Vrolijk Seafood

A retail fish counter specialist offering a range of products, including smoked fish, herring, fried fish and machine-peeled Dutch shrimp.
Location IJmuiden/Tholen
Focus Fish processing for retail

Dulk Haasnoot Seafood

Serving Dutch fish retailers and wholesalers with a broad range of fish, fish products and complementary products.
Location Scheveningen
Focus B2B trade

Bertus-Dekker Seafood

Focuses on the processing and sale of mainly demersal fish to wholesalers.
Location IJmuiden
Focus Fish processing for Southern European wholesalers

Welmar Seafood

International trading in wild-caught fish, such as salmon, pollock and flatfish.
Location Hendrik Ido Ambacht
Focus Trading in fish mainly from Alaska

Cap Blanc Pélagique

Operation of a factory that processes pelagic fish exclusively for human consumption.
Location Nouadhibou, Mauritania
Focus Processing fish for human consumption, mainly for West Africa

Farming, catching and processing shellfish and crustaceans

Atlantic Shrimpers Limited**

Production of both wild-caught and farmed tropical shrimp. Operation of eleven fish shops serving the local market.
Location Lagos, Nigeria
Focus Catching and farming tropical shrimp

Primstar**

Trading in wild-caught and farmed tropical shrimp and distributing products including those from Atlantic Shrimpers Ltd under the Prim7Stars brand.
Location Hendrik Ido Ambacht
Focus Trading in tropical shrimp species

Kegge

Buying and selling Dutch shrimp.
Location Harlingen
Focus Buying and selling Dutch shrimp

GPC Kant

Peeling Dutch shrimp in the Netherlands using patented peeling machines.
Location Lauwersoog
Focus Peeling Dutch shrimp

Agromarina & Pesalmar*

Sustainable farming of tropical shrimp (the farms are ASC-certified).
Location Guayaquil, Ecuador
Focus Farming tropical shrimp

Gambastar*

Processing wild-caught and farmed tropical shrimp.
Location Burgos, Spain
Focus Processing tropical shrimp

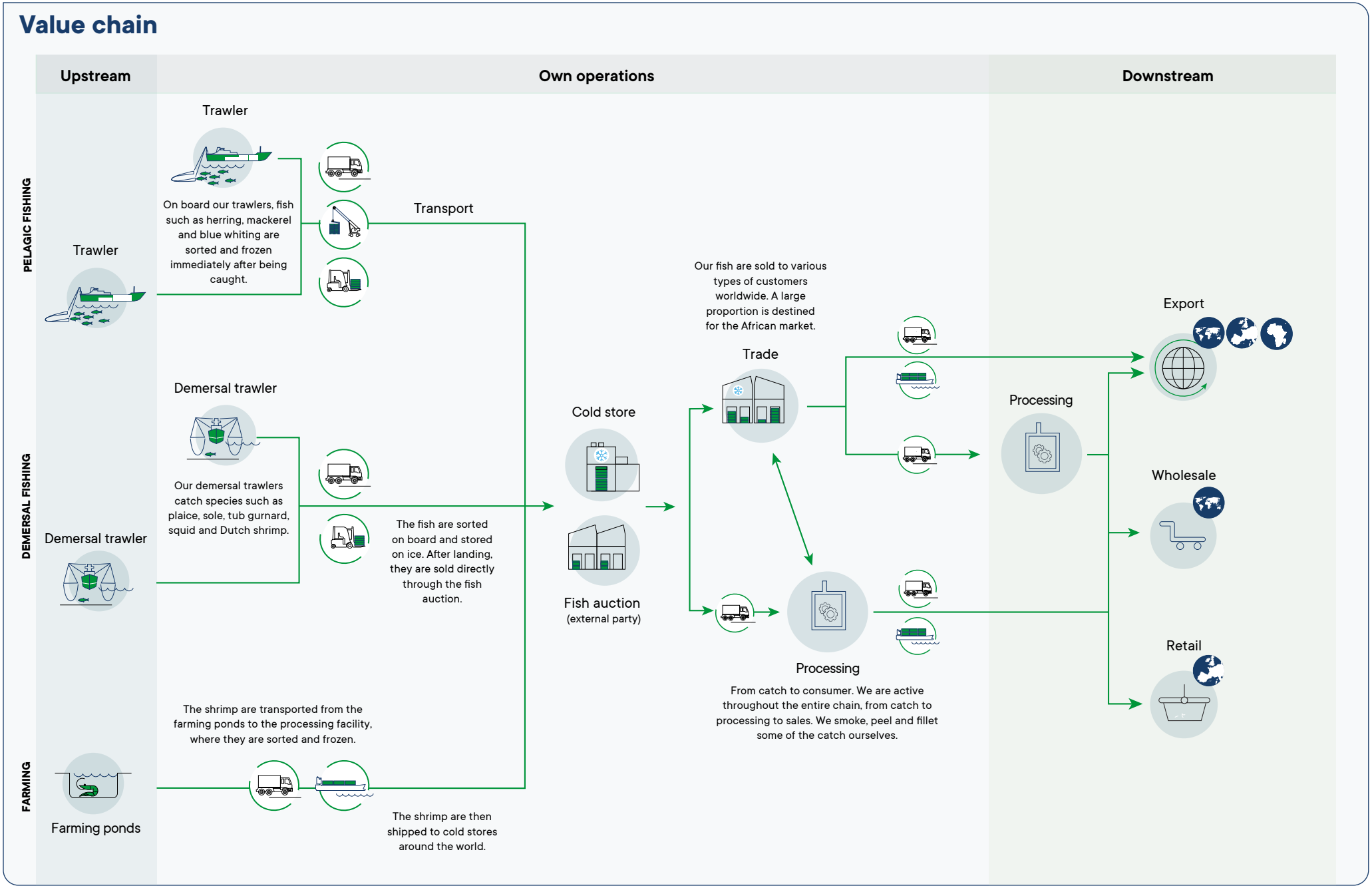
Krijn Verwijs**

Farming, processing and trading shellfish.
Location Yerseke
Focus Farming and trading shellfish and sea vegetables

* Minority interest
** Cornelis Vrolijk Holding has a 50% interest

<<

Value chain


Upstream
Own operations
Downstream
PELAGIC FISHING
DEMERSAL FISHING
FARMING
Trawler
Trawler
On board our trawlers, fish such as herring, mackerel and blue whiting are sorted and frozen immediately after being caught.
Transport
Demersal trawler
Demersal trawler
Our demersal trawlers catch species such as plaice, sole, tub gurnard, squid and Dutch shrimp.
The fish are sorted on board and stored on ice. After landing, they are sold directly through the fish auction.
Cold store
Fish auction
(external party)
Our fish are sold to various types of customers worldwide. A large proportion is destined for the African market.
Trade
Processing
From catch to consumer. We are active throughout the entire chain, from catch to processing to sales. We smoke, peel and fillet some of the catch ourselves.
Export
Processing
Wholesale
Retail
The shrimp are transported from the farming ponds to the processing facility, where they are sorted and frozen.
Farming ponds
The shrimp are then shipped to cold stores around the world.

Trends and developments in 2025

In 2025, various social, Environmental and economic trends had a direct impact on the food supply chain and our business operations. Themes such as healthy food, the protein transition, supply chain transparency, the circular economy, technological innovation, the energy transition and regulation feature prominently on the agendas of governments, businesses and consumers.

Revision of the Dutch Wheel of Five

The revised Wheel of Five, for which preparations were well under way in 2025 and which was finalised in 2026, places greater emphasis within the protein transition on a more balanced diet with a higher proportion of plant-based proteins. At the same time, fish remains a valuable source of high-quality protein, essential fatty acids and micronutrients. The emphasis is on ensuring sustainable fishing and responsible sourcing, so that fish continues to have a place in healthy and environmentally conscious dietary guidelines in the future. The sector has the potential to make an important contribution to a balanced protein transition that prioritises both nutritional value and ecological carrying capacity.

Fish as a healthy and nutritious choice

The Netherlands Fish Marketing Board works with YouGov on annual research into fish consumption and consumer behaviour. At the 2025 SeaNext event, whose theme was ‘Seafood through the eyes of the young consumer’, research findings were shared to give the industry insight into young people's fish choices. The findings help the fish industry position fish as a healthy and sustainable choice, with particular attention to increasing consumption among young people.



Food security

In 2025, food security remained a major political and economic issue worldwide. Geopolitical tensions, trade measures and disruptions to logistics chains have highlighted the importance of resilient food systems. Governments and customers have placed greater emphasis on strategic self-sufficiency, diversifying supply chains and reducing dependencies.

At the same time, growing attention has been paid, including within the European Union, to strategic autonomy and the reliable availability of protein from aquaculture and wild-caught fish.

Room at sea

The space available in the North Sea and the English Channel is decreasing due to the expansion of offshore wind energy, nature restoration, maritime infrastructure, defence activities and shipping. For the fishing industry, this means that traditional fishing grounds are under threat and that carefully balancing different societal interests is becoming increasingly important.

For Cornelis Vrolijk, access to healthy seas is essential to the future of the fishing industry. Careful marine spatial planning, scientific insights and cooperation between governments, conservation organisations, the energy sector and the fishing industry are therefore of great importance.

Energy transition

The energy transition also requires substantial improvements in sustainability within the fishing and fish processing industries. Fishing vessels are still largely dependent on fossil fuels, and switching to alternative fuels is complex. On shore, grid congestion remains a persistent problem. Although shore power is available to us in the ports of IJmuiden and Scheveningen, it is not yet possible to increase the capacity of these facilities, and insufficient electrical power is available to carry out all operations.

Labour market and employment

The industry continues to face labour shortages, making it difficult to recruit employees both at sea and on shore. Staff with technical and vocational training are in short supply. An ageing workforce is also a factor, and competition from other sectors, such as marine civil engineering, logistics and even the public sector, is fierce.
This is reflected in hard-to-fill vacancies for seafarers, technical staff and operators. To address this challenge, we are focusing on internships, active recruitment and career development opportunities.



Sustainability strategy



As a family business, we are aware of our responsibility towards future generations. We are committed to a sustainable food supply, with care for both people and the environment. Our CSR policy and sustainability strategy enable us to define our ambitions clearly and ensure that concrete actions contribute to a future-proof fishing industry and the protection of our seas.

How we create value

As a family business, we think in terms of generations. That is why we focus on long-term value creation. We look beyond financial results alone: value creation also encompasses care for people, the environment and society. This long-term perspective forms the foundation of our sustainability strategy.

Contribution to the Sustainable Development Goals (SDGs)

Our activities contribute to four of the United Nations Sustainable Development Goals:

- **SDG 14** – Life Below Water: we minimise our impact on the marine environment through innovation and scientific collaboration, and help safeguard the health of ecosystems.
- **SDG 12** – Responsible Consumption and Production: we work to reduce energy and raw material consumption, make packaging more sustainable and prevent food waste.
- **SDG 8** – Decent Work and Economic Growth: we are committed to a safe and healthy working environment, provide opportunities for growth and development, and offer good employment conditions at sea and on shore.
- **SDG 2** – Zero Hunger: we supply healthy and affordable fish products worldwide, thereby contributing to food security.



Our value creation model

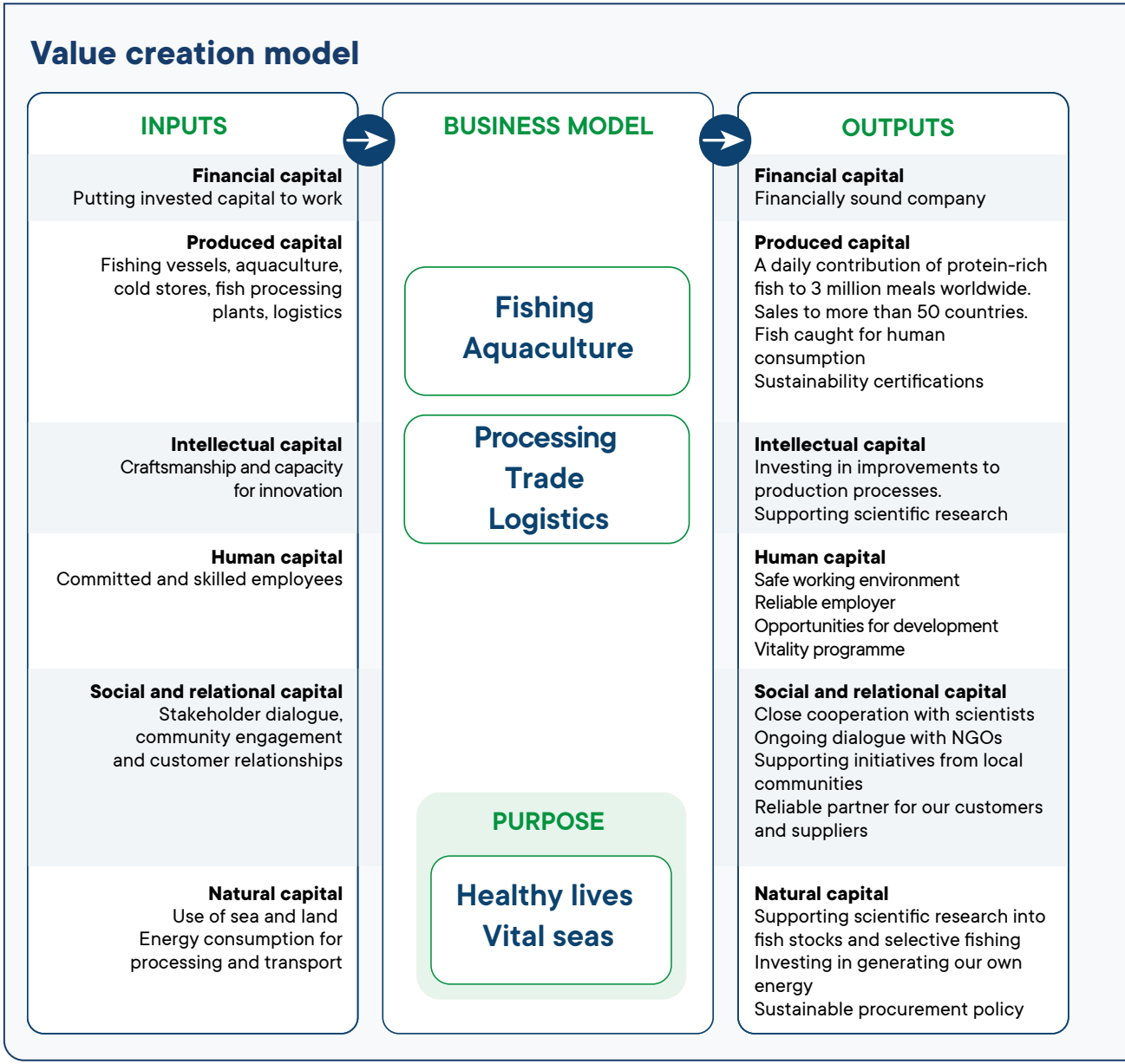
Our value creation model illustrates how we employ people, resources and knowledge to create value sustainably. These forms of capital enable us to continually develop, to deliver high-quality products and to respond flexibly to societal developments such as the protein and energy transitions. At the same time, we contribute to the global availability of healthy, affordable food and the preservation of healthy seas.

The main results of our activities are presented in the value creation model on the following page.

People, environment and governance

Our approach to sustainability focuses on three areas: the environment, people and governance. On the Environmental front, we work to reduce energy and raw material consumption, limit emissions and promote the circular use of packaging. For our people, safety, health and well-being are central, as we also provide opportunities for personal development. Integrity in decision-making, risk management and compliance with relevant laws and regulations form the basis of our governance and, in turn, of responsible business operations as a whole.

We maintain an ongoing dialogue with stakeholders, including customers, suppliers, NGOs and local communities. This helps us ensure that our activities align with societal expectations and the issues that matter most to our stakeholders.



OUTCOMES / CORNELIS VROLIJK PILLARS

SUSTAINABLE HARVESTING

We minimise our impact on the marine environment through innovation and scientific collaboration and help protect biodiversity.

14 LIFE BELOW WATER

RESPONSIBLE PROCESSING

We reduce our emissions and the impact of our (packaging) materials in the supply chain through climate-friendly activities, circular production processes and partnerships.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CARE FOR PEOPLE

We care for people and provide a safe and attractive working environment, value employee engagement and create value for local communities.

8 DECENT WORK AND ECONOMIC GROWTH

HEALTHY FOOD

We make high-quality, nutritious meals available to people worldwide through pro-cess optimisation, product innovation and the reduction of food waste.

2 ZERO HUNGER

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Progress on our CSR policy

In 2013, Cornelis Vrolijk developed a sustainability policy for our pelagic fishing activities. In subsequent years, this policy was extended to demersal fishing, processing activities and trade in fish products. In 2024, we updated our sustainability reporting in preparation for the forthcoming CSRD requirements. This included a revised double materiality assessment (DMA), in which we examined the impact of our activities on people and the environment, as well as the risks and opportunities that sustainability developments present for our business operations. The DMA is explained in more detail from page 24 onwards.

Strategic pillars

Our sustainability strategy is built around four strategic pillars with material topics linked to relevant SDGs:

Sustainable harvesting

Ambition
We aim to minimise our impact on marine biodiversity and ecosystems so that we can continue to supply fish, shellfish and crustaceans to future generations.

Material topics:
Selectivity, healthy fish stocks.

SDG 14
Life Below Water

Responsible processing

Ambition
We aim to reduce the Environmental impact of our activities by adopting circular and climate-friendly solutions throughout our value chain.

Material topics:
Emissions at sea, emissions on land, circular materials and waste, impact on nature in the value chain.

SDG 12
Responsible Consumption and Production

Care for people

Ambition
We want to provide a safe and healthy working environment, at sea and on shore, that promotes development and vitality while respecting human rights.

Material topics
Our employees' safety and vitality, our employees' development, human rights in the value chain.

SDG 8
Decent Work and Economic Growth

Healthy food

Ambition
We aim to contribute to healthy, nutritious and safe food for millions of people worldwide by producing healthy proteins with a low Environmental impact.

Material topics:
Food safety and food waste.

SDG 2 – Zero Hunger

SDG 12
Responsible Consumption and Production

In 2022, we broadened our sustainability strategy through a materiality assessment that identified seven key topics, grouped under four pillars. Since 2023, seven CSR working groups have been putting these pillars into practice on the basis of the material topics. Each working group has a leader who reports to the CSR programme manager. In addition to regular meetings within the working groups, we organised our fourth CSR meeting this year to share progress and knowledge and inspire one another.

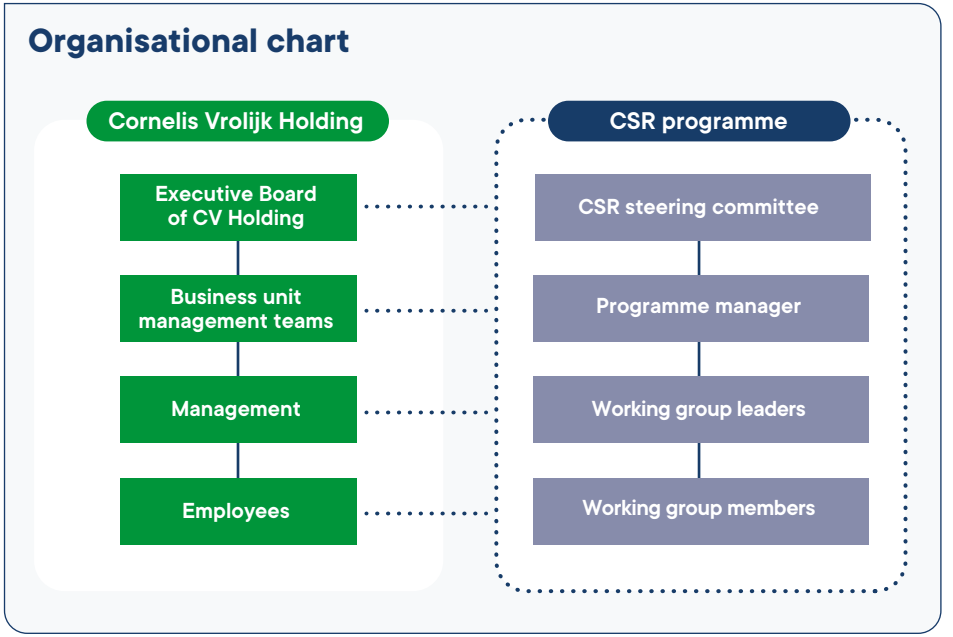
In 2025, all CSR working groups used the OGSM methodology to make their sustainability initiatives specific, action-oriented and measurable. This has laid a solid foundation for making targeted progress towards 2030.

CSR programme

Implementation of the sustainability policy is embedded in the CSR programme. The working groups are organised as follows: care for people, emissions at sea, emissions on land, circular materials, healthy food, supply chain responsibility, and biodiversity and ecosystems. The programme is led by a Steering Group that sets the direction of the sustainability strategy, reviews progress and makes decisions on initiatives and projects. The focus is on achieving objectives, monitoring progress and applying policies consistently. Implementation takes place in close collaboration with the CSR team, the seven CSR working groups and the operational organisation.

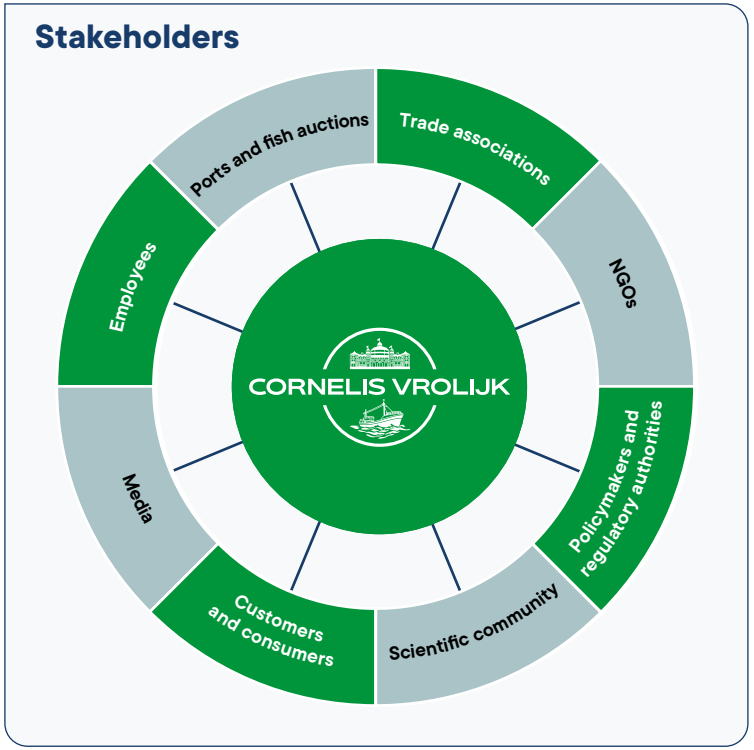


Organisational chart



Stakeholder engagement

Open dialogue with our stakeholders is essential to developing and implementing our sustainability strategy. We therefore actively engage with stakeholders who are involved in or affected by our activities.



Our employees are at the heart of our organisation. Real change comes from within: our employees play a key role in achieving our ambitions, both through the CSR working groups and in day-to-day operations.

We also maintain regular contact with customers, suppliers, the media, governments, NGOs and scientific institutions. Through face-to-face discussions, trade fairs and events, we exchange knowledge, receive feedback and explore opportunities for collaboration, including on sustainable fishing and the role of fish, shellfish and crustaceans in a healthy diet. This ongoing dialogue provides valuable insights and helps us review and refine our approach.

A selection of our activities in 2025

Trade fairs

In 2025, we attended several trade fairs. At Fish International, a trade fair targeting the German and Eastern European markets, we presented a wide range of fish products. At the China Fisheries and Seafood Expo (CFSE), the focus was on Asian markets, where there is considerable interest in our fish and shrimp. Most of our business units were represented at the Seafood Expo in Barcelona, helping to establish a strong and recognisable position in the global market. These trade fairs provide valuable opportunities to strengthen existing relationships, explore new markets and engage with international customers on product quality, sustainability and market developments.



Political engagement

On 20 June, the Pelagic Freezer Trawler Association (PFA) celebrated its 25th anniversary on board the SCH 123 Zeeland, with political representatives also in attendance.

At the SeaNext conference, the Netherlands Fish Marketing Board also launched its campaign of the same name, aimed at positioning fish as a healthy and sustainable source of protein within the protein transition. During the conference, several political representatives spoke about the importance of sustainable fishing practices, strengthening the position of fish within the protein transition and policy support for the interests of the Dutch fishing industry.

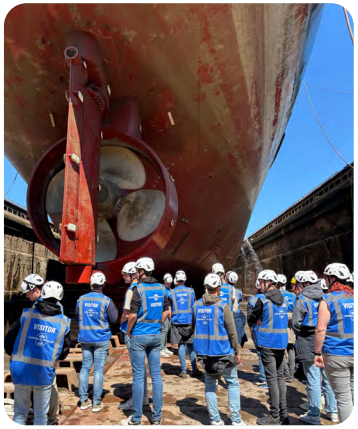
We also work with the Municipalities of Velsen and The Hague on local sustainability projects and corporate social responsibility initiatives.

Collaboration with NGOs

In November, we attended the Catch Welfare Platform conference. The platform is an international collaboration between science and industry focused on animal health and welfare in fishing. The programme included a visit to Cornelis Vrolijk in IJmuiden, where net supplier Maritiem explained the development and operation of escape panels to the international participants.

Research collaboration

In 2025, we participated in nine research trips focusing on catch composition in both pelagic and demersal fishing, as well as one research trip focusing on fish behaviour. In December 2025, research into the impact of offshore wind farms on fish stocks was conducted on board the SCH 123 Zeeland, in collaboration with Wageningen Marine Research, the PFA and others. Several times a year, we welcome researchers on board to analyse catch composition and collect data to support sustainable fisheries management.





Education

We actively invest in the next generation of skilled professionals. In 2025, we welcomed two groups of school pupils through JINC in order to introduce them to the industry. Through the VMBO On Stage programme, we welcomed 32 pupils who participated in a Doe Dag (hands-on work experience day). STC Katwijk visited us three times. A special moment was when students sailed aboard the SCH 81 for the first time and were able to see a vessel up close – including from below. Through ProSea, we welcomed 28 Belgian students from the Maritime Institute Mercator for a three-day introduction to Dutch pelagic fishing.

France Pélagique took part in La Mer en Tournée, a travelling exhibition about the sea, in Paris. The crew of the Prins Bernhard spoke to schoolchildren about life at sea, while Director Geoffroy Dhellemmes spoke at a conference on sustainable fishing and marine ecology.

In 2025, North Atlantic Fishing Company was actively involved in industry-wide discussions on sustainable fishing, quotas and food security. The company also participated in the wider maritime network, including by attending a Sailors' Children's Society fundraising lunch supported by The Seafarers' Charity. The company also invests in the industry's future by mentoring and training cadets on board, helping to pass on knowledge and bring new skilled professionals into the industry.



Suppliers

Our suppliers are not only business partners but also strategic stakeholders in our transition to more sustainable business operations. We maintain close contact, share knowledge and collaborate on innovations such as more sustainable transport, more efficient use of raw materials and circular packaging. Our procurement policy takes ESG criteria into account, encouraging our partners to take steps towards greater sustainability wherever possible.

Sponsorship

Kippenloop

The twentieth and final edition of the Kippenloop took place in Katwijk on 14 June. This walking event was established twenty years ago in memory of Gijs van den Oever, who died of cancer at a young age in 2004. Cornelis Vrolijk has been a loyal sponsor throughout those years, and 43 employees took part in 2025. The final edition raised €325,000. Over the event's lifetime, more than €4 million was raised for KWF Kankerbestrijding and KiKa.

Telstar

Following Telstar's historic promotion to the Eredivisie, we strengthened our partnership with the club and became a sponsor and premium partner of Port of Energy, a platform connecting businesses, public authorities and knowledge institutions in the North Sea Canal area to advance sustainability. Other premium partners in Port of Energy include Tata Steel, Port of Amsterdam and Rabobank.

Local clubs, schools and events

In Scheveningen, Katwijk, IJmuiden and Harlingen, we support various sports clubs, local activities and events.

Double materiality assessment

In 2024, we began revising our double materiality assessment (DMA) to further refine our sustainability strategy and reporting. We carefully worked through the process again. The revised DMA also takes into account the financial impact of the material topics. The methodology is aligned with the requirements and recommendations of ESRS 2 and the EFRAG Implementation Guidance on Materiality Assessment.

We followed five steps to conduct the new DMA:

Step 1: Compiling a longlist
The longlist was compiled using various sources: the sustainability matters listed in ESRS 1 AR 16, the GRI Sector Standard for Agriculture, Aquaculture and Fishing (GRI 13), and our 2021 materiality matrix. This resulted in a list of 98 potential topics.

Step 2: Shortlisting and identifying impacts, risks and opportunities (IROs)
The project team, comprising representatives from Finance, the CSR team and the Executive Board, reduced the longlist to a shortlist of 42 topics. Workshops with the CSR steering committee were held to identify the impacts, risks and opportunities associated with each topic. A distinction was made between actual and potential impacts, and the likelihood of each risk or opportunity and the timeframe in which it might arise were assessed.

Step 3: Weighing by internal stakeholders
The identified IROs were assessed using four targeted questionnaires distributed among internal stakeholders. They assessed the topics for impact and financial materiality, using variables such as scale, scope, irremediability and likelihood for impacts, and magnitude and likelihood for financial risks and opportunities.

Step 4: Preparing and validating the materiality matrix
The results were discussed by the CSR steering committee. During these sessions, the final list of topics was determined on the basis of the scores and professional judgement.

Step 5: External validation
Starting in early 2025, these findings were validated by external stakeholders. For this purpose, we selected stakeholders relevant to the various topics, including representatives of trade associations, certification bodies, NGOs, the scientific community, customers, suppliers and banks.

Broadening and deepening the assessment

Relative to 2021, the revised materiality assessment has been significantly broadened and deepened. Whereas the emphasis previously lay mainly on direct operational impacts, such as waste, emissions and food safety, the entire value chain is now given greater consideration. Topics such as human rights in the supply chain, supply chain transparency and biodiversity carry greater weight, as do social aspects such as employee well-being, safety and development. Governance topics such as ethics and transparency have also been included. A new element compared with the previous assessment is financial materiality: in addition to our impact on people and the environment, we now consider the reverse question – which sustainability topics represent a financial risk or opportunity for Cornelis Vrolijk? This makes the assessment more concrete and action-oriented, with a clearer link between impacts, risks and strategic priorities.

Double materiality assessment matrix

Environmental
Social
Governance

	Circular materials & waste	Selectivity	Emissions	Healthy fish stocks	Food waste	Our employees' safety and vitality
Material	Financial / Impact	Financial / Impact	Financial / Impact	Financial / Impact	Financial / Impact	Financial / Impact
Summary of impact/risk/ opportunity	We introduce non-biode-gradable and/or polluting waste and materials into society. The associated risks include rising waste processing costs, taxes and pollution resulting from production and use. By reducing waste and separating it for collection, we can increase its value.	Bycatch of species other than our target species can have adverse effects on the ecosystem. Areas may be closed to fishing because of the high likelihood of unavoidable bycatch. Negative media coverage can also affect the industry's reputation.	Greenhouse gases are emitted and local pollution is caused within our own operations and supply chains. A lower footprint per kg of product can help us stand out to customers. Potential risks to our future operations include scarcity of energy sources and the threat of bans on certain energy sources and machinery.	By collecting and providing data to scientists, we improve fish stock management and contribute to the development of fisheries certification. This helps maintain healthy fish stocks over the long term. Certification also enhances our reputation among customers and consumers, helping to ensure that we can continue fishing in the future.	Failure to make optimal use of raw materials can lead to unnecessarily high consumption of natural resources. By reducing food waste and deriving greater value from our residual streams, we increase our yield per unit.	Working with heavy equipment on land and at sea involves safety risks that can lead to serious accidents. We also focus on the health and vitality of our employees, aiming to prevent sickness absence and contribute to good health, including after retirement.
Position in the value chain (Up-stream / Own operations / Down-stream)	● ● ●	● ● ○	● ● ●	● ● ○	● ○ ○	○ ● ○



Our employees' development

Financial | Impact

Our organisation offers employees training opportunities, supporting their development. Providing career progression opportunities motivates employees and strengthens their commitment to the organisation, while also contributing to the development of the organisation itself.





Food safety

Impact

We supply nutritious products that meet the highest food safety standards, thereby contributing to the health of our consumers.





Animal health and welfare

Impact

Catching, farming or processing fish, shellfish and crustaceans may have a negative impact on animal health and welfare.





Human rights in the value chain

Financial | Impact

By deliberately choosing suppliers that provide good working conditions and do not use child or forced labour, we contribute to fair and responsible production chains. In this way, we make a positive impact together and protect Cornelis Vrolijk's reputation.





Impact on nature in the value chain

Impact

We are increasingly making conscious choices to work with suppliers that contribute to the conservation of nature and ecosystems. Among other things, we look at the protection of vulnerable areas, such as mangroves near shrimp farms, as well as responsible fishing practices and the prevention of pollution. Through our procurement activities, we aim to contribute to healthy ecosystems and a future-proof fisheries supply chain.





Ethics, governance & culture

Financial | Impact

Many employees at Cornelis Vrolijk have been with the company for a long time. We strive to provide a safe and respectful working environment where employees feel heard and valued. As a large fishing company, we take responsibility for ensuring careful compliance with laws and regulations. We continue to develop our knowledge and processes to ensure that we are well prepared for changing and increasingly extensive regulations.



Environmental

Social

Governance

Material

Summary of impact/ risk/opportunity

Position in the value chain

Up-stream | Own operations | Down-stream



ESG reporting structure

The diagram on the following page provides an overview of the relationship between the ESG structure, the four CSR pillars, the material topics identified in the double materiality assessment (DMA) and the seven CSR working groups.

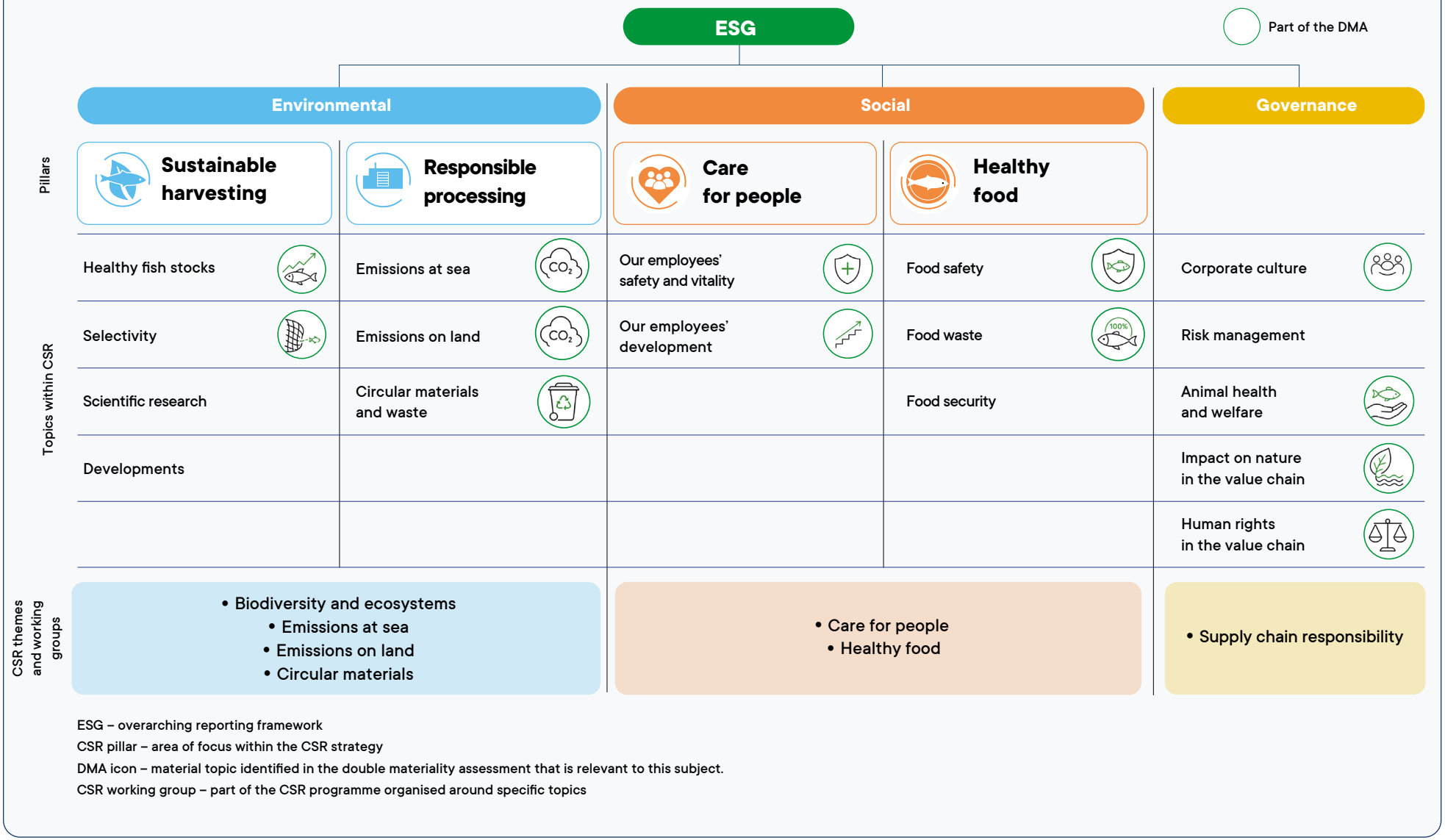
The overview shows how the different elements relate to one another. The ESG classification provides the overarching framework. This encompasses Cornelis Vrolijk's four CSR pillars: Sustainable harvesting, Responsible processing, Care for people and Healthy food (see also page 19). The material topics identified in the DMA are linked, where relevant, to the subjects within the pillars by means of icons.

How to use this overview

The overview serves as a guide for CSR and ESG reporting. It shows how the DMA, CSR pillars and CSR working groups relate to one another, without suggesting that each DMA topic is linked to a single specific pillar or working group.



Relationship between the ESG structure, CSR pillars, DMA and working groups



ESG – overarching reporting framework
CSR pillar – area of focus within the CSR strategy
DMA icon – material topic identified in the double materiality assessment that is relevant to this subject.
CSR working group – part of the CSR programme organised around specific topics

Environmental



We are committed to healthy lives and vital seas – today and for generations to come. This means using natural resources responsibly: at sea, we aim to minimise our impact on marine ecosystems and biodiversity, while on land, we continuously work to reduce our Environmental footprint.

Sustainable harvesting

We believe it is important to treat nature, and marine life in particular, with care. That is why we fish as selectively as possible, reduce bycatch through new methods and techniques, and stay within catch limits so that we can continue to provide nutritious meals for future generations. We comply with applicable laws and regulations. We also actively contribute to scientific research and the development and application of innovative solutions.

14 LIFE BELOW WATER

Ambition
We aim to minimise our impact on marine biodiversity and ecosystems so that we can continue to supply fish, shellfish and crustaceans to future generations.

Material topics:
- Healthy fish stocks
- Selectivity

Objectives
- Minimise unwanted bycatch
- Actively contribute to scientific research
- 100% traceability of fish for human consumption
- Improve monitoring

Actions in 2025
- Improvements to fishing gear and escape panels
- Participation in the CIBBRiNA project
- Research trips: nine with the pelagic fleet and three with the demersal fleet
- Roll-out of camera and data systems to meet regulatory requirements, and crew training

CSR working group:
Biodiversity and ecosystems

Responsible fish stock management

For Cornelis Vrolijk, sustainable fishing starts with fish stock management that safeguards the future. We strictly adhere to the quotas set annually by the authorities on the basis of scientific advice, in accordance with the principle of Maximum Sustainable Yield (MSY): only the additional growth is harvested, while the spawning stock is maintained.

Fishing opportunities for 2025 were established in December 2024. The total allowable catches (TACs) for each fish species are based on scientific advice from the International Council for the Exploration of the Sea (ICES). The TAC is set annually and forms the basis for the quotas allocated to each coastal state.
As a coastal state, the EU distributes its share of the TAC among its Member States, including the Netherlands. Each Member State's quotas are allocated to producer organisations (POs), which manage the quotas on behalf of their members. We are also members of POs.

For 2025, TACs for several pelagic species were reduced to maintain fish stocks at healthy levels by reducing fishing pressure. The allowable catch of mackerel fell by 22%, while that of blue whiting fell by 5.4%. The allowable catch of North Sea herring fell by 23.8% compared with the previous year.

Despite the EU's efforts, negotiations on a joint quota-sharing agreement have yet to produce a result. As a result, combined catches of Atlantic mackerel, blue whiting and Atlanto-Scandian herring have exceeded the scientifically advised limits for several years. To date, there is no binding quota-sharing agreement between all coastal states. The consequences are becoming increasingly apparent.

At the Northeast Atlantic Fisheries Commission (NEAFC) meeting in late 2025, the coastal states once again failed to reach an agreement on mackerel.
The European fishing industry is deeply concerned: the lack of an agreement has serious implications for the stability, sustainability and planning of fishing activities in 2026. Cornelis Vrolijk strictly adheres to the established EU quotas and, together with the European pelagic fishing industry, advocates a binding international quota-sharing agreement that ensures comprehensive, sustainable management of fish stocks.





Brexit

In addition to TAC reductions based on fish stock assessments, Brexit has also led to reductions in EU quotas. As a result of Brexit, a proportion of EU quotas has been transferred to the United Kingdom each year since 2021, with the transfer completed in full in 2025. The reason for this transfer is that, since Brexit, the United Kingdom has participated in negotiations as a separate coastal state and manages its own quotas. As a result, each EU Member State has had to give up a proportion of its quotas for various fish species, including herring and mackerel.

In 2025, higher catches of sole, plaice and whiting were permitted. Plaice stocks have been above the precautionary threshold and sustainability target since 2005, and sole stocks since 2021. Nevertheless, we see that quotas for many demersal species, such as sole, plaice and turbot, are underutilised: total landings are lower than the amount permitted to be caught in the year concerned. This does not mean that all available fishing opportunities should be fully utilised. Actual catches depend on factors including fish availability, fishing conditions, the composition of mixed catches and economic factors. There may therefore be various reasons a quota is underutilised.

No quotas are set for certain demersal species that we catch using the flyshoot method, such as squid and red mullet. Although these species are not subject to catch quotas, various technical measures apply and the total number of fishing days is limited. In the English Channel, where these species are caught, an agreement known as the Gentlemen's Agreement has been reached to keep fishing within responsible limits. Under this agreement, a vessel may fish for a maximum of eight days in any fourteen-day period. It also sets requirements for the fishing gear used, including the length and thickness of the flyshoot ropes. At the same time, we ourselves consider it important to manage these stocks responsibly. We therefore actively contribute to scientific research and the collection of knowledge about the development of these species, including through collaboration with Wageningen Marine Research and the Good Fish Foundation. We use these insights to work towards a future-proof fishing industry.

Challenges and ambitions in demersal trawler fishing

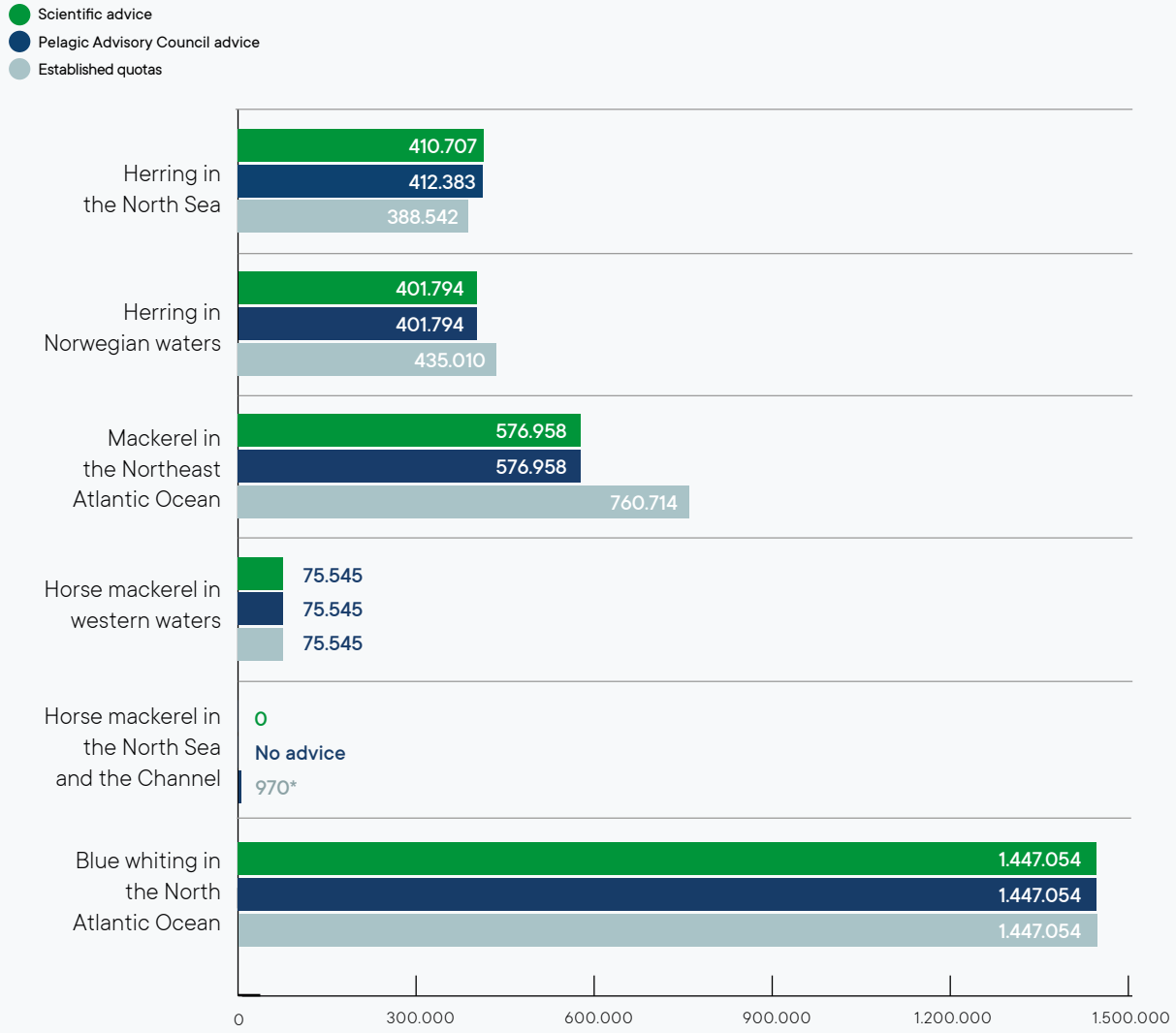
The demersal trawler fishing sector, however, also faces major challenges. The development of wind farms and area closures to protect nature are reducing the fishing grounds available. Under European nature conservation legislation and the Common Fisheries Policy, certain areas at sea have been closed to allow biodiversity to recover. As a result, fishermen have to move to other areas, leading to longer sailing times, higher fuel costs and greater competition for the remaining fishing grounds. At the same time, the landing obligation and growing attention to fish welfare and climate impacts are placing increasingly stringent demands on the sector. All these developments increase the need for innovation.

In February 2025, the demersal trawler sector presented its vision for the future, 'When the tide turns, change course', with the central ambition of achieving an economically and environmentally sustainable future. Real-time data collection and management of fisheries data by the sector itself are central to this vision: using up-to-date catch data allows adjustments to be made along the way, taking both economic and ecological considerations into account. This should lead, among other things, to better stock estimates and more accurate catch advice. Implementation is planned for 2025–2030.

Cornelis Vrolijk is actively contributing to this transition. For example, we are participating in the Fully Documented Fisheries 2.0 project, which is investigating whether catch composition can be recorded automatically to reduce the administrative burden on crews and improve fish stock research.

Catch advice and quotas

2025 figures in tonnes

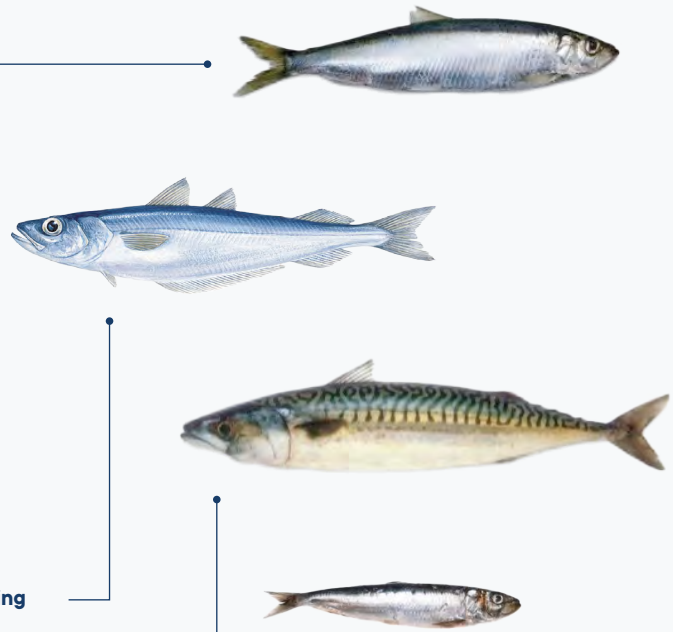


* TAC for horse mackerel applies to bycatch only; targeted fishing is not permitted.

Source: **www.pelagic-ac.org**

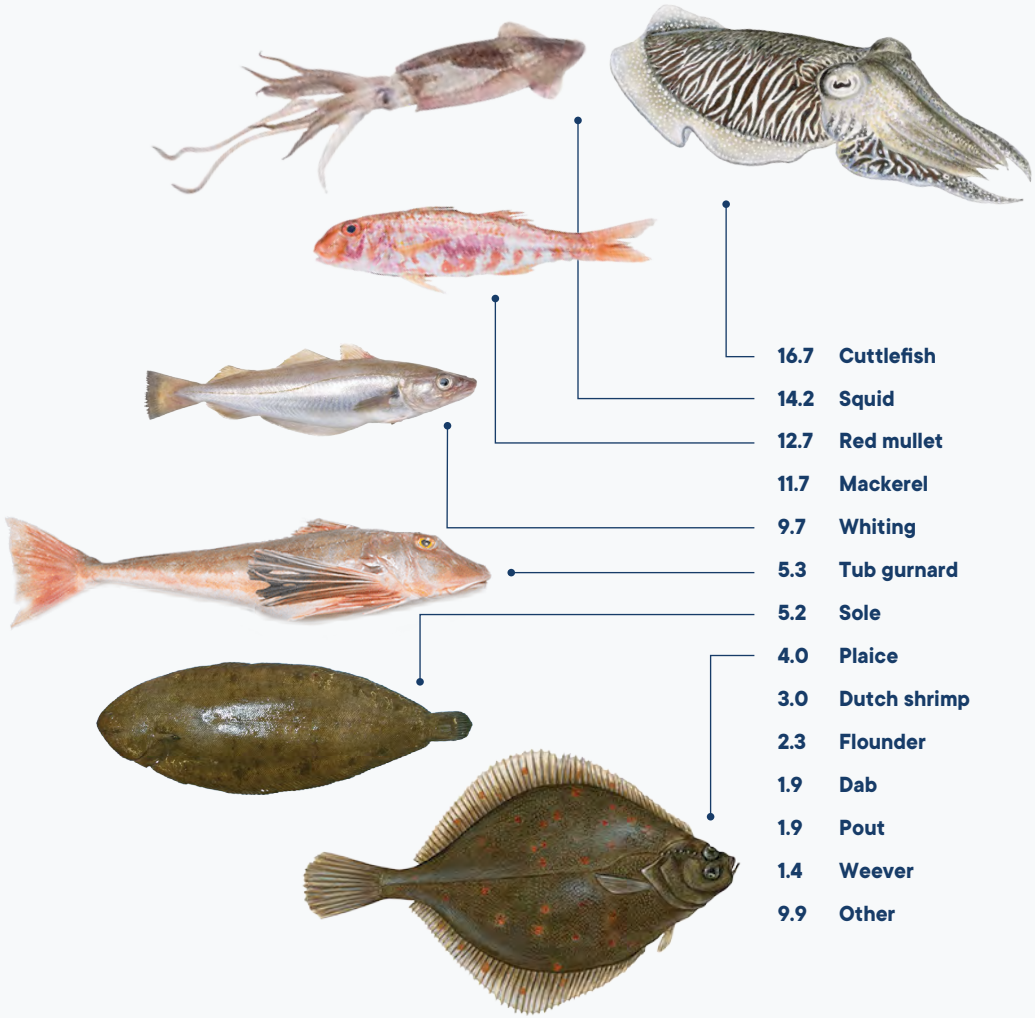
Catch composition (in %)

Pelagic



- 41.9 Herring*
- 31.4 Blue whiting
- 16.5 Mackerel
- 7.1 Horse mackerel
- 0.8 Sardine
- 0.8 Silver smelt
- 0.4 Sprat
- 1.1 Other

Demersal



- 16.7 Cuttlefish
- 14.2 Squid
- 12.7 Red mullet
- 11.7 Mackerel
- 9.7 Whiting
- 5.3 Tub gurnard
- 5.2 Sole
- 4.0 Plaice
- 3.0 Dutch shrimp
- 2.3 Flounder
- 1.9 Dab
- 1.9 Pout
- 1.4 Weever
- 9.9 Other

* North Sea herring 41.86%; Atlantic herring 0.04%

Selective fishing

Selective fishing and reducing unwanted bycatch are central to our approach. We work with a carefully developed fishing plan, take our cues from nature and rely on the knowledge and experience of our people. Targeted fishing also saves fuel and reduces CO_2 emissions.

Pelagic fishing has a natural advantage when it comes to selective fishing: pelagic fish species swim in large shoals, enabling us to fish more selectively and keep unwanted bycatch to a minimum.

We take specific measures to protect marine mammals. Since 2020, all pelagic vessels have been equipped with pingers: devices that emit acoustic signals to keep dolphins and porpoises away from the nets. Escape panels in the fishing nets provide an escape route for seals, for example. Special grid panels in the intermediate net prevent larger species from moving deeper into the net and guide them towards the escape opening.

Demersal species often swim together (although this naturally varies by area). This is also known as mixed fishing. This makes it more difficult to separate these species. Of course, this applies to all species, as bycatch can be either wanted or unwanted. In sole fishing, for example, other species are also caught that can readily be sold at the fish auction. Although these are bycatch, they are wanted.



Innovation and technology

In 2025, several innovations were tested and further developed on our trawlers and demersal fishing vessels, as part of our ongoing commitment to more efficient and sustainable fishing and continued compliance with laws and regulations.

Net optimisation

We work continuously with our net supplier to improve our nets and further reduce bycatch and wear and tear. In 2025, the design of the escape panels (excluders) on our pelagic trawlers was improved. An excluder with narrower openings allows a wider range of bycatch species to escape from the net more quickly, including species we are permitted to catch, such as pollock, because we prefer to focus on our target species.

New trawl doors have also been tested, initially on the SCH 24 Afrika and currently on the SCH 123 Zeeland. These adjustable trawl doors automatically keep the fishing net at the correct depth. The depth and angle of the net can be adjusted from the bridge, making fishing more efficient. As each vessel requires its own adjustments, further testing will be carried out before a decision is made on purchasing the equipment for all trawlers in the fleet.

On board the SCH 81 Carolien and SCH 24 Afrika, trials were conducted in collaboration with the PFA trade association to establish whether deep-sea cameras provide better insight into the underwater behaviour of fish. The aim is to identify areas for improvement and evaluate the performance of our nets. The initial footage is promising, but the cameras still require considerable maintenance. We want to resolve this before proceeding with further expansion and purchasing cameras for the fleet.

Cameras and monitoring

The revised EU Control Regulation will require pelagic fishing vessels to have camera-based monitoring (Remote Electronic Monitoring, REM) from 2028. In Scottish waters, however, REM will be mandatory on board all pelagic trawlers from March 2026. We made thorough preparations for this in 2025, including investing in technology such as on-board camera and data systems, adapting operational processes and training crews in the use and management of REM. The new regulations also impose additional obligations relating to data management and security.

We have already participated in a Remote Electronic Monitoring (REM) pilot run by the UK government and CEFAS using the H 72 Frank Bonefaas, with on-board cameras monitoring catches and compliance with the landing obligation. We participated in a REM pilot run by the French government using the Scombrus.

Research voyages

Pelagic vessels

Date	Duration (in days)	Vessel	Purpose
Jan	27	Frank Bonefaas	Catch composition
Jan	26	Africa	Catch composition
Mar	15	Carolien	Catch composition
Apr	12	Zeeland	Catch composition
Jul	17	Carolien	Catch composition
Jul	15	Frank Bonefaas	Catch composition
Oct	21	Carolien	Catch composition
Oct	17	Frank Bonefaas	Catch composition
Dec	13	Frank Bonefaas	Catch composition

Demersal vessels

	Aravis	Observer trip
	Simplon	Observer trip
	Galibier	Observer trip

Scientific research

The fishing industry is constantly evolving. We actively keep abreast of developments through close contact with suppliers and industry peers, attend several trade fairs each year and participate in research projects and pilot studies.

An important part of this is our collaboration within the Pelagic Freezer Trawler Association (PFA). We actively participate in the PFA's extensive scientific programme, which focuses on continually improving fishing methods and contributing to responsible fisheries management. Fisheries researchers and observers join our vessels several times a year to examine catch composition. In 2025, this happened nine times.

In early December, scientists joined the SCH 123 Zeeland as part of a multi-year study into the impact of wind farms on pelagic fish stocks. Researchers from WMR also join our vessels several times a year.

Self-sampling

Our fishermen systematically collect length and biological data on board our trawlers using improved catch-recording software. These data are shared with the PFA and WMR and are highly valuable for stock estimates, MSC certification and analyses of distribution patterns.

Until recently, length measurements were recorded partly by hand by quality masters. In 2024, the updated Length and Weight Measurement System (LWMS) was tested on board. The system combines a camera, scales and intelligent software to accurately measure the length and weight of samples and process the results in our catch-recording system. The LWMS is more accurate and efficient than manual measurements and improves the quality of the data collected. The system has now been purchased for all trawlers and will be installed on board once the necessary infrastructure modifications have been made.

CIBBRiNA

The European CIBBRiNA research project aims to reduce bycatch of vulnerable species, such as marine mammals, birds and sharks, including in pelagic fishing. Fishers, scientists, governments and conservation organisations from thirteen countries have worked together to test new techniques, including modified nets, pingers and real-time monitoring using sensors and cameras. The results have been incorporated into guidelines and a code of conduct published in 2025. Cornelis Vrolijk participates in the pelagic working group through the PFA trade association, contributing to practical research and innovations such as the use of underwater cameras and computer vision, and testing techniques to reduce bycatch. We make vessels available and share underwater footage, data and operational knowledge, actively contributing to the development and validation of solutions used within CIBBRiNA. The project will continue until 2029.



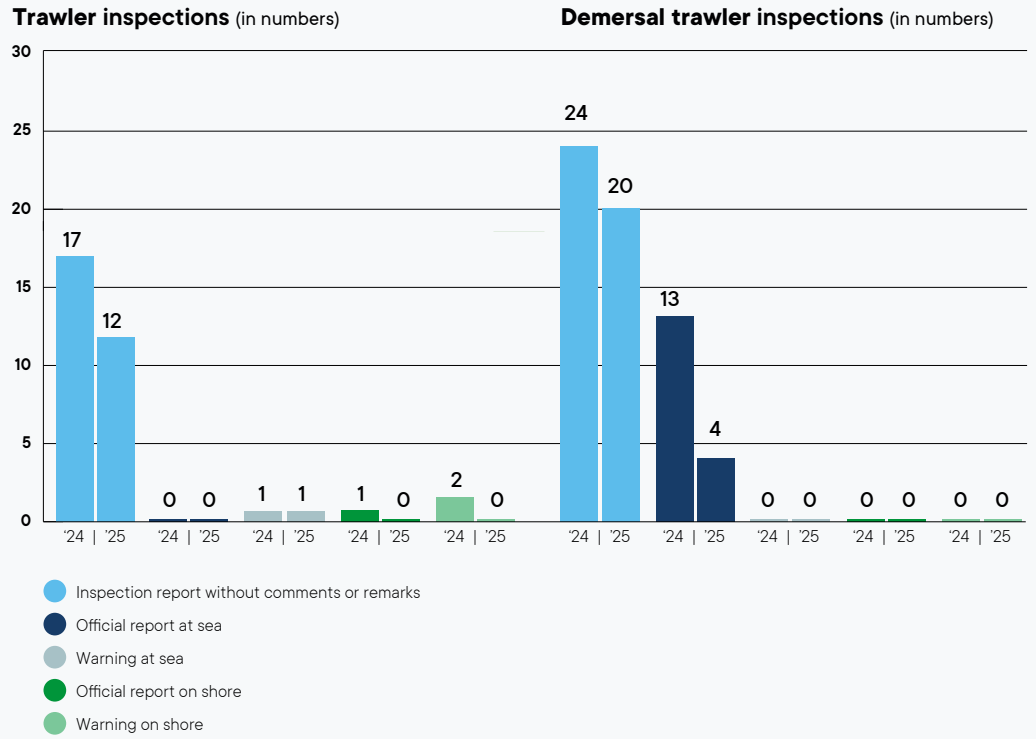
The - also actively contributes to scientific research. Every year, vessels are used for observer trips organised by WMR; there were three in 2025.

The SCH 99 Aravis also participates in the DIGIvloot project run by Stichting Visser & Data, a partnership between fishing companies, IT businesses and Wageningen University focused on further digitalising demersal trawler fishing. On-board digihubs and the Poseidat data standard give fishermen insight into catches and fuel consumption.
In 2025, we continued collecting our own data on all Dutch flyshooters.

The OD 1 Maarten Jacob participated in the Fully Documented Fisheries 2.0 project, which focuses on fully digital catch recording. Commissioned by the Ministry of Agriculture, Fisheries, Food Security and Nature (LVVN), Wageningen Marine Research (WMR) developed the Catch Wageningen Automated Monitoring (CatchWAM) camera system for this purpose. The smart camera is positioned above the end of the sorting conveyor and automatically records the exact number of fish caught in the electronic logbook. This reduces the administrative burden on the crew and provides more data for fish stock research.

The SCH 135 Galibier participated in WUR's MONSSEI research into the social and economic effects of area closures caused by the increasing industrialisation of the North Sea, an issue that directly affects the demersal trawler fleet.

Inspections



Compliance and monitoring

The waters in which we fish are subject to laws and regulations imposed by various national and international authorities. Enforcement is strictly organised, and we continually adapt our internal processes and protocols to changes and new requirements. Our crews are actively informed of changes and are well prepared for inspections. Several times a year, our vessels undergo unannounced inspections at sea and upon landing by the Netherlands Food and Consumer Product Safety Authority (NVWA) and fisheries authorities in the countries where we operate. These inspections cover logbooks, catches, fishing gear and refrigerated tanks. In addition, all vessels are tracked by satellite using the Vessel Monitoring System (VMS). Vessel locations are visible in real time, allowing the authorities to check whether fishing takes place in permitted areas.

Inspection results 2025

In 2025, the freezer trawlers underwent twelve inspections at sea, all without any irregularities being found. The demersal trawler fleet underwent twenty inspections, also with no infringements detected during physical inspections. However, four electronically detected

infringements involving demersal trawlers were recorded: three breaches of the traffic separation scheme (navigational offences unrelated to fishing) and one offence involving incomplete fishing logbook entries. All four resulted in fines. With more than 700 landings each year, each of which is inspected, only one fisheries offence was recorded, although every infringement is one too many.
Since 2023, the Belgian authorities have enforced the rules governing the traffic separation scheme very strictly, imposing substantial fines for every infringement, regardless of the circumstances.

Overall, the results show a high level of compliance. The recorded infringements were detected exclusively by electronic means on demersal trawlers in one specific area. We take these incidents, too, seriously and continue to raise awareness across the fleet.

Certifications

MSC certification

North Sea herring has been MSC-certified since 2006. The MSC certification of Dutch shrimp was renewed for five years in October 2023.

Mackerel and blue whiting lost their MSC certification in 2019 and 2020 respectively. The immediate cause was the breakdown of a joint TAC-sharing agreement between coastal states. Since then, Norway, Iceland and the Faroe Islands have consistently exceeded their historical catch shares, meaning that total catches have persistently exceeded the TAC. As a result, all certificate holders in the EU, the United Kingdom, Norway, the Faroe Islands and Iceland lost their certification. This included those that had complied with the agreed quotas.

The situation has now become urgent. ICES has advised a 70% reduction in the mackerel quota for 2026. This advice underlines the seriousness of the situation and the need for binding agreements between all coastal states. Without an agreement, the stock risks further deterioration, with direct consequences for the fishing opportunities available to EU fishermen.



The outlook for blue whiting is less bleak. Despite the loss of MSC certification in 2020 and continued high fishing pressure, the stock has grown in recent years thanks to strong recruitment. However, restoring certification remains dependent on an international agreement.

Pêche Durable

In 2025, France Pélagique once again obtained the French ‘Pêche Durable’ ecolabel for its herring fishery. It is the only official French ecolabel for sustainable fishing. The label covers not only fish stocks but the entire supply chain, from catch and processing through to sales.

IN FOCUS SUSTAINABLE HARVESTING

Innovating through insight

To make fishing increasingly selective, more animal-friendly and more efficient, Cornelis Vrolijk continuously invests in knowledge about fishing gear and improvements to it. To prevent bycatch, we use escape panels (excluders), among other measures. These are panels in the net that allow unwanted species to escape. Besides the design of the net itself, its position in the water also affects fishing efficiency. To continue optimising the fishing gear used by our pelagic trawlers, we work closely with net supplier Maritiem and carry out extensive testing of innovations. But it is difficult to see exactly how a net behaves underwater when fishing on the open sea. The FLUME Tank North Sea in Hirtshals, Denmark, makes it possible to see what happens below the surface.



Learning from simulations

In 2025, several employees involved in fishing visited the FLUME Tank North Sea, part of the North Sea Science Park. In this professional testing tank, scale models of fishing nets can be tested under realistic conditions, with swell, waves and currents faithfully reproduced. A large glass viewing panel provides a clear view of how the net behaves underwater. This makes something that every fisherman understands intuitively tangible and visible.

Before the visit, our net supplier had produced scale models of the nets used by our pelagic vessels. The simulations provided insight into how net settings affect catches and drag, and what adjustments are needed to improve fishing operations. The latest version of the excluder was also tested. The visit provided valuable insights and led to specific modifications to our nets.



During the visit, we examined not only how our own nets behave underwater but also tested scale models used by business units engaged in demersal fishing. In this way, we ensure that knowledge and innovation are shared across our entire family of companies. All with one common goal: expanding our knowledge to make fishing more selective and efficient worldwide.

Responsible processing

Our activities, both on land and at sea, have an impact on the climate. To reduce that impact, we continuously work to make our processes more sustainable: we reduce our greenhouse gas emissions, optimise our energy consumption and invest in the transition to natural refrigerants. We also use natural resources as efficiently as possible and actively work to prevent waste.

Ambition
We aim to reduce the climate impact of our activities by adopting circular and climate-friendly solutions throughout our value chain.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Material topics:
- Emissions at sea
- Emissions on land
- Circular materials and waste

Objectives
- Reduce emissions in line with the Paris Agreement (reduction >2°C–1.5°C)
- Reduce waste wherever possible and optimise reuse
- 100% circular packaging by 2030

Actions in 2025
- Development of a biofuel pilot project
- Renovation of the Cornelis Vrolijk Seafood office
- Completion of the mapping of waste streams and potential areas for improvement
- Optimising packaging

CSR working group:
Emissions at sea
Emissions on land
Circular materials

Carbon footprint

In recent years, we have taken various steps to reduce our emissions of CO_2, as well as other harmful gases, nitrogen oxides (NO_x) and sulphur oxides (SO_x).

Our scope 1 and 2 emissions are largely associated with:

- Fuel consumption by our vessels
- Electricity and gas consumption at our cold stores and processing facilities
- Leakage of (chemical) refrigerants from refrigeration and freezing systems
- Fuel and electricity consumption (kWh charged) by our vehicle fleet

In 2025, we also began working to gain insight into our scope 3 emissions. Scope 3 covers indirect emissions arising in our value chain, such as emissions from purchased goods and services, third-party transport and other activities outside our direct operations.

In 2026, we will begin requesting and collecting the necessary consumption and emissions data from relevant parties. As these data were not yet available in 2025, we cannot make reliable statements about the scale of our scope 3 emissions for this reporting year.



Emissions at sea

We are continually working to reduce emissions across our fleet. Over recent decades, we have invested heavily in the technical efficiency of our vessels. Our vessels have been modernised wherever possible and economically viable. By fishing as selectively and precisely as possible and introducing shore power, we have already achieved significant savings. Energy-saving measures, such as LED lighting and variable frequency drives for engine ventilation and cooling water pumps, help reduce energy consumption. Several trawlers and demersal trawlers have a biocide-free antifouling coating. This environmentally friendly protective coating prevents organisms from accumulating on the hull, thereby reducing drag and fuel consumption. At the same time, we recognise that vessels' absolute fuel consumption is strongly influenced by external factors such as weather conditions and the distance to fishing grounds.

Understanding fuel consumption

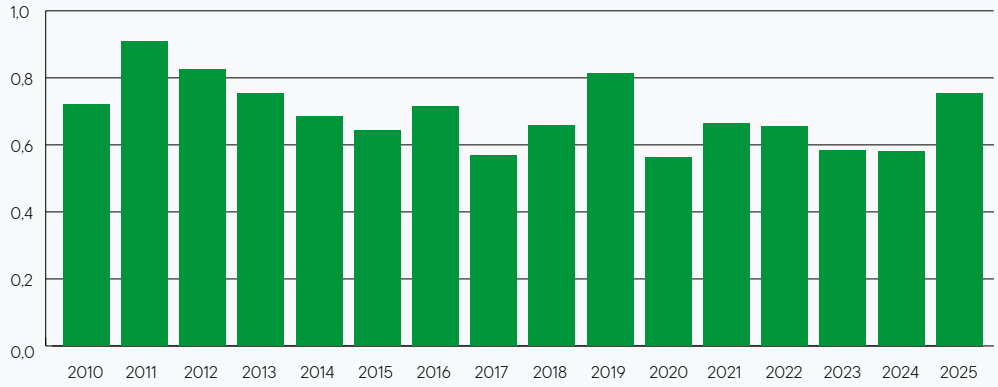
In 2025, we took steps to improve our understanding of fuel consumption and emissions, including by expanding data collection and monitoring. Since 2022, our trawlers and two demersal trawlers have been equipped with liquid flow meters that record exact fuel consumption per trip, alongside navigation, weather and catch data. These insights help skippers make more informed decisions about sailing speed, routes and fishing gear. Targeted fishing – quickly locating the right shoal and hauling in efficiently – not only improves catches but also reduces fuel consumption. Disappointing catches of several pelagic species meant that fishing took longer, resulting in a relative increase in fuel consumption.

In 2025, the measurement system on one of the trawlers was expanded with additional sensors to collect more engine data. Fuel data were also analysed in greater detail to support more targeted improvements in sailing efficiency and CO_2 reductions, for example by reducing sailing speed. All data are collected in a central dashboard. This also simplifies annual reporting to organisations including the International Maritime Organization (IMO).

Emissions

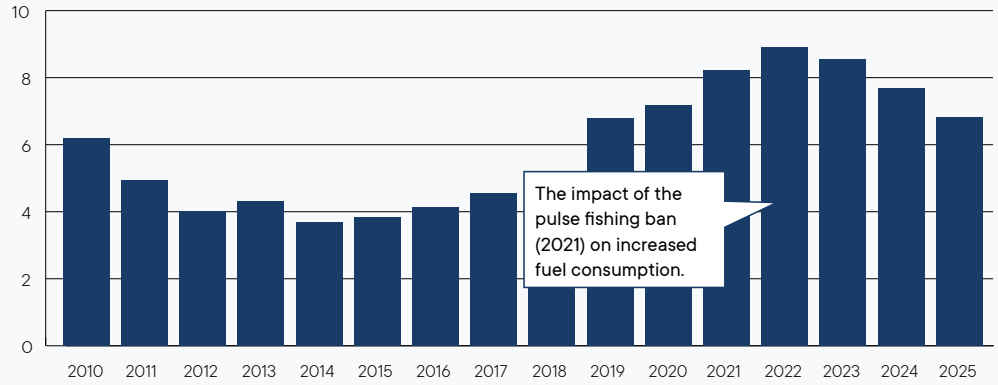
Pelagic fish

CO_2 emissions (kg CO_2-eq per kg of fish)



Demersal fish

CO_2 emissions (kg CO_2-eq per kg of fish)



The emissions presented relate to emissions from fuel consumption by our vessels per kg of fish caught (Well to Wheel).

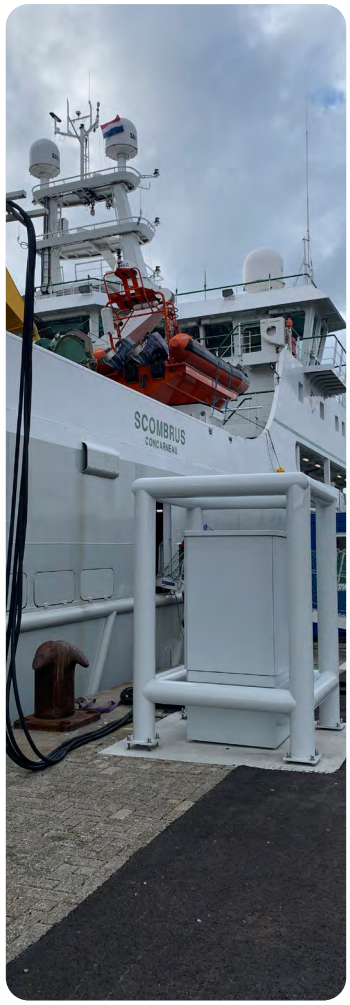
Alternative fuels

We actively participate in exploring alternative fuels and innovations within the sector. Our vessels have used Marine Gas Oil (MGO) for years: a cleaner fuel than heavy fuel oil (such as VLSFO), with significantly lower emissions of sulphur, particulate matter and harmful hydrocarbons. It also requires no preheating, which benefits engine service life. Preparations have been made on the Frank Bonefaas for a pilot in 2026 using B30 biofuel, which emits 28% less CO_2 during combustion than 100% MGO. We are also testing a new fuel additive that stabilises the fuel, reducing consumption and enabling cleaner combustion.

We have been closely monitoring opportunities for a possible transition to Green Maritime Methanol (GMM) for several years. Cornelis Vrolijk is a member of the GMM consortium. Switching to GMM and other alternative fuels is complex: besides replacing engines, it has major implications for the layout of spaces on board, entails additional safety requirements and requires extra fuel storage capacity. As a sector, we are subject to a maximum gross tonnage (GT), which severely restricts the space available on fishing vessels. This restriction, among other factors, makes a transition to green methanol unfeasible. We continue to monitor technical and political developments closely.

Shore power

Since 2023, all trawlers have been able to use shore power in IJmuiden and Scheveningen. The current connections have sufficient capacity for essential services on board, such as lighting, safety systems, air conditioning and heating. At higher loads, such as when freezing equipment or cranes are in operation, the auxiliary engines have to provide additional power. Upgrading the shore power connections to accommodate these peak loads requires additional capacity on the already overloaded national electricity grid (grid congestion), as well as substantial further technical modifications to the shore power infrastructure that cannot be completed in the short term.



Reducing emissions: harder than it looks

We are committed to a sustainable fishing industry, and reducing greenhouse gas emissions is an essential part of that commitment. In absolute terms, fuel consumption at sea is the largest source of emissions. But reducing consumption is easier said than done: fuel consumption depends on many factors, including the distance to fishing grounds, how quickly fish are located, weather conditions and the length of time spent fishing. This makes managing fuel consumption difficult, but not impossible.

Within our company, we actively invest in technical and operational ways to reduce emissions. We sail as efficiently as possible to save fuel, invest in new technologies and investigate the use of alternative fuels. Fuel consumption also depends heavily on the type of fishing: fuel consumption per kilogram of fish caught is considerably lower in pelagic fishing than in demersal fishing, which targets species living near the seabed.

We also have to take account of changes to quotas and regulations, such as new protected areas and offshore wind farms, as well as restricted access to, or the closure of, the Norwegian zone to European fishermen, for example in the case of Atlanto-Scandian herring. The reality is that there is tension between our ambitions and day-to-day operations, which means that fuel savings are not always possible. There are no simple solutions.

Nevertheless, our ambition is clear: to further reduce greenhouse gas emissions wherever possible. Investment in research and testing is essential to achieve this. What Cornelis Vrolijk can do, and is doing, is to continue measuring, testing and improving. We are collecting ever more data, and every fishing trip provides insights that help us fish more efficiently, step by step, without compromising the quality of the catch.

Emissions on land

In recent years, we have worked on several fronts to reduce emissions on land, from buildings and logistics to emissions in the supply chain. Our focus is on both gaining a better understanding of our emissions and taking further practical steps to make our operations more sustainable.

Data collection

We use smart meters to monitor our electricity, gas and water consumption, as well as the electricity generated by our solar panels. Some transport data and other relevant information are recorded centrally, giving us an increasingly clear picture of our emissions.

In 2024, we conducted exploratory research into our scope 3 emissions. In 2025, this work was developed further, with an initial estimate of the emissions-intensive categories within our value chain. This suggests that purchased goods and services (category 1) and upstream transportation and distribution (category 4) are expected to account for approximately 80% of our scope 3 emissions. Within category 1, the main contributors are the production of purchased raw materials (fish, shellfish and crustaceans) and packaging materials.

In 2025, working with a carbon footprint adviser, we began a functional analysis to determine which activities contribute most to CO_2 emissions. We then began collecting consumption data across the organisation for the emissions categories with the greatest impact on our operations. In 2026, these data will form the basis for setting improvement targets and developing action plans to achieve them.

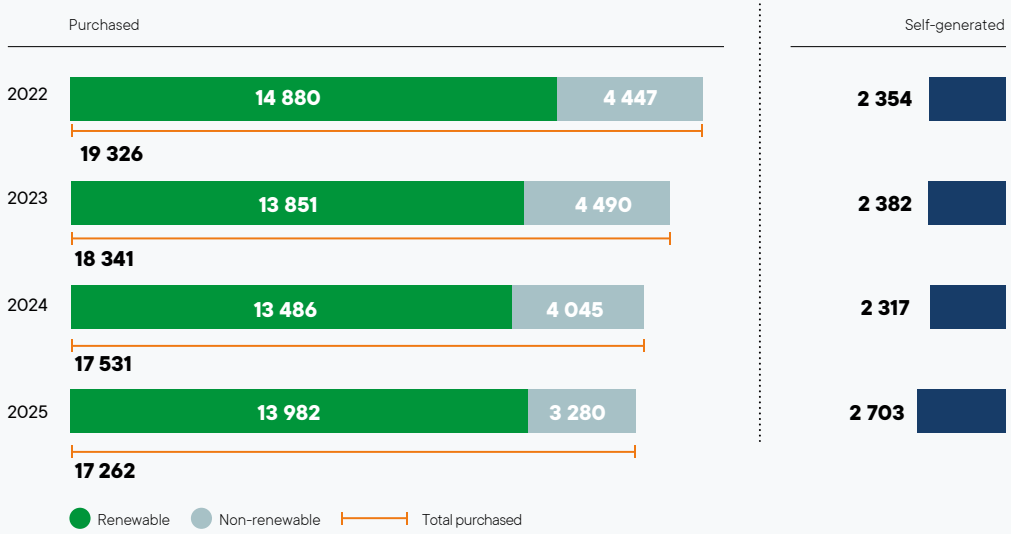
Making our buildings more sustainable

We are making our buildings more sustainable, step by step. Sustainability improvements are now integrated into our routine operations: opportunities to improve sustainability are a standard consideration during renovation, maintenance and new-build projects. Several of our buildings have solar panels, and we invest in the use of natural refrigerants wherever possible. We are also working on heat recovery, preparing for heating without gas and further optimising energy consumption through more efficient systems. At several

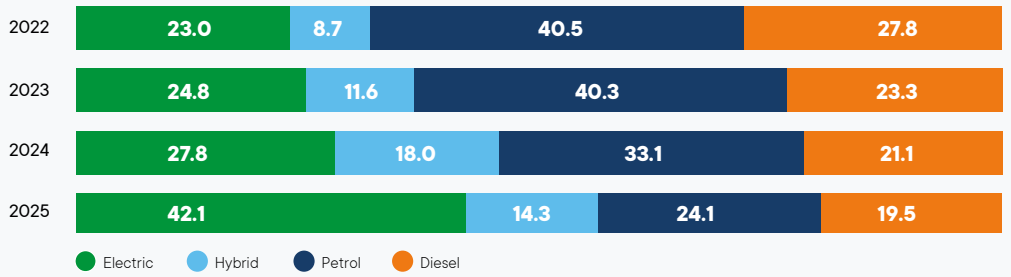
Energy

	Unit	2022	2023	2024	2025
Gas consumption	m^3	377 434	285 493	164 404	208 042
Breakdown of product transport by our own vehicle fleet					
Diesel	%	100.0	100.0	100.0	100.0

Electricity (in MWh)



Breakdown of our passenger vehicle fleet (in %)





locations, for example, waste heat from refrigeration systems is reused for cleaning processes. This reduces gas consumption and makes processes more efficient.

Refrigerants

Immediately after being caught, fish are chilled to 0°C in refrigerated tanks on board and frozen within twelve hours. On shore, we store the frozen fish in cold stores. Synthetic refrigerants used in refrigeration and freezing systems can have a strong greenhouse effect if released. Some of these refrigerants contain ozone-depleting substances (ODS). We are therefore gradually switching to natural alternatives such as CO_2 and NH_3, both in freezing systems and air conditioning units. As this transition requires substantial investment and has major implications for our operations, we are implementing it gradually, with 2030 as our target year. All refrigeration and freezing systems are continuously monitored by an automated monitoring system. Certified technicians carry out preventive maintenance and regularly check for leaks. Work carried out on the small refrigeration systems on our demersal trawlers, together with refrigerant storage and consumption, is also carefully recorded.

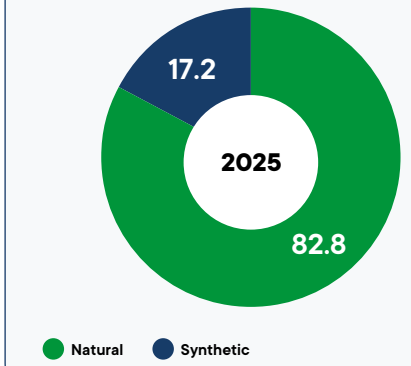
Electric transport

Since 2025, employees at Cornelis Vrolijk have only been able to choose fully electric passenger cars when replacing company cars. Before 2025, they could still choose between hybrid and electric vehicles. We also aim to reduce emissions further when transporting our products. Since 2024, we have supported one of our regular transport providers in purchasing electric lorries, and since 2025, two electric lorries have been used for our container transport.

In 2025, we worked on developing a transport module for our logistics operations that will enable all transport movements within the organisation to be recorded and managed. This will give us better insight into our transport flows and provide opportunities to organise them more efficiently. The first version of this module will be tested in mid-2026. The ultimate aim is to integrate all business units into the transport module.

Refrigerants

Ratio of synthetic to natural refrigerants. Based on the total capacity of all systems. As at 31 December 2025 (%)





Circularity and waste streams

Processing fish and crustaceans generates various waste streams: fish residues, used sunflower oil, paper, water, plastic and other residual waste. We are continuously looking for ways to reduce these waste streams, make packaging 100% circular and recover as much value as possible from the remaining waste. We do this in collaboration with customers and suppliers, without compromising the quality, shelf life or safety of our products. This aligns with the Netherlands' target of achieving a fully circular economy by 2050.

In 2023, we began mapping our waste and packaging streams. Waste audits on vessels and at our onshore business locations identified specific opportunities for improvement, such as centralising and compacting EPS, more efficient waste collection and better opportunities for recovering value and recycling. The waste audits were completed in 2025. For the first time, we now have a comprehensive overview of our waste streams, making it significantly easier to implement improvements and extract data. Based on the results of the audits, we decided to switch to a single waste management provider for all companies and locations.

Plastic

We also made progress on packaging in 2025. We prepared for the Packaging and Packaging Waste Regulation (PPWR, Regulation (EU) 2025/40). The first specific obligations apply from 12 August 2026, including the declaration of conformity, restrictions on PFAS in food-contact packaging and packaging traceability.

We use PET-PE lidding film for our retail packaging. Within our fishing company, we held discussions with suppliers about thinner film and cardboard containing a higher proportion of recycled material. More sustainable solutions must still meet our quality and food safety requirements. Thinner film must pass through the packaging machines without problems and withstand the conditions in the freezing area without tearing. Extensive testing is therefore essential before we switch to an alternative.

Recycling fishing nets

We donated 16 tonnes of old fishing nets to Ukraine. At the front line, military personnel use Dutch fishing nets to protect themselves and their equipment against drones. In this way, lives are protected and the nets are given a second life.

Recycling nets remains difficult because they contain a mixture of materials. These materials have to be separated by hand before they can be reprocessed. An Italian company currently does this for some of our nets. Together with our net supplier, we are looking for new partners to help scale up fishing net recycling.

Innovative mussel packaging

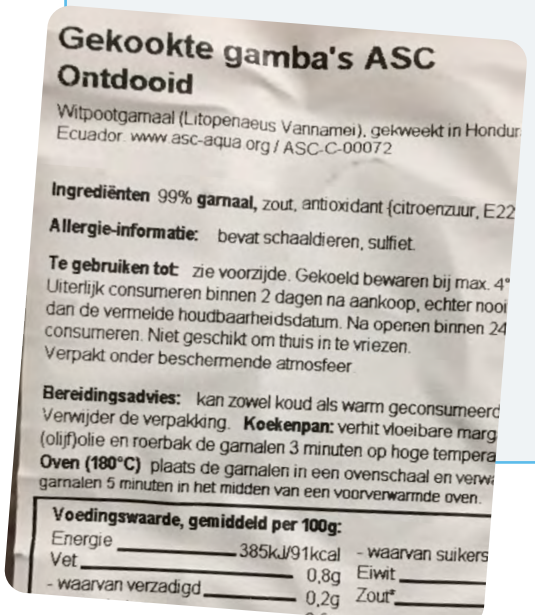
In 2025, Krijn Verwijs launched an innovation challenge in collaboration with Dockwize, the business and knowledge hub in Vlissingen, to develop more sustainable 1 kg mussel packaging. Following a baseline assessment and initial research phase, several innovative organisations came forward to develop new designs. The packaging will undergo further testing throughout 2026. A winner will be selected depending on the results of the testing phase.



IN FOCUS RESPONSIBLE PROCESSING

Packaging responsibly

To enable consumers to enjoy fish, shellfish and crustaceans, we pay close attention to quality and shelf life at every stage, from catch to sale. Packaging plays an important role in this. Good packaging helps extend shelf life, reduce product losses and, consequently, food waste. But the packaging itself must also be as sustainable as possible. Our ambition is to make our packaging 100% circular by 2030. Together with packaging suppliers and retailers, we continually seek the most responsible solutions.



European legislation requires producers to make their packaging as circular as possible. This means using as little material as possible, incorporating recycled materials wherever possible and limiting the number of different materials in packaging so that they can be easily separated. In the Netherlands, the principle is that the polluter pays. Producers and importers are responsible for the collection, sorting and recycling of their packaging. This is organised collectively by Verpact (formerly Stichting Afvalfonds Verpakkingen).

We work closely with suppliers to make our fresh and frozen fish packaging increasingly sustainable, without compromising food safety.

Designing for recyclability

The Packaging and Packaging Waste Regulation (PPWR), the EU regulation on packaging and packaging waste, applies from 12 August 2026. This legislation aims to make the packaging value chain more sustainable. One of the future requirements is that all types of packaging must be recyclable. To achieve this, the materials used must be easy to separate, including the labels.

New labels

Cornelis Vrolijk Seafood (CV Seafood) mainly sells fresh products, such as herring and shrimp, to retailers in the Netherlands and Belgium under their own brands (private label). As a result, CV Seafood does not have full control over packaging decisions; these are often made jointly with the customer. At the request of several major retailers, research was carried out in 2025 into which new type of label would meet the future PPWR requirements. The existing labels are made of paper, while the new labels are made of plastic (PP) with washable adhesive, making the entire packaging more recyclable. The supplier has spent years developing these labels.

The first rounds of testing were carried out at CV Seafood in late 2025. The tests checked whether the labels passed through the printer correctly and adhered properly to the packaging. The results were positive, and a decision was subsequently made in 2026 to switch to the new labels.





Social



People are at the heart of our family business. This includes the more than 1,800 employees who dedicate themselves to our business every day, as well as the partners in our value chain and the communities where we operate. We are proud of what we achieve together. We also feel a responsibility to make a positive contribution to the communities around us. We do this by working towards a healthy and sustainable food supply, with consideration for people, society and the environment.

Care for people

People are the foundation of our organisation. A safe working environment, good working conditions and the vitality of our employees at sea and on shore are therefore essential to the continuity of our business. We provide a pleasant working environment where people can develop, respect human rights throughout our value chain and engage with the communities in which we operate.

8 DECENT WORK AND ECONOMIC GROWTH

Ambition

We aim to provide a safe and healthy working environment, at sea and on shore, with opportunities for development, a focus on vitality and respect for human rights.

Material topics:

- Safety and vitality of our own employees
- Development of our own employees

Objectives

- Safe working environment
- Healthy employees

Actions in 2025

- Broadening and deepening the vitality programme
- Establish KPIs for reducing accidents at sea and increasing the number of near-miss reports at sea. Ensure consistent recording

CSR working group:
Care for people

Safety

Cornelis Vrolijk works every day to provide a safe and healthy working environment, both at sea and on shore. We ensure that our vessels and production and processing facilities comply with applicable safety guidelines and systematically work to increase safety awareness.
We aim to foster a culture in which working safely is the norm and employees also speak to one another about unsafe situations to prevent accidents.
Through training, drills, clear instructions and the annual Safety Day for seafarers, we work together to create a safe working environment.

Compliance with rules and regulations

Various rules and regulations apply within our company to enable employees to carry out their work safely. As an employer, we take responsibility for communicating these requirements and increasing safety awareness. We regularly consult the safety committees on board our trawlers and check compliance with these requirements.

In 2025, an external firm conducted a safety compliance audit at all our onshore business locations. Based on the findings, a list of actions identifying potential improvements and modifications was drawn up. These will be addressed in 2026.

Risk management

Working on board our vessels and at our onshore production facilities involves risks. Our safety policy aims to eliminate or minimise occupational health and safety risks as far as possible, in accordance with the Dutch Working Conditions Act (Arbowet). Where necessary, we take measures or make modifications to further improve safety.

The annual plan of the Occupational Health and Safety department sets out the planned risk inventories and evaluations (RI&Es), audits, drills, and the training courses and programmes to be developed and delivered.



Risk inventory and evaluation

We periodically conduct a risk inventory and evaluation (RI&E) on board our vessels and at our onshore locations. This is an important tool for identifying and systematically addressing risks. We keep the RI&E up to date and carry out a new assessment when circumstances change. Each RI&E results in an updated risk register and action plan. Annual site visits are used to assess whether the actions are being followed up. In 2025, the RI&Es were updated on two trawlers, and both were approved by the labour inspectorate. In 2026, RI&Es will be updated where necessary on other vessels and at onshore locations.

Raising safety awareness

We focus not only on technical safety but also on increasing safety awareness. To achieve this, we use safety instructions, site visits, training and the sharing of internal news updates.

On board our trawlers, the Safety Management System (SMS) helps employees comply with safety rules and procedures, such as reporting near misses and implementing actions and improvements in business operations. In 2024, this system was audited by an external party, after which a decision was made to improve the SMS. In 2025, we reviewed the existing procedures and mapped out roles, responsibilities and authorities. The procedures in the SMS are currently being rewritten. SMS 2.0 is expected to be completed and introduced on board our vessels in 2026.

At the same time, we are exploring how the SMS can be digitalised so that all vessels always have access to the same, most up-to-date versions of forms and manuals.

Monitoring and evaluating accidents

Within our fishing company, all accidents (with and without lost time), near misses and hazardous situations are recorded and reported to the Occupational Health and Safety department. To obtain as complete a picture as possible of our safety performance, we record and report both incidents involving our own employees and those relating to work carried out by third parties on our vessels and at our sites. The Occupational Health and Safety department assesses each report to determine whether further investigation is required.

Since 2025, the number of days lost has also been recorded for accidents resulting in absence from work. The aim is to use reliable data to manage safety more effectively and demonstrate the benefits of prevention.

The various occupational health and safety committees play an important role in managing risks. Near-miss reports are discussed by the on-board safety committees and submitted monthly to the Occupational Health and Safety department. Every quarter, the central safety committee discusses all reports at a meeting with the Executive Board and the Fleet Management, Technical, Human Resources and Logistics departments.

We also maintain a safe working environment at our fish processing facilities through targeted policies and preventive measures. Safety guidelines and procedures are clear and up to date, and compliance is monitored. Incidents and reports of unsafe situations are followed up in accordance with established procedures.

Safety Culture Ladder

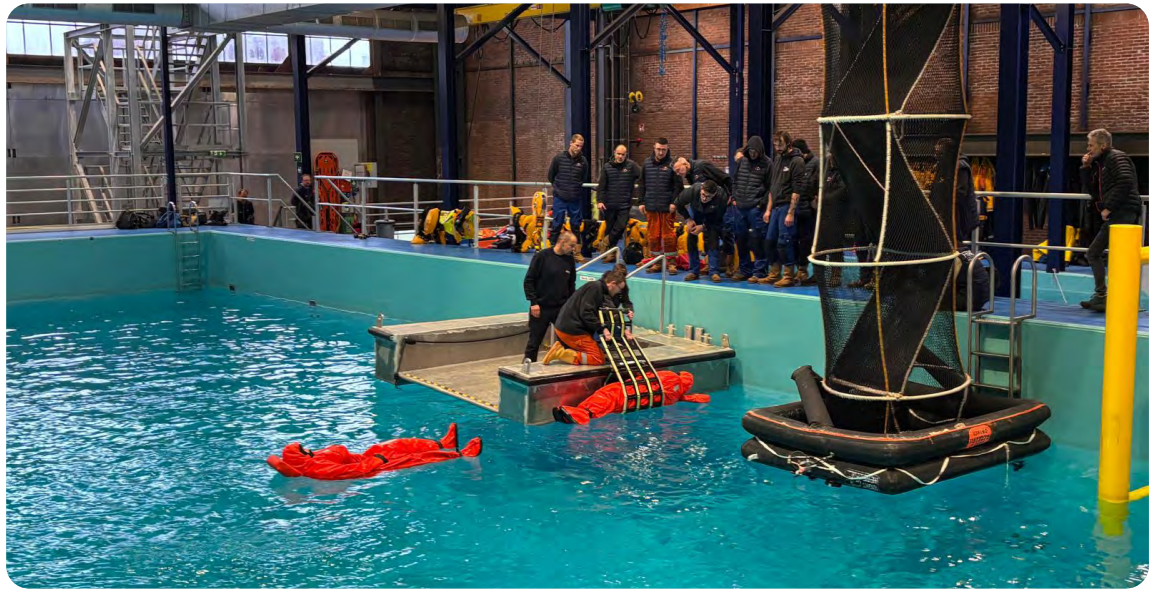
In 2024 and 2025, a student studying Integrated Safety and Security Management investigated whether the Safety Culture Ladder would be a suitable measurement tool within our existing safety policy. The Safety Culture Ladder provides insight into an organisation's safety culture. Following research at one of our cold stores in Scheveningen,

Safety

	2021	2022	2023	2024	2025
Accidents resulting in absence from work					
Trawler	8	12	19	16	23*
Demersal trawlers	2	5	5	3	2
Onshore	1	2	0	4	3
Accidents not resulting in absence from work					
Trawler	22	23	23	14	14*
Demersal trawlers	1	1	2	1	1
Onshore	0	1	0	2	5**

* One accident on board a pelagic vessel involved an external contractor carrying out work on board.
** The accident at CV IJmuiden that did not result in absence from work also involved an external contractor carrying out work on our premises on our behalf.





he presented his findings and recommendations to the Care for people working group in 2025. The research provided valuable insights into the organisation's current safety culture. The recommendations will inform further improvements to our safety policy, although large-scale implementation of the Safety Culture Ladder is not currently planned.

Safety Day

In addition to technical and procedural measures to enable safe working, the Occupational Health and Safety department places a strong emphasis on human behaviour, as this is often found to be a contributing cause of accidents and near misses. The annual Safety Day for trawler crews and other representatives of the fishing company therefore focused on safety culture and 'brain-based safety' in 2025. A safety psychologist gave an interactive presentation on 'brain-based safety'. He explained how unsafe behaviour often arises unconsciously, why people take certain risks (for example, when part of a group), and how safer working practices can be better explained and reinforced through training. Participants returned to work with fresh insights and a better understanding of the challenges involved in changing behaviour. Understanding why someone behaves unsafely is the first step towards changing that behaviour.

Training and courses

Crews and onshore employees take part in drills and training at various times throughout the year. New crew members complete an online safety induction before going on board. Safety officers on board develop their knowledge of safety procedures and risks through 'Safety Officer' training. We also offer various specialised training courses, such as 'Rescue from a confined space' and 'Working at height'. Other training courses arise from the vessels' risk inventories and evaluations, such as ammonia and CO_2 awareness training and mooring and unmooring training.

Several drills involving external organisations were held in 2025. A firefighting drill was held on board one of our trawlers in Scheveningen with the Leidschendam and Voorburg fire service. In IJmuiden, a drill was held on another trawler with the Kennemerland fire service, as we also believe it is important for different fire services to be able to conduct exercises on our vessels and premises. Abandon-ship, firefighting and man-overboard drills are held on our vessels, while firefighting exercises are regularly conducted in port in collaboration with local fire services. The aim is to keep crews well practised so that they can respond quickly in the event of a real emergency on board.

In collaboration with training provider BHV Zuid-Holland, an ammonia leak was simulated in the engine room of one of our cold stores in IJmuiden. Some of our emergency response officers took part in the exercise, which involved administering first aid to someone who had come into contact with ammonia. The exercise is a requirement imposed by the regional Environmental authority. It also gives Cornelis Vrolijk insight into the knowledge and skills available within the organisation. The simulation identified several areas for improvement. BHV Zuid-Holland was asked to develop a short training course to improve emergency response officers' knowledge of ammonia. Additional first aid supplies, such as special gloves and safety goggles, were also purchased so that emergency response officers can provide assistance safely.

Several training days are organised for crews each year. Crews could choose from several courses, including abandon-ship, firefighting and man-overboard training, or training in the use of lifesaving appliances. At sea, good training, thorough preparation and the ability to anticipate unsafe situations are vital. Training under realistic conditions helps build awareness, professionalism and teamwork.

The preparedness and competence of our crews were demonstrated during an incident at sea last year. Despite difficult conditions, the crew responded appropriately to an accident involving a crew member, provided suitable assistance and ensured that the helicopter evacuation was carried out promptly.



Health and vitality

We continually focus on the health and vitality of our employees. Working on a fishing vessel or in processing is physically demanding. To prevent physical complaints and sickness absence, we work closely with the occupational health physician to find solutions to common health problems. We also provide mental health support – employees can consult the occupational psychologist.

Since 2019, our Aan het Roer programme has offered a wide range of opportunities to improve physical and mental well-being, both at work and outside work. The programme, which was initially launched for trawler crews and subsequently rolled out to the onshore organisation, has five pillars: nutrition, physical activity, rest and relaxation, alcohol consumption, and smoking cessation. Employees choose the activities and initiatives they would like to pursue in these areas.

Most initiatives originate from within the organisation itself. The Aan het Roer team visits the different locations and also uses a network of ‘roergangers’ (ambassadors) to find out what employees need and what is happening within the organisation. The team also develops activities relating to topics that Cornelis Vrolijk itself considers important.

Sport

The range of sporting activities was expanded further in 2025. Swimming was already available in Katwijk and is now also offered in IJmuiden and Scheveningen at Cornelis Vrolijk's expense. The number of participating gyms has also increased. Employees living elsewhere can also make use of this scheme in their home town, subject to certain conditions.

There are also opportunities to exercise on board our larger trawlers. Some vessels already had a gym. At the crews' request, the remaining vessels have also been equipped with gyms. Crew members can use exercise cards to follow targeted training in three areas: strength, flexibility and endurance. The cards were developed in collaboration with sports centres that work with Cornelis Vrolijk, enabling employees to exercise in a targeted way while minimising the risk of injury.

Smoking cessation

In 2024, Aan het Roer launched a smoking cessation campaign, with multilingual leaflets that could be adapted by each company to local circumstances and needs. Cornelis Vrolijk covers the cost of a smoking cessation course for employees who want to quit. The campaign also includes information about the health risks of smoking and the benefits of not smoking.

A review in 2025 showed that uptake of the support offered remained low, particularly among crews. Given the differences between working in an office and on board, the campaign will adopt a more targeted approach for different groups. We recognise that working hours and private life are more closely intertwined at sea. Nevertheless, Cornelis Vrolijk considers it important, as a responsible employer, to create a healthy working environment on board our vessels too.

Workplace assessment

Workplace assessments were carried out at our offices in Scheveningen and IJmuiden. We were already working with an external firm to ensure that new employees' workstations were ergonomically adapted to their needs. In 2025, all other employees were also given the opportunity to have their workstations assessed and adjusted. There was considerable interest in this.

Health checks

In the summer, a Health Day was organised for the first time in Hull for the English crews of our English vessels. Crew members could undergo a medical check-up and enjoy activities and good food with their families. The day was a success and will be repeated.

Financial advice

Office employees aged 50 and over can have their financial situation assessed and receive personalised advice based on their circumstances. In 2025, we also organised a drop-in advice session for office employees with questions about their pensions. This was well attended, so we will continue to focus on this topic.



Sickness absence

In 2025, the sickness absence rate among onshore employees fell from 7.7% to 6.6%. This positive development was mainly attributable to a reduction in the number of days lost to sickness absence. Long-term sickness absence fell by approximately 28% in 2025, while medium-term sickness absence fell by approximately 11%. Short-term sickness absence remained virtually unchanged compared with the previous year.

Ambitions

Aan het Roer has now become an established part of Cornelis Vrolijk's fishing company operations. Employees are familiar with the programme, make suggestions and take the initiative to improve their own health. In this way, we ensure that the programme is by and for everyone.

Good employment practice

More than 1,800 employees work across the Cornelis Vrolijk family of companies. Around 650 of them are involved in our fishing activities, approximately 350 of whom work at sea. Our joint ventures, including those involved in shrimp operations abroad, employ more than 1,500 full-time equivalents (FTEs). We report employee numbers in full-time equivalents (FTEs), using the same methodology as in our financial reporting.

Human rights and working conditions

Good working conditions are essential to our operations. For our employees on board, we comply with Convention C188. This is the Work in Fishing Convention of the International Labour Organization (ILO). Convention C188 provides an important legal basis for ensuring good working conditions and safety on board. All our trawlers and demersal trawlers are C188-certified. We also monitor compliance with international conventions on working conditions more generally. We respect the Universal Declaration of Human Rights and the ILO conventions concerning forced labour, freedom of association, discrimination, child labour and working conditions.



Collective labour agreements

The specific terms and conditions of employment are set out in collective labour agreements concluded by the industry associations to which our companies belong. Dutch and Portuguese crew members on our trawlers are covered by the collective labour agreement for trawl fishing. Mauritanian crew members are covered by the collective labour agreement for non-EU trawl fishermen. The subsidiaries Cornelis Vrolijk's Visserij Maatschappij B.V., Jaczon B.V. and Dulk Haasnoot Seafood B.V. are covered by the collective labour agreement for the sea fishing industry in respect of their onshore employees. Dutch and Portuguese crew members on our trawlers are also covered by Cornelis Vrolijk's company-level collective labour agreement for trawl fishing.

This clarifies important arrangements concerning matters such as pay by job role and crew rotation schedules. Specific arrangements based on our company-level collective labour agreement apply to crew members on the French and English trawlers.

Equal treatment and non-discrimination

We work with crewing agencies to recruit seafarers from Lithuania and Mauritania, and with employment agencies to recruit staff for our various onshore activities. We establish clear agreements with crewing and employment agencies on the equal treatment of workers. Fishermen working on our trawlers also sign individual agreements. Our trawlers sail under the Dutch, British or French flag. In our policies on equal treatment and non-discrimination, we follow the principles of the Universal Declaration of Human Rights, the general ILO conventions on working conditions and other ILO conventions applicable to the flag state and sea fishing.



Policy on unacceptable behaviour

Our policy on unacceptable behaviour aims to prevent conduct such as bullying, aggression, violence, sexual harassment and discrimination, and to encourage employees to identify and report such behaviour. The policy clearly sets out our position on unacceptable behaviour and what we consider to constitute such conduct. This contributes to a safe and respectful working environment. Employees have been informed about the procedure to follow if they experience unacceptable behaviour. They can contact their immediate supervisor, department manager or confidential adviser. External confidential advisers are also available alongside internal contacts.

Training and development

In addition to the safety training mentioned earlier, we offer our employees various opportunities to continue developing their professional skills.

The next generation

To encourage new people to enter the industry, we maintain ongoing partnerships with maritime training institutions and fishing schools. In 2025, twelve aspiring fishermen completed work placements on board one of our vessels. We also welcomed four interns to our offices.

The sea cadet programme in England is progressing well: two cadets completed their training in 2025 and took up positions as Engineering Officers on two of our trawlers. Two new cadets have joined the programme.

Community initiatives

As a company, we believe it is important to make a positive contribution to society. We pay particular attention to the communities where our employees live and work. We sponsor various sports clubs, cultural associations, and sporting and cultural events in IJmuiden/Velsen, Katwijk and Scheveningen. In 2025, 50 colleagues took part in the final edition of the Kippenloop in Katwijk, a walking event that raises money for KWF Kankerbestrijding.

IN FOCUS CARE FOR PEOPLE

Cooking more healthily at sea

As part of our Aan het Roer vitality programme, which promotes fitness and well-being during and after working life, we launched the Chefs Project on our trawlers in 2021. Good nutrition is an important factor in crew members' energy levels, recovery and physical fitness. Good meals also contribute to a positive atmosphere on board.

The chefs' training programme focuses on a key factor in well-being on board: the chef. The approach is practical: nutritious meals that provide energy, dishes that support recovery, a menu cycle that can be implemented in the galley, and efficient purchasing with as little waste as possible. We often compare the work our fishermen do on board to elite sport. That is why Cornelis Vrolijk works with elite sports chef Erik te Velthuis from the Papendal sports centre, who has an in-depth understanding of the relationship between nutrition and performance.





During our Chefs' Days, Erik visits the vessels and joins the ships' chefs in the galley. They test new dishes, improve cooking techniques and exchange experiences. The guidance is practical and tailored to the realities of life on board. Healthy cooking is not just about choosing the right ingredients but also about how they are prepared: less salt, less fat, and more vegetables and fruit. The aim is to follow the healthy menu cycle five days a week. The chefs choose what to serve on the other two days, such as a 'snack day' or a rijsttafel (Indonesian-style rice feast), which is a tradition on some vessels.

In June 2025, the first Cornelis Vrolijk Chef Certificates were awarded to five chefs. The certificate sets high standards, covering everything from a sense of responsibility, quality and purchasing to a range of cooking techniques, healthy menu planning and teamwork. It also recognises professional skills and a willingness to develop further in the profession. It shows that the expertise of our chefs is taken seriously. The chefs have now formed a team, with their own group chat where they exchange photos and ideas every week. Whereas they previously had little contact with colleagues on other vessels, the project has created a network of fellow professionals who inspire and support one another.

The programme is not finished yet. Work is currently under way on 'De kok van Vrolijk': a document setting out the competencies and requirements that chefs must meet to obtain the certificate. Certified chefs will also mentor aspiring chefs, ensuring that knowledge is passed on to all our chefs. In this way, the chefs' training programme is becoming an established standard for healthy, professional cooking at sea.

Healthy food

At Cornelis Vrolijk, quality comes first, from catch to packaging. We work every day to provide healthy, affordable fish products for millions of people worldwide. We aim to provide safe products with optimal flavour and are proud of the quality we deliver. We handle fish, shellfish and crustaceans carefully during catch and processing to minimise waste.

Ambition
We aim to contribute to healthy, nutritious and safe food for millions of people worldwide by producing healthy proteins with a low Environmental impact.

2 ZERO HUNGER

Material topics:
- Food safety
- Food waste

Objectives
- Our products are widely recognised and scientifically acknowledged as healthy products
- 10% reduction in food waste by 2030 compared with 2022

Actions in 2025
- Ensure the health benefits of fish are better reflected in Nutri-Score
- Mapped residual streams and explored opportunities to recover value from them
- Extended the recovery of value from fish sampled for quality inspection to additional species

CSR working group:
Healthy food

A healthy choice

Fish is rich in high-quality protein, healthy fats and important vitamins and minerals – essential nutrients for a healthy body. For people who want to eat less meat, fish is a nutritious, healthy and tasty alternative. This supports the protein transition: the shift towards a diet containing more sustainable protein sources.

SeaNext: seafood in the protein transition

Cornelis Vrolijk is a member of SeaNext, a Dutch platform launched in 2025 that aims to give fish, shellfish and crustaceans a more prominent place in the diet of the future. SeaNext is an initiative of the Netherlands Fish Marketing Board and focuses on the protein transition. This transition is not just about eating more plant-based foods. After plant-based sources, seafood is the most sustainable and nutritious source of protein: it is rich in protein and provides essential nutrients that are rarely found in other products, such as omega–3 fatty acids, iodine and selenium. Omega–3 fatty acids and iron from fish are also more readily absorbed by the body than the same nutrients from most plant-based sources. Pelagic species such as herring and mackerel have a climate impact comparable to that of plant-based protein sources such as beans and nuts.

The SeaNext platform helps retailers, caterers, hospitality businesses and educational institutions incorporate fish, shellfish and crustaceans into future-proof menus, while encouraging young people aged 18 to 35 to think about making more conscious food choices.

Product development

In 2025, the GoodFish Foundation gave Atlantic mackerel a red rating in its VISwijzer seafood guide. This does not mean that mackerel fishing is prohibited, but that combined catches by several coastal states have exceeded the levels advised by the International Council for the Exploration of the Sea (ICES) for several years. The absence of international agreements on the allocation of fishing rights has led to persistent overfishing, placing the species under threat. Although ICES indicates that the stock remains substantial and that catches within



scientific advice remain responsible, the negative consumer advice issued by VISwijzer has prompted several Dutch supermarkets to stop selling smoked Atlantic mackerel from the second quarter of 2026.

To continue offering consumers a sustainable and tasty alternative, Cornelis Vrolijk Seafood's product development team worked intensively in 2025 on developing new smoked fish products using fish from certified, responsibly managed stocks.

Food safety

We aim to ensure that 100% of the fish caught is suitable for human consumption. Every step in the fisheries supply chain matters in achieving this. That starts on board. Immediately after being caught, pelagic fish are chilled to 0°C and frozen to –20°C within twelve hours, before being stored in the freezer hold. On board, the quality controller ensures that work is carried out in accordance with hygiene protocols (HACCP) to safeguard food safety and quality, and tests the fish at various stages of the process.

We apply a strict HACCP policy on our pelagic vessels and in our cold stores, ensuring compliance with the Dutch Food Hygiene Decree. Our crews receive food safety training every two years to keep up to date with the latest requirements and procedures. The Dutch, French and British food safety authorities carry out periodic inspections on our trawlers, assessing vessel equipment, HACCP procedures and hygiene measures against applicable laws and regulations. The Netherlands Food and Consumer Product Safety Authority (NVWA) also reviews our internal reports and inspections, contributing to an open and reliable inspection cycle.

All our fish processing companies meet HACCP requirements and hold food safety certifications such as IFS and FSSC 22000. Food safety is continuously monitored in collaboration with customers and regulatory authorities. If laboratory testing raises doubts about food safety, the products are either prevented from reaching the shelves or subsequently removed from sale.



Food waste

We treat the sea with care and want to ensure that as much of the fish we catch as possible reaches consumers. Across our family of companies, our ambition is Zero Waste: preventing food waste and fully reusing residual streams. We are working towards this ambition through internal collaboration between the group's fish processing operations. Taking a circular approach, we are exploring how residual streams can be processed into products suitable for human consumption, so that ultimately nothing is downgraded.

Preservation

A longer shelf life can significantly reduce product losses on our retail partners' shelves. Our product developers therefore continually work on optimising recipes to extend the shelf life of our products without compromising taste or quality. Natural preservatives such as salt and lactic acid bacteria inhibit the growth of harmful bacteria.

A few years ago, we set a new market standard with our unique herring preservation method. In 2025, this method was also applied to matjes herring, giving the product a shelf life of twelve days after production and significantly reducing product losses for retailers and consumers.

Making use of fish sampled for quality inspection

After landing, quality inspectors inspect the pelagic fish: one block from each batch is thawed for quality control. Previously, this fish was not permitted to be processed for human consumption after inspection. In 2023, we developed a process to change this. In a quality control room in IJmuiden, approved by the NVWA, the frozen blocks are thawed under controlled conditions to a temperature of between 0 and 4°C. After inspection, some of the mackerel is sent to Cornelis Vrolijk Seafood's own smokehouse. The remainder is refrozen at Bertus Dekker Seafood. Since 2024, we have also applied this process to inspected herring. As a result, approximately 10,000 kg of herring and mackerel reaches consumers each year that would otherwise not have been used for human consumption.

Not all fish sampled for quality inspection is suitable for this process. Blue whiting thawed for inspection cannot be refrozen because the fish breaks apart. We are investigating whether this process can also be applied to other species.

Recovering value from shrimp processing residues

For several years, our shrimp peeling centre, GPC Kant, has been researching ways to recover value from the large quantities of shells left over from peeling Dutch shrimp – around 1,500 tonnes a year. In recent years, production of shrimp extract and shrimp paste has begun, and recipes for a clear stock and shrimp bisque have been developed. In 2025, we held discussions with several parties about opportunities to produce and market the shrimp bisque.

Chitin is a natural polymer found in the exoskeletons of crustaceans and insects. It can be processed into chitosan, which has antifungal and antibacterial properties. Chitosan therefore has numerous applications, including in agriculture and the biomedical and cosmetics industries. In 2025, we joined a Kennis op Maat (KOM) project researching the use of organic materials such as chitin and chitosan for water purification. A regenerative farmer near the shrimp peeling centre is also testing shrimp shells as a soil improver. The desired results have not yet been achieved, but he is continuing the trials. We are following these developments with interest.

Benzoic acid is used as a preservative to prevent bacterial growth and spoilage in cooked, peeled shrimp. Because the presence of benzoic acid in shrimp shells rules out certain further applications, additional research was carried out in 2025 into alternative methods of preserving shrimp without benzoic acid.

Reducing residual streams

In almost all processing operations, trimming losses and damage to products generate residual streams. In recent years, we have gained an increasingly clear picture of the volumes and uses of our residual streams by systematically recording data for each stream. We are also continually investigating new ways to reduce residual streams and recover value from them. We look beyond our own operations and also

work throughout the value chain to combat food waste. Our operators continuously monitor production processes and make adjustments where necessary to minimise losses.

We continue to invest in innovative solutions to minimise waste during fish processing. We are developing a new filleting machine that assesses each fish to determine the optimal cutting position and minimise trimming losses.

Fried fish that does not meet the required size specifications but does meet quality standards is donated to the Food Bank. Other residual streams are not wasted either: they are sold as Category 3 material and processed into fishmeal, fish oil and animal feed – ensuring that nothing goes to waste.

Food security

Food security remains an important issue for society. A growing global population, increasing geopolitical tensions, climate change, changing regulations and fluctuations in raw material and food prices pose threats to the availability and affordability of healthy food worldwide. As an international fish supplier, Cornelis Vrolijk contributes to food security by responsibly making healthy, protein-rich products available to millions of consumers worldwide.

In 2024, the previous claim that Cornelis Vrolijk contributes daily to three million meals was investigated further and substantiated. The research shows that Cornelis Vrolijk's pelagic fish products make a substantial daily contribution to the supply of animal protein, particularly in several African markets. These insights help us better understand our impact on society and continue responding more effectively to local nutritional needs.

Food security is not just about the availability of food today, but also about securing healthy protein supplies for future generations. Through sustainable fishing, responsible production and collaboration across the value chain, Cornelis Vrolijk contributes to a future-proof food supply.



IN FOCUS HEALTHY FOOD

Nutri-Score and fish: an incomplete picture

Since 2024, many food products have carried a Nutri-Score label, designed to help consumers make healthier choices. Products are assessed based on their sugar, salt, calorie and fat content. Producers are increasingly adjusting product composition or recipes to achieve better scores, and we are doing the same. Changes to the recipe improved the Nutri-Score for kibbeling from C to B.

However, in our view, the system falls short when it comes to fish. Saturated fat attracts additional penalty points, meaning that oily fish such as herring and mackerel often receive a C or D rating. Yet these fish are rich in healthy omega–3 fatty acids, which are also recommended by the Netherlands Nutrition Centre and the Dutch Heart Foundation. Fish is not treated as a separate category in the Nutri-Score algorithm, so its fat and calorie content count solely against it. Smoked mackerel and herring receive substantial penalty points for their fat and salt content, while the benefits of their protein and omega–3 fatty acids are not taken into account. As a result, healthy oily fish receive low scores, and consumers are not encouraged to choose them.

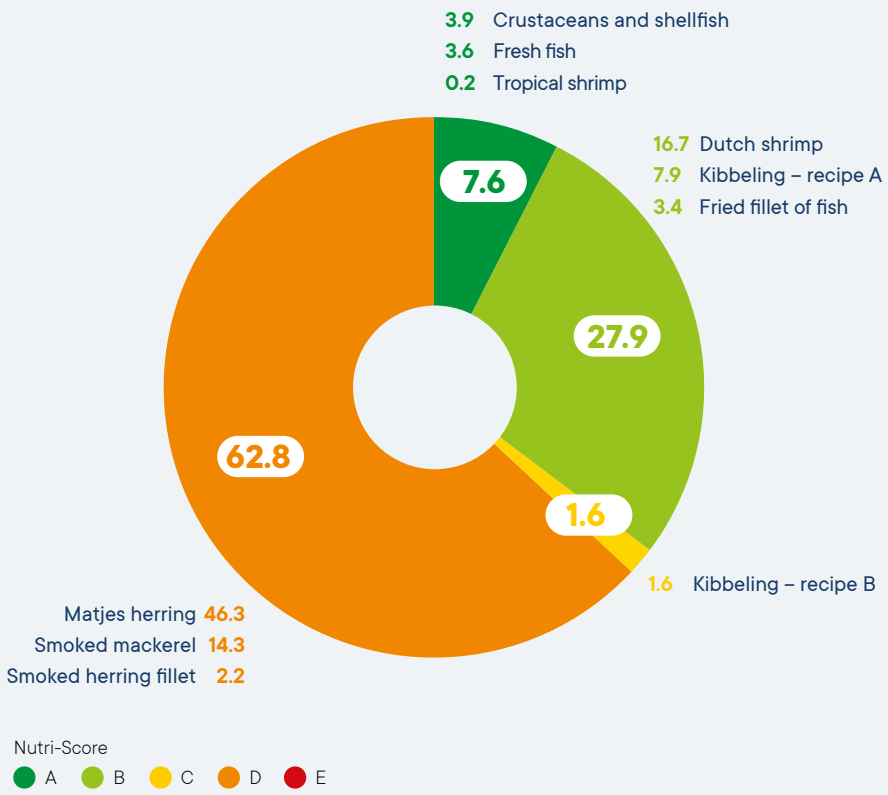
Over the past year, we investigated how Nutri-Score could better reflect the Netherlands Nutrition Centre's recommendations, including by introducing a separate category for fish in the scoring algorithm. We discussed this with a specialist consultancy, which sees opportunities but also indicates that it would be a lengthy process. To help build support across the sector for this process, we are approaching relevant parties to discuss possible solutions and opportunities for collaboration.

Like the Dutch government, we believe it is important for consumers to make healthy choices. In our view, the current scoring system does not adequately reflect the health benefits of oily fish.

In the context of the protein transition, it is also important that consumers have a complete picture of the nutritional value of fish. We will therefore continue exploring in 2026 whether a joint approach across the sector is feasible and worthwhile.

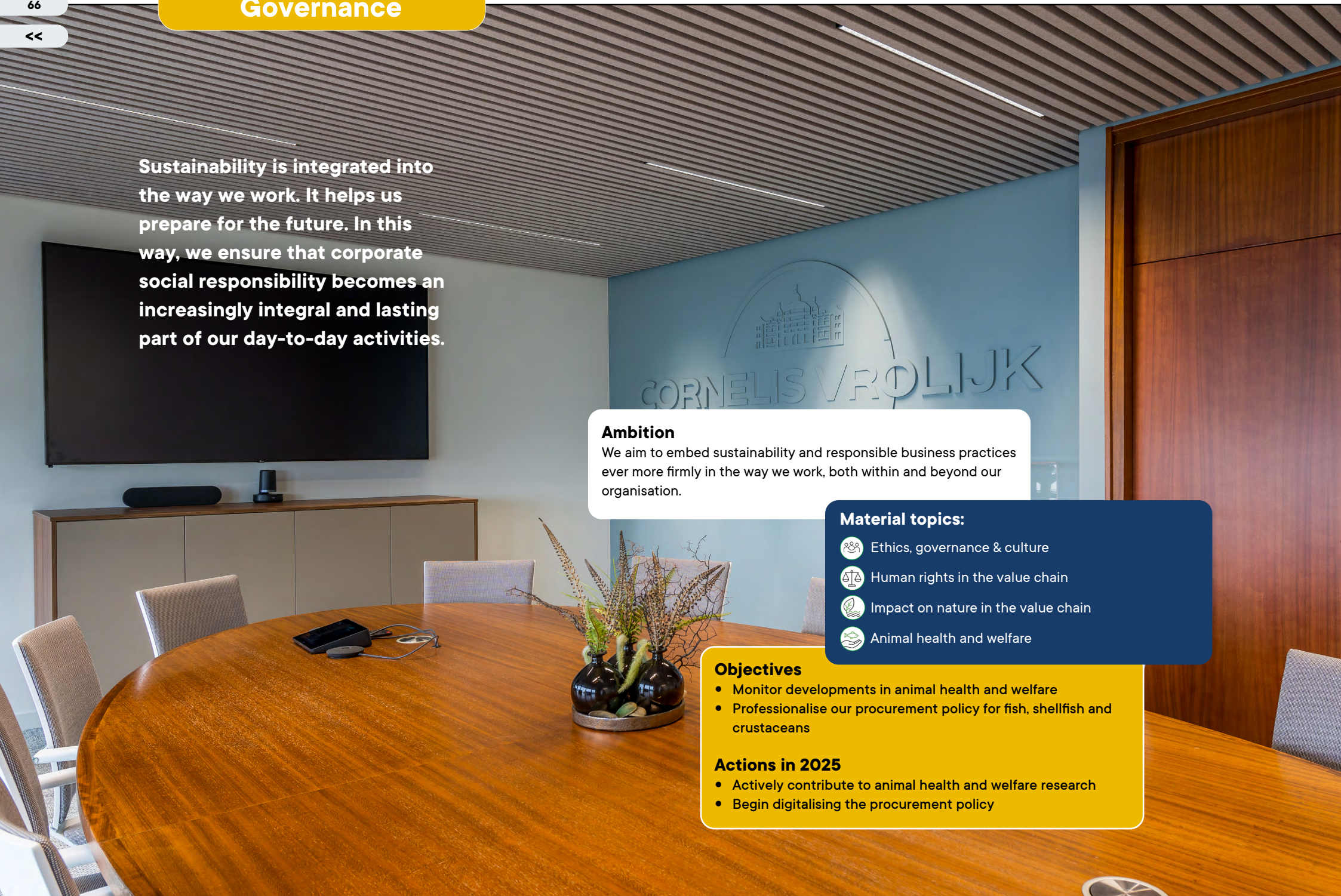
Nutri-Score

As a percentage of retail sales



Governance

Sustainability is integrated into the way we work. It helps us prepare for the future. In this way, we ensure that corporate social responsibility becomes an increasingly integral and lasting part of our day-to-day activities.



Ambition

We aim to embed sustainability and responsible business practices ever more firmly in the way we work, both within and beyond our organisation.

Material topics:

- Ethics, governance & culture
- Human rights in the value chain
- Impact on nature in the value chain
- Animal health and welfare

Objectives

- Monitor developments in animal health and welfare
- Professionalise our procurement policy for fish, shellfish and crustaceans

Actions in 2025

- Actively contribute to animal health and welfare research
- Begin digitalising the procurement policy

Business operations

Our sustainability policy guides us in running our business effectively, with a focus on achieving our strategic objectives. It helps us manage risks and respect the interests of employees, customers, communities and other stakeholders.

Corporate culture

Since 1880, Cornelis Vrolijk has grown from a herring trading and fishing company into an international family of companies. Our corporate culture reflects the fact that we have been a family business for more than 140 years: we think in terms of generations and act with care for people and the environment. Driven by our purpose, 'Healthy lives, thriving seas', we look after future generations. We aim to be a reliable partner for our customers and suppliers, with whom we often build long-term relationships. Together with our employees, we deliver high-quality products. And we are proud of that. Alongside our many long-serving employees, we continue to welcome new colleagues inspired by our craftsmanship and the way we work to contribute to a sustainable fishing industry.

Risk management

Effective risk management is an important part of our governance. We take a structured approach to identifying, assessing and managing both financial and non-financial risks, including sustainability risks, in a timely manner. In doing so, we consider the potential impact on our business, our employees, the value chain and the environment.

The CSRD guidelines, including the mandatory double materiality assessment, support us in identifying sustainability risks and opportunities systematically and comprehensively. We assess these from both the perspective of our impact on people and the environment and that of the financial consequences for our organisation. This approach enables us to make better-informed decisions about our sustainability policy, increases transparency for our stakeholders and contributes to constructive dialogue about the topics most relevant to them and to our organisation.



Supply chain responsibility

Because we purchase fish products from third parties as well as selling our own catches, supply chain responsibility is one of our material topics. For us, this means that all parties – from fishermen and processors to logistics providers, customers and retailers – share responsibility for sustainable and ethical practices throughout the fish supply chain. We systematically focus on transparency about the origin of fish, responsible working conditions and respect for human rights.

Procurement policy

Our procurement policy aims to establish one clear approach for all our business units. This increases transparency in our supply chains, reduces the risk of purchasing fish from illegal, unreported and unregulated (IUU) fishing, and helps us prevent social and Environmental abuses as far as possible.

For each product, we assess the status of the fish stock, how it is managed and the fishing method used. In this way, we aim to avoid purchasing fish from supply chains affected by social or Environmental problems. To assess the risk of social abuses, we check whether the country concerned has incorporated ILO conventions into its national legislation. We also assess our suppliers' reliability and awareness of sustainability issues. Where necessary, we take additional measures.

In 2025, the Responsible Seafood Sourcing (supply chain responsibility) working group worked to strengthen our sustainable seafood procurement policy and responsibility throughout the relevant supply chains. A proposal was developed for software to digitalise supplier assessments, giving buyers and management greater oversight of our supply chains and the origins of our products. This enables us to provide our customers with greater assurance that our products are responsibly sourced.

Traceability

Fish traceability makes an important contribution to transparency throughout our value chain and gives consumers greater insight into the responsible origins of our products. Building on the steps taken in 2024, we continued working in 2025 to improve data quality, digitalise business operations and systematically collect and report sustainability data.

We invested in further professionalising data management and internal controls. Increasing digitalisation enables us to collect more relevant sustainability data, make reporting more efficient and reliable, and simplify product traceability. An important development in this area is the rollout of the Dynamics ERP system across the entire organisation. Since its introduction in our fishing company in 2022, more and more business units have adopted the system. It enables standardised, paperless and more efficient processes that are easier to manage, less prone to errors and save time. At the same time, it allows more consistent data collection and storage, providing better insights and more reliable reporting.

Animal health and welfare

In the field of animal welfare, Cornelis Vrolijk and the PFA focused on further developing knowledge and cooperation throughout the fishing supply chain. We are actively involved in the Catch Welfare Platform (CWP), where we share experiences and knowledge with international partners.

In collaboration with the PFA industry association, research was conducted in 2025 into various factors that provide an indication of animal health and welfare on board. We collected data on catch conditions and the condition of the fish, which prompted further research.

GRI index

Statement of use	Cornelis Vrolijk Holding B.V. has reported the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

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Glossary 2025

Beam trawling	A fishing method in which nets are held open by a (steel) beam and flatfish are disturbed by chains, causing them to swim into the net.
BREEAM	BREEAM In-Use certification (Building Research Establishment Environmental Assessment Method), a certification scheme designed to encourage sustainable construction. This certification sets high standards for sustainability, material use, energy consumption and ecology.
Bycatch	Fish caught other than the target species.
Category 3 fish	Fish that is unsuitable for human consumption and is sent for non-food uses, such as fishmeal production.
Cefas	The UK's Centre for Environment, Fisheries and Aquaculture Science, a government organisation that conducts scientific research into fish stocks, fisheries and the marine ecosystem, among other areas.
Chitosan	Chitosan is a natural, biodegradable polymer obtained from chitin (for example, from crustacean shells). It has antimicrobial properties, among others, and is used in medicine, agriculture, food production and water purification.
CSRD (Corporate Sustainability Reporting Directive)	A European directive requiring companies to report on their impacts on people and the environment, as well as the risks and opportunities that sustainability developments create for their operations. The CSRD applies to large undertakings and listed companies and requires reporting in accordance with the European Sustainability Reporting Standards (ESRS).
Demersal fishing	Fishing for demersal species such as plaice, sole, gurnard, red mullet and squid.
Demersal trawler	A fishing vessel used for demersal fishing.
DMA (Double Materiality Assessment)	A tool used to identify and map sustainability topics by assessing and visualising both their impact on the organisation (financial materiality) and the organisation's impact on the environment and society (impact materiality).
Downstream	In the value chain, downstream refers to all activities and processes that take place after a company's own operations, such as distribution, sales, use by customers, and processing or recycling at the end of the product's life cycle.
ESRS (European Sustainability Reporting Standards)	European reporting standards arising from the CSRD. The ESRS specify which sustainability topics companies must report on, what information they must disclose and how that information should be presented. The standards are divided into topics such as climate change (E1), pollution (E2), biodiversity (E4) and own workforce (S1).
Excluder (escape panel)	An excluder is a device fitted to a fishing net to reduce bycatch. The system allows unwanted animals, such as juvenile fish or other marine animals, to escape from the net while retaining the target species. This makes fishing more selective and sustainable.
Fish stock	A population of fish of the same species in a particular area that reproduce with one another (and not with other fish stocks).
Fly shooting	A fishing method in which fish are encircled by long ropes and a net. The ropes are hauled towards the vessel, herding the fish into the net.
Freezer trawler	A trawler equipped with freezing systems and freezer holds to freeze fish immediately after catching and store it at low temperatures on board.
HACCP	Hazard Analysis and Critical Control Points. A food safety risk assessment.
IMO (International Maritime Organization)	A UN organisation that establishes global shipping regulations to improve safety and reduce pollution.
IRO (Impacts, Risks and Opportunities)	A term used in the ESRS to describe the three types of sustainability-related factors an organisation must identify and assess: the organisation's impacts on people and the environment, the risks that sustainability developments pose to its operations, and the opportunities these developments present.

KPI	A KPI (Key Performance Indicator) is a measurable value that shows progress towards an objective. It is used to monitor progress and make adjustments where necessary.
Landing obligation	Legislation requiring all commercially caught quota-regulated target species to be brought ashore rather than discarded at sea.
LWMS	The Length, Weight and Measurement System (LWMS) combines a camera, weighing scales and intelligent software to accurately measure the length and weight of samples and record the results in our catch registration system.
Maximum Sustainable Yield (MSY)	The maximum sustainable yield. The theoretically largest catch that can be taken from a stock indefinitely without jeopardising the stock's survival.
Mesh	An opening in a fishing net, formed and bounded by the netting twine.
Mesh size	The size of the openings in a fishing net. Normally measured as the internal distance between two opposite knots
in the same mesh, with the netting stretched lengthwise.	A KPI (Key Performance Indicator) is a measurable value that shows progress towards an objective. It is used to monitor progress and make adjustments where necessary.
MPA (Marine Protected Area)	A marine area designated by law or policy to protect biodiversity, ecosystems or cultural values at sea, often through restrictions on fishing and other human activities.
OGSM	OGSM (Objectives, Goals, Strategies, Measures) is a method for setting objectives, developing strategies and defining measurable results. It helps organisations translate plans into concrete actions and results.
Otter trawling	Fishing with nets fitted with otter boards on either side to keep the fishing gear open horizontally.
Pelagic fishing	Fishing for shoaling species in the water column, such as herring and mackerel.
Pingers	Devices that emit acoustic signals to keep dolphins and harbour porpoises away from fishing nets.
Producer organisation	Officially recognised bodies representing fishermen and aquaculture producers. They are responsible for the day-to-day management of fisheries and play a crucial role in EU fisheries policy.
Pulse trawling	A fishing technique in which weak electrical pulses disturb flatfish on the seabed, causing them to swim into the net.
Quota	A share of the maximum quantity of fish of a particular species that may legally be caught annually in a given area.
REM (Remote Electronic Monitoring)	Remote Electronic Monitoring (REM) is a system in which electronic equipment, such as cameras, is installed on fishing vessels to automatically record and monitor fishing activities. It is used to monitor regulatory compliance, catch composition and fishing pressure without always requiring observers on board.
RSW vessel	A vessel equipped with refrigerated seawater tanks (0°C) for storing and chilling fish immediately after catching.
Sampling	Studying part of the catch to obtain scientific data.
Scope 1, 2 and 3	These are categories of greenhouse gas emissions as defined in the Greenhouse Gas Protocol:
·	Scope 1: direct emissions from sources owned or controlled by the organisation, such as fuel consumption by company vehicles, vessels or production facilities.
·	Scope 2: indirect emissions from purchased energy, such as electricity, heat or steam generated externally.
·	Scope 3: other indirect emissions in the value chain, both upstream (e.g. production of purchased materials, transport by suppliers) and downstream (e.g. product use, waste processing, transport to customers).
Seabed disturbance	Fishing gear coming into contact with the seabed to a greater or lesser extent.
Seine fishing	A fishing method in which fish are encircled with a net.
Self-sampling	A programme in which fishermen collect information about their catches for scientific research, following protocols established by researchers.
Spawning	The release and fertilisation of eggs by fish.

Spawning Stock Biomass	The quantity of mature fish in a stock (in tonnes) capable of producing offspring.
Stock estimates	Estimating the size and condition of a fish stock based on collected data.
Stock management	Ensuring that a fish stock remains in good condition, including maintaining a sufficiently large stock size.
Stock size	The size and condition of a fish stock.
Target species	The species of fish intended to be caught.
Tow	Casting a fishing net, catching fish and hauling the net back in.
Trawler	A fishing vessel that uses a trawl net.
TRN notification	A transport notification: a mandatory electronic notification submitted by the captain when caught fish is sold at a location other than where it was landed.
Twin-rig trawling	A fishing method in which two horizontally connected nets are towed behind the vessel.
Upstream	In the context of a value chain, upstream refers to all activities and processes that take place before a company's own operations, such as raw material extraction, the supply of components and production by suppliers.
Value chain	The complete sequence of activities and processes – from raw materials to the finished product and its use – through which an organisation creates value for customers and other stakeholders.
Verpact (formerly Stichting Afvalfonds Verpakkingen)	This is the umbrella organisation in the Netherlands that implements extended producer responsibility (EPR) for packaging on behalf of businesses. This was introduced to help support a circular economy.
VOP (Fisheries Development Plan)	The Fisheries Development Plan (VOP) is a Dutch national plan worth €80 million. It helps the fisheries sector and the local onshore economy remain strong and sustainable.
WMR	Wageningen Marine Research, a Dutch research institute that conducts scientific research into fish stocks, fisheries, aquaculture and the marine ecosystem.



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