



## Fishermen of tomorrow



CSR Report 2024

# Cornelis Vrolijk at a glance

**12**

cutters  
demersal  
fishing

**3**

million  
meals  
contribution to  
daily fish meals  
worldwide

**9**

trawlers  
pelagic  
fishing

**2,317** MWh

own  
energy generation

**11**

research trips

**55**

inspections at  
sea

**-25%**

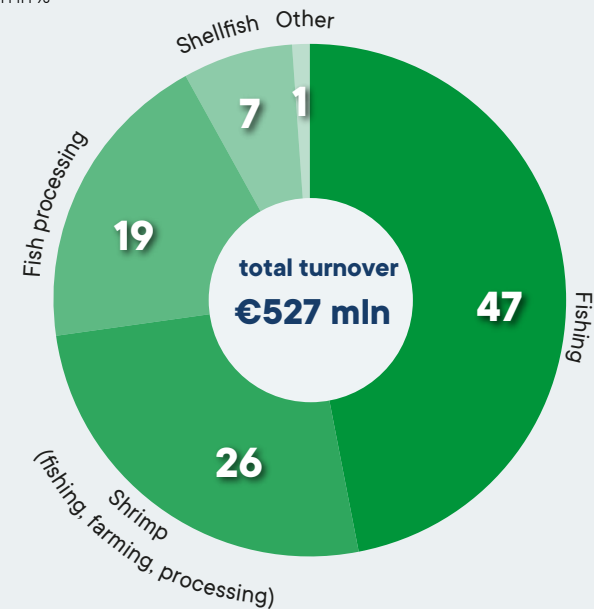
transport  
movements  
for retail customer

**75.5%**

percentage  
green electricity

## Business activities Cornelis Vrolijk by turnover

Shown in %





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## FOREWORD

# Sustainable course for a healthy future

**T**he world around us is changing rapidly. Geopolitical instability, climate change, technological developments and labour market shortages require constant adaptation of business operations. On the other hand, issues such as food security, the protein transition and the demand for transparency in the food chain offer opportunities for our company.

Cornelis Vrolijk strives to supply healthy products from the sea in a responsible manner, with respect for people, society and the environment. In doing so, we have been contributing to a healthy lifestyle and a vital sea for many years. As a family business, responsible entrepreneurship is a matter of course for us: we use natural resources consciously, so that future generations can continue to enjoy sustainably caught and processed fish, shellfish and crustaceans.

Our current CSR policy is based on four pillars of sustainability: sustainable harvesting, responsible processing, care for people and healthy food. The renewed CSR programme, which started in 2023, focuses on seven core themes that fall within these pillars. We are proud of the results achieved by the working groups in 2024, which are reported on in this report. In addition, in 2024 we took further steps to formalise the objectives within the CSR programme, which the working groups will start working on in 2025.

In preparation for the new CSRD guidelines, we re-conducted our double materiality analysis in 2024. Testing the results of this analysis with internal and external stakeholders provided valuable information. We will complete this process in 2025. A great deal of attention has also been paid to

**As a family business, we want future generations to be able to enjoy food from the sea.**

harmonising our digital systems and improving data quality and business intelligence. All of this forms the basis for sound future reporting under the CSRD guidelines and will help us to identify areas where we can further optimise our performance.

Our family business has a long history, but always looks to the future. In order to make the steps we are taking towards more sustainable business operations visible, we are increasingly aligning our reporting with the new requirements. By reporting transparently, we remain reliable from generation to generation.

Many of the products we supply come from our own fishing or farming activities. A smaller share is purchased from third parties. In 2024, our sustainable procurement policy was updated to include all our purchased raw materials from both wild catch and aquaculture. With this sustainable procurement policy, we promote transparency in the fish sourcing processes and contribute to a responsible supply chain.



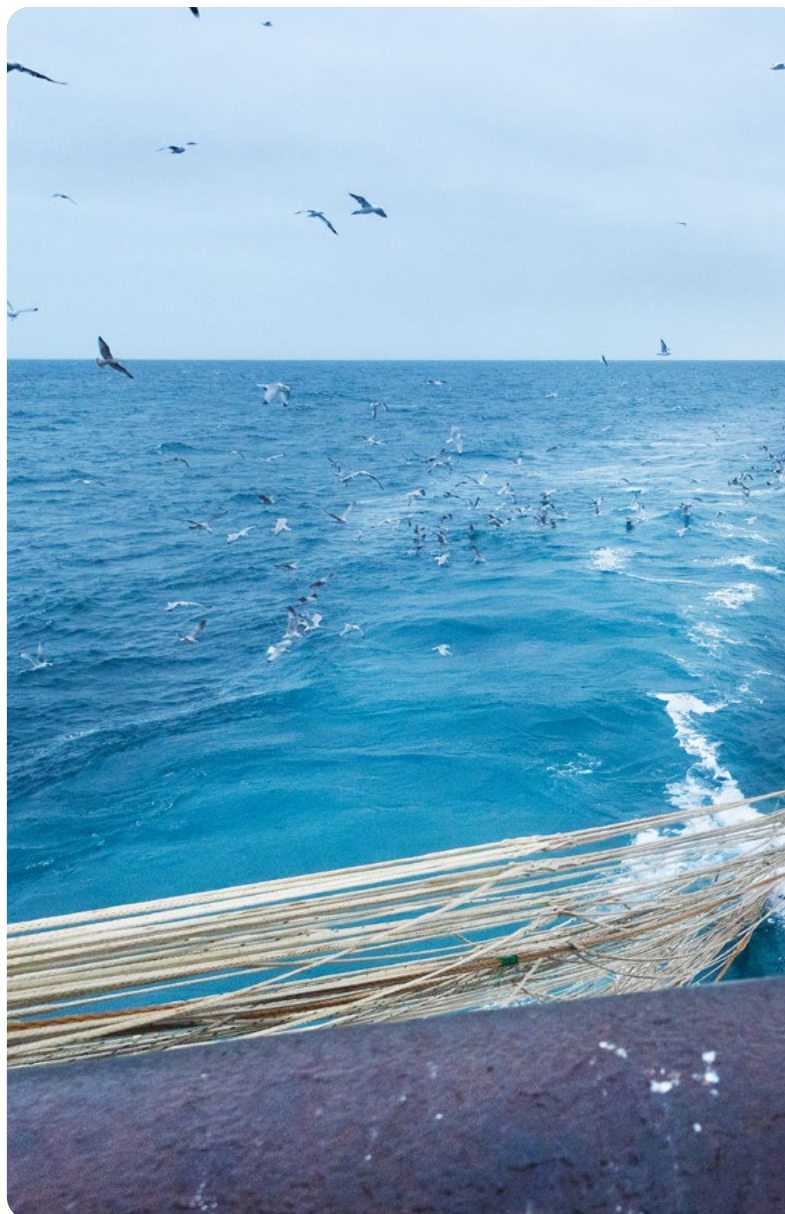
We are committed to healthy lives and a vital sea. Food from the sea makes an important contribution to a healthy diet. Oily fish in particular has demonstrable positive effects on health because it contains valuable nutrients. Healthy lives means that we strive for a healthy and safe working environment in which employees feel valued and are given the space to develop.

As a fishing company, we are aware that we must treat what nature gives us responsibly. Healthy fish stocks are a prerequisite for future generations to be able to enjoy them too. That is why our vessels make an active and positive contribution to scientific research to gain a better understanding of the development of fish populations.

Sustainable working practices are part of our daily work and all our employees contribute to this. We are proud of the enthusiasm with which our working groups have set to work over the past year and of the support for our policy within the company. Only together can we ensure that we continue to build a future-proof company. Together we are Cornelis Vrolijk. Fishermen of tomorrow

## Cornelis Vrolijk Management

Annerieke Vrolijk, Arnout Langerak and Peter Koets





**This is the 2024 CSR Report of Cornelis Vrolijk Holding. In this corporate social responsibility report, we inform you about our sustainability ambitions, sustainability strategy and developments in the social, environmental and societal areas of our family of companies.**





# About this report

## Scope

This CSR report of Cornelis Vrolijk Holding covers the calendar year 2024. The scope of the report differs from that of the financial statement. The scope of this report covers all group companies in which Cornelis Vrolijk has a majority interest. These business units are included in the overviews in this report. Nevertheless, we have chosen to include information about the other business units in a number of places.

## Accountability

The information in this report has not been verified by an external party.

## Ambition

This report has been prepared with reference to the GRI Standard. In 2024, we made significant progress towards the implementation of the Corporate Sustainability Reporting Directive (CSRD) and Environmental, Social and Governance (ESG) goals. We are well on track for the entry into force of the CSRD Directive. The initiatives of 2024 not only help us to comply with the upcoming legislation, but also strengthen our CSR policy and sustainability strategy.

## CSRD

With a view to the entry into force of the CSRD Directive, we continued to work on improving the reporting process in 2024. When renewing our CSR strategy in 2021, we took the CSRD requirements into account, such as applying double materiality when determining material topics. In 2024, we reassessed the double materiality analysis.

Also, we set up a CSRD project group and took further steps to improve the quality of our data and digitise our business operations. This makes it easier to collect, analyse and report data, which helps us to improve our sustainability reporting and comply with CSRD requirements. We remain

committed to further improving our information systems and increasing the quality of our data in order to report in a reliable, transparent and consistent manner.

## European Commission Omnibus legislation

In February 2025, the European Commission announced the Omnibus proposal with the aim of reducing the administrative burden on companies by simplifying sustainability legislation. If the Omnibus proposal is adopted, it will affect the content and planned implementation of the CSRD legislation. An important part of this is that the scope of the CSRD will be adjusted and, as expected, will only apply to companies with more than 1,000 employees. In that case, Cornelis Vrolijk will still fall under this directive.

Another part of the proposal does affect our organisation, however. In April, the Stop-the-clock Directive was finally adopted. This means that large companies will only have to report in accordance with the CSRD from the 2027 financial year onwards. In addition, there is a one-year postponement (from 2027 to 2028) for the directive on appropriate measures in the value chain in the field of human rights and the environment (CSDDD). Until more clarity is provided on the course of the Omnibus Proposal, the implementation of the CSRD and CSDDD in Dutch legislation is on hold. We are closely monitoring these developments and will adjust our strategies if necessary.

# Our organisation

## Profile

The foundations for Cornelis Vrolijk were laid in Scheveningen in 1880. For decades, fishing and herring trade were the 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 over 1,700 employees, active in the catching, farming, processing and trading of fish, fish products, shellfish and crustaceans. One thing has not changed in over 140 years: we are still a family business, now with the fifth generation at the helm, where fishermen and other professionals are central.

Cornelis Vrolijk is active in Europe, Africa and Latin America. Every day, our company contributes to 3 million healthy, protein-rich and affordable fish

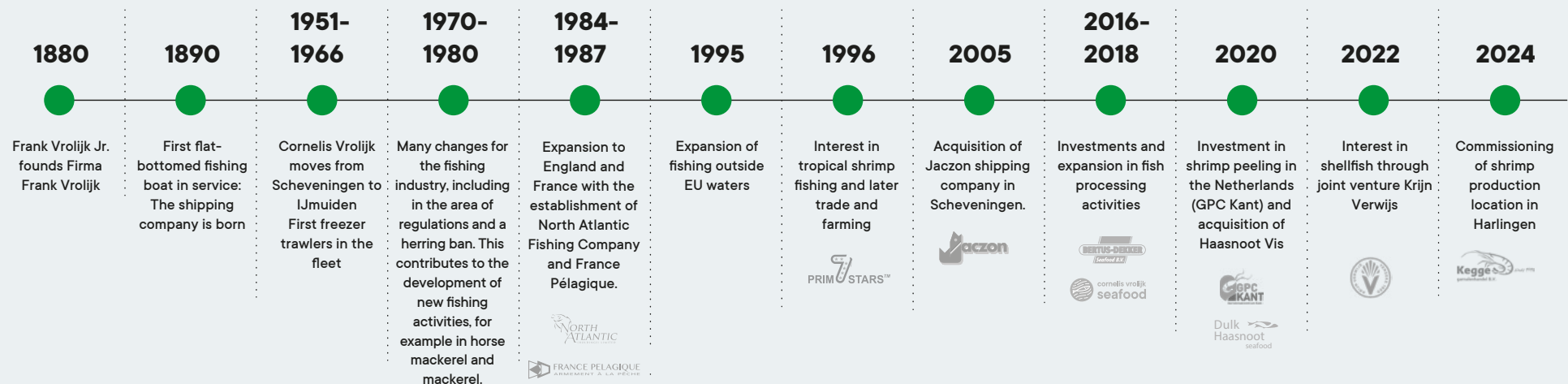
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*“I am proud of our history, but even more so of how we work together to achieve our ambition and sustainable course.”*

**Annerieke Vrolijk, Managing Director**

meals worldwide. In doing so, we strive for sustainable fishing, high-quality processing and full product traceability. By responding to social issues and changing regulations, Cornelis Vrolijk continues to play an active role in the international fishing industry.

## Family business since 1880







## Vision

Over 70% of the Earth's surface is covered by water. The sea enables us to produce healthy and nutritious meals, allowing us as fishermen, fish processors and fish traders to contribute to food security. More than 3 billion people worldwide depend on food from the sea for their protein intake, and that number continues to grow. In addition, (oily) fish and shellfish contribute to a healthy diet. We are aware of the potential impact of fishing and shellfish farming on the natural environment.

For us, responsible business means ensuring the vitality of the seas and the preservation of healthy fish stocks. We do this by complying with laws and regulations, adhering to established quotas and contributing to scientific research. By fishing sustainably and purchasing sustainable fish, shellfish

and crustaceans, we limit our impact on biodiversity as much as possible and help to keep the seas healthy. As a family business, we think in terms of generations. This means that we use natural resources consciously, so that we can continue to provide future generations with sustainably caught and farmed fish, shellfish and crustaceans.

## Mission

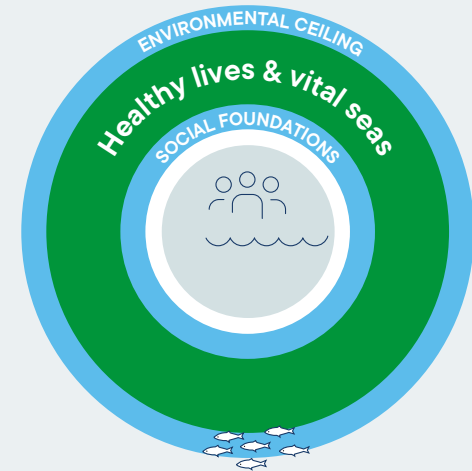
We provide millions of people with healthy meals. To this end, we catch, farm and process many types of fish, shellfish and crustaceans in the most sustainable and innovative way possible.

## Sustainability framework

The doughnut model, developed by British economist Kate Raworth, is a sustainability framework that shows how humanity can live within a safe and just space, between a social foundation and the ecological limits of our planet.

Within the space in which we operate (environmental ceiling & social foundations), we contribute to healthy lives by providing millions of people with healthy and affordable food every day. At the same time, we want to minimise our impact on marine biodiversity and ecosystems and be a good employer for our staff.

In this way, we contribute to healthy lives and vital seas.



# Cornelis Vrolijk

**C**ornelis Vrolijk is a family business active in the catching, farming, trading and processing of fish and shellfish. See the diagram on page 12. Part of the shellfish activities take place in a 50/50 joint venture and fall outside the scope of this report.

## Board of Cornelis Vrolijk Holding

The group's board of management consists of Annerieke Vrolijk, Peter Koets and Arnout Langerak. The board is responsible for the company's policy, which is aimed at implementing the strategy and achieving the objectives, and is therefore responsible for the continuity of the Cornelis Vrolijk group. The sustainability policy falls under the responsibility of the Managing Director, but the entire management is closely involved in the formulation and implementation of the CSR policy in the various areas of focus. This is done in consultation with the CSR team, direct managers and stakeholders from the various business units.

## Advisory Board

The board is assisted by an Advisory Council. This council consists of three external, experienced advisors who provide the management with solicited and unsolicited advice from their various professional backgrounds. The Advisory Council meets with the board at least five times a year. One of the meetings is devoted to strategy formulation and evaluation of the policy pursued by the management.

## Risks

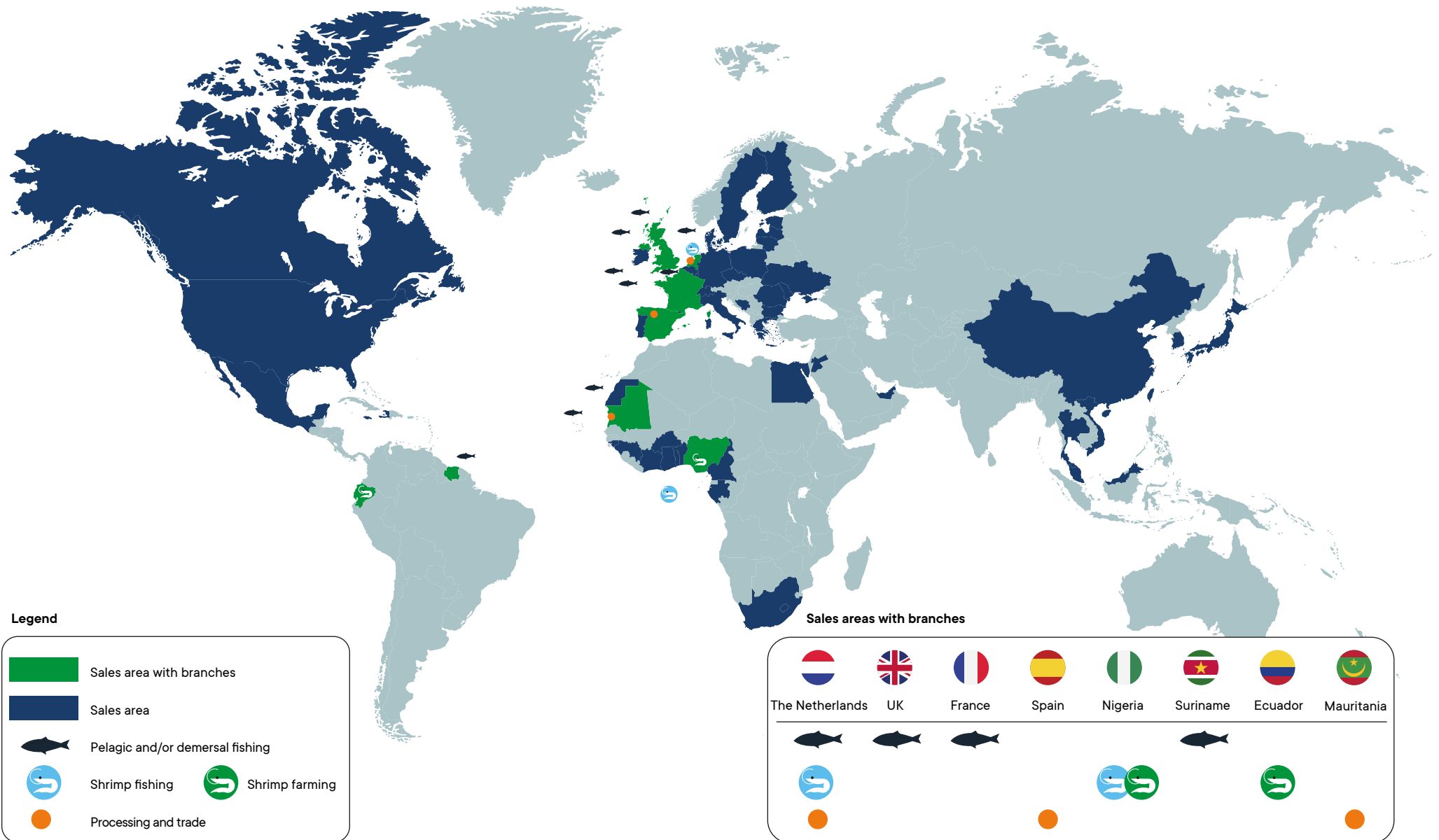
Effective risk management is essential for Cornelis Vrolijk's success. Business risks are identified and prioritised. Where necessary, appropriate action is taken. A great deal of attention is paid to a safe working environment, IT



security policy, food safety and environmental risks. Reports, training courses and learning from incidents, including near miss events, to ensure that policy is adjusted where necessary.



## The countries where Cornelis Vrolijk operates



## Business units

### Fishing



#### Cornelis Vrolijk

Shipping company, cold stores and trade.

**Location** The Netherlands

**Focus** Pelagic fish species

**Fishing region** North-East Atlantic, North Sea and English Channel (and Mauritanian waters)



#### Jaczon

Operation of cutter fleet.

**Location** The Netherlands

**Focus** Demersal

**Fishing region** North Sea and English Channel



#### France Pelagique

Operation of deep-freeze trawlers.

**Location** France

**Focus** Pelagic

**Fishing region** North-East Atlantic, North Sea and English Channel



#### North Atlantic Fishing Company

Operation of deep-freeze trawlers and cutters.

**Location** England

**Focus** Pelagic and demersal

**Fishing region** North-East Atlantic, 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 region** Surinamese waters

### Processing and trade



#### Cornelis Vrolijk Seafood

Retail specialist for fish with a product range including smoked mackerel, herring, fried fish and machine-peeled Dutch shrimp.

**Location** IJmuiden

**Focus** Fish processing for retail



#### Dulk Haasnoot Seafood

Focused on Dutch fish retailers and wholesalers with a wide 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 purchase and sale of wild-caught fish such as salmon, pollock and flatfish.

**Location** Hendrik Ido Ambacht

**Focus** Trade in fish mainly from Alaska



#### Cap Blanc Pelagique

Operation of a fish processing plant that exclusively processes fish for human consumption, mainly in West Africa.

**Location** Nouadhibou, Mauritania

**Focus** Pelagic

### Farming, catching and processing of shellfish



#### Atlantic Shrimpers Limited\*\*

Production of both wild-caught and farmed tropical shrimps. Operation of 11 fish shops for local sales.

**Location** Lagos, Nigeria

**Focus** Catching and farming of tropical shrimps



#### Primstar\*\*

Trading wild-caught and farmed tropical shrimp and distributing products from Atlantic Shrimpers Ltd under the Prim7Stars brand, among others.

**Location** Hendrik Ido Ambacht

**Focus** Trade in shrimp varieties



#### Kegge

Purchase and sale of Dutch shrimp.

**Location** Harlingen

**Focus** Purchase and sale of 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 (farms are ASC certified).

**Location** Guayaquil, Ecuador

**Focus** Farming of tropical shrimp



#### Gambastar\*

Processing of wild-caught and farmed tropical shrimps.

**Location** Burgos, Spain

**Focus** Processing of tropical shrimps



#### Krijn Verwijs\*\*

Farming, processing and trading of shellfish.

**Location** Yerseke

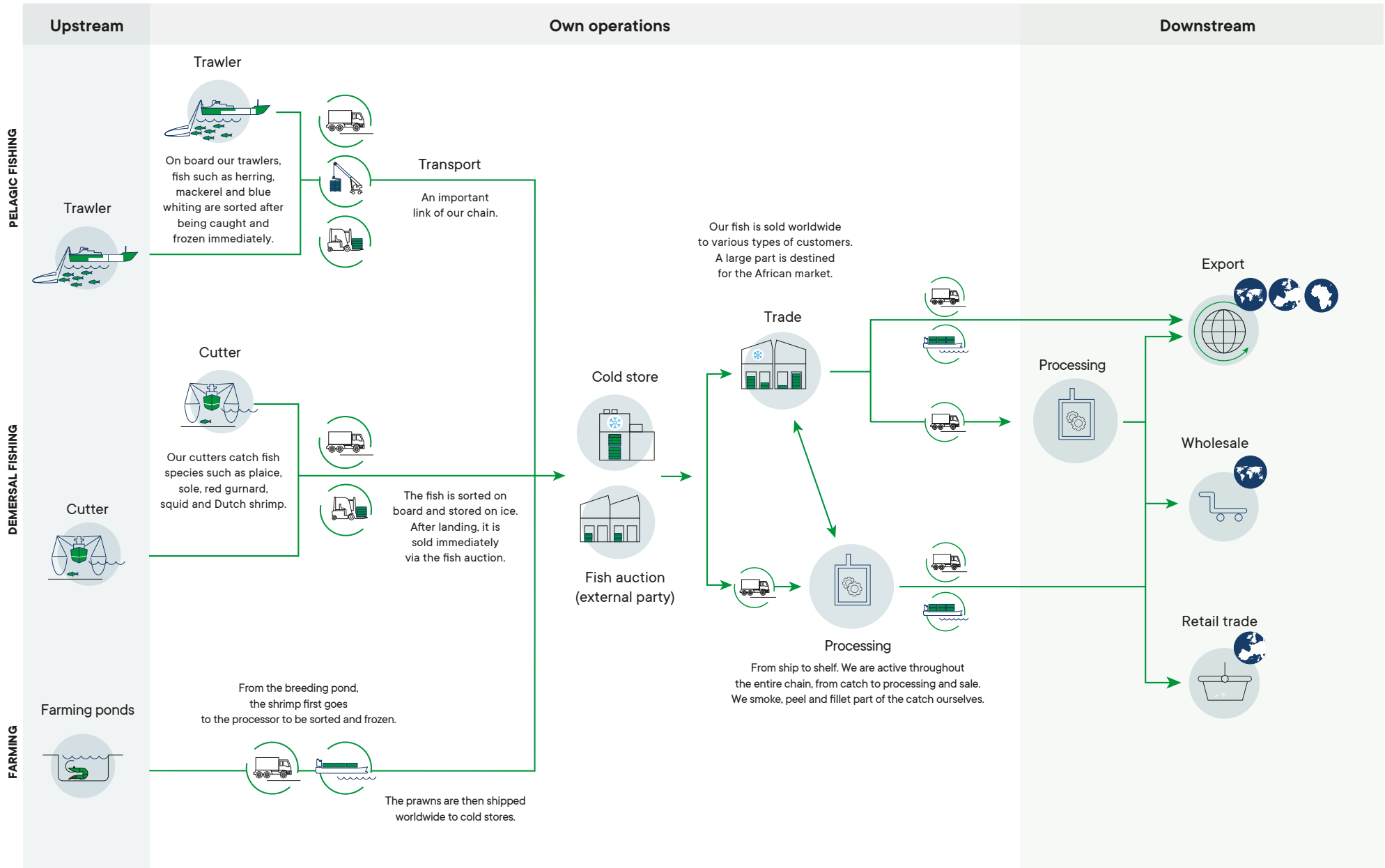
**Focus** Farming and trading shellfish and sea vegetables

\* Minority interest

\*\* 50% interest Cornelis Vrolijk Holding



## Value chain



# Trends and developments in 2024

**B**oth globally and in the Netherlands, various social and ecological trends have become apparent in 2024 that have a direct impact on the food chain and our business operations. From a sustainability perspective, we see that themes such as health, transparency, self-sufficiency and the circular economy are more prominent on the agenda of governments, businesses and consumers.

## Healthy food and prevention

There is a growing focus on healthy food as part of the fight against obesity and lifestyle diseases. In the Netherlands, this is reinforced by the National Prevention Agreement, in which supermarkets, producers and the government are working together to provide healthier food options. Products are increasingly being modified in terms of their composition (less sugar, salt, fat), and consumers are being encouraged to make more conscious choices through Nutri-Score and other quality marks. Internationally, there is also a growing awareness that healthy food is essential for a sustainable healthcare system, and this is reflected in global initiatives by, among others, the World Health Organisation (WHO).

## Protein transition: from meat to plant-based and fish

The protein transition remains an important theme, with the aim of reducing the consumption of animal proteins and accelerating the transition to plant-based alternatives. At the same time, the value of fish – provided it is caught sustainably – is being emphasised more strongly. In 2024, Food from the Sea and Large Bodies of Waters was presented, in which the Ministry of Agriculture, Fisheries, Food Security and Nature offers future prospects for North Sea fisheries. This vision emphasises the importance of sustainable food production from the sea, with a focus on nature conservation,

## Vision on food from the sea and large bodies of water

In 2024, the Ministry of Agriculture, Fisheries, Food Security and Nature presented its vision on Food from the Sea and Large Bodies of Water, which focuses on sustainable food production from the sea as part of the protein transition. Although pelagic fishing is not explicitly mentioned in this Food Vision, it is in line with the principles of the vision. By fishing for plankton-eating fish species using energy-efficient and selective fishing techniques, the pelagic fleet makes an important contribution to a sustainable food system. The sector also plays an important role in international food security by exporting responsibly caught fish to areas with high protein requirements. All this underlines the importance of pelagic fishing in the transition to sustainable marine proteins.

innovative fishing techniques, seaweed and mussel farming, and the use of space in wind farms for food production.

## Food security and strategic self-sufficiency

Geopolitical tensions such as the war in Ukraine, trade conflicts and disruptions in global logistics have increased the importance of regional food security. Both in the Netherlands and elsewhere in Europe, there is a strong focus on strategic self-sufficiency: producing food locally, reducing dependence on imports and investing in robust food systems.

## Lack of space at sea

Fishing is under increasing pressure due to the limitation of space at sea by wind farms, closed and protected areas and other economic activities. This is reducing fishing grounds and making routes more complex. Only



through cooperation and integrated spatial planning can sustainable food production remain in balance with nature conservation and the energy transition. We emphasise that fishing must be structurally included in spatial decisions in order to continue to contribute to food security and the protein transition.

### Geopolitical instability and raw material security

Ongoing geopolitical instability is causing greater uncertainty worldwide regarding trade tariffs, freight costs, the availability of raw materials, as well as currency and interest rate fluctuations. This requires companies to be more flexible and resilient. In the Netherlands, we are seeing companies building up strategic stocks, diversifying suppliers, and trying to gain more control over their supply chains.

### Data-driven and transparent working

Data-driven working has become an essential condition for sustainable business. Transparent, reliable and up-to-date data on origin, environmental impact and performance form the basis for responsible policy, internal management and cooperation within the chain. The increasing demands of governments, customers and suppliers – including through ESG and due diligence legislation – make this even more urgent.

### Labour market

The tight labour market has become a structural challenge, including in our fisheries, logistics and food production sectors. Investing in good employment practices and training remains important in order to remain an attractive employer for fishermen, shore-based employees, trade and processing.

### Lack of space on the power grid

Finally, the lack of space on the power grid – known as grid congestion – is a serious obstacle to sustainable development. Many companies are experiencing problems feeding back generated solar energy or connecting new installations. In the Netherlands, solutions are being sought through local power grids, storage capacity and smart management of energy demand. This problem also exists internationally in countries committed to the energy transition, underlining the need for investment in grid reinforcement and infrastructure.

These trends and developments illustrate the dynamics and complexity of sustainable entrepreneurship within the food chain. As an organisation, we are closely monitoring these developments and aligning our business operations accordingly so that we can continue to contribute to a healthy, fair and future-proof food supply.





**As a family business, we at Cornelis Vrolijk are aware of our responsibility to future generations. We are committed to a sustainable food supply, with care for both people and the environment. Through our CSR policy and sustainability strategy, we set clear ambitions and ensure that concrete actions contribute to a future-proof fishing industry and the protection of our seas.**



# How we create value

We think in terms of generations and focus on long-term value creation. At Cornelis Vrolijk, we stand not only for solid financial performance, but also for caring for people, society and the environment. This long-term vision is the foundation of our CSR strategy and is in line with the Corporate Sustainability Reporting Directive (CSRD), which requires companies to report transparently on the impact of their activities on the environment, society and governance.

Through our activities, we want to contribute to the United Nations Sustainable Development Goals (SDGs). Four of these have been integrated



into our CSR strategy: 14 Life in the water, 12 Responsible consumption and production, 8 Decent work and economic growth, and 2 Zero hunger. By aligning our ambitions with these SDGs, we demonstrate how we want to make a positive impact on the world around us.

The value creation model provides insight into how we use our skilled employees and other capital to add long-term sustainable value through our activities. We create most value with our employees, our equipment and our professional knowledge and experience. Thanks to these sustainable resources, we continue to develop and deliver quality products to our customers based on a supply-driven model.

At the same time, we also create value by responding dynamically to market demand. We closely follow market developments and offer healthy, appropriate products in response. Ensuring the global availability of healthy and affordable food and the preservation of healthy seas – now and in the long term – is what drives us.

We are aware of the impact of our fishing and farming activities on the climate and ecosystems. The use of materials, such as packaging, also has our full attention.

In addition, working in the fishing industry and at processing/production sites involves certain safety risks. Safety and care for the health and well-being of our people are crucial issues for us. We offer good working conditions and want to be a safe, pleasant working environment in which employees can develop their potential.



*“Sustainability does not require fine words, but lasting choices that make a difference.”*

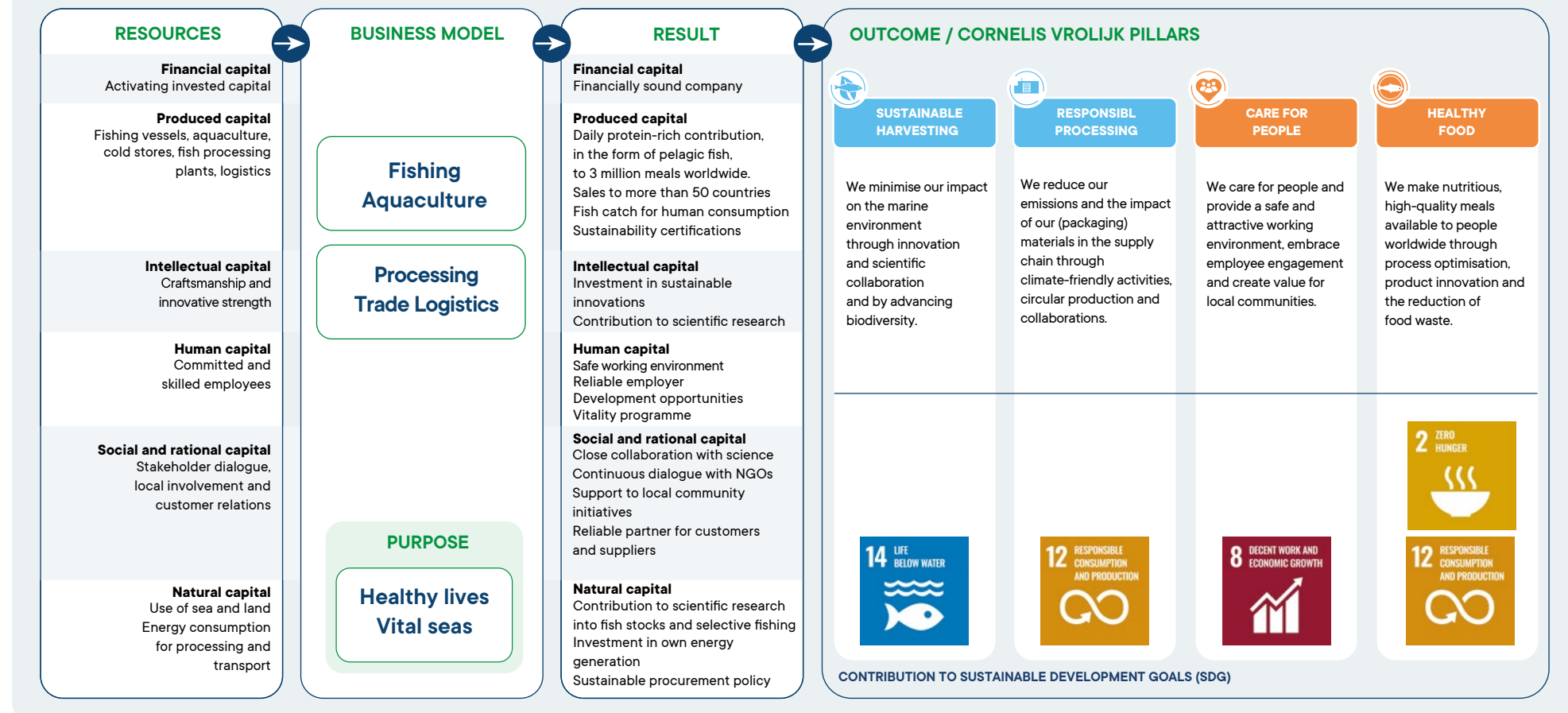
**Bryan Korbeeck,**  
sustainability advisor



The most important tangible results of our activities are our healthy food products, our contributions to healthy lives and the local communities where we are based, and the working relationship with our employees. We are a reliable partner for customers and other stakeholders, with whom we build and maintain long-term relationships.

Our efforts to minimise the impact of our activities on nature, ensure the safety of our employees, and carefully manage natural resources such as the sea are in line with the CSRD's requirement to integrate sustainability into business operations.

## Value creation model



# Development of CSR policy

Since 2013, we have been working on the development of a sustainability strategy for our fishing activities. In the years that followed, a CSR policy was also developed for pelagic fishing and other business activities. In 2022, we expanded and broadened our sustainability strategy towards 2025. Using a materiality analysis, we identified the seven most important themes,

which are grouped under four pillars. Since 2023, seven CSR working groups have been working on the implementation of these pillars based on the material themes.

The four pillars of our sustainability strategy with the material themes we focus on are:

## Sustainable harvesting

### Long-term ambition

Minimal impact on marine biodiversity and ecosystems in order to provide future generations with fish and shellfish.

### Relevant material theme

Biodiversity and ecosystems



**SDG 14**

Life in the water

## Responsible processing

### Long-term ambition

Reducing the impact of our activities by using circular and climate-friendly solutions in our value chain.

### Relevant material themes

- Maritime emissions
- Onshore emissions
- Circular materials



**SDG 12**

Responsible consumption and production

## Care for people

### Long-term ambition

Providing a safe and healthy working environment at sea and on shore, with room for diversity, vitality and respect for human rights.

### Relevant material themes

- Care for people
- Chain responsibility



**SDG 8**

Decent work and economic growth

## Healthy food

### Long-term ambition

Contributing to healthy, nutritious and safe food for millions of people worldwide by producing healthy proteins with a low environmental impact.

### Relevant material themes

- Healthy food
- Chain responsibility



**SDG 2**

Zero hunger

# Sustainability and governance

Following the implementation of our renewed sustainability strategy in 2022, a new consultation structure has also been developed. The aim of the new structure is to monitor the progress of the sustainability strategy and promote cooperation between the various business units. This has resulted in a consultation structure in which all activities of the organisation are represented.

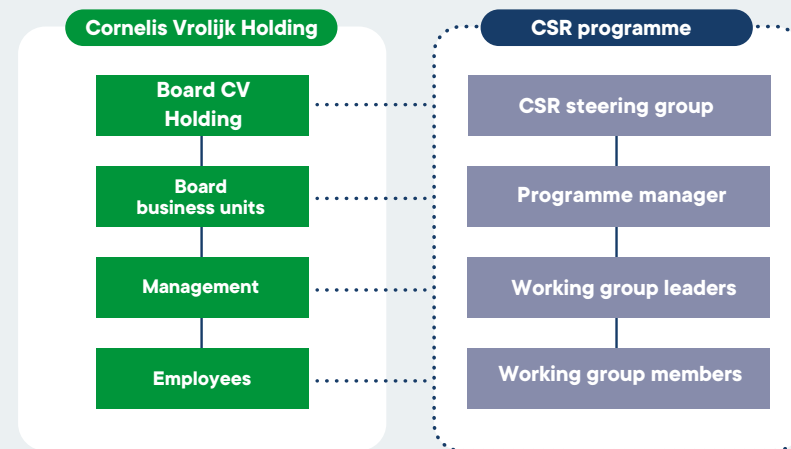
## Consultation structure

A steering group has been set up consisting of the board of Cornelis Vrolijk Holding, the programme management and the CSR team. The steering group meets at least four times a year, determines the direction of the sustainability strategy, discusses the progress of the working groups and assesses proposed initiatives from the working groups.

To ensure sufficient expertise in each of the seven sustainability themes, seven working groups have been formed, consisting of employees who deal with the relevant sustainability theme on a daily basis. Each working group has a working group leader who reports to the programme manager. A member of the management team also participates in each working group. In this way, we bring together all the expertise needed to determine what further steps we can take in terms of sustainability and ensure exchange and cooperation between the various units within Cornelis Vrolijk.

The working groups hold regular progress meetings on current initiatives. These meetings discuss project results, objectives and risks. Everyone involved in the CSR programme follows developments in the field of sustainability. An annual CSR meeting is organised for the working group members to share information and gain inspiration.

## Organisational chart



Sustainability issues are also addressed in the organisation's regular work meetings. These topics are shared with the CSR team.

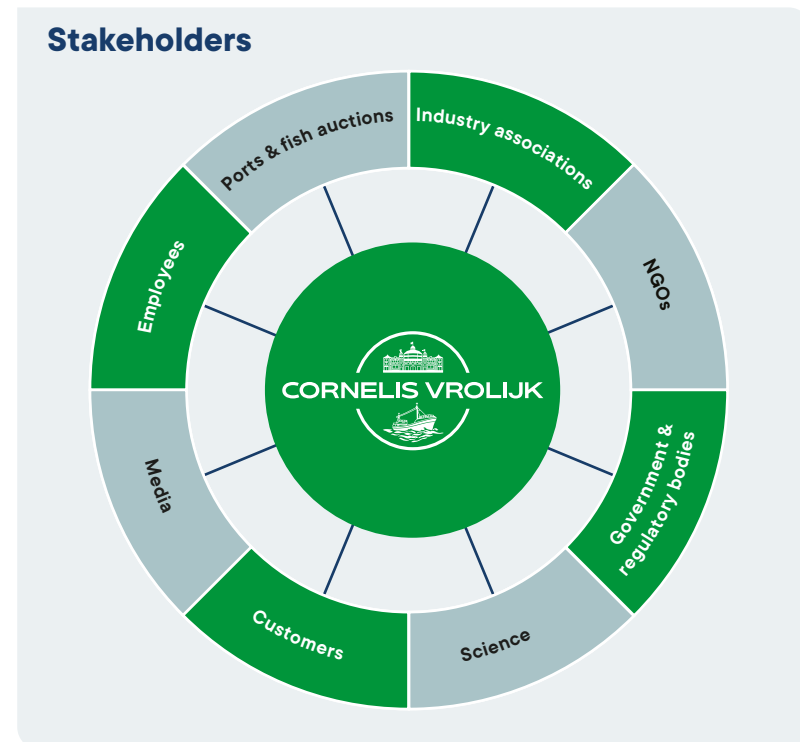
## Progress

Since 2023, each CSR working group has drawn up an action plan and various projects and pilots have been launched.



# Stakeholder engagement

**G**ood contact with our stakeholders is essential in the development and implementation of our sustainability policy. Stakeholder engagement has a prominent place in our CSR policy, in which we strive for open and constructive dialogue.



Our employees lie at the heart of both our organisation and our approach to sustainability. Their involvement is essential to structurally embed our ambitions in our daily practice. We believe that real change comes from within, which is why our employees play a central role in achieving our sustainability goals. In 2024, they actively contributed through seven thematic CSR working groups. For example, colleagues worked on recycling worn fishing nets into raw materials for new products, and purchasing teams helped to draw up a sustainable purchasing policy. On the vessels, crew members consciously aimed for lower fuel consumption and fewer emissions, based on fuel meter readings. During work meetings and the CSR meeting in October, active input was provided on strengthening internal commitment to sustainable action.

In 2024, we also had regular contact with customers, suppliers, governments, politicians, NGOs and scientific institutions. During personal conversations, seminars, meetings and other occasions, topics such as sustainability and corporate social responsibility were discussed. These conversations provided valuable insights.

The main objectives of these meetings and encounters were to share knowledge, obtain feedback and explore opportunities for collaboration. In addition, these meetings give us the opportunity to inform stakeholders about our efforts in the field of sustainable fishing and to actively involve them in scientific research that contributes to making the sector more sustainable.

## A selection of our activities in 2024

### Educational institutions

We actively provided information sessions to educational institutions, raising awareness among students about the role of fisheries in the circular economy and sustainable food supply. We visited educational institutions and welcomed groups of students and pupils to our offices and vessels.

In this context, Cornelis Vrolijk participated in VMBO On Stage in March 2024, a business festival where students in preparatory secondary vocational education and various professionals can meet and engage in conversation. This event offers students the opportunity to build a network, arrange a working visit on the Hands-On Open Day, and discover internship or job opportunities.

This initiative, in the IJmond and Zuid-Kennemerland regions, is led by the Velsen Technical and Maritime College, together with the Tender College, Vellesan College and Spaarne College, and supported by the business



“I am pleasantly surprised by how many people here really care about sustainability.”

Judy op het Veld,

Sustainability & Communications Manager

community, parents and local authorities. Cornelis Vrolijk is proud to contribute as a partner to this valuable network for future professionals.

We also participate in JINC, an initiative that helps children aged 8 to 16 get a good start in the labour market so they can realise their ambitions. JINC strives for a society in which everyone's future is determined by talent and not by background. Every year, JINC offers more than 87,000 students the opportunity to discover different professions, develop their talents and learn job application skills. In 2024, we once again

welcomed a number of groups of students.

In France, France Pélagique developed the School Kit programme with the aim of introducing children and young people to career opportunities in the fishing industry. During a number of events, more than 300 copies were distributed to schoolchildren and students. At an event as part of La Mer en Tournée, some children told one of our French skippers that they wanted to become skippers or boatswains. It is expected that in the coming years, interested parties will apply for an internship or training course.

### Customer engagement

We proactively inform our customers about the actions we are taking in the area of future-proof management of fish stocks. In addition, we highlight our sustainability initiatives in our regular customer contacts and are happy to welcome our customers to our office or on board our vessels.

In 2024, we again had our own stand at various fishing fairs around the world. We were present in Barcelona, Boston, Qingdao, Vigo and Bremen, among other places, to meet and converse with customers and business relations from all over the world.

### Symposium

On 21 June 2024, the Pelagic Freezer Trawler Association (PFA) and the Visfederatie, the trade association for fish processing and trade, organised the symposium “Vision on fish: iconic Dutch fish as sustainable and healthy food of the future”. They did this on board our freezer trawler SCH-81 Carolien in Scheveningen. The event took place in the run-up to Flag Day

and brought together academics, policymakers, politicians, NGOs and the fishing industry. During the programme, the role of (Dutch) fish species such as herring as a sustainable source of protein with a low carbon footprint was discussed, as well as fish as an important contribution to a healthy diet. Presentations by the PFA, the Fish Federation and the MSC, among others, highlighted fishing techniques, consumption trends and the sustainable status of North Sea herring.

### Municipal involvement

We work structurally with the municipalities of Velsen and The Hague on local sustainability projects and initiatives in the field of corporate social responsibility.

### Political interaction

In addition to our involvement in local politics, we also make our voice heard at national and European level. Through industry associations such as the Pelagic Freezer Trawler Association (PFA) and the Dutch Fishermen's Association, we want to contribute to good policy for the fishing sector. In 2024, we were also active within Europêche, where we were involved in consultations on European fisheries issues. In this context, working visits and discussions took place, focusing on international cooperation and strengthening the joint commitment to future-proof fishing.

The North Atlantic Fishing Company, based in the United Kingdom, contributed to this by using its 40th anniversary as a platform for dialogue on sustainable fishing with policymakers and other stakeholders, among other things. To mark the anniversary, Frank Bonefaas moored in Hull, England, for four days to welcome local politicians, business partners and the families of crew members on board. The days ended with a festive reception for all crew members and their families.

In France, France Pélagique took part in an information visit by the National Assembly on fisheries, with a hearing and a 15-page written contribution highlighting the challenges and proposals for the sector. Although the visit did not yet yield any immediate results, it provided France Pélagique with a valuable opportunity to engage directly with representatives.





In addition, obtaining the French eco-label “Pêche Durable” for herring fishing is an important milestone. This certification is an intensive process in which both crews and shore-based teams contribute to what is truly a collective effort. Internally, this achievement is being celebrated collectively.

Through the producer organisation FROM Nord, France Pélagique is actively working with government agencies and stakeholders to support the momentum of the eco-label by contributing to the revision of standards and the coordination of communication within the sector, two issues that are essential for increasing the visibility and impact of the label.

### Collaboration with NGOs

We collaborated with non-governmental organisations (NGOs) on scientific research into the impact of fishing activities on the environment. One example is the research project we conducted with the Goodfish Foundation on flyshoot fishing to gain insight into fish stocks. The research was completed in 2024, resulting in the target species of the research –

mullet, gurnard and squid – being changed from red to orange in the Fish Guide.

### Scientists on board

We make our vessels available for scientific research into the ecological impact of our fishing activities. Information is shared via scientists from the PFA and Wageningen Marine Research (WMR, part of Wageningen University).

### Media contacts

Throughout the year, we maintained contact with various local and national media outlets in order to communicate transparently about our activities and our progress in the field of corporate social responsibility.

### Suppliers

One of the most crucial links in making our supply chains for fish, shellfish and consumables more sustainable is our collaboration with suppliers. They play a direct role in our environmental performance, particularly in scope 3 emissions – the indirect emissions that occur in the chain outside our direct control. That is precisely why we regard suppliers not only as business partners, but as strategic stakeholders in our transition to more sustainable business operations.

In discussions with suppliers, we share our sustainability objectives and jointly explore where we can reinforce each other. Transparency, mutual understanding and the sharing of best practices form the basis for this. This includes agreements on the use of more sustainable raw materials, energy efficiency, logistics optimisation, and social standards within the chain. By structurally integrating ESG (Environmental, Social, Governance) criteria into our procurement policy, we encourage suppliers to make their own processes more sustainable.

### Port Festival

During the Port Festival in IJmuiden on 22 and 23 June, which attracted thousands of visitors, the crew gave interested parties guided tours on board the SCH-24 Afrika. Information was shared about the bridge, the aft deck and the processing deck. Visitors also enjoyed Dutch New Herring and learned about our work at sea.



# Double materiality analysis

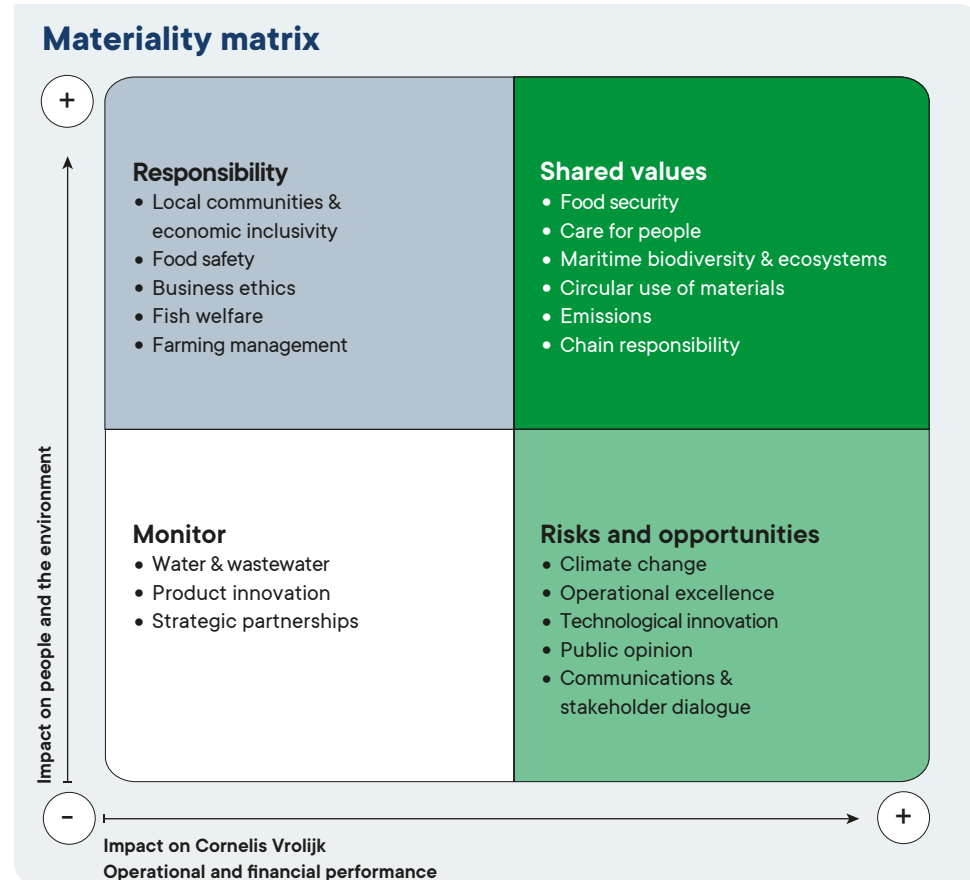
In preparation for the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD), we conducted an initial double materiality analysis (DMA) in 2022. This enabled us to determine which topics are most relevant to both our organisation and our stakeholders. To this end, we looked at the impact of our business activities on people, the environment and society, as well as which themes could influence our financial results.

The results of this analysis were recorded in a materiality matrix, with the active involvement of stakeholders. They indicated which themes were most important to them and where Cornelis Vrolijk could make a meaningful contribution. Based on this, seven core themes were formulated that form the basis of our sustainability strategy. These shared values are important for both Cornelis Vrolijk and for people and the environment. A working group has been set up for each theme to focus on the implementation of the sustainability programme.

## DMA reassessment

As the guidelines for the CSRD had not yet been finalised in 2022, it was decided to reassess and update the double materiality analysis in 2024. On the one hand, this is to bring it into line with the requirements of the CSRD and the associated European Sustainability Reporting Standards (ESRS). On the other hand, we believe it is important to keep the DMA up to date in a rapidly changing society.

When reassessing the DMA in 2024, the process was carefully reviewed and documented once again, with a focus on the quality of the input and practical feasibility. In this way, we ensure that the input provides a clear and reliable picture of the social situation and that the process



The Materiality Matrix shown relates to the year 2024.  
This is in view of the reporting period.

remains understandable and workable for everyone. The methodology is aligned with the requirements and recommendations of ESRS 2 (General Explanatory Notes) and the EFRAG Implementation Guidance on Materiality Assessment. The revised DMA will be presented in the 2025 CSR report.

## Steps taken to revise the DMA in 2024:

The themes that emerge from this materiality analysis form the basis for future CSRD reporting.

**1**

### Composition of a longlist

The longlist is compiled from various sources: the sustainability themes from ESRS 1 TV16, the GRI sector standard for agriculture, aquaculture and fisheries (GRI 13), and our materiality matrix from 2021. This resulted in a list of 98 possible topics.

**2**

### Shortlist and identification of impacts, risks and opportunities (IRO)

The project team, consisting of representatives from Finance, the CSR team and the management, shortlisted the longlist to 42 themes. In workshops with the CSR steering group, the impact, risks and opportunities were elaborated for each theme. A distinction was made between current and potential impacts, and the probability of each risk or opportunity and the timeframe in which it will occur were assessed.

**3**

### Weighting by internal stakeholders

The identified IROs were weighted using four targeted questionnaires distributed among our employees. They assessed themes on impact and financial materiality, based on variables such as scale, scope, irreversibility and probability of impact, and extent and probability of financial risks and opportunities.

**4**

### Drawing up and validating the 2024 materiality matrix

The results were evaluated and assessed by the CSR steering group. During these sessions, the final list of material themes was ultimately determined on the basis of the scores and professional assessment.

**5**

### External validation

From the beginning of 2025, these results were validated by external stakeholders. A selection of relevant stakeholders was made for the various themes.







# Benchmarks and targets

○○○in development

○on course

●●●completed

Pillar	Subject	Our contribution 2024	Status	Focus from 2025
 <b>SUSTAINABLE HARVESTING</b>	Virtually no bycatch	• Improve fishing gear and escape panels	●●○	• Continuous improvement
	Vital seas	• Proactive participation in scientific research projects	●●○	• Continuous progress
	100% traceability of fish for human consumption	• Start uniform method of recording data	●●○	• Rollout uniform data system for unambiguous data registration
	Improved transparency through Remote Electronic Monitoring (REM)	• Start REM (CCTV) pilot on pelagic vessels	●●○	• Participate in multiple pilots and monitor results.
	Actively contribute to scientific research	• 11 research trips on the pelagic and demersal fleet throughout the year	●●●	• Actively and continuously contribute to scientific research and testing.
	Unambiguous purchasing policy within CV	• Finalisation of uniform group-wide procurement policy	●●○	• Implementation of uniform procurement policy
	Reporting in accordance with GRI standard	• 2023 report with GRI index, also applies to 2024 report	●●●	
 <b>RESPONSIBLE PROCESSING</b>	Maritime emissions: reduce emissions in line with the Paris Climate Agreement (>2°C–1.5°C)	• Implementation of fuel-saving policy through behavioural change and investigation of technical measures	●●○	• Drawing up a roadmap with possible measures
		• Start developing alternative fuel scenarios	●○○	• Continuous progress
		• Start renovation of Cornelis Vrolijk Seafood office	●●○	• Renovation and sustainability measures at Cornelis Vrolijk Seafood
	Circularity; reducing waste in line with the Paris Climate Agreement	• Inventory of possible areas for improvement	●●○	• Update baseline measurement
 <b>CARE FOR PEOPLE</b>	Improve vitality index	• Further develop activities programme	●●○	• Broaden and deepen vitality programme.
	Reduce number of accidents	• Implement uniform method for recording incidents	●●○	• Establish KPIs for accident reporting and follow-up.
	Safety policy	• Uniform methodology for reporting, recording and investigating incidents CV	●○○	• Specify areas for improvement
 <b>HEALTHY FOOD</b>	Our products are recognised as a healthy food choice	• Research improvement in 2024 to improve Nutri-Score. • Investigate possible reduction in salt intake through modified recipes	●●○	• Investigate possibilities for improving Nutri-Score • Further reduce salt intake
	Less food waste	• Overview of residual flows • Investigate added value of sampled fish	●●○	• Business cases for possibilities of further added value (combating food waste)

# Reporting structure

The accompanying visualisation provides an overview of the ESG (Environmental, Social, Governance) reporting structure. The diagram is divided into three sections:

- Environmental
- Social
- Governance

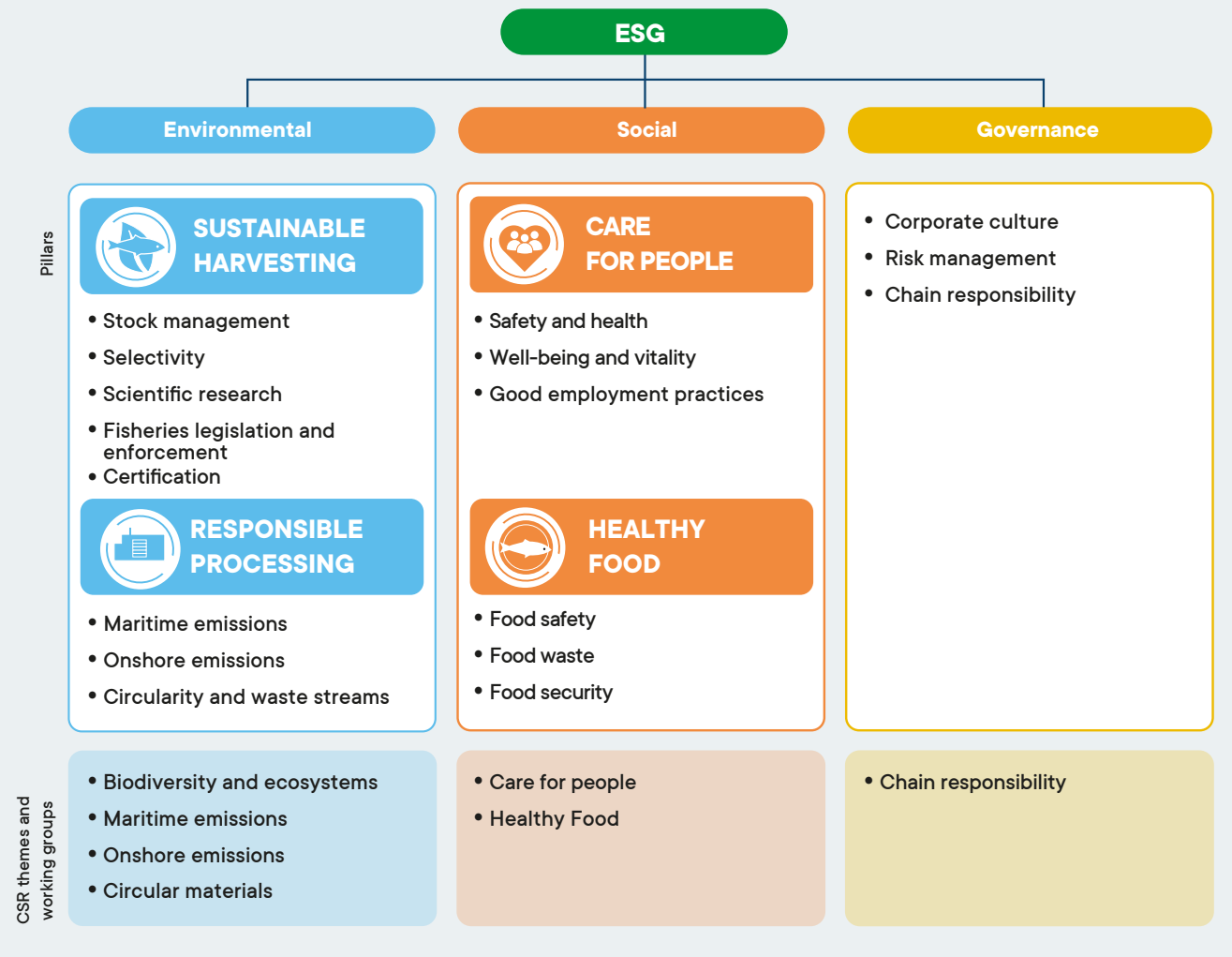
This structure incorporates the four pillars of Cornelis Vrolijk (see also pages 18 and 19):

- Sustainable harvesting
- Responsible processing
- Care for people
- Healthy food

## Use

This structure helps to understand the focus areas and reporting components within Cornelis Vrolijk's ESG. Each pillar focuses on specific topics and objectives that contribute to sustainability and corporate social responsibility within Cornelis Vrolijk. The bottom row shows the corresponding themes of the seven CSR working groups.

## ESG reporting structure





**We are committed to healthy lives and vital seas, today and for future generations. That is why we use our natural resources carefully. During fishing, we strive to minimise the impact on marine biodiversity and ecosystems, and on land we are also continuously working to reduce our ecological footprint.**



# Sustainable harvesting



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

## MATERIAL THEMES

Sustainable harvesting

## LONG-TERM AMBITION

Minimal impact on marine biodiversity and ecosystems in order to provide future generations with fish and shellfish.



## SDG 14

### LIFE IN THE WATER

We love the sea and the fishing trade and believe it is important to treat nature and people with care. Through responsible fishing and the traceability of our products, we contribute to the management of fish stocks and the protection of biodiversity.

## Stock management

For Cornelis Vrolijk, sustainable fishing is primarily about future-proof stock management. We strictly adhere to the quotas set each year by European and British authorities. These quotas are based, among other things, on scientific advice from marine biologists based on the Maximum Sustainable Yield (MSY). The guiding principle here is that only the growth is fished and the spawning stock is maintained. In addition to this scientific advice, the authorities also take economic considerations into account when setting quotas.



In December 2023, the fishing opportunities for 2024 were set. The total allowable catches (TACs) are based on the scientific recommendations of the International Council for the Exploration of the Sea (ICES). The TAC is set annually and forms the basis for the quotas per coastal state. As a coastal state, the EU distributes its share of the TAC among the Member States, including the Netherlands. The quotas are distributed per Member State among the producer organisations (POs) that manage the quotas for their members. We are also affiliated with POs.

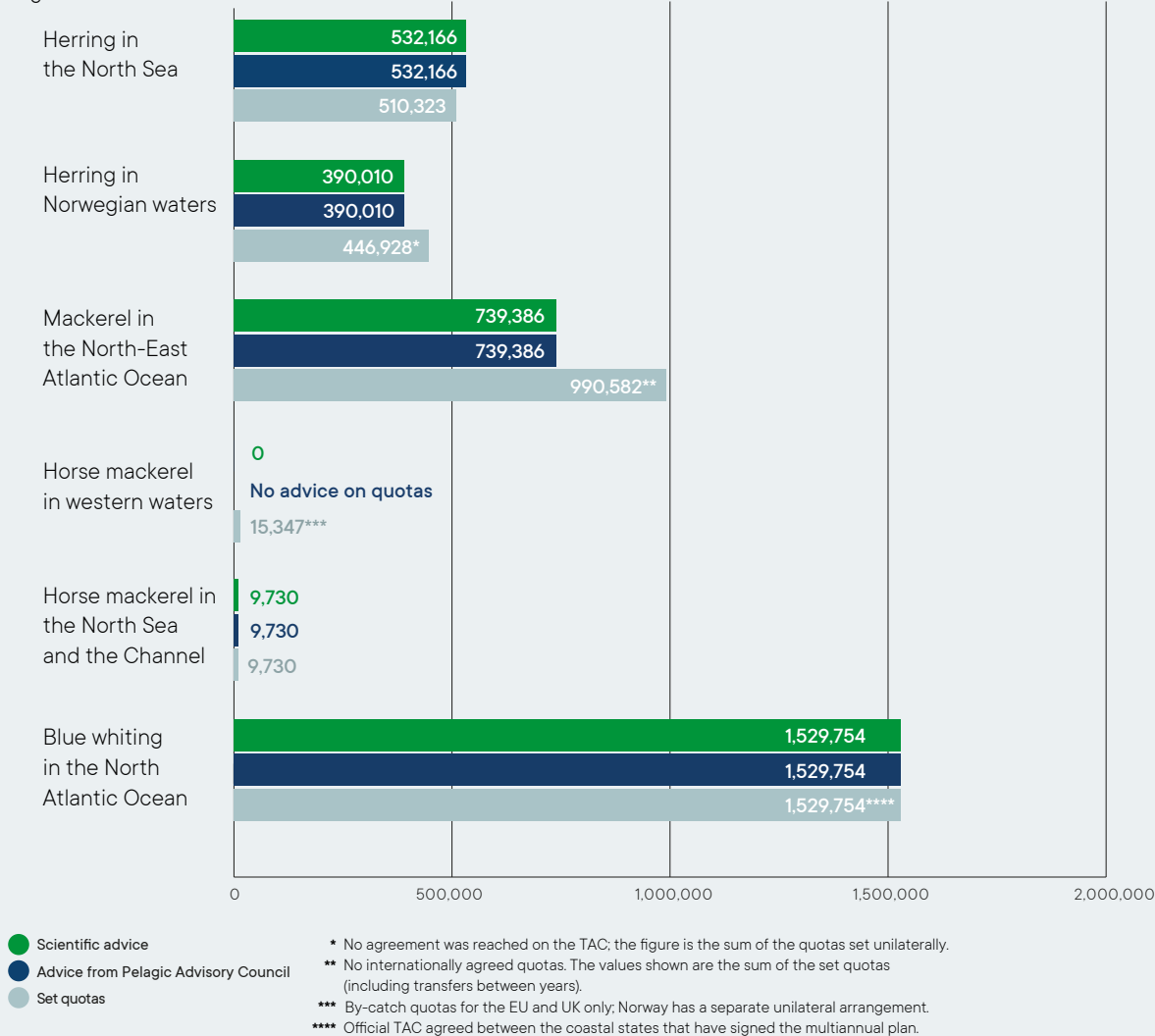
For sustainable fisheries management, it is essential that all countries involved agree on both the total catch and its distribution.

In the case of mackerel, blue whiting and Atlanto-Scandian herring fisheries, the coastal states have been unable to reach a joint agreement on the distribution of the TAC for several years. Norway, Iceland and the Faroe Islands systematically set their quotas for mackerel higher than their historical share. This leads to structural overfishing of mackerel, blue whiting and Atlanto-Scandian herring stocks by these coastal states.

EU Member States, including the Netherlands, are dependent on cooperation with these countries, which do not comply with catch advice and mutual allocations. Despite intensive efforts by the EU, negotiations on a joint allocation agreement for North-East Atlantic mackerel, blue whiting and Atlanto-Scandian herring fisheries have still not yielded any results. As long as there is no comprehensive agreement and the three coastal states continue to exceed their quotas, sustainable management of these fish stocks will remain extremely difficult. The continued exceeding of the TAC by these coastal states leads to an increasing risk to the health of the mackerel stock, with possible consequences for the fishing opportunities and market position of EU fishermen.

## Catch advice and quotas (in numbers)

Figures for 2024



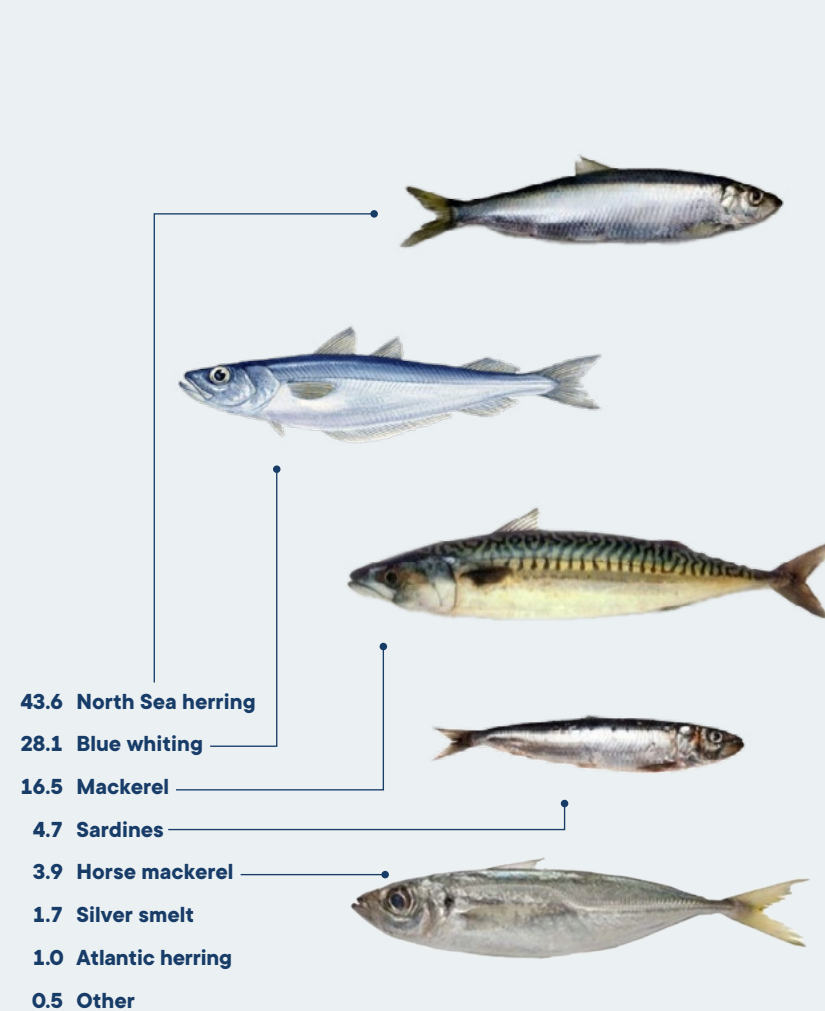
Source: [www.pelagic-ac.org](http://www.pelagic-ac.org)



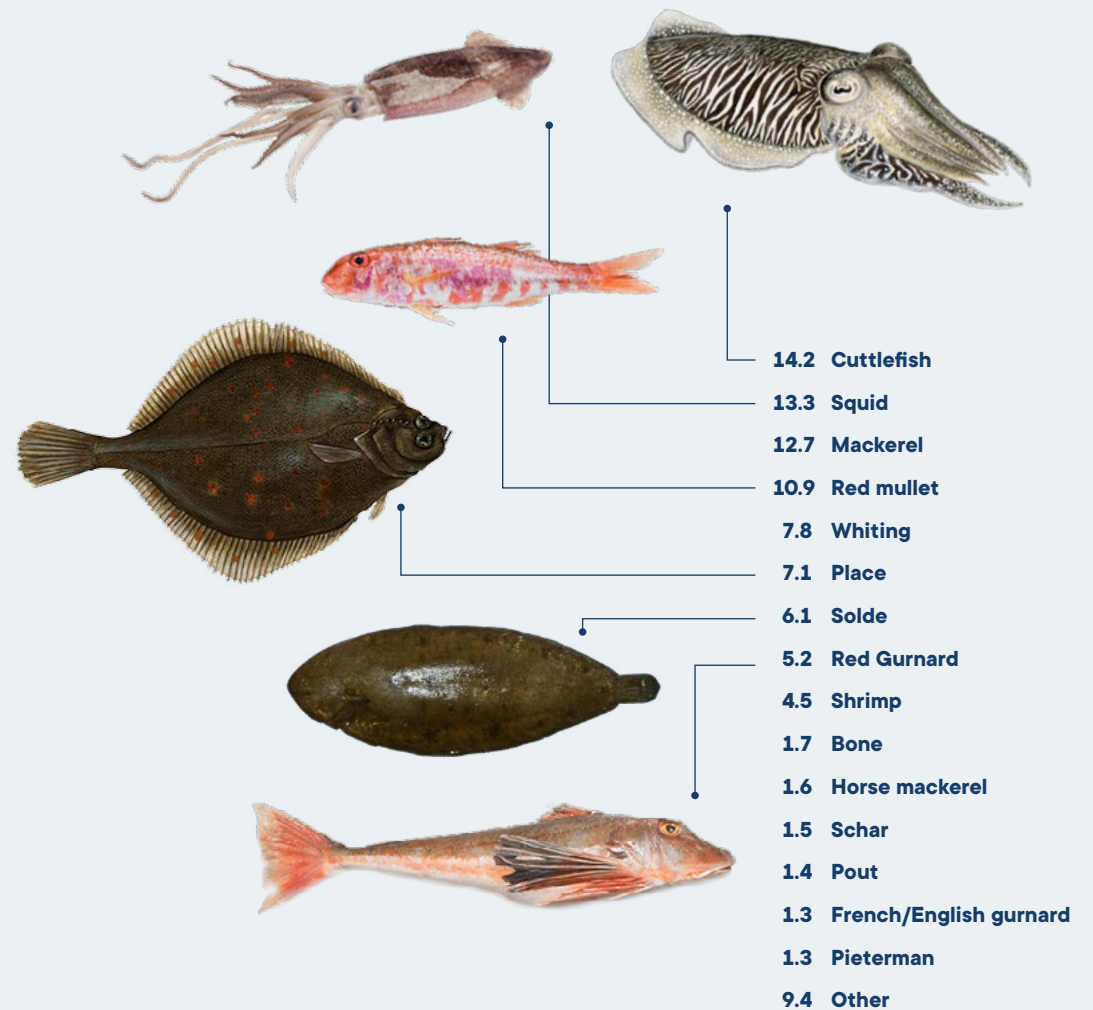


## Catch composition (in %)

### Pelagic



### Demersal

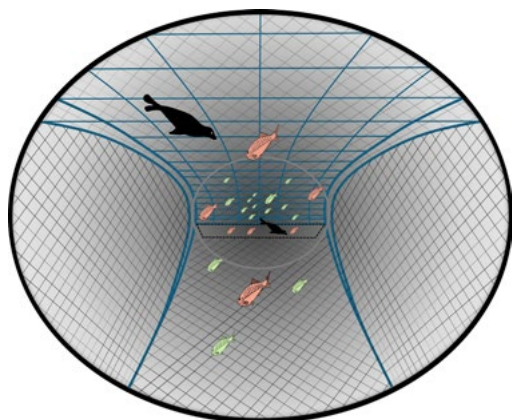


## Selectivity

Selective fishing and limiting unwanted bycatch are central to our approach. We adhere to a thorough fishing plan and tailor our working methods to the constantly changing conditions at sea. In doing so, we follow nature and rely on the knowledge and experience of our skippers. Thanks to technological developments, we are able to fish in an increasingly selective manner.

Pelagic fishing has little unwanted bycatch. Since 2019, the nets of the entire fleet have been equipped with pingers. These pingers produce an ultrasonic signal that keeps dolphins and porpoises away from the nets. Our nets are also equipped with escape panels so that larger species, such as seals, can escape from the net. Special panels with a grid at the front of the stern net ensure that larger species cannot enter the stern net.

In demersal fishing, we have been using nets with 80 mm mesh sizes for squid fishing on our own initiative for several years, instead of the minimum permitted size of 40 mm, in order to limit unwanted bycatch. It has now been decided at European level to introduce this 80 mm as the standard. In British waters, a minimum mesh size of 100 mm has applied to flyshooters since 2024.



## Research trips

### Pelagic vessels

Date	Duration (in days)	Vessel	Goal
Jan	27	Carolien	Catch composition
Feb	19	Afrika	Catch composition
Mar	19	Scombrus	Catch composition
Jun	18	Carolien	Catch composition
Jun	19	Afrika	Catch composition
Aug	17	Zeeland	Catch composition
Oct	18	Carolien	Catch composition
Oct	17	Frank Bonefaas	Catch composition

### Demersal vessels

Aug	5	Galibier	Fishing behaviour
Dec	5	Aravis	Catch composition
Dec	5	Aravis	Catch composition

## Scientific research

The fishing industry is constantly changing, including in the field of technical and technological innovations. We ensure that we stay up to date and maintain close contact with suppliers and colleagues in order to follow developments and collaborate. We also visit several trade fairs each year and actively participate in research and pilot projects.

### PFA research programme

Fisheries researchers regularly accompany us on board our trawlers, while our quality managers carry out quality checks and additional research during every trip. The self-sampling research on board our trawlers is part of the scientific programme of the Pelagic Freezer Trawler Association (PFA). Every year, we participate in research in a continuous process of developing and improving fishing methods that contribute to responsible fisheries management. In 2024, Cornelis Vrolijk, in collaboration with the PFA, has again taken steps in the field of sustainable fishing.

## Self-sampling

On board the vessels, our employees carry out various measurements for extensive data collection. With the improved catch registration software, length and biological data are systematically recorded, made available to the PFA and shared with Wageningen Marine Research (WMR). This data is of great value for reliable stock estimates, MSC certification and analyses of fish species distribution patterns. Strict quality control is applied before data is entered into the central database.

Length measurements are still partly recorded manually, but in 2024 the updated Length Weighing Measurement System (LWMS) was tested on board. Using a camera, scales and intelligent software, the length and weight of the samples on board are accurately measured and processed in our Mcatch catch registration system. The PFA uses this data and makes it available to scientists at WMR, CEFAS and, of course, the international working groups of ICES.

The LWMS is more accurate and efficient than manual measurements by the inspector on board. It improves the quality of the data from the relevant and quantitative samples taken by the inspectors on board. The implementation of the new system is planned for 2025. Each vessel receives feedback on the data collected, which is also used in international working groups such as ICES and CEFAC. In 2024, work was also done on standardising data analysis, with length measurements being translated into age data for improved catch estimates. This will lead to more accurate annual updates for ICES.

In addition to self-sampling, Cornelis Vrolijk has again made vessels available for eight observer trips in 2024. These are trips by independent researchers, funded by WMR.



## Underwater cameras

In 2024, the use of underwater cameras was further expanded to gain better insight into fish behaviour and the effectiveness of escape panels, as well as into opportunities to further reduce bycatch. Three of our trawlers have cameras on board for use in the nets. To improve the durability of the camera system, a new, robust housing made of solid POM plastic has been developed. The collected footage is analysed by our skippers and PFA scientists to gain insight into the effectiveness of the escape panels.

To speed up and improve the analysis process, an advanced computer vision system has been developed, including an automatic module for detecting bycatch and a graphical interface for efficiently merging video clips. Because bycatch is

incidental and relatively rare, it is challenging to select suitable footage to train the system.

These innovations contribute to better monitoring and transparency and support sustainable fishing.

## Reducing bycatch

In 2024, Cornelis Vrolijk participated in the "Reducing Bycatch" project of the PFA trade association. The aim was to further reduce the bycatch of unwanted and protected species. The overall research consisted of four main components and focused on cooperation, knowledge exchange, technological innovations and the development of practical tools on board. An important part of the project were the best practice sessions with skippers, net makers and scientists. During four meetings, progress in the development of bycatch-reducing technologies was discussed at length. International speakers from Denmark and the United Kingdom, among others, shared their experiences, and knowledge was exchanged on field research, the use of underwater cameras and improved escape panels.





### CIBBRiNA project

The results of this project are being used in the CIBBRiNA project, to which we contribute through the PFA. CIBBRiNA is a collaboration between thirteen countries, in which governments, science, fisheries and nature organisations work together. The North Sea Foundation represents the voice of nature in the project. CIBBRiNA will run for six years and has 45 partners, plus a stakeholder board with 35 members.

International coordination also played a central role in CIBBRiNA. On behalf of the PFA, fisheries expert Martin Pastoors is coordinating all CIBBRiNA field tests in eight different fisheries in Europe. They are working together on strategies for stakeholder involvement, data sharing, estimates of fishing effort and, above all, testing bycatch reduction techniques such as pingers and net modifications. The use of sonar, apps and sensors for real-time monitoring of bycatch is also being investigated. The collaboration within CIBBRiNA encourages a broad exchange of knowledge and increases the effectiveness of the measures.

### Research trips on the cutters

During two trips with flyshooters from the cutter fleet, an observer from the British research institute MRAG came on board. The reason for this was to investigate whether flyshooters in the Channel catch herring as bycatch. During the research trips, fishing took place at various locations and the composition of the catch was analysed.

### Displacement research

Our cutters actively participated in a large-scale displacement study by WUR, commissioned by the Ministry of Agriculture, Fisheries, Food Security and Nature. This study focuses on the changes fishermen are facing, partly as a result of the construction of offshore wind farms and the establishment of protected nature reserves. These developments are forcing fishermen to sail further and further, leading to higher fuel costs and an increase in the number of vessels within an ever-smaller fishing area. We remain involved in this and other research on the future of the cutter fishing sector.



## Fisheries legislation and enforcement

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 continuously adapt our internal processes and protocols to changes and new regulations. We ensure that our crews are aware of changes and are well prepared for any inspections.

Transparency and compliance with laws and regulations are important in the sector. That is why we contribute to studies and pilot projects to increase transparency. In recent years, the European Fisheries Control Agency (EFCA) has conducted a pilot project with Remote Electronic Monitoring (REM), in which cameras were used on board two of our vessels, among others, to monitor catches and landing obligations (LO).

Several times a year, unannounced inspections are carried out at sea and on landing by the Dutch Food and Consumer Product Safety Authority (NVWA), as well as fisheries inspections in the relevant Member States and coastal states where our vessels fish. During these checks, logbooks, catches in the hold, fishing gear and nets, and fish cooling tanks are inspected, among other things.

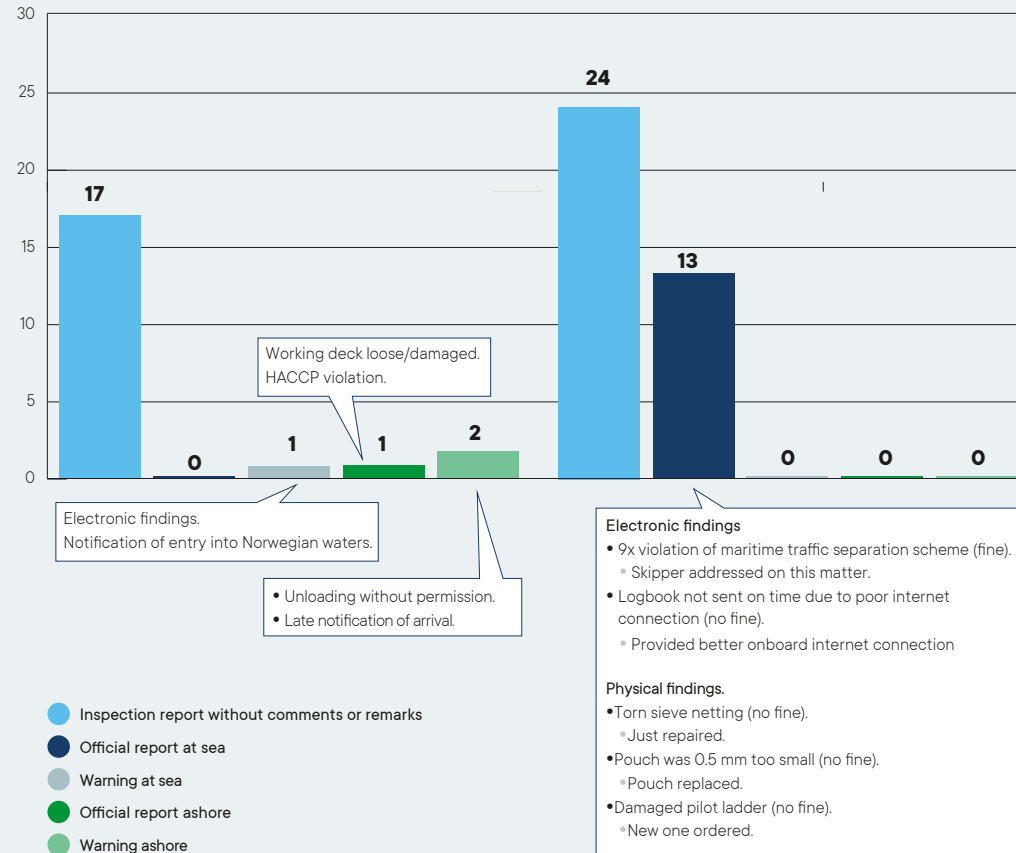
In addition, fishing vessels are tracked by satellite (VMS). Vessel locations are visible in real time and authorities from EU countries and coastal states can use the speed to check whether fishing is taking place in areas where it is permitted.

Since 2023, the Belgian authorities in particular have been enforcing the rules on the traffic separation scheme at sea very strictly and imposing heavy fines for every violation, regardless of the reason. A violation in 2024 resulted in a traffic fine for the cutter fleet in Belgian waters.

### Inspections

Trawler inspections (in numbers)

Cutter inspections (in numbers)



## Certification

North Sea herring has been MSC certified since 2006. The MSC certification of Dutch shrimp was renewed in October 2023. The Dutch, German and Danish shrimp fisheries jointly received the MSC quality mark again for a period of five years, following an intensive 14-month recertification process. The renewal of the MSC certificate underlines the sector's commitment to sustainable shrimp fishing and offers consumers the guarantee that Dutch shrimp are caught in a responsible manner.

Mackerel, blue whiting and Atlanto-Scandian herring lost their MSC certification in 2019, 2020 and 2020 respectively. This is due to the expiry of the joint agreement on the management and distribution of TAC between the coastal states. Subsequently, Norway and the Faroe Islands in particular unilaterally exceeded their historical catch shares, resulting in a total catch of mackerel and blue whiting that exceeds the Total Allowable Catch (TAC).

All certificate holders in the EU, the United Kingdom, Norway, the Faroe Islands and Iceland lost their certification, even those who did adhere to the agreed quotas. In addition, structural overfishing poses a risk to the health of mackerel stocks in particular. It is therefore necessary to reach a clear agreement on the distribution of the permitted quantity.

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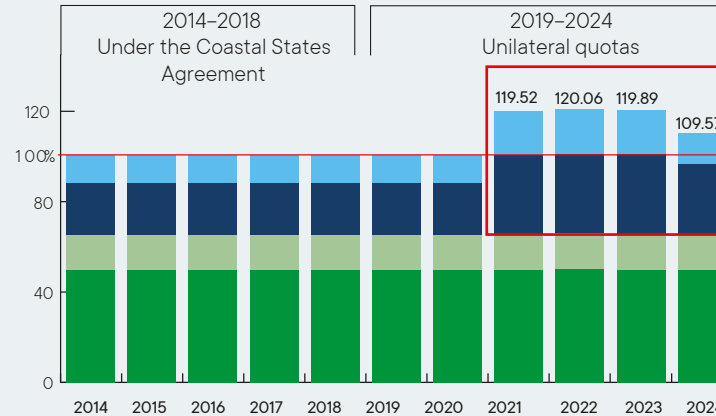
*“In collaboration with MSC, we created a beautiful video production that focuses on the importance of sustainable fishing and responsible products.”*

**Caroline Verwijs, director of Krijn Verwijs**

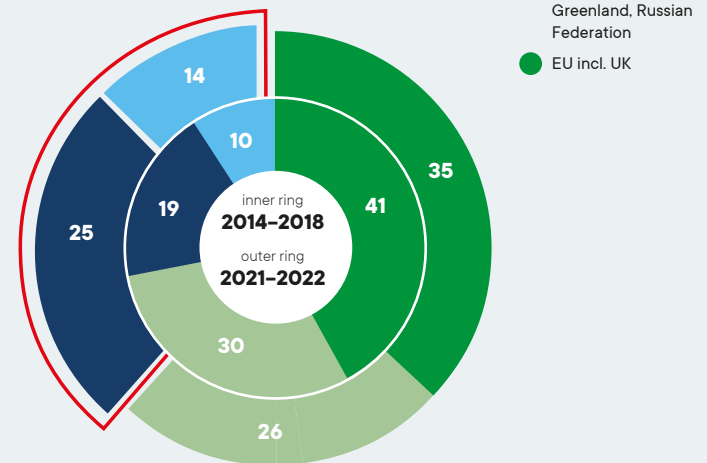
## Overfishing by Norway and the Faroe Islands

North-East Atlantic mackerel catch

As a percentage of agreed quota



As a percentage of **total catch**



Source: European Commission



The International Council for the Exploration of the Sea (ICES) has recommended a 70% reduction in the mackerel quota for 2026. This recommendation emphasises the need to strengthen the management of mackerel stocks in the short term and to reach binding agreements between coastal states.

Blue whiting lost its MSC certification in 2020. Despite high fishing pressure, the blue whiting stock has grown in recent years due to strong growth. Scientific estimates by the ICES (International Council for Exploration of the Sea) showed that the spawning stock in 2024 was around 4.5 million tonnes, a significant increase compared to previous years.

### Farms

In Ecuador and Nigeria, we participate in companies that are active in the farming of tropical shrimp. All these shrimp are ASC certified. The ASC certification for shrimp includes standards for biodiversity (including the protection of mangrove forests), fish feed and traceability, water management, the prevention of the possible spread of disease in breeding ponds and the reduction of antibiotic use. The shrimp farm of Atlantic Shrimpers Limited (ASL), our joint venture in Nigeria, is the first farm in Africa to be ASC certified.

The farms in Ecuador in which we participate are SSP certified (Sustainable Shrimp Partner). This certification covers the ASC standards, but goes a step further in terms of a number of criteria. For example, the impact of the activities on water must be neutral, no antibiotics may be used and all shrimp produced must be traceable via blockchain, a technology that allows a network of users to jointly maintain a database of transactions. This contributes to transparency in the chain.



## Highlights

# Rewarded for pursuing a sustainable course

In 2024, the vessels *Scombrus* and *Prins Bernhard* of our French subsidiary France Pélagique received the 'Pêche Durable' eco-label for North Sea herring. This is the culmination of an intensive process involving all our French colleagues over the past two years and close cooperation with various organisations from the fishing industry, the government, NGOs, consumers and scientists. This success proves that large-scale fishing and sustainability can go hand in hand and demonstrates that France Pélagique's commitment to sustainable fishing is being recognised.

The Pêche Durable ecolabel was introduced in 2017. It focuses on the three pillars of sustainability: the environment, social well-being and economic viability. Organisations wishing to obtain the ecolabel must limit bycatch and pollution and reduce their consumption of fossil fuels. It is the only official ecolabel for fishery products in France.

Hard work has been done in all these areas in recent

years. France Pélagique has invested in technologies and processes that have significantly reduced the CO<sub>2</sub> emissions of its vessels. To monitor the impact on the ecosystem, both vessels are equipped with advanced monitoring systems. France Pélagique has also invested in employee training, with a particular focus on safety. In addition, a great deal of attention is paid to the well-being of employees. Team spirit and commitment are essential for working together safely and enjoyably.

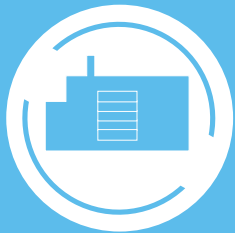
With a view to the future, participation in the Shipowner's Days is on the agenda. Here, schoolchildren can learn more about working in the fishing industry and hopefully be inspired to pursue a career in this sector.

France Pélagique also continues to renew its eco-label every year in order to remain on a sustainable course and to continue working with all employees and stakeholders towards a sustainable and future-proof fishing industry.



**FRANCE PELAGIQUE**  
ARMEMENT À LA PÊCHE

# Responsible processing



Greenhouse gases contribute significantly to climate change and global warming. That is why we are committed to continuously reducing the greenhouse gas emissions of our activities, both on land and at sea. We are making our energy consumption more sustainable and optimising it, and investing in the transition to natural refrigerants.

## MATERIAL THEMES

- Maritime emissions
- Onshore emissions
- Circular materials

## LONG-TERM AMBITION

- Reducing the impact of our activities by using circular and climate-friendly solutions in our value chain.



## SDG 12

### RESPONSIBLE CONSUMPTION AND PRODUCTION

We are making our activities more sustainable and using natural resources, such as fossil fuels, as efficiently as possible. We are also committed to making optimal use of natural resources and try to prevent waste in our processes.



In recent years, we have taken various steps to reduce our emissions of CO<sub>2</sub>, as well as other harmful gases and nitrogen oxides (NOx) and sulphur oxides (SOx).

Our scope 1 and 2 emissions are largely related to:

- the fuel consumption of our vessels
- the electricity and gas consumption of our cold stores and processing plants
- loss of (chemical) refrigerants in the cooling and freezing systems
- fuel consumption by our vehicle fleet.

Looking at scope 3, emissions from suppliers and transport to our customers play an important role. Over the next two years, we want to further map our scope 3 emissions.





## Maritime emissions

Within the CSR programme, we focus, among other things, on reducing our fuel consumption at sea. In recent decades, we have invested heavily in our vessels to make them more technically efficient. Our starting point is that we do everything possible to operate as efficiently and cleanly as possible. We have been able to significantly reduce consumption through more targeted fishing in the seasons, quota adjustments and the introduction of shore power. However, the fuel consumption of our vessels depends on many other factors, such as weather conditions, fishing quotas (the amount of fish that can be caught) and the distance to fishing grounds. In 2024, we focused on more efficient sailing and optimal deployment of our vessels to further reduce our consumption – and thus maritime emissions.

### Making vessels more sustainable

All our vessels have been modernised where possible and economically viable. Energy-saving measures have also been taken, such as the installation of LED lighting and so-called frequency converters on the engine room ventilation and cooling water pumps to regulate the power of the electric motors. Ships that are due for maintenance are provided with an environmentally friendly biocide-free anti-fouling coating.

This protective coating on the hull prevents the growth of organisms and thus reduces the ship's resistance in the water.

### Insight into fuel consumption

In 2022, we equipped our trawlers with liquid flow meters. In 2023, however, these fuel meters were found not to be working properly on a number of vessels. In 2024, the supplier was able to resolve the issue, so that the meters now display the correct readings. The fuel meters provide the skipper, chief engineer and helmsman with up-to-date insight into fuel consumption. This enables them to make immediate decisions to use fuel more efficiently. For example, by adjusting the speed of the vessel, litres of fuel are saved per voyage, which in turn leads to lower CO<sub>2</sub> emissions and fuel costs. The data from all vessels is collected in a central dashboard that is part of the measurement system. This also simplifies the annual reporting to the IMO, among others.

After implementation on the trawlers, an internal investigation will be conducted to determine whether this is also feasible for the cutter fleet.

## Shore power

Since 2023, it has been possible for all pelagic vessels to connect to shore power in IJmuiden and Scheveningen. The capacity of the current shore power connections is sufficient for the regular hotel operations of the trawlers, such as lighting, heating and basic facilities on board. However, this is not the case when the fish holds are full and the freezer is in operation, or when cranes are in use. In these situations, the auxiliary engines still have to run regularly. Modifying the shore power connections to accommodate these peak loads not only requires additional capacity on the overloaded national grid (grid congestion), but also major modifications to the technical infrastructure of the shore power supply that cannot be realised in the short term.

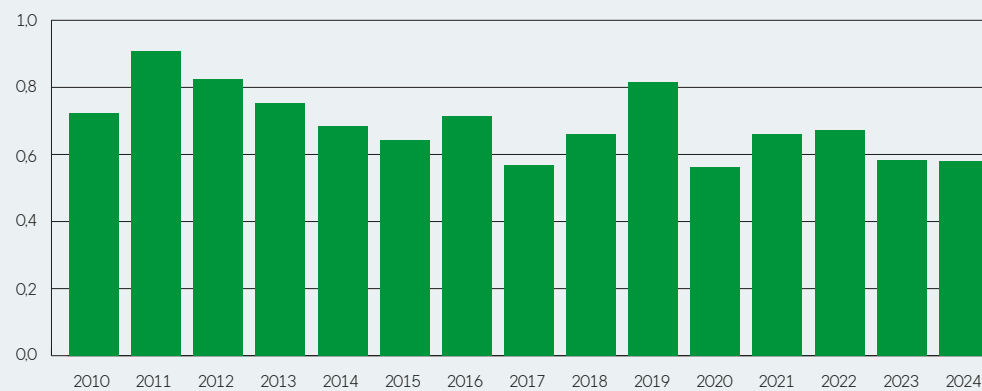
## Development of alternative fuels

Since 2023, Cornelis Vrolijk has been investigating the possibilities and feasibility of using GMM (Green Maritime Methanol). To this end, we are affiliated with the GMM 3.0 consortium and the associated projects. In addition to re-engining, the switch to GMM and other alternative fuels also has major consequences for the layout of various areas on board, additional (safety) requirements and demands more storage capacity for fuel on board. As a sector, we are limited in the maximum Gross Tonnage (GT) of vessels, which means that there are space restrictions on fishing vessels to meet these additional requirements. Partly due to these restrictions, it is not yet feasible to switch to green methanol. We will continue to monitor developments in the market and on the political scene.

## Emissions

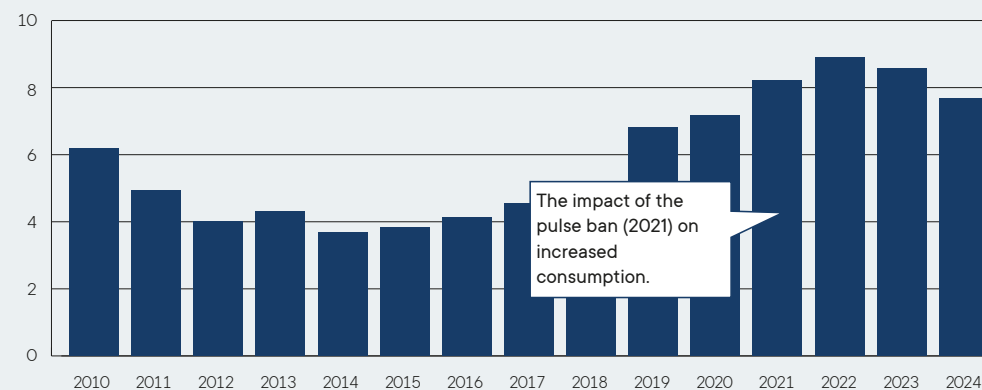
### Pelagic fish

CO<sub>2</sub> emissions (kg CO<sub>2</sub>-eq per kg of fish)



### Demersal fish

CO<sub>2</sub> emissions (kg CO<sub>2</sub>-eq per kg of fish)



The emissions presented relate to emissions resulting from the fuel consumption of our vessels per kg of fish caught (Well to Wake).



## Onshore emissions

In recent years, efforts have been made in various areas to increase insight into emissions on the one hand and to reduce those emissions and make our operations and buildings more sustainable on the other.

### Data collection

We use smart meters to monitor our electricity, gas and water consumption and the yield from solar panels. Other data, such as transport data, is recorded in central IT systems, giving us an increasingly better understanding of our emissions.

In order to also map scope 3 emissions, exploratory research was conducted in 2024 into how we can do this. We will continue to work on this in 2025.

### Making buildings more sustainable

We are making our buildings more sustainable, one step at a time. When renovating or refurbishing, we investigate the latest technical developments and apply them where possible. Solar panels have been installed on several buildings and we are using natural refrigerants instead of synthetic ones at an increasing number of locations. In 2024, the renovation of the production site in Harlingen was completed.

The results of sustainability measures are visible in the energy consumption

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*“With the renovation of the factory in Harlingen, we are not only taking a step towards greater production capacity, but also towards more sustainable production.”*

**Remco Bakker, technical manager real estate**

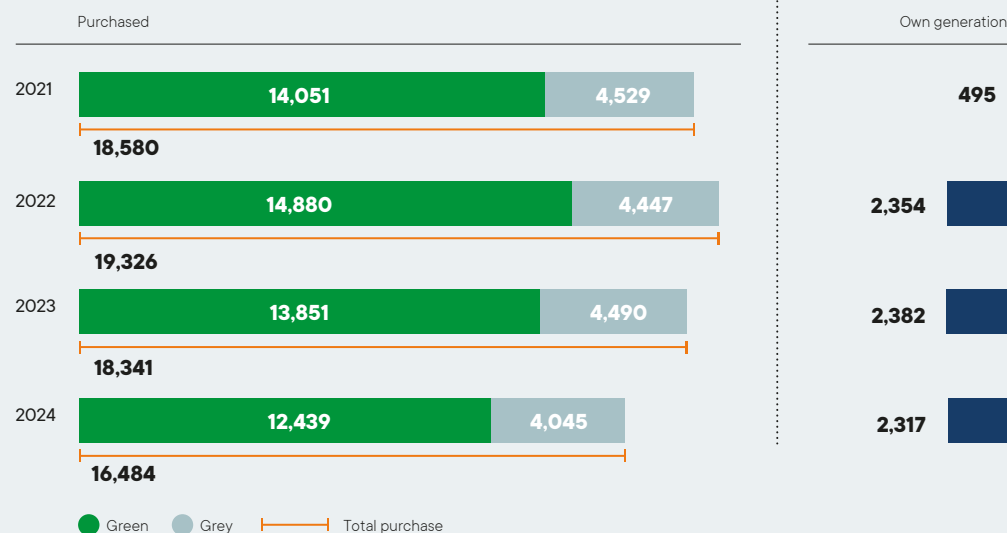
## Energy

	Unit	2021	2022	2023	2024
<b>Gas consumption</b>	m <sup>3</sup>	427,359	377,434	285,493	164,404

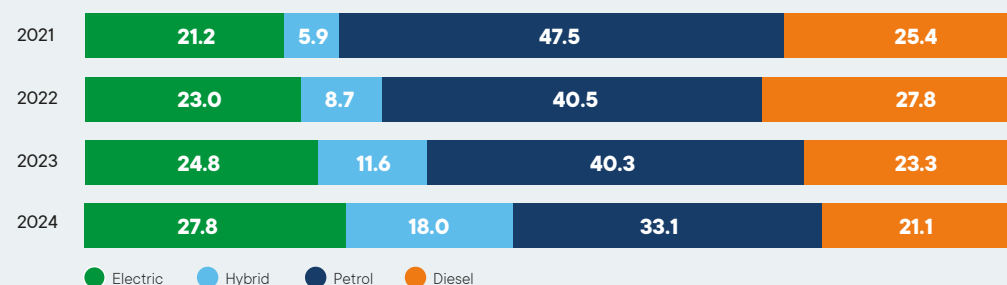
### Composition of product transport with own fleet

Diesel	%	100.0	100.0	100.0	100.0
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### Electricity (in MWh)



### Composition of passenger transport fleet (in %)



### More efficient logistics process for lower emissions

At the end of 2024, we took an important step together with a major retailer to further optimise cooperation in the chain. By transporting approximately 80% of Cornelis Vrolijk Seafood's products in a new type of crate from now on, 240,000 fewer crates (-60%) will be needed annually to transport the same amount of products. This will not only lead to cost savings, but will also contribute to a more efficient and environmentally friendly logistics process.

The new crates allow pallets to be loaded more efficiently, saving approximately 820 lorry journeys per year, or around 25% of the total number of transport movements.

The use of crates is not new. In our rotation system, crates are used for a long time, sometimes for more than 20 years. However, this change underlines our motivation to continue our efforts to reduce our ecological footprint, for example through innovations in packaging and transport. Together with retailers, we continue to search for innovative and circular solutions that can make the chain more sustainable.

of our buildings. Our office building in Scheveningen was fitted with a new, more efficient boiler in 2023. The control system was also adjusted, resulting in lower energy consumption. Gas consumption at this location in 2024 is therefore significantly lower than in the previous year. Following the completion of the large-scale renovation and sustainability measures at our head office and four cold stores in IJmuiden in 2023, we also saw a significant reduction in energy consumption there in 2024.

### Transport

As part of our sustainability ambitions, we have tightened up our vehicle fleet policy: whereas until 2024 employees could still choose between hybrid and electric vehicles, from 2025 onwards only fully electric company cars will be used when replacing vehicles.

We are also striving to further reduce emissions in the area of logistics/transport of our products. For example, we are supporting one of our regular carriers in making the switch to electric transport. This change requires

significant investments in vehicles and charging infrastructure, as well as a careful redesign of logistics processes. Despite the operational impact, this step is essential to structurally reduce CO<sub>2</sub> emissions and contribute to more sustainable transport. Cornelis Vrolijk is therefore making a financial contribution to this initiative by the carriers. In this way, we are jointly contributing to the reduction of CO<sub>2</sub> emissions and noise pollution.

### Refrigerants

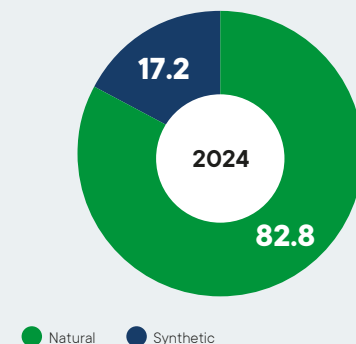
Immediately after being caught, fish is cooled to 0 °C on board our trawlers and then frozen within twelve hours. This allows us to maintain the optimal quality of our catch. We store the frozen fish ashore in (our) cold stores. Synthetic refrigerants can form a strong greenhouse effect when released. These substances may also contain ozone-depleting substances (ODS).

That is why we are using natural refrigerants, such as CO<sub>2</sub> and NH<sub>3</sub>, in more and more cold stores. By 2030, we will phase out most synthetic refrigerants in both cooling systems and air conditioners. As this has a major impact on our operations and requires substantial investment, we are implementing this transition in phases.

Through preventative maintenance and regular leak checks by certified technicians, we ensure the safe and sustainable use of refrigerants. We monitor information and alerts about all our cooling/freezing installations using an automated system. This allows us to take immediate action when necessary. Work, storage and consumption are also accurately tracked for the small cooling systems on the cutters. Since the introduction of environmentally friendly coolants in the cooling systems of the fish hold and the ice machines, the amount of refrigerant used has decreased.

### Refrigerants

Ratio of synthetic/natural refrigerant. Based on total capacity of all systems. Target date 31/12/24 (in %)



## Circularity and waste streams

During the processing of fish and shellfish, waste is generated in various forms, including fish scraps, used sunflower oil (for frying fish), paper, plastic and other residual waste. For each type of waste, we are constantly looking for ways to reduce the amount and to deal with the remaining waste as effectively as possible. In 2023, for example, we installed a drum in one of our processing plants to separate fish scraps from the rinse water, so that only the “dry” scraps need to be disposed of. This reduces the number of transports.

The Dutch government wants all sectors to be fully circular by 2050. It is also our ambition to become fully circular in terms of our packaging. We are working on this together with customers and suppliers. It is important that we reduce our material consumption without compromising the quality, shelf life and safety of our products. In 2023, with the help of a consultant, a lot of data was collected about all our waste and packaging flows. A waste scan was carried out on our vessels as well as a number of business locations on shore, focusing on scope 1 and 2.



This revealed opportunities for sustainability, for example by centralising and compressing EPS (expanded polystyrene, also known as Styrofoam), reducing transport movements by waste processors through better waste collection, and opportunities to better valorise or recycle our waste.

In 2024, we built on these insights by launching various pilots for more efficient collection and processing of packaging materials. We also worked on improving internal awareness and reporting systems relating to waste streams. Suppliers are also involved in research into opportunities to further reduce packaging volumes and increase the proportion of recyclable materials. In 2025, we expect to be able to translate the findings into concrete action plans.

### Plastic

We use PET-PE as the top film for our retail packaging. Although tests have been conducted with packaging using thinner plastic and cardboard, among other materials, there are currently no suitable alternatives available for our packaging that meet our quality and food safety requirements. We will continue to monitor developments so that we can implement more sustainable solutions when they become available. We also consciously choose suppliers who work with us to find ways to further improve the sustainability of our use of plastic and other packaging materials.



## Recycling of fishing nets

In 2024, there were also several projects in the field of recycling fishing nets. We are happy to cooperate in the reuse of our nets, but in practice this is not always easy. We are already working with a maritime processor in Italy, but are still looking for a partner in the United Kingdom. The quantity of nets we offer makes this difficult. Some companies require the various raw materials that make up the nets to be sorted before delivery. This requires the nets to be cleaned and split, after which the fibres are combed and sorted. During the longer period when the vessels were in port, the crews did this. We are in contact with processors and recycling companies to take the next step.

## Closed material cycle

Our aim has always been that all materials that go to sea should also come back to land. Our vessels must bring ashore just as much net as they take with them. We also bring ashore nets from other vessels that are fished out. When nets are repaired, we keep track of how much and what material has been replaced. We do the same for steel wire. This ensures that no material is lost.

Agreements have been made with our net supplier to close the material cycle by the end of 2024. With the introduction of the new Extended Producer Responsibility (EPR) regulations, our net suppliers will have specific obligations, including contributing financially to the collection and recycling of fishing nets. This contribution will be paid by them as producers, so that they are jointly responsible for closing the chain and reducing waste in the sea.

## Preventing microplastics

Intensive use of the nets causes wear and tear over time. To investigate whether this releases plastic, a slide test was carried out in 2024 at the German rope supplier Gleistein. Nylon was tested to see if and how much microplastic ends up in the water when the nets are used. The nylon was tested by sanding it. The test results were good: it was found that the material does fray, but that no particles end up in the seawater.



## HIGHLIGHTS

# Kegge Garnalenhandel modernises factory

The renovation and expansion of the Kegge Garnalenhandel factory in Harlingen was completed in November 2024. Kegge specialises in the purchase, processing and packaging of various types of shrimp, in particular North Sea shrimp. The reason for the major renovation of the factory is the change and expansion of Kegge's activities: from a trading company to an efficient processing company in which the shrimp are produced and delivered in consumer packaging, among other things.

Where possible, sustainable options were chosen for the renovation. For example, it was decided to overhaul the existing cooling/freezing system using the latest techniques and knowledge. Pillars such as safety, efficiency (design according to LEAN principles), quality, user-friendliness and appearance were also important in the design and implementation process. Old systems

and electrical and technical installations were updated or replaced where necessary. The extension is fitted with insulating PIR panels and 750 solar panels have been installed to supply the factory with green electricity.

The production facility has been almost completely renovated. From floors and drainage to infrastructure for production and dispatch: everything was overhauled. With the exception of the freezing line, all the processing machines are new. The location in Harlingen has great potential due to its location on a quay, near the exit and close to the GPC Kant peeling centre. With the building expanded and up to date, Kegge is ready for the future. Harlingen now has a production facility that supplies high-quality processed shrimp to supermarkets and fishmongers in the Netherlands and Belgium, among others.





A photograph of four men, likely employees, in a food processing facility. They are all smiling and looking towards the camera. They are wearing orange safety aprons over their work clothes. The man on the far left is wearing a dark hoodie and orange gloves, pointing towards the camera. The other three men are wearing caps (two black with a green logo, one red) and are also wearing orange gloves. The background shows industrial equipment and metal structures.

**We are proud of everyone who contributes to the development of our family business. This applies to our more than 1,700 employees, the people in our value chain and the local communities where we are based. We strive to make a positive contribution to our environment. Together with our partners and surrounding communities, we are committed to contributing to a healthy and sustainable global food supply, with a focus on people, society and the environment.**



# Care for people



A safe and healthy working environment and the vitality of our employees are important conditions for the continuity of our organisation. That is why we want to offer a pleasant and safe working environment at sea and on shore where people can develop.

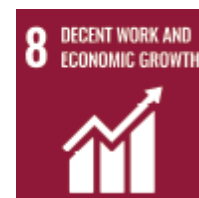
We respect human rights in our value chain and are committed to the local communities in which we operate.

## MATERIAL THEMES

Care for people

## LONG-TERM AMBITION

Providing a safe and healthy working environment at sea and on shore, with room for diversity, vitality and respect for human rights.



## SDG 8

## DECENT WORK AND ECONOMIC GROWTH

Worldwide, approximately 660 to 880 million people depend on the fishing industry (source: SSI). The sector can contribute to job creation and economic progress.

## Safety and health

Cornelis Vrolijk is committed to providing a safe and healthy working environment for all employees on board, on shore in our processing facilities and elsewhere in our company. By paying structural attention to prevention and increasing safety awareness, we want to ensure that everyone can work safely and remain healthy. We apply safety guidelines within the organisation that comply with applicable laws and regulations and are constantly working on our safety culture. To this end, we draw attention to safe working practices in various ways throughout the year.

### Compliance with rules and regulations

In order to guarantee the health and safety of our people, various rules and regulations apply within our company to ensure that they can carry out their work safely. As an employer, it is our responsibility to check that these regulations are being complied with.



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*“Safety is not just words on paper, but something we do together – by working consciously, talking to each other and always looking out for each other.”*

**Dirk Vink,**  
Health and Safety Manager

### Risk management

Working on board our vessels and in production facilities on shore involves risks. Our safety policy is aimed at eliminating safety and health risks in the workplace as much as possible. Where this is not possible, we take measures to minimise risks. We do this systematically and follow the guidelines of the Health and Safety at Work Act. Where necessary, adjustments are made to make the working environ-

ment safer. This may be prompted by an incident, but also by new insights and technological developments.

The annual plan of the Health and Safety department includes the planned risk inventory and evaluation (RI&E), the vessels on which the safety management system will be implemented, and the training courses that will be developed and offered.

### Risk inventory and evaluation

We periodically carry out a risk inventory and evaluation (RI&E) on board our vessels and at our onshore locations. The RI&E is an important tool for identifying and systematically addressing risks. In doing so, we follow the rules of the Health and Safety Act. We keep the RI&E continuously up to date and carry out a new RI&E if the situation on board or ashore changes. Each RI&E results in an up-to-date risk list and action plan. Annual working visits are carried out to assess whether the actions in the action plan are being followed up.

A new RI&E was drawn up for the trawlers in 2024. Pending the review, it was decided to update the existing RI&Es of two trawlers that year. The RI&Es and action plans for the other trawlers were evaluated and adjusted where necessary. Explanations were provided on the vessels about the RI&E, the use of personal protective equipment and the policy on reporting near misses and dangerous situations.

The RI&E for the cold store in IJmuiden was also thoroughly updated and approved by the Labour Inspectorate.

## Focus on human behaviour

In 2024, the Health and Safety department will focus even more on human behaviour, as this appears to be the cause of many near-accidents on board. In addition to ensuring that vessels, cold stores and processing plants are as safe as possible from a technical point of view, we constantly highlight the importance of safety awareness and safe working practices through safety instructions, training courses, site visits and news reports.

The safety management system on board our trawlers supports our employees in following the rules and procedures relating to onboard safety. It describes Cornelis Vrolijk's expectations with regard to safety, such as dealing with reports of near-accidents and the implementation of action points and areas for improvement in business operations.

## Training and courses

Since 2024, new crew members have been required to complete an online safety instruction course before going on board. Crew members who successfully complete this short course receive a certificate that is valid for one year. For safety officers on board appointed by the skipper, we have developed the Safety Officer training course, with the aim of further increasing knowledge of safety procedures and risks.



## Safety

	2021	2022	2023	2024	
<b>Accidents causing absenteeism</b>					
Trawler	8	12	19	16	One of these reports involved an external contractor
Cutters	2	5	5	3	This includes one accident causing absence at Cornelis Vrolijk Seafood, one at SH Meij and one at Seafood Parlevliet Tholen.
Onshore	1	2	0	4	
<b>Accidents not causing absenteeism</b>					
Trawler	22	23	23	14	One of these reports involved an external contractor. One of these reports involved an office worker at Cornelis Vrolijk.
Cutters	1	1	2	1	
Onshore	0	1	0	2	This includes one accident not causing absence at Cornelis Vrolijk Seafood.

Crew members follow specific training courses on topics such as 'Gas measurement' and 'Rescue from a confined space'. Crew members sailing on vessels where ammonia and CO<sub>2</sub> are present follow the 'NH<sub>3</sub>/CO<sub>2</sub> awareness training'. In addition, engineers now also follow the national ACB training courses (ammonia, flammable refrigerants, CO<sub>2</sub>). This training is mandatory on shore, but not on board. However, in order to further increase safety on board, we are making this training mandatory for all (future) responsible engineers. By 2024, ten engineers will have completed this training.

A number of training days have also been organised for the crews. Skippers could choose between training on the use of life-saving appliances on board or firefighting training. In order to train for the follow-up to an NH<sub>3</sub>/CO<sub>2</sub> incident, several exercises were held in IJmuiden and Scheveningen in collaboration with the local fire brigade.



### Safety Day 2024

The theme of the annual Safety Day was Communication. Skippers, officers, sailors and members of the safety committees of Dutch vessels and from the subsidiaries North Atlantic Fishing Company and France Pélagique came together to discuss the importance of clear communication through presentations, roundtable discussions and activities. For example, different languages are spoken on board and different levels of education must be taken into account. It is therefore important that everyone understands each other and feels comfortable speaking up about safety. Throughout the day, knowledge and experiences were exchanged and ways to further improve communication were discussed.

### Monitoring and evaluation of accidents

Within the shipping company, all reports of accidents (with and without absence), near-accidents and dangerous situations are recorded and reported to the Health and Safety department. This concerns both incidents involving our own employees and accidents relating to the work of third parties on our vessels and locations. This provides a more complete picture of our safety performance.

The Health and Safety department assesses each report to determine whether further investigation is necessary.

The various health and safety committees play an important role in managing risks and continuously improving safety. Reports of near-accidents are discussed monthly by the safety committee on board. And every quarter, all reports are discussed during a meeting of the umbrella safety committee. The Fleet Management, Technical Services, Human Resources and Logistics departments are actively involved in this meeting. Based on the reports, they discuss how working conditions can be improved to further reduce the risk of accidents.

In 2024, the number of accidents with or without absence decreased in both the trawler and cutter fleets. The number of near-accident reports increased. We see this as a positive development, as it shows that safety awareness among crews is growing.

We also ensure a safe working environment in our fish processing companies through targeted policies and preventive measures. Safety guidelines and procedures are clear and compliance with them is monitored. In the event of an incident or, for example, a report of an unsafe situation, each company follows the procedures for follow-up and preventative action.

### Safety Culture Ladder research

The Safety Culture Ladder provides insight into the safety culture within an organisation. A student of Integral Safety Science has investigated whether this is a good measuring instrument to supplement our existing safety policy and how the Safety Culture Ladder could be implemented in our organisation. An exploratory study was conducted in one of our cold stores for this purpose. He will present his findings in the course of 2025.



## Well-being and vitality

With our vitality programme 'Aan het Roer' (At the Helm), we aim to prevent unforeseen absence by promoting the health and well-being of our employees. The programme offers our employees plenty of opportunities to work on their health, both during and outside of work. There are activities and initiatives divided into five pillars: nutrition, exercise, rest and relaxation, alcohol consumption and quitting smoking. Participants choose which theme they want to work on. By improving lifestyle, we want to prevent health problems in later life.

'Aan het Roer' started as a programme for trawler crews and will be partially implemented in other business units in 2024. A common theme was sought that could be applied in multiple business units. Due to differences in cultures and regulations, it was decided to launch a Stop Smoking campaign, as this is a generic health goal. Stop smoking courses are offered as part of the campaign. We also developed a flyer in the 'Aan het Roer' house style, with information about the health risks of smoking and the benefits of quitting.



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*'Aan het Roer' is something we do for and with each other. We ensure that we are accessible and take our colleagues' input seriously. We don't just listen, we also act on ideas. This keeps people enthusiastic and engaged."*

**Joukje Nikolic, coordinator of Aan het Roer**

The flyer is available in Dutch, English and French, and each country can add its own specific conditions based on the regulations in force in that country to encourage people to quit smoking. The campaign was launched at the end of 2024 and may be expanded to include other topics in the future.

### Periodic medical examination

In 2024, the periodic medical examination in which a large proportion of employees participated in 2023 was continued. In addition to a fitness test, eye test and blood pressure measurement, the examination also includes a questionnaire about how people experience their work. In addition to many positive responses, mental well-being and stress in particular were topics that emerged as areas of concern. This anonymous data provides valuable insights for further development of the vitality programme in 2025.

### Absenteeism

We pay a great deal of attention to reducing and preventing absenteeism. Working on a fishing vessel or in processing is physically demanding, which in time may lead to musculoskeletal complaints. These complaints can result in absenteeism. In close collaboration with the company doctor, we seek solutions for common complaints.

In 2024, the absenteeism rate among seafarers was 4.69%. Among employees of the shipping company and in fish processing, this was 7.59%. This higher percentage can be explained by a few long-term sick employees. In recent years, we have seen mental health becoming a more frequent factor in sick leave. To prevent absenteeism, 'Aan het Roer' also pays attention to mental health. For example, employees can request a consultation with the company psychologist.



## Good employment practices

The Cornelis Vrolijk family employs more than 1,700 people. Around 650 of them are involved in our fishing activities, with approximately 350 working at sea. More than 1,500 FTEs are active in our joint ventures, including foreign shrimp activities.

We report our 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 an absolute must for us. For our employees on board, we adhere to the C188 Convention. This is the International Labour Organisation (ILO) Work in Fishing Convention. The C188 Convention forms an important legal basis for ensuring good working conditions and safety on board. All our trawlers and cutters are C188 certified. In addition, we ensure compliance with international conventions on working conditions in general. We respect the Universal Declaration of Human Rights and the ILO conventions on forced labour, freedom of association, discrimination, child labour and working conditions.

### Collective labour agreement

Specific terms and conditions of employment for employees are laid down in collective labour agreements concluded by the trade association to which the companies are affiliated. The Dutch and Portuguese crew members of the trawlers are covered by the Trawl Fishing Collective Labour Agreement. The Mauritanian crew is covered by the Trawl Fishing collective labour agreement for non-EU fishermen. Cornelis Vrolijk's Visserij Maatschappij B.V., Jaczon B.V. and Dulk Haasnoot Seafood B.V. subsidiaries are affiliated with the Zeevisbedrijf collective labour agreement for shore-based personnel.

Dutch and Portuguese crew members on the trawlers are also covered by the Cornelis Vrolijk company collective agreement for trawl fishing. This agreement clarifies important regulations concerning, for example, job-related salaries and rotation schedules. Specific agreements based on our company collective agreement apply to crew members on French and English trawlers.





### Equal treatment and anti-discrimination

We work with crewing agencies to recruit seafarers from Lithuania and Mauritania, and with employment agencies to recruit staff for our various shore-based activities. We make clear agreements with agents and employment agencies about the equal treatment of workers. The fishermen on trawlers also sign an individual agreement. Our trawlers sail under the Dutch, British or French flag. In our policy on equal treatment and anti-discrimination, we follow the principles of the Universal Declaration of Human Rights, the general ILO conventions on working conditions and other ILO conventions that apply to the flag state and sea fishing.

### Policy on undesirable behaviour

Our policy on undesirable behaviour aims to prevent undesirable behaviour, such as bullying, aggression, violence, sexual harassment and discrimination, and to encourage the identification and reporting of undesirable behaviour. The policy clarifies our position on undesirable behaviour and what we mean by this, thereby contributing to a safe and respectful working environment. Employees are informed about the procedure to follow if they experience undesirable behaviour. They can contact their immediate supervisor, department manager or confidential advisor. In addition to internal contact persons, external confidential advisors are also available.

### Training and development

To contribute to the safety and well-being of our employees and the quality of the production we deliver, our people follow compulsory training and education programmes. We help employees renew their Basic Safety Training certificate every five years, a requirement that we monitor closely. We provide the compulsory annual safety training and offer additional training that we ourselves consider important.

In addition to safety training, we offer our employees various opportunities to develop further within their field. For example, we offer training courses on hoisting and lifting and taking on mooring lines. In 2024, six employees followed the Sea Fishing Engineer-Navigator (SW6) training course. Sailors on the processing deck can develop their skills to work even more safely and effectively. Under the guidance of the skipper and quality manager, they learn things such as sorting and assessing the quality of fish, working in a food-safe manner, repairing nets, tying knots and splitting lines. The

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*“Among other things, we have invested in the development of our employees by offering Dutch language training courses. This has not only increased the participants' skills and knowledge, but also their commitment and motivation.”*

**Kristel de Wit,**  
HR manager, Cornelis Vrolijk Seafood



training is a combination of on-the-job learning and onshore theory lessons. Sailors who have completed the training programme are given the opportunity to continue their education and grow into other positions on board.

There are also mandatory training courses for our shore-based employees, including forklift certificates and training in handling hazardous substances. In addition, they are given the opportunity to take additional courses and training programmes. During the annual development interviews with their



manager, they discuss the areas in which they would like to develop further. This varies from project management and leadership to presentation and administrative skills.

### The next generation

In order to promote the recruitment of new employees, we have structural partnerships with (fishing) schools and maritime training programmes. In 2024, ten future fishermen did an internship on board one of our vessels. To get students interested in a career in fishing, we regularly organise tours on board. Last year, we also took part in the VMBO On Stage business festival. During this event, students in preparatory secondary vocational education could make an appointment for a work visit during the Hands-On Open Day and discover internship or job opportunities at our location. Cornelis Vrolijk is also a partner of JINC. This non-profit organisation helps children aged 8 to 16 get a good start in the labour market. Every year, we organise a few days on which classes visit us. Our trawlers were opened to visitors on Flag Day and the Harbour Festival.

### Social initiatives

At Cornelis Vrolijk, we also care about the communities where our employees live. We do this by sponsoring various sports clubs and cultural events in IJmuiden, Katwijk and Scheveningen, for example. Every year, several colleagues take part in events such as the Kippenloop in Katwijk and the Vissenloop in IJmuiden, walking tours that raise money for KWF Cancer Relief.



## HIGHLIGHTS

# From deck to bridge: building a career on the cutter fleet

At Cornelis Vrolijk, we greatly value the craftsmanship of our people. Craftsmanship is more than knowledge: it is experience and feeling for the work you do. That is why we invest in training young people and give them the opportunity to learn a lot, gain experience and realise their ambitions on our vessels and on shore. For example, on our cutter fleet, where we offer opportunities for career development on board, with a growth path from deckhand to skipper.

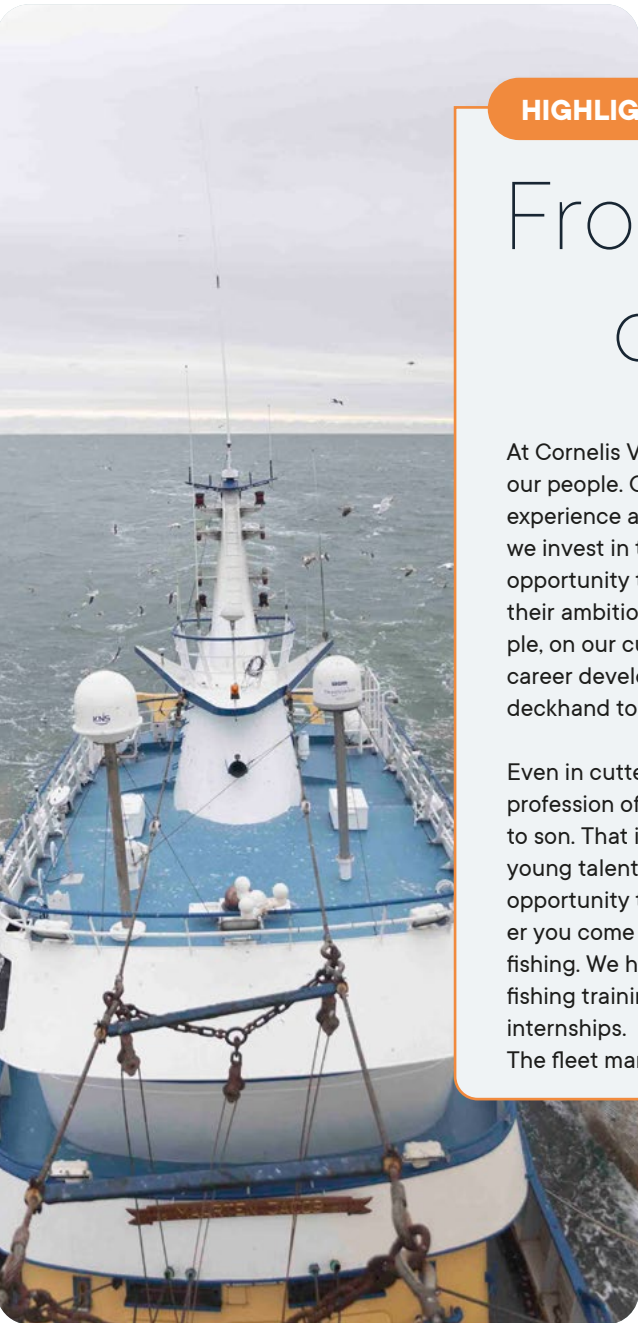
Even in cutter fishing, it is no longer a given that the profession of fisherman will be passed down from father to son. That is why it is especially important to provide young talent with good guidance and offer them every opportunity to develop. It makes no difference whether you come from a 'real' fishing family or are 'new' to fishing. We have good contacts with all maritime and fishing training programmes and continuously offer internships.

The fleet managers talk to skippers about motivated

crew members and their ambitions, and together they assess whether there are opportunities for advancement. When looking for successors, internal candidates are considered first before searching externally. We are proud that on most of our twelve cutters, the skippers have been trained internally and have progressed to this position.

Internal progression has advantages for all parties. Young employees get to know the vessel, the trade and the internal organisation well. For the organisation, it is important that professional knowledge and experience are embedded within the company. A connection with the vessel, the fleet and the internal organisation helps young fishermen build a future.

In 2024, several interns from the fishing school were offered a place on one of our vessels after a successful internship. A great next step in their career at sea with Cornelis Vrolijk.





# Healthy food



Delivering the best quality fish products is what we stand for. From catch to packaging, at every step we work to contribute to healthy, affordable fish meals for millions of people. We strive for safe products with optimal taste and are proud of the quality we deliver. We also take great care in the catch and processing of fish, shellfish and crustaceans to minimise waste as much as possible.

## MATERIAL THEMES

- Healthy food
- Chain responsibility

## LONG-TERM AMBITION

- Contributing to healthy, nutritious and safe food for millions of people worldwide by producing healthy proteins with a low ecological impact.



## SDG 2

## ZERO HUNGER

A growing number of more than 3 billion people worldwide depend on food from the sea for their protein intake. Through our activities, we contribute to food security by producing healthy, affordable and nutritious fish products.

## Healthy choice

Fish is rich in high-quality protein, healthy fats and important vitamins and minerals. These are important building blocks for a healthy body. Fish is also a nutritious and tasty part of the diet for people who want to eat less meat. With a view to preventing obesity and lifestyle diseases, supermarkets, producers and the government are working together to offer healthier food. Products are increasingly being modified in terms of their composition (less sugar, salt, fat), and consumers are being encouraged to make more conscious choices through Nutri-Score and other quality marks.

In 2024, research was conducted into whether it is possible to reduce the salt content in some of our products. After extensive testing, it appears that this is not possible for mackerel and herring without compromising shelf life. For fried fish, we were able to adjust the recipe, resulting in a better Nutri-Score. For example, kibbeling went from a Nutri-Score C to a B.



### Nutri-Score

Nutri-Score was officially introduced in the Netherlands in 2024, making the food choice logo part of the national nutrition policy. Nutri-Score is seen as a tool to help consumers make healthier choices. In line with our ambition to contribute to healthy lives, we support the promotion of healthy choices. We believe it is important that consumers are well informed about the nutritional value of our products. Nutri-Score helps with this by comparing products based on their composition. However, we would also like to point out a limitation of this system when it comes to fish, and oily fish in particular.

Nutri-Score mainly looks at the content of fat, sugars, salt and calories. However, it does not distinguish between saturated and unsaturated fats, and does not recognise healthy fatty acids such as omega 3 (EPA and DHA). This means that oily fish such as herring and mackerel – despite their proven health benefits – receive a less favourable Nutri-Score (e.g. B or C).

We find this unfortunate, because these fish species are rich in omega-3 fatty acids, which, according to the Nutrition Centre, EFSA and the WHO, contribute to:

- a healthy heart and blood vessels,
- good brain function,
- reducing inflammatory processes.

**At Cornelis Vrolijk, we are convinced that fish and seafood are part of a healthy diet. Fish provides high-quality protein and essential fatty acids that your body needs and that are not easily obtained from other foods.**

That is why we remain committed to:

- transparent communication about the nutritional value of fish,
- the responsible catching and processing of our products,
- encouraging fish consumption as part of a healthy diet.

We see it as our responsibility to contribute to healthy choices – not only based on labels, but on science, context and trust.

## Food safety

Our aim is for 100% of the fish caught to be for human consumption. To achieve this, every step in the fishing chain counts. This starts on board our vessels. Because the processing procedure has a major impact on food safety and the quality of the end product, it must meet the highest standards. Immediately after being caught, pelagic fish is cooled to 0 °C and frozen within twelve hours. On board our pelagic vessels, the quality manager ensures that hygiene protocols (HACCP) are followed to guarantee food safety and quality. In addition, the fish is tested by the quality manager at various stages of the process.

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*“We advise retailers, develop new products and taste them regularly!”*

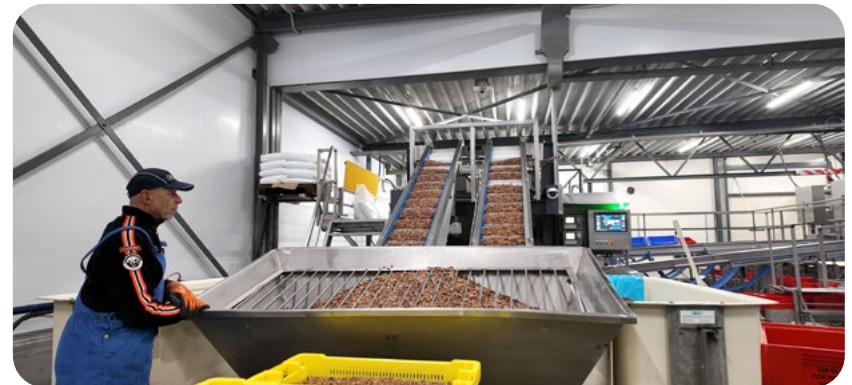
**Aaltje van Lier,**  
**Category Manager,**  
**Cornelis Vrolijk Seafood**

We apply a strict HACCP policy to our pelagic vessels and cold stores, ensuring full compliance with the HACCP guidelines as set out in the Commodities Act Decree on Food Hygiene. To guarantee food safety at all times, we provide our crew with food safety training on board every two years. This ensures that they are aware of the latest regulations and procedures. The Dutch, French and English Food and Commodities Authorities carry out periodic inspections on all our trawlers. During these inspections,

they check whether the ship's equipment, HACCP procedures and hygiene measures comply with the applicable laws and regulations. Our internal reports and inspections are also carefully assessed by the NVWA, enabling us to maintain a transparent control cycle.

In addition, all our fish processing companies are certified according to leading food safety standards such as IFS and FSSC 22000. These certifications confirm our commitment to the highest possible level of food safety and quality in our production processes.

Our continuous investment in training, technology and certification underlines our dedication to ensuring food safety for our customers and consumers, as we strive for continuous improvement and compliance with the strictest standards.





## Food waste

We treat the sea with care and want to ensure that the fish we catch reaches the consumer. A longer shelf life can significantly reduce waste on the shelves of our retail partners. Our product developers are constantly working on the optimal recipe to extend the shelf life of our products without compromising on taste and quality, thereby reducing waste. The use of natural preservatives such as salt and lactic acid bacteria prevents the growth of harmful bacteria in the fish.

### Higher-quality use of residual flows

Despite our aim to ensure that 100% of the catch is used for human consumption, almost all processing methods result in residual flows due to cutting losses and damage. We are increasingly improving our understanding of the extent and use of residual flows and are constantly investigating new

ways to reduce them and make better use of them. To this end, we focus not only on our own activities, but are also active in the chain to prevent food waste. We continuously monitor losses in the production process. Our operators make adjustments where necessary. Fried fish that is not the right size but meets the quality requirements goes to the Food Bank. Other residual flows are not lost either and are sold as category 3 and then processed into fish meal and animal feed.

### Valorisation of shrimp residues

After peeling Dutch shrimp, large quantities – approximately 1,500 tonnes per year – of shells, also known as shells, remain. In recent years, our shrimp peeling centre GPC Kant has investigated various ways in which these residues can be used for other products.

After starting to produce shrimp extract and paste from shrimp shells in 2023, further experiments were conducted in 2024 to manufacture high-quality products. Cooking the shells produces a flavourful extract. Adding extra ingredients creates a bisque or broth that can serve as a base for soups, for example. After extensive testing in 2024 to achieve a clear broth, work started in 2025 on setting up a production facility at one of the company's own locations. The aim is to approach potential customers before the end of the year.

In collaboration with WUR, GPC Kant also investigated how they could extract chitin from the shells for the production of chitosan. Chitin is a natural polymer that occurs mainly in the exoskeletons of crustaceans and insects. Chitin contains the substance chitosan, which has antifungal and antibacterial properties. This gives it countless applications, including in agriculture, biomedicine and the cosmetics industry. The research was completed in 2024 after we succeeded in producing chitosan from our caps.

In a follow-up project, again in collaboration with WUR, the market demand for chitin and chitosan will be investigated. At the same time, the parties want to generate more awareness of the unprecedented possibilities of these substances and create demand.



## Food security

In 2023, we started a study to further substantiate and nuance the claim that Cornelis Vrolijk delivers 3 million protein-rich meals every day. This research focused on providing insight into where and how our pelagic fish products end up with consumers in six key African export countries. To this end, we combined an export data analysis with questionnaires among our customers in these countries.

This research was successfully completed in 2024. The results show that Cornelis Vrolijk does indeed make a substantial contribution to food security in Africa. By calculating on the basis of the recommended daily allowance (RDA) of protein, we can now estimate more accurately how many people are provided with animal protein through our fish products. The initial claim of “3 million meals per day” has been reformulated to:

**Cornelis Vrolijk supplies a protein-rich contribution of pelagic fish species to 3 million meals worldwide every day, with a significant impact on food security in Africa.**

In addition, the research provides insight into the frequency of consumption and size of fish portions in the export countries, which helps us to measure our impact even better and to further align our activities with local needs where necessary.





## HIGHLIGHTS

# Sampled fish on the menu

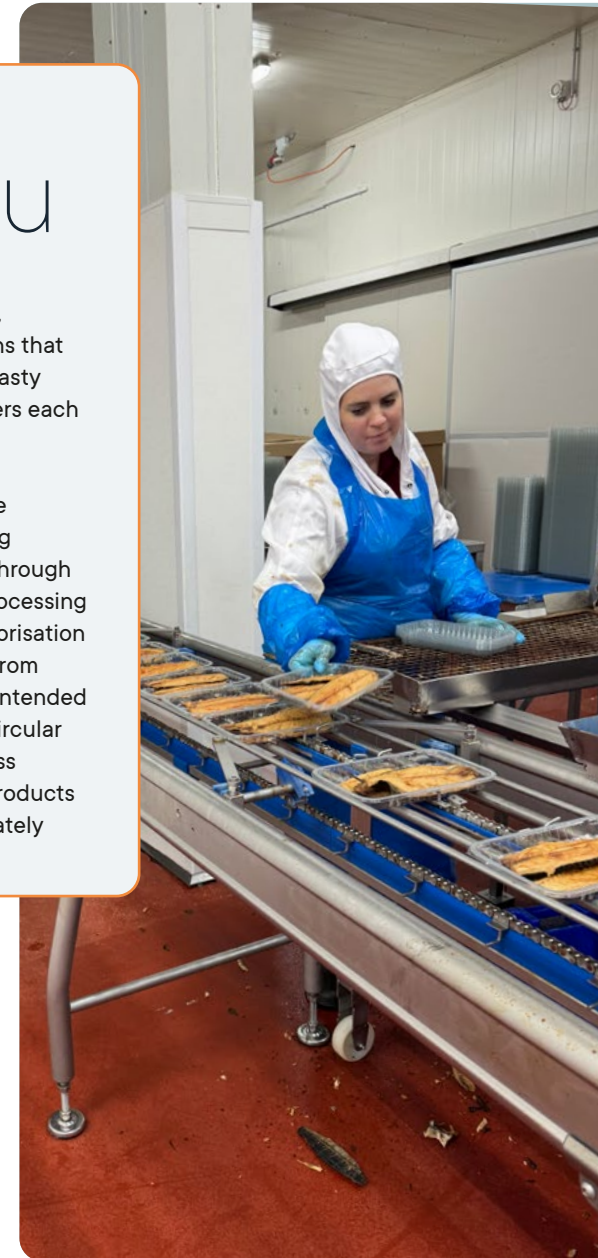
After landing, pelagic fish is inspected by inspectors as part of the sales process. To do this, a pack of fish from each batch is thawed. Previously, this fish could not be processed for human consumption afterwards. Because we believe this is a waste – and unnecessary – we have developed a process to preserve inspected mackerel and herring for human consumption.

In an NVWA-approved inspection room in IJmuiden, where strict rules apply to food safety and temperature control, the frozen packs of fish are thawed so they reach a temperature between 0 and 4 °C. Some of the inspected mackerel then goes to Cornelis Vrolijk Seafood's own smokehouse in IJmuiden, while the rest is refrozen at Bertus Dekker Seafood.

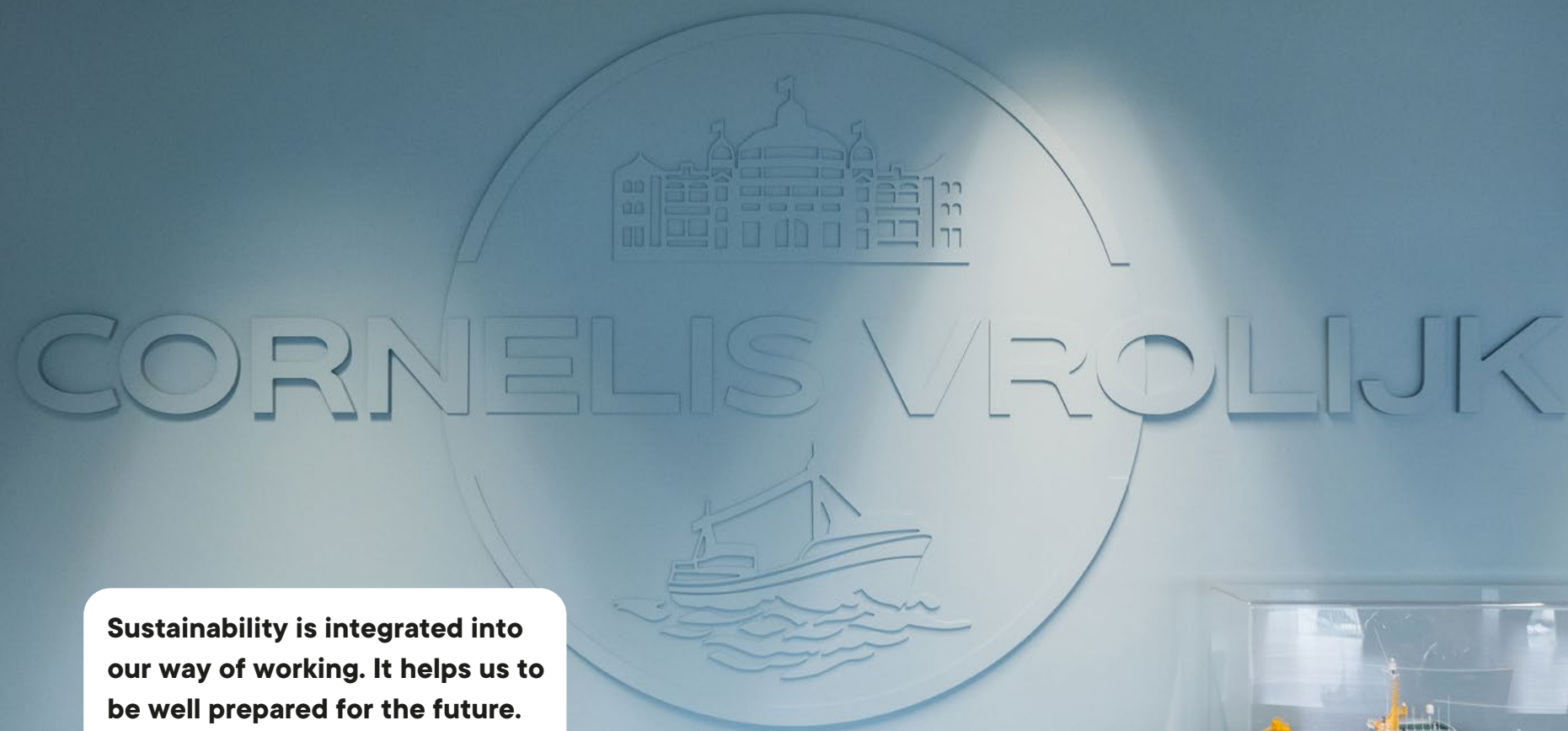
In 2023, we applied this process for the first time to inspected mackerel after the NVWA had given its approval. In 2024, we also started applying this

controlled thawing process to inspected herring, which is also refrozen after inspection. This means that approximately 10,000 kilograms of healthy and tasty herring and mackerel are now reaching consumers each year.

Within our family of companies, Zero Waste is the ambition: preventing food waste and fully reusing residual flows. We are working on this ambition through internal collaboration and by utilising the fish processing activities within the group. In the case of the valorisation of sampled fish, we want to prevent quality fish from being downgraded to so-called category 3 (not intended for human consumption) products. Based on a circular approach, we are working on new ways to process other original waste streams into fully-fledged products for (possible) human consumption, so that ultimately nothing is downgraded.







**Sustainability is integrated into our way of working. It helps us to be well prepared for the future. In this way, we ensure that corporate social responsibility is increasingly and permanently part of our daily activities.**

# Business operations

Within our organisation, we apply the sustainability policy to organise the companies effectively and efficiently and to achieve our strategic objectives. It also helps us to manage risks and respect the interests of our employees, customers, communities and other stakeholders.

## Corporate culture

Since 1880, Cornelis Vrolijk has grown from a herring trading and shipping company into an international family of businesses. The fact that we have been a family business for more than 140 years is reflected in our corporate culture. We think in terms of generations and act with care for people and the environment. Driven by our purpose 'Healthy lives, vital seas', we care for future generations. We want 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 that is something we are proud of. Employees often remain with Cornelis Vrolijk for many years. This is reflected in a large number of long-term employment contracts. We also welcome new employees who are inspired by our craftsmanship and our approach to contributing to a sustainable fishing industry.

## Risk management

We take responsibility for the impact of our business activities on people and the environment. This applies to both our own business activities and those of parties in our chain. To support responsible and ethical business practices, our processes are designed to identify and prevent risks of social abuse.

The CSRD and the double materiality analysis help us to systematically identify sustainability risks, both from an impact and a financial perspective. This enables us to identify our risks related to environmental, social and governance issues in a timely manner and link them to our strategy and policy. This leads to better-informed decisions, increased transparency and strengthened stakeholder confidence. In addition, mandatory monitoring and reporting ensure continuous adjustment and control of these risks.

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*"Reliable, regular suppliers are essential to us. By knowing our suppliers well, we increase transparency in the chain and limit social and ecological abuses."*

**Jacco Numan, Director, Welmar Seafood**

## Chain responsibility

For Cornelis Vrolijk, chain responsibility means that all parties – from fishermen and processors to logistics and retailers – bear responsibility for sustainable and ethically responsible conduct within the fishing chain. Chain responsibility is therefore one of the seven material themes in our CSR policy. Transparency about the origin of the fish, responsible working conditions and respect for human rights; Cornelis Vrolijk pays a great deal of attention to chain responsibility because we not only catch and sell fish ourselves, but also purchase fish products from other parties.

## Purchasing policy

In 2024, we introduced a company-wide sustainable purchasing policy for all our fish and shrimp products, both farmed and wild-caught. This new policy is based on the purchasing policy developed in 2021 for our subsidiary

Welmar Seafood and has been further elaborated and broadened for the purchasing activities of seafood products by our subsidiaries.

The policy aims to establish a single, clear working method within all companies in the group. Our aim is to increase transparency in our procurement chains, limit the risks of IUU fishing (illegal, unregulated and unreported fishing), and prevent and, where possible, improve social and environmental abuses. We are also committed to strengthening social and environmental sustainability within the chains.







To prevent fish from being purchased from chains with social or environmental problems, we assess the status of the fish stock, management and fishing methods used for each product. In addition, we assess the risk of social abuses by checking whether the country in question has incorporated ILO conventions into its national legislation. We also look at the reliability and awareness of our suppliers in the area of social sustainability. Based on this risk analysis, we take additional measures where necessary.

With this integrated purchasing policy, we not only prevent abuses, but also increase transparency in the chain. This gives our customers greater certainty about the responsible origin of our products.

### Traceability

The traceability of fish contributes significantly to transparency within our value chain. It gives consumers more insight into the responsible origin of our fish products. In 2022, we implemented a new ERP system within our shipping company. This system brings our administration, stock, production and sales together in one integrated environment. This allows us to streamline our processes, limit errors and work more efficiently. Processes and data are also recorded centrally and made transparent, which provides a better overview and faster reporting. In combination with additional measures and chain cooperation, we are working towards full traceability of the fish we process by 2030.

### Fish welfare

Within the fishing industry, increasing efforts are being made to improve the welfare of fish during fishing at sea. Cornelis Vrolijk is a member of the Catch Welfare Platform (CWP), a joint initiative of the industry and scientists with the aim of improving welfare standards for caught fish. The CWP brings together manufacturers, scientists, fisheries and their suppliers so that they can work together on pragmatic solutions that improve the welfare of wild-caught fish.



# GRI index

Statement of use      Cornelis Vrolijk Holding B.V. has reported the information included in the GRI table of contents for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

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# Glossary 2024

Landing obligation	Law stipulating that all commercial quota species caught must be landed rather than discarded at sea.
Sampling	Studying part of the catch to obtain scientific data.
Stock management	Ensuring that a fish stock remains in good condition (e.g. of sufficient size).
Stock assessment	Estimating the size and condition of a fish stock based on collected data.
Bycatch	Fish caught other than the target species.
Seabed disturbance	A disturbance of the seabed caused by both natural and human activities.
Beam trawl	Fishing technique in which the nets are held open with a beam and the flatfish are startled into swimming into the net with chains.
Board fishing	Fishing with nets to which side boards are attached to keep the gear open horizontally.
Demersal fishing	Fishing for bottom-dwelling fish such as plaice, sole, gurnard, mullet and squid.
Deep-freeze trawler	Trawler with freezing equipment and freezer compartments to freeze and store the fish on board immediately after catching.
DMA (Double Materiality Matrix)	This is a tool that identifies sustainability issues by assessing and visualising both their impact on the organisation (financial materiality) and the organisation's impact on the environment and society (impact materiality).
Target species	The species of fish that one wishes to catch.
Downstream	In the value chain, downstream refers to all activities and processes that take place after one's own business operations, such as distribution, sales, use by customers and processing or recycling at the end of the life cycle.
Fly shoot fishing	Fishing method in which fish are enclosed by long lines and a net. The lines are pulled towards the vessel and the fish are driven together in the net.
HACCP	Hazard Analysis and Critical Control Points. A risk assessment for food safety.
IMO (International Maritime Organisation)	UN organisation that sets global rules for safe, efficient and environmentally friendly shipping.
Cutter	Fishing vessel used for demersal fishing.
Mesh	The opening in the fishing net, formed and bounded by the net yarn.
Mesh size	The size of the openings in the fishing net. Normally measured as the inner distance between two opposite knots of the same mesh, while the net is stretched lengthwise.
Maximum Sustainable Yield (MSY)	The maximum sustainable yield. The theoretical, largest possible catch that can be extracted from a stock indefinitely (without endangering its survival).
MPA (Marine Protected Area)	This is an area at sea that has been designated by law or policy to protect biodiversity and ecosystems or cultural values in the sea, often through restrictions on human activities.
Spawning	The laying and fertilisation of eggs by fish.
Spawning stock	The quantity of mature fish in a fish stock (in tonnes) that can produce offspring.
Pelagic fishing	Fishing for fish species that swim in schools in the water column, such as herring and mackerel.

Producer organisation	Officially recognised bodies representing fishermen and fish farmers. They are responsible for the day-to-day management of fisheries and play a crucial role in EU fisheries policy.
Pulse technique	Fishing technique in which flatfish are startled from the bottom by weak electrical pulses and swim into the net.
Quota	Share of the annual legal maximum catch per species and per area.
REM (Remote Electronic Monitoring)	Remote Electronic Monitoring (REM). Sensor and camera system on fishing vessels to remotely monitor activities at sea (by the government or other authorities).
RSW vessel	Vessel with tanks containing chilled seawater (0 °C) to store and cool the fish immediately after catching.
Scope 1, 2 and 3	These are categories of greenhouse gas emissions as defined in the Greenhouse Gas Protocol: <ul style="list-style-type: none"> <li>• Scope 1: direct emissions from own sources, such as fuel consumption in company vehicles, vessels or production facilities.</li> <li>• Scope 2: indirect emissions from purchased energy, such as electricity, heat or steam generated externally.</li> <li>• Scope 3: other indirect emissions in the value chain, both upstream (e.g. production of purchased materials, transport by suppliers) and downstream (e.g. waste processing, transport to customers).</li> </ul>
Sumwing	A wing profile for a fishing net, guided by the nose, only a small part of which touches the seabed. Energy-efficient innovation to replace the beam trawl.
Trawler	Fishing vessel that fishes with a trawl net. These nets can be trawled both over the bottom (bottom trawl) and in the water column (midwater trawl). Cornelis Vrolijk's trawlers are midwater trawlers.
Hauling	Deploying a fishing net, catching fish and hauling the net back in.
Twinrig method	Demersal bottom fishing in which two nets connected horizontally are pulled behind the vessel.
Upstream	In the context of a value chain, upstream refers to all activities and processes that take place before the company's own operations, such as, in the case of Cornelis Vrolijk, the catching and farming of fish and shellfish, the supply of components and production by suppliers.
Fish stock	Population of fish of the same species in a specific area that reproduce with each other (and not with other fish stocks).
Fish population	Size and condition of a fish stock.
Value chain	This is the set of sequential activities and processes – from raw material to end product and use – through which an organisation creates value for customers and other stakeholders.
Water spray	A fishing technique currently under development, in which water is used to scare fish away from the bottom.
Purse seining	A fishing method in which fish are enclosed in a net by means of a circular movement.
Self-sampling	A programme in which fishermen collect information about their catches themselves for scientific research, in accordance with researchers' protocols.

