



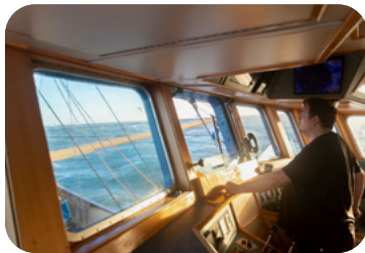
Fishermen of tomorrow

2023 CSR REPORT

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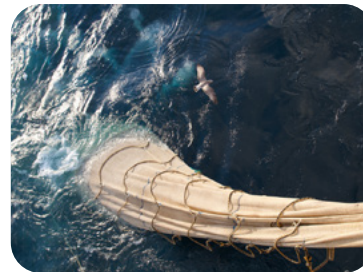


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Cornelis Vrolijk at a glance



Operating activities Cornelis Vrolijk by turnover

Shown in %



Foreword

In 2023, we started working together to further develop our sustainability policy. As part of our 2021 review of our sustainability policy, we set up working groups from all business units for each of the 7 material themes. With great enthusiasm, the working groups developed action plans and made progress in implementing the various projects. We are proud to present the collective results of our efforts in this report.

Cornelis Vrolijk's goal is to provide healthy products from the sea in a responsible way for people, the environment and society. In this way, we want to contribute to healthy lives and vital seas. As a family-owned company, we believe in corporate responsibility and the responsible use of natural resources. In this way, we can continue to provide future generations with sustainably caught and processed fish and shellfish.

For many years we have been committed to contributing to scientific research through the use of our vessels and crew. Many of these studies are co-ordinated by our sector association, the Pelagic Freezer Trawler Association (PFA). Our trawlers participate in the self-sampling programme, providing valuable information on fish stocks that can be used in stock assessments. In addition, specific studies have been carried out, for example on the evolution of pelagic fish stocks around wind farms, and there is a lot of experimentation with underwater cameras to find ways of more selective fishing.

With our trawlers, we have worked with the Good Fish Foundation and Wageningen Marine Research (WMR) on observer trips to gain a better understanding of the target species - red gurnard, red mullet and squid - in flyshoot fishing.

Our products contribute to the global food supply by providing around 3 million healthy and nutritious fish meals every day. Fish, seafood and shellfish can contribute to a healthy lifestyle. In addition, many of our products have a lower carbon footprint than other (animal) proteins.

CORNELIS VROLIJK'S GOAL IS TO PROVIDE HEALTHY PRODUCTS FROM THE SEA IN A RESPONSIBLE WAY FOR PEOPLE, THE ENVIRONMENT AND SOCIETY.

Minimising food wastage is also important to us. We are helping to achieve this by optimising our recipes, improving the shelf-life of our products and focusing on recycling.

Although the carbon footprint of many of our products is already low, we aim to reduce it even further. At sea, we are doing this by gaining greater insight into the fuel consumption of our fleet through the use of smart meters and by investigating the use of alternative fuels. We are proud of the measures taken to improve the sustainability of the cooling plant at GPC Kant in Lauwersoog and the extensive renovation of the head office in IJmuiden, which has resulted in the office no longer using gas and being awarded the A++++ energy label.

Data collection and analysis is becoming an increasingly important part of our business. During the year under review, further steps were taken to harmonise our IT systems and establish structured business intelligence. This will also make the reporting of our sustainability results clearer and more accurate.

This will remain a key focus of our agenda in the coming years, partly in the context of the CSR Directive, which will come into force for our company in the financial year 2025.

Our family business has a long history of craftsmanship and the ability to innovate. Although many people have been with us for many years, attracting the next generation of employees is important for the continuity of our company. One way we do this is by working closely with schools and institutions to develop training courses for future engineers and officers, and by offering work placements on our vessels. But also very concretely by organising open days for interested crew members.

The development of our employees is and will remain a key focus. In 2023 too, work continued to improve safety and vitality, initially for our crew members. A safety day was held for the second time and was very well received. The vitality programme 'At the helm' continues to develop, also thanks to suggestions from our employees.

In the past year, we have also increased our involvement with various stakeholders. In addition to open days for interested jobseekers and various specific tours, we welcomed many visitors on board one of our trawlers during the Harbour Festival in IJmuiden and were able to tell them about our work. This was enthusiastically received by both visitors and our crews. We are proud of Cornelis Vrolijk's development this reporting year in our pursuit of healthy lives and thriving seas. Our employees have worked towards this in the various working groups and in many other areas. We thank them for their commitment, involvement and contribution to the development of our sustainability policy.

Executive Board Cornelis Vrolijk
Annerieke Vrolijk, Arnout Langerak, Peter Koets



Trends and developments

Protein transition and food supply

The world's population is expected to grow to around 9 billion people by 2050. More than half of this increase will take place in Africa (source: UN-World Research Institute). The challenge is to continue to provide healthy and affordable food for a growing world population. Fish, and pelagic fish in particular, can play an important role in this.

Fish and seafood can contribute to a healthy lifestyle. In addition, the ecological footprint of these proteins is in many cases (significantly) lower than that of other (animal) proteins. In the Netherlands, but also in many other western countries, obesity is on the rise. Research by the RIVM shows that, with current lifestyles, 64% of the Dutch population will be overweight by 2050. Fish consumption could actually reduce this increase.

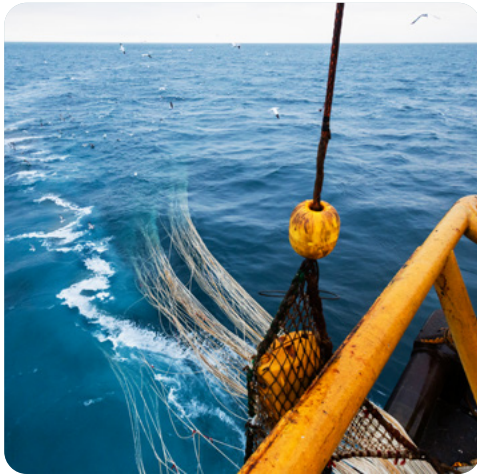
Data-driven work

Collecting and analysing data is becoming increasingly important, also in our operations. By recording catches on board our vessels, we can contribute to scientific research. This research aims to improve our knowledge of fish stocks and reduce our impact on marine biodiversity and ecosystems. Data collection is also important for driving down our carbon footprint, both at sea and on land, and for being transparent about the origin of the food we produce for human consumption.

Transparency

Many consumers want to know where their food comes from. Various regulations also require producers to identify the impact of production on people and the environment. Cornelis Vrolijk supplies a number of products from ship to shelf from a transparent supply chain and also develops a procurement policy for purchased products. To give consumers and other interested parties a first-hand account of fishing, we organise open days on board our ships.





ESG and CSRD

With the CSR Directive coming into force for our company in 2025, the rules for reporting on sustainability efforts are increasingly taking shape. The renewal of the CSR strategy in 2022 has already taken this into account. In the coming period, we will gradually work towards reporting in line with the CSRD guidelines, including through further digitalisation.

In this report, we present an overview of our Corporate Social Responsibility (CSR) efforts and results for 2023. We are proud of the steps we have taken. In this report, page 25 shows the results by pillar, along with the areas of focus for 2024.

In 2023, we took important steps within our four CSR pillars: sustainable harvesting, responsible processing, caring for people and healthy food. For example, we improved our fishing gear, launched electronic monitoring trials in fishing and contributed to scientific research. We also worked on fuel efficiency, recycling and making our buildings more sustainable. We expanded the employee vitality programme, strengthened the safety culture and further developed partnerships with schools. We are also focusing on healthier diets, food security and reducing food wastage.

For 2024, we are focusing on further sustainability, innovation and collaboration to further increase our positive impact.



We are pleased to present the CSR (Corporate Social Responsibility) Report 2023 of Cornelis Vrolijk Holding. In this report we inform you about our sustainability ambitions, our strategy and the social and environmental developments of our family of companies.

About this report

Scope of application

This CSR Report of Cornelis Vrolijk Holding covers the calendar year 2023. The scope of this report does not correspond to that of the annual financial report. The scope of this report includes all group companies in which Cornelis Vrolijk holds a majority stake.

Verification

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 the coming years, we aim to move towards reporting under (and with reference to) the Corporate Sustainability Reporting Directive (CSRD). These Corporate Social Responsibility reporting guidelines will apply to our company from the 2025 financial year.

We have been working towards this in stages for several years, in order to meet our reporting obligations under the CSRD. In 2023, we took further steps towards this in terms of data collection.

Digitisation

Further digitisation and harmonisation of our IT systems is aimed at collecting data in a structured and efficient way. The roll-out of a new ERP system across all business units will contribute to this.

Data quality and reliability are essential for clear and complete reporting on our sustainability performance. The new ERP system and the improved quality and reliability of our data will therefore be important building blocks for the organisation to meet the requirements of the CSRD Directive in the coming years. We also hope that this will enable us to take the next step in sustainability in a demonstrable and transparent way. In addition to the CSRD obligations, we also see an increasing demand for sustainability data from government and customers. Further digitisation and simplification of our IT environment will help us to meet this demand.



Our organisation

Company profile

The foundations of Cornelis Vrolijk were laid in 1880 in Scheveningen. For decades, the fishing of and trade in herring was the main activity. Expansion of fishing activities started in the 1970s and further diversification and broadening has taken place since the beginning of this century. Today we are a family of companies involved in the catching, aquafarming, processing and trading of fish, fish products and shellfish. One thing has remained unchanged in over 140 years: we are still a true family business, now in its fifth generation, with fishermen and other professionals at the heart of the company.

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

Goal

We operate in the most responsible way possible, respecting the limits of nature and basic human needs (environmental ceiling & social foundations) to provide healthy and affordable food to millions of people around the world every day. We want to minimise our impact on marine biodiversity and ecosystems and be a good employer for our people, now and in the future. In this way we contribute to healthy lives and vital seas.

Our vision

Over 70% of the earth's surface consists of water. The sea enables us to produce healthy and nutritious meals, contributing to food security as fishermen, fish processors and fish traders.

More than 3 billion people worldwide depend on seafood for their protein

Goal



We strive for healthy lives and thriving seas for generations to come.

As a family-owned business, it is in our DNA to take a long-term view and be good stewards of natural resources. This goal comes with great responsibility. We contribute to human health by providing healthy and affordable food to millions of people every day, and we want to have a minimal impact on marine biodiversity and ecosystems.

We operate within this playing field (environmental ceiling & social foundations) to provide healthy and affordable food for millions of people every day, to minimise our impact on marine biodiversity and ecosystems, and to be a good employer for our people, both now and in the future.

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

intake and this number is growing. In addition, (oily) fish and seafood contribute to a healthy diet. We recognise the potential impact of fishing and seafood aquafarming on the natural environment.

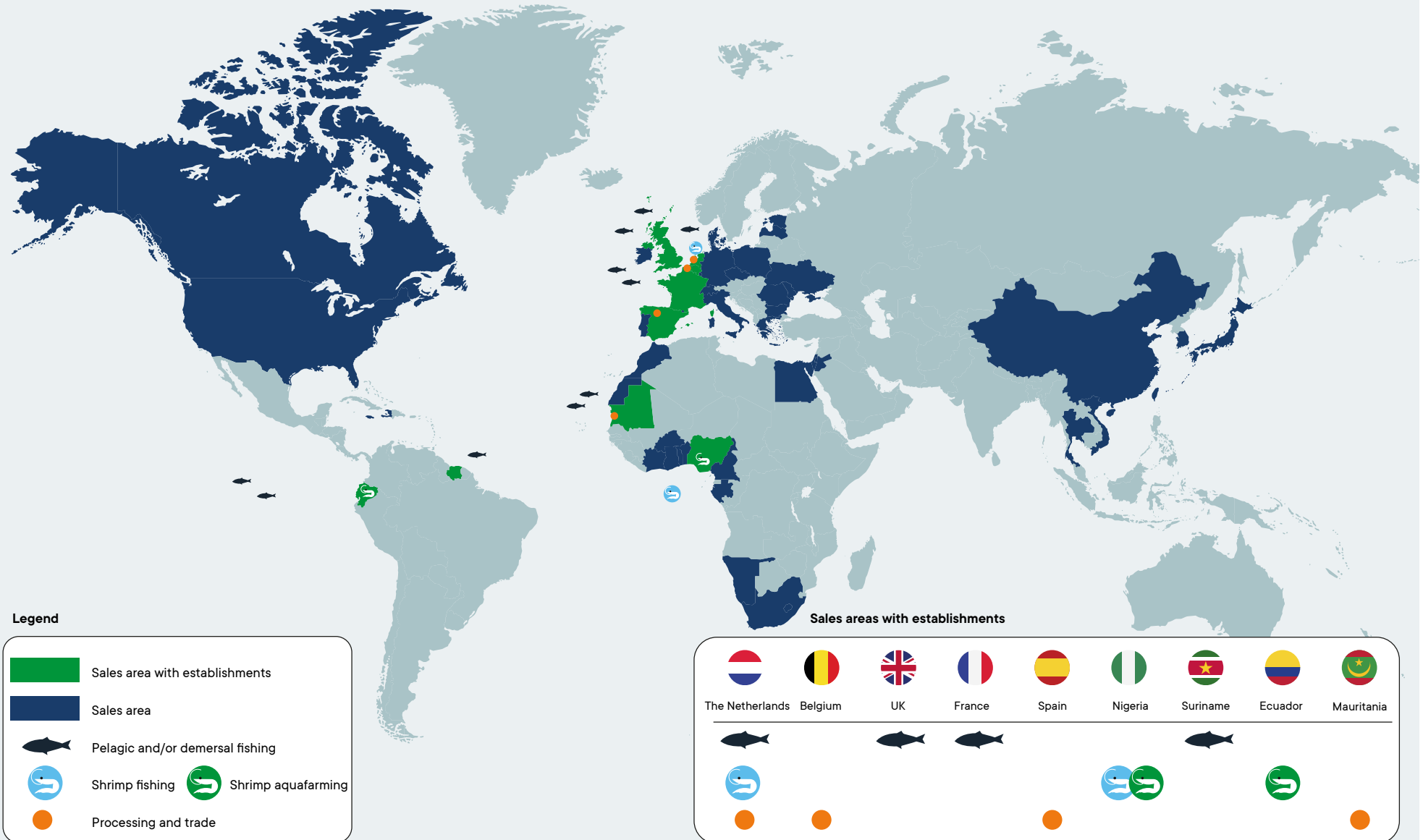
For us, responsible business means ensuring the vitality of the sea and maintaining healthy fish stocks. We do this by complying with laws and regulations, the set quotas and contributing to scientific research. By fishing sustainably and procuring sustainable fish, we minimise our impact on biodiversity and help preserve the vitality of the sea. As a family business, we think in terms of generations. This includes being good stewards of natural resources. So that we can continue to provide future generations with sustainably caught fish and shellfish.

Mission

We provide millions of people with healthy meals. We catch, farm and process many species of fish and shellfish in the most sustainable and innovative ways possible.



Countries in which Cornelis Vrolijk operates



Business units

Fishing



Cornelis Vrolijk

Shipping, cold storage and trading.

Location The Netherlands

Focus Pelagic

Fishing area North East Atlantic, North Sea and English Channel (and West African waters)



Jaczon

Shipping, cold store and operating trawler fleet

Location The Netherlands

Focus Demersal

Fishing area North Sea and English Channel



France Pelagique

Operation of pelagic vessels.

Location France

Focus Pelagic

Fishing area North East Atlantic, North Sea and English Channel



North Atlantic Fishing Company

Operation of pelagic and demersal vessels.

Location England

Focus Pelagic and demersal

Fishing area North East Atlantic, North Sea and English Channel



Marisa Fisheries*

Demersal fishery and the processing of tropical fish species from Surinamese waters (own brand Ocean Delight).

Location Suriname

Focus Demersal

Fishing area Surinamese waters

Processing and trade



Cornelis Vrolijk Seafood

The retail specialist for the fish shelf with products such as smoked mackerel, herring (fresh and frozen), fried fish and machine peeled Dutch shrimp.

Location The Netherlands

Focus Fish processing for B2B and retail



Dulk Haasnoot Seafood

Focus on the Dutch fish retailer and wholesale businesses with a wide range of fish, fish products and supplementary products.

Location The Netherlands

Focus Trade with B2B



Bertus-Dekker Seafood

Focuses on the processing and sale of mainly demersal fish to wholesalers.

Location The Netherlands

Focus Fish processing for Southern European wholesalers



De Troyer

Processing and sale of daily fresh fish procured at various fish auctions on the North Sea coast.

Location Belgium

Focus Fish processing for retail and food service



Welmar Seafood

International procurement and sale of wildcaught fish, such as salmon, coalfish and flatfish.

Location The Netherlands

Focus Trade in fish mainly from Alaska



Cap Blanc Pelagique

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

Location Mauritania

Focus Pelagic

Aquafarming, fishing and processing



Atlantic Shrimpers Limited**

Production of both wildcaught and farmed tropical shrimp. Operation of 11 fish shops for local sales.

Location Nigeria

Focus Fishing and aquafarming tropical shrimp



Primstar**

Trade in wildcaught and farmed tropical shrimp and the distribution of, among other things, the products of Atlantic Shrimpers Ltd. under the Prim7Stars label.

Location The Netherlands

Focus Trade in shrimp species



Kegge

Procurement and sale of Dutch shrimp (incl. HMO Harlingen).

Location The Netherlands

Focus Procurement and sale of Dutch shrimp.



GPC Kant

The peeling of Dutch shrimp using patented shrimp peeling machines in the Netherlands.

Location The Netherlands

Focus on peeling Dutch shrimp



Agromarina & Pesalmar & Pozamar*

Sustainable cultivation of tropical shrimp (farms are ASC certified).

Location Ecuador

Focus Aquafarming of tropical shrimp



Gambastar*

Processing wildcaught and farmed tropical shrimp.

Location Spain

Focus Processing of tropical shrimp



Krijn Verwijs**

Sustainable Aquafarming of shellfish.

Location Yerseke

Focus Aquafarming and trade in shellfish and sea vegetables

* Minority interest (see page 9)

** Interest Cornelis Vrolijk Holding 50%

Our activities in the value chain

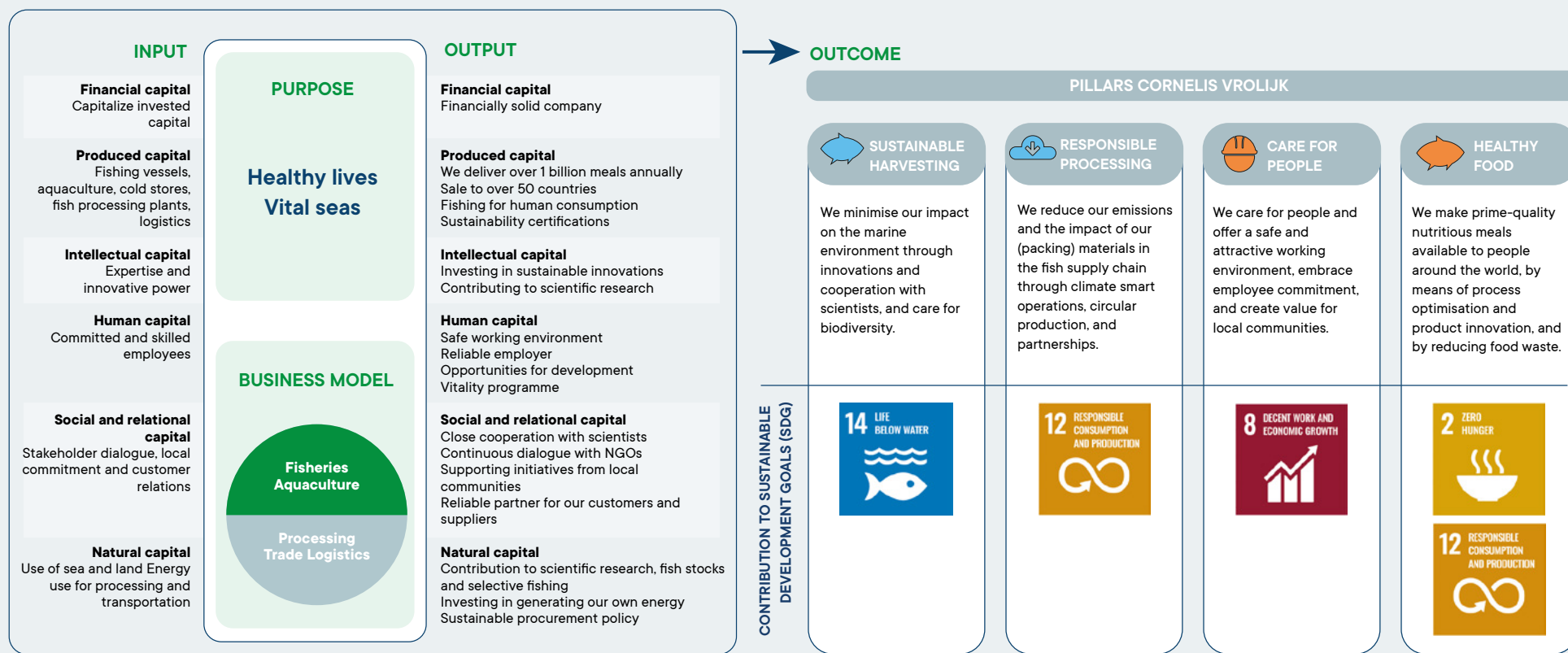
As a family business, we think in generations and focus on long-term value creation. We create the most value with our people, machinery, fleet and expertise to deliver a quality product for our customers and end consumers. Ensuring the global availability of healthy food - now and in the long term - is what drives us.

Working in the fishing industry involves the necessary safety risks. So safety is a key concern for us. We offer good employment conditions and

a pleasant working environment in which employees can reach and develop their potential.

We are aware of the impact of our fishing and aquafarming activities on the climate and ecosystems. We also pay close attention to the use of materials, such as packaging. We want to minimise our impact on nature and have a positive effect on all the people who work for and with us. This includes all our employees and their families.

Value creation model



The most important, tangible results of our operations are our products, our contribution to local communities, and the employment relationship with our employees. We build long-term relationships with our customers,

Who regard us a reliable partner. The knowledge and experience of our people enables us to develop and innovate. We depend on the sea as a natural resource, which we use as responsibly as possible. Space in the sea for fishing, shared use such as by wind farms and good stock management are essential. We regularly engage with stakeholders and actively participate in scientific research.

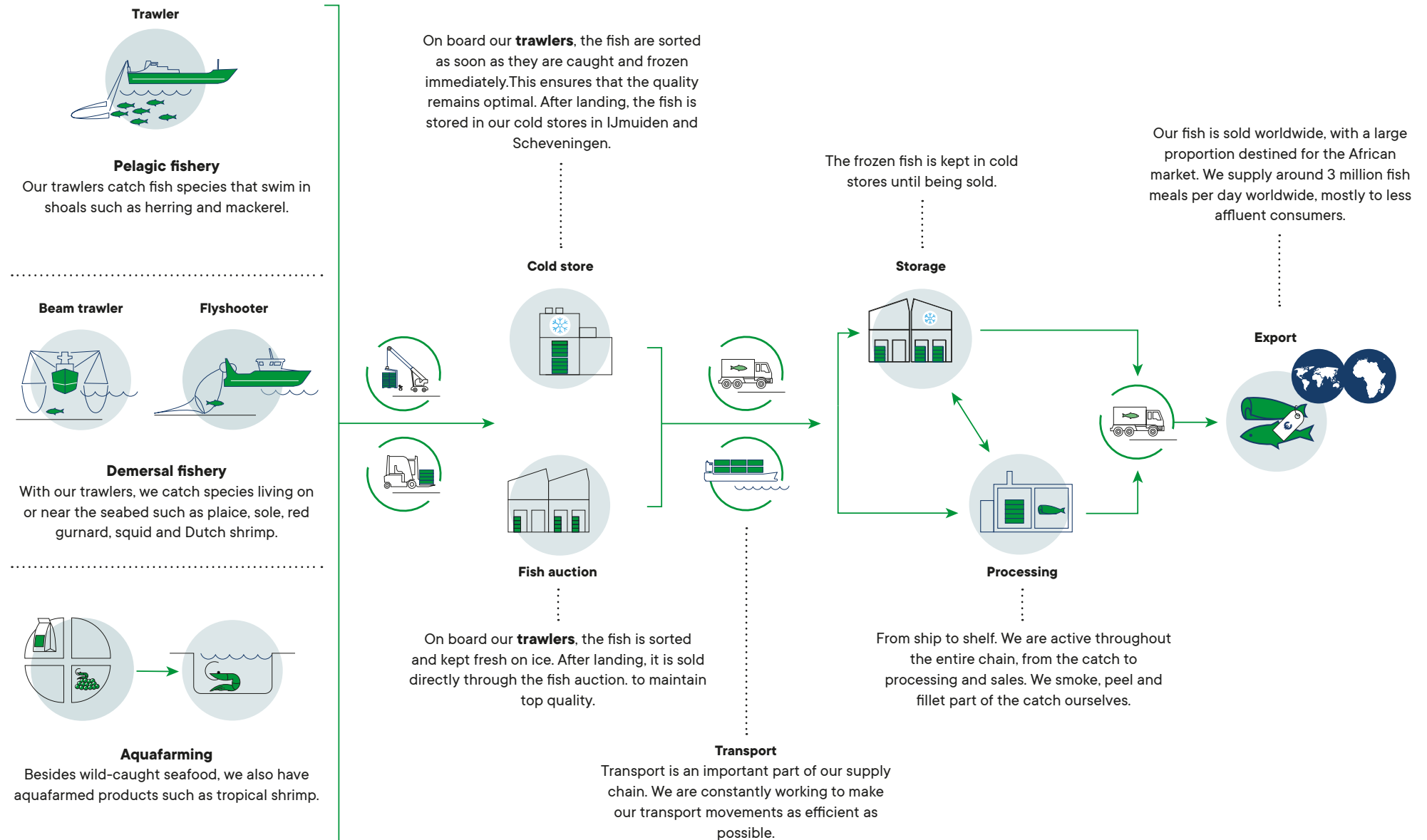
The Sustainable Development Goals are at the heart of the global sustainable development agenda. Cornelis Vrolijk has adopted four of the SDGs and integrated these into its CSR strategy.



The Sustainable Development Goals as defined by the United Nations.



Our activities in the value chain



Material themes

In preparation for the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD), we conducted a dual materiality analysis in 2021. This involved identifying the issues or themes that are most relevant to our organisation and our stakeholders. We looked at how our operations impact people, the environment and society, and which themes could affect our financial results.

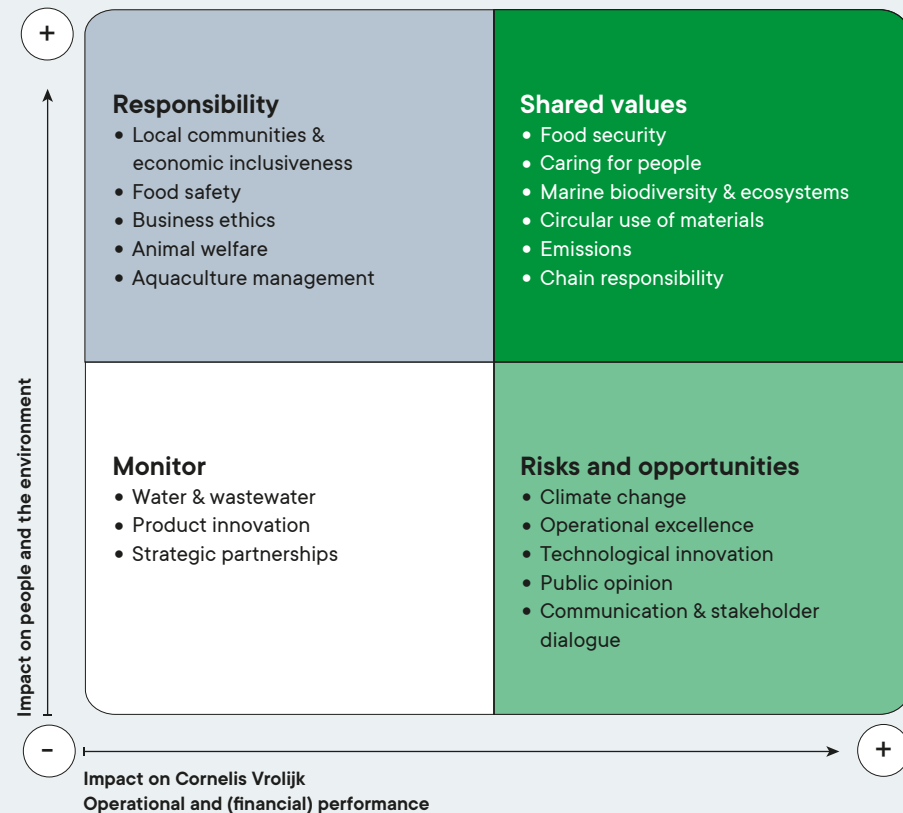
We summarised the results of this analysis in a materiality matrix. We also involved our stakeholders in this process. They indicated which themes were most important to them and where Cornelis Vrolijk could make a meaningful contribution.

Shared values

Based on the materiality analysis, seven core themes were formulated. They form the basis of our sustainability strategy. This also contains the shared values: These topics are not only important to Cornelis Vrolijk, but also impact on people and the environment. These values are reflected in the seven core themes on which our sustainability strategy is built. A working group has been set up for each theme. The working groups started implementing the sustainability plan in 2023.

A recalibration of the materiality matrix is planned for 2024 in preparation for the Corporate Sustainability Reporting Directive (CSRD).

Materiality matrix



Our sustainability strategy

As a family business, we are aware of our responsibility to take care of future generations. Therefore, we strive for a sustainable food supply, while at the same time caring for people and the environment. We work with natural resources, which must be handled with care. The challenges we face, such as climate change and the energy transition, necessitate structural attention to sustainability.

Sustainability strategy

In 2013, Cornelis Vrolijk started developing a sustainability strategy for its fishing operations. The following year, we took the next step by developing the CSR policy for pelagic fishery and then for various business activities. In 2021, we focused on renewing and broadening our sustainability strategy until 2025. In 2022, we continued its implementation. Through a materiality analysis, we determined the main themes in 2021. We also asked our stakeholders which themes they consider important for Cornelis Vrolijk to address in the coming years. From our materiality matrix, seven material themes were identified, grouped into four pillars.

The Sustainable Development Goals are at the heart of the global sustainable development agenda. Cornelis Vrolijk has embraced and integrated four SDGs into its sustainability strategy (see also page 14).



Four pillars

To formulate our sustainability strategy, we have used the materiality analysis to determine the most important topics. These topics fall within the four pillars of our sustainability strategy:

- **Sustainable harvesting**
Long-term ambition: We want to minimise our impact on marine biodiversity and ecosystems. That way, we can continue to provide fish for future generations as well.
- **Responsible processing**
Long-term ambition: We reduce our emissions and the impact of materials in our value chain through climate-friendly solutions, circular initiatives and collaborations.
- **Care for people**
Long-term ambition: Together we make the difference. We structurally pay attention to a healthy and safe working environment and the vitality of our employees. Both at sea and ashore, we aim to provide a pleasant working environment with room for diversity and development. We respect human rights and make a positive social contribution to the local communities in which we operate.
- **Healthy food**
Long-term ambition: Every day, we make a protein-rich and nutritious contribution to 3 million meals worldwide. The healthy and affordable products that we supply are destined for human consumption. We reduce food wastage as much as possible and ensure safe, high-quality food.

Seven material themes

In the coming years, we will focus on the following material themes:

- **Biodiversity and ecosystems**
Protection of biodiversity and ecosystems, including through responsible management of fish stocks and participation in scientific research.
- **Supply chain responsibility**
Meeting social and environmental standards in our value chains through sustainable procurement and tendering policies.
- **Healthy food**
Good quality control of our products and reducing food wastage.
- **Emissions at sea**
Reduce CO2 emissions from our activities at sea.

Sustainability
strategy

4

pillars

7

themes

7

working groups

• Emissions on land

Reducing emissions from our activities on land and in our value chain.

• Circular materials

Reducing the impact of materials in our value chain through climate-friendly solutions, circular initiatives and collaborations.

• Care for people

Providing safe and healthy working conditions and a pleasant working environment with attention to diversity and vitality. Respecting human rights and making a positive contribution to local communities.

A working group was set up to begin work on each of these themes. Each working group produced an action plan. This led to the launch of several projects starting in 2023. The projects are part of the wider Corporate Social Responsibility (CSR) programme and are overseen by a CSR programme manager. The working groups comprise employees from the various business units, the CSR team and executive directors, reflecting the different activities in our company. In this way, we ensure that each theme receives the right expertise and that employees from different business areas can contribute to achieving our sustainability goals. In the coming years, we intend to take significant steps to make our goals concrete and achievable. We want to translate our sustainability ambitions into concrete actions that contribute to human health and protect the sea.



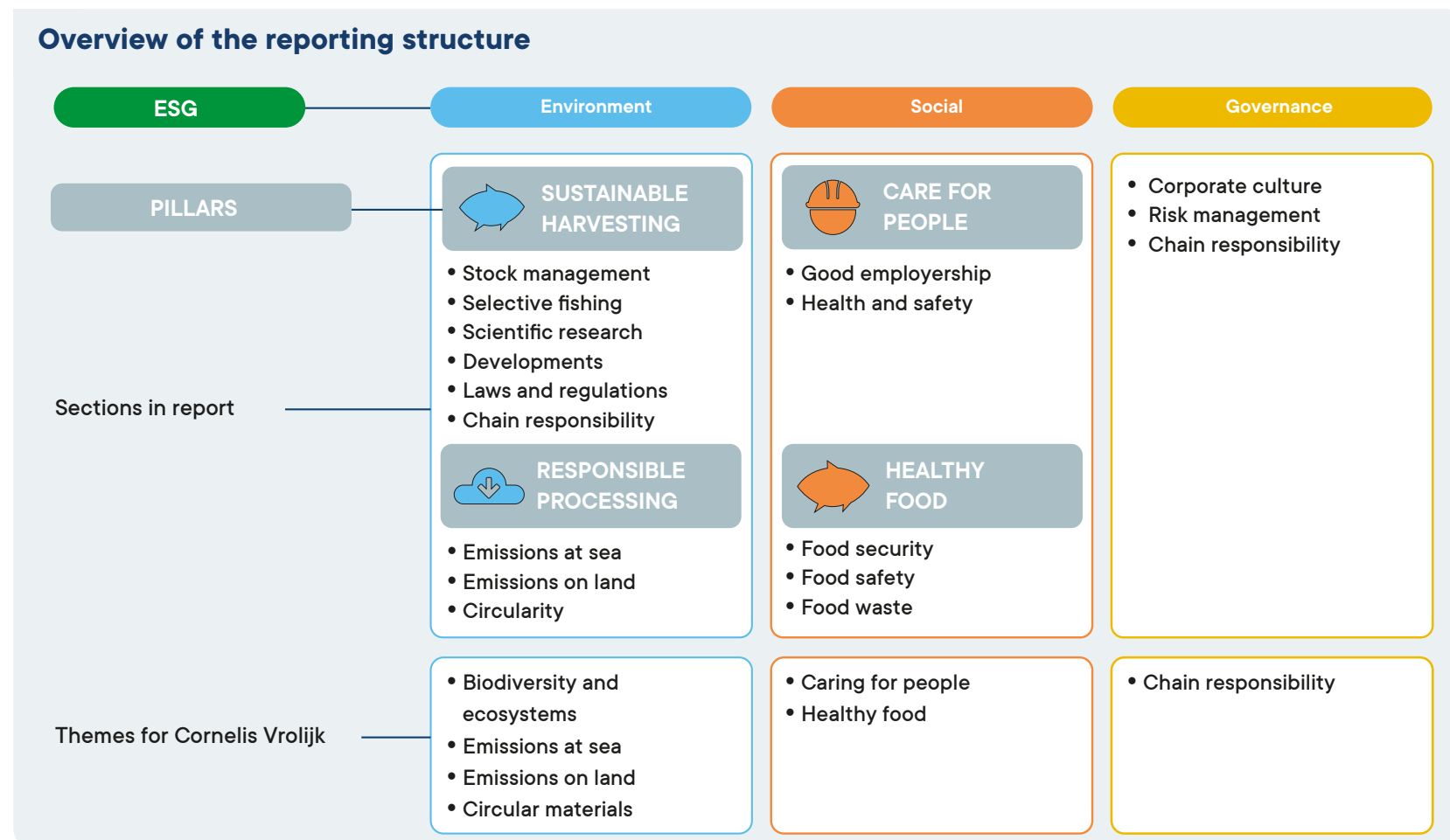
An overview of the ESG (Environment, Social, Governance) reporting structure is visualised below. The diagram is divided into three main pillars:

- Environment
- Social (Care for people)
- Governance

Use

This structure helps to understand the focus areas and reporting components that are important within Cornelis Vrolijk's ESG. Each section highlights specific topics and objectives that contribute to sustainability and corporate social responsibility within Cornelis Vrolijk. The Themes section concerns the presentation of the seven themes specified in the CSR programme.

Overview of the reporting structure

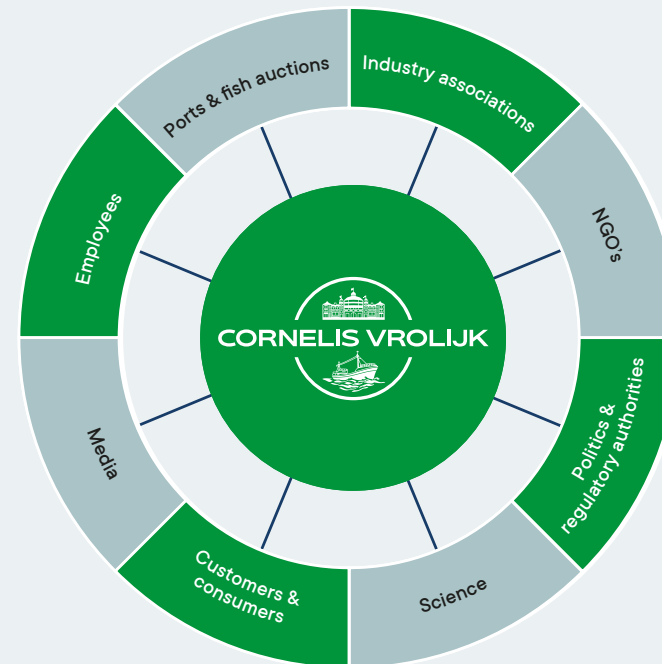


Stakeholder engagement

An open and constructive dialogue with our stakeholders is very important for the development and implementation of our sustainability policy. After the coronavirus pandemic in 2020–2022, we have resumed stakeholder engagement and given it a more prominent place in our CSR policy, whereby we can build on the good foundations we have established in recent years.

In 2023, we had regular contact with a wide range of stakeholders, including customers, suppliers, governments, politicians, NGOs, employees and academic institutions. This took the form of face-to-face meetings, seminars, conferences and other exchanges on sustainability and corporate social responsibility. These contacts have provided valuable insights. The main objectives of these meetings were to share knowledge, obtain feedback and explore opportunities for collaboration. We also informed stakeholders about our efforts in sustainable fishing and actively involved them in scientific research that contributes to making the sector more sustainable.

Stakeholder overview



Concrete activities

In 2023, we undertook several activities to maintain a dialogue with our stakeholders:

- **Open days:** We organised open days for schools and interested parties, including local residents, to introduce them to the fishing industry and the importance of sustainable fishing.



- **Meetings with politicians:** We hosted politicians on several occasions to inform them about our sustainability initiatives and the challenges and opportunities in the fishing industry. For example, MPs boarded a trawler in Scheveningen, where they were told about our company, developments in the fishing industry and how Cornelis Vrolijk is responding to them. In France and Brussels in particular, we provided a lot of information about the fishing industry at political meetings. Our subsidiary in France, France Pélagique, plays a major role in this.
- **Municipal involvement:** We cooperate with the municipalities of Velsen and The Hague on local sustainability projects and initiatives.
- **Political interaction:** We are not only involved in local politics, but also make our voice heard in Dutch and European politics. We also do this through sector associations such as the Pelagic Freezer trawler Association (PFA) and the Dutch Fishermen's Association. By doing so, we want to contribute to good policy for the fishing industry.
- **Cooperation with NGOs:** We cooperated with non-governmental organisations (NGOs) for scientific research on the impact of fishing activities on the environment. An example is the flyshoot research project being carried out together with the Goodfish Foundation. These insights have been used to shed more light on fish stocks, among other things.

LNv working visit



School visit

Seafood Expo Barcelona



- **Scientists on board:** We make our vessels available for scientific research into the ecological impact of our fishing activities. Information is shared through PFA scientists.
- **Media contacts:** During the year, we maintained contact with various media to communicate transparently about our sustainability activities and results.
- **Customer engagement:** We proactively inform our customers on topics such as stock development. We also pay attention to our sustainability developments in our regular customer updates, such as our participation in the Catch Welfare Platform.
- **Informing educational institutions:** We actively provided information sessions to educational institutions, making students aware of the role of the fishing industry in the circular economy and sustainable food supply.

Additional stakeholders

- **Suppliers:** Supplier engagement is key to making our supply chain more sustainable. As their activities also affect the environmental impact of our industry (scope 3), we consider it important to engage in a dialogue about our sustainability goals.
- **Employees:** Involving our employees in our sustainability initiatives is crucial. Employees participate in sustainability working groups and have their say at regular meetings, including skipper and crew meetings.

Sustainability & governance

Following the launch of our renewed sustainability strategy in 2022, a new consultation structure has also been developed. The new structure aims to monitor the progress of the sustainability strategy and promote collaboration between the different business units. This has resulted in a consultation structure that represents all the activities of the organisation.

Consultation structure

A steering group has been set up, consisting of the Executive Board of Cornelis Vrolijk Holding, the programme management and the CSR team. The steering group meets at least four times a year to set the direction of the sustainability strategy, discuss the progress of the working groups and evaluate the initiatives proposed by the working groups.

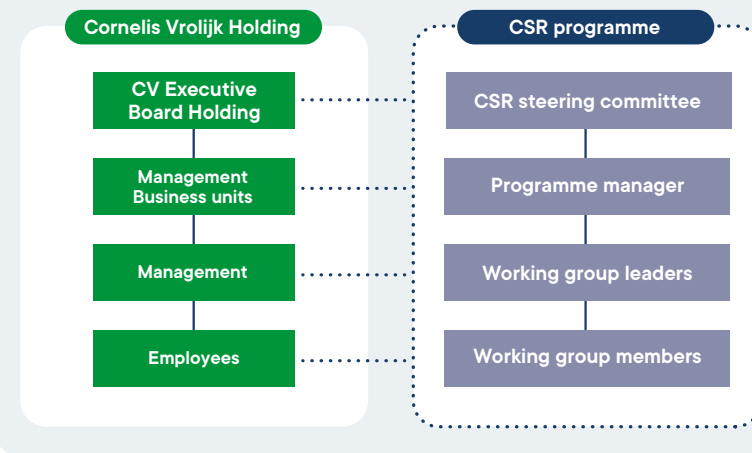
To ensure sufficient expertise on each of the seven sustainability themes, seven working groups have been formed, consisting of employees who deal with the sustainability topic on a daily basis. Each working group has a leader who reports to the programme manager. An executive director also participates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

The working groups hold regular progress meetings on ongoing initiatives. In addition, the programme manager holds regular meetings with the leaders

of the working groups. In these meetings, project results, objectives and risks are discussed. Developments in the field of sustainability are followed by all those involved in the CSR programme. An annual CSR meeting is organised for working group members to share information and gain inspiration.

Sustainability issues are also discussed in the organisation's regular working group meetings. These issues are communicated to the CSR team.

Organisational chart and programme structure



Management board

Cornelis Vrolijk Holding

Cornelis Vrolijk is a family business that is active in the fishing, processing and trade of fish and the fishing, aquafarming and processing of shrimp. For a schematic representation, see page 13. The shellfish operations are carried out by a 50/50 joint venture and do not fall under the scope of this report.

Executive Board Cornelis Vrolijk Holding

The group's Executive Board consists of Annerieke Vrolijk, Peter Koets and Arnout Langerak. The Executive Board is responsible for the company's policy, which is aimed at implementing strategy and achieving objectives, and is thus responsible for the continuity of the Cornelis Vrolijk Group. Sustainability policy is the responsibility of the managing director, but the full Executive Board is closely involved in the formulation and implementation of CSR policy in the various focus areas. This is done in consultation with the CSR team, direct managers and people involved from the various divisions.

Advisory Board

The Executive Board is assisted by an Advisory Board. This Advisory Board is comprised of three external, experienced advisers who, based on different professional backgrounds, provide the Executive Board with solicited and unsolicited advice. The Advisory Board meets with the Executive Board at least five times a year. One of the meetings focuses on strategy formulation and evaluation of the management conducted by the Executive Board.





Risks

Controlling risks is a critical success factor for Cornelis Vrolijk. Business risks are identified and prioritised. Appropriate action is taken where necessary. Much attention is paid to ensuring a safe working environment, the IT safety policy, food safety and environmental risks. Reporting, training and learning lessons from incidents and near-incidents help to adjust the policy.



Standards and targets

●○○ under development ●●○ on course ●●● completed

Pillar	Topic	Our contribution 2023	Status	Attention from 2024 onwards
 SUSTAINABLE HARVESTING	Virtually no bycatch	• Improve fishing gear and escape panels	●●○	• Continuous improvement
	Thriving seas	• Proactive participation in scientific research projects	●●○	• Continuous progress
	100% traceability fish for human consumption	• Start uniform way of recording data	●●○	• Rollout uniform data system in order to record unambiguous data
	Improve transparency through Remote Electronic Monitoring (REM)	• Start pilot REM (CCTV) on pelagic vessels	●●○	• Cooperate in several pilots and monitor results.
	Active contribution to scientific research	• Flyshoot project completed in cooperation with WMR and Good Fish Foundation	●●●	
	Uniform procurement policy within CVG	• Development of uniform groupwide procurement policy	●●○	• Implementation uniform procurement policy
	Reporting according to GRI standard	• 2022 report with GRI index, also applies to 2023 report	●●●	
 RESPONSIBLE PROCESSING	Reduce emissions at sea in line with Paris Agreement (>2°C–1.5°C)	• Implementation fuel-saving policies through behavioural change and investigation of technical measures	●●○	• Draw up roadmap with possible measures
		• Start development of alternative fuel scenarios	●○○	• Under development
		• Shore power second quay in IJmuiden	●●●	
		• BREEAM certification of IJmuiden office and cold stores	●●○	• Renovation to make Cornelis Vrolijk Seafood sustainable
	Circularity; reducing emissions in line with the Paris Agreement (>2°C–1.5°C)	• Inventory zero measurement of possible improvements	●●○	• Implement choices after zero measurement
		• Implement tap points instead of plastic bottles on board	●●●	• Investigate possible roll-out to other business units
 CARE FOR PEOPLE	Further increase rPet percentage to 100%	• In 2022 this was 80%, increase to 93.3% by 2023	●●○	• Continuous monitoring and improvement to use more recycled materials
	Improve vitality index	• Activities programme further developed	●○○	
	Reduce # of accidents	• Safety Day 2023 Implement uniform method of recording incidents	●●○	• Establish KPIs
	Safety Culture Ladder policy	• Uniform method for reporting, recording and investigating incidents at CV	●●○	
 HEALTHY FOOD	Promote CSR policy	• Deploy social media channels; welcome schools, politicians and interested parties on board	●●○	
	(All) our products are recognised as a healthy food choice	• Research in 2024 to improve nutriscore fish products. • Research into possible reduction of salt intake by adapted recipes	●●○	• 50% of our retail sales will have Nutri-score A or B • Further reduce salt intake
	100% of our fish products are for human consumption	• Research started into well-founded claim about our contribution to food security (inventory/research)	●●●	• Completion of research
	Almost no food wastage	• Overview residual streams • Research into adding value to sampling fish	●●○	• Business cases for further possibilities combating food wastage

We strive for healthy lives and thriving seas, both now and for future generations. This is only possible if we treat our natural resources with care. While fishing, we want to minimise the impact on marine biodiversity and ecosystems, and also on land we are committed to reducing our ecological footprint

Sustainable harvesting

We want to minimise our impact on marine biodiversity and ecosystems. To provide nutritious fish meals for future generations as well, we avoid bycatch as much as possible and fish selectively and within the applicable limits. We comply with regulations and actively participate in scientific research and innovation studies.

OUR THEMES

- Stock management
- Selective fishing
- Scientific research
- Developments
- Legislation and regulations
- Supply chain responsibility

LONG-TERM AMBITION

- We want to minimise our impact on marine biodiversity and ecosystems. That way, we can continue to provide fish for future generations as well.



SDG 14 LIFE IN WATER

We love the sea and the fisherman's profession, and we feel it is important to treat people and our natural environment with care. With responsible fishing and the traceability of our products, we contribute to managing fish stocks and protecting biodiversity.

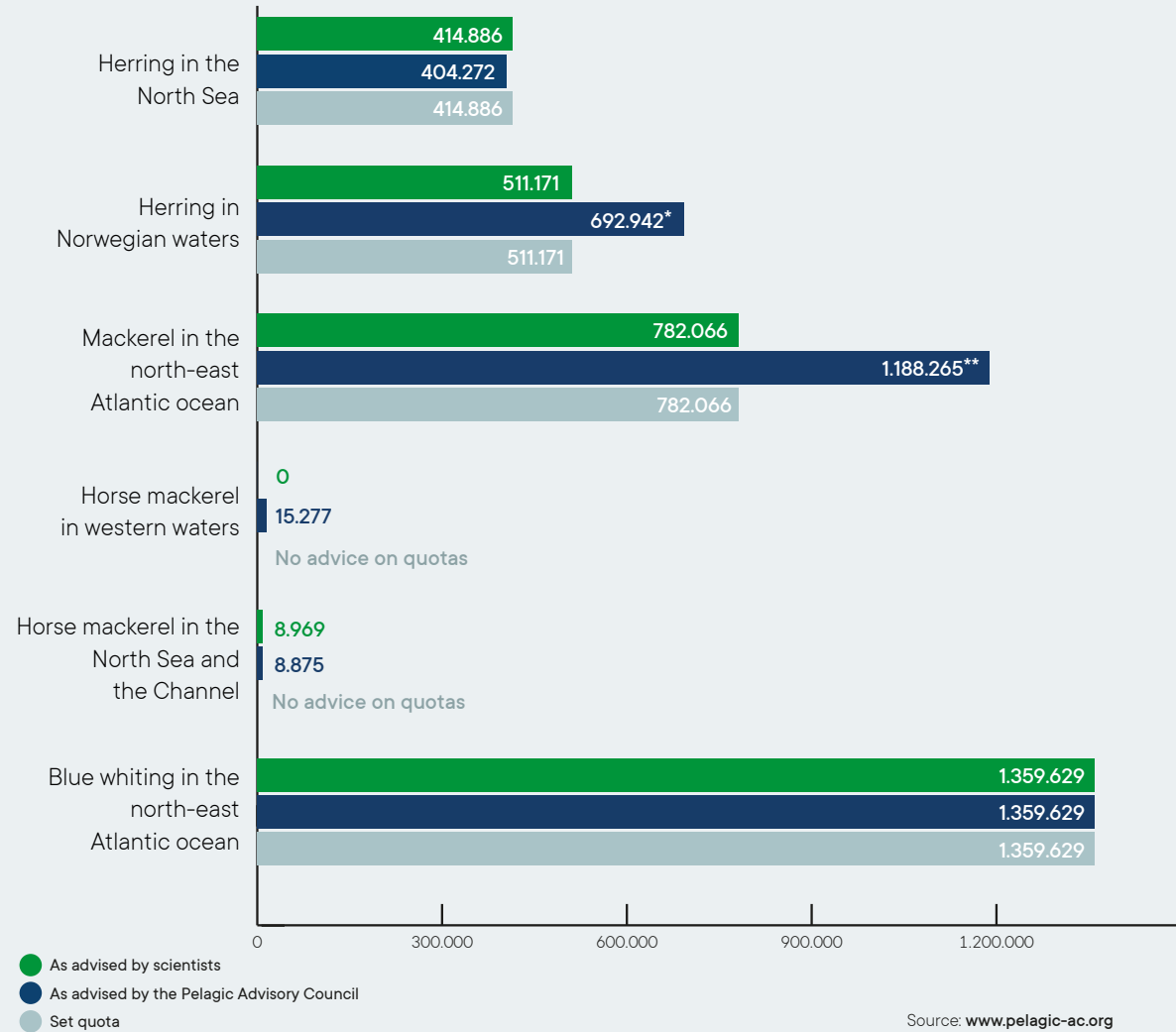
Stock management

For us, sustainable fishing is first and foremost about managing fish stocks for the future. We strictly adhere to the quotas set each December by the European and UK authorities for the coming year. These quotas are based in part on scientific advice from biologists based on Maximum Sustainable Yield (MSY). The guiding principle here is catching only the growth of the fish stock and maintaining the spawning stock. The authorities also take economic considerations into account when setting quotas.

In December 2022, the fishing possibilities for EU fishermen were reset for 2023. This takes into account the fact that Norway, Iceland and the Faroe Islands continue to unilaterally exceed the TAC (Total Allowable Catch) for mackerel. Since 2021, these countries have already been fishing 35% more than allowed on average. Despite intensive efforts by the EU, the coastal states concerned have so far failed to conclude negotiations on a sharing agreement for the Northeast Atlantic mackerel fishery. This is worrying as it could have a major impact on fishing opportunities and the market position of EU fishermen. Even more worryingly, the continued overshooting of responsible catch limits poses a serious risk to the health of the whole North Sea mackerel stock. This could seriously threaten the sustainability of the stock.

Catch composition and quota

Figures 2023



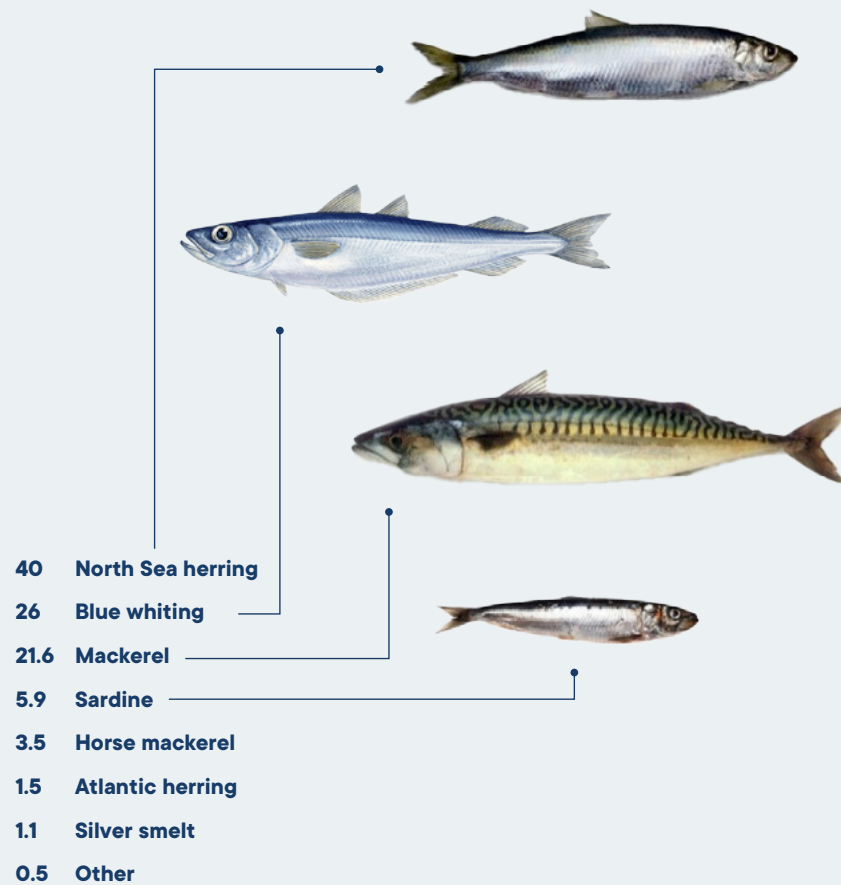
Source: www.pelagic-ac.org

* Sum unilateral quota

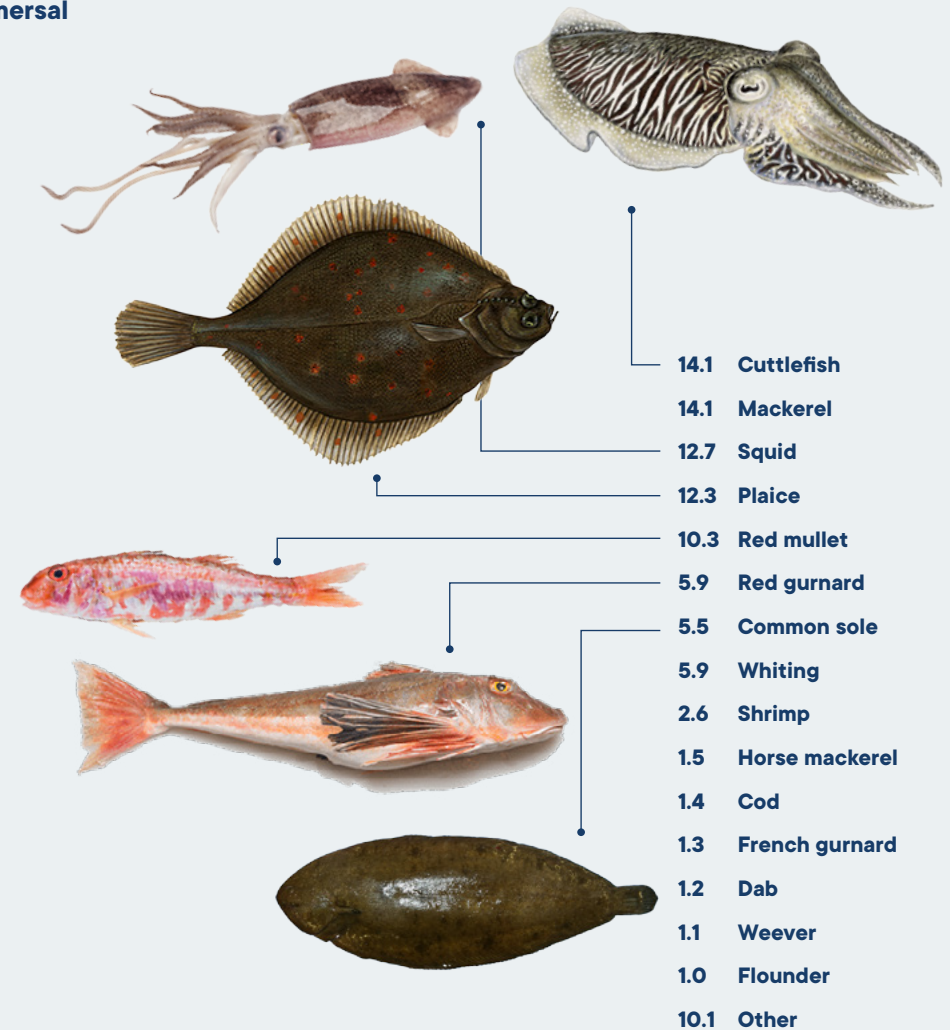
** No international agreed quotas. Values presented are the sum of declared quotas (incl. international transfers)

Catch composition (in%)

Pelagic



Demersal



Selective fishing

We believe it is important to fish selectively and to minimise bycatch. We work with a solid fishing plan, but take into account changing circumstances by Monitoring natural trends and relying on the experience of our skippers. Technology also allows us to be increasingly selective.

Pelagic fishery is characterised by limited bycatch. From 2019, the nets of our entire fleet will be equipped with pingers. These devices emit an ultrasonic signal that keeps dolphins and porpoises away from the nets. Our nets are also fitted with escape panels to allow seals and sharks to escape. In demersal fishery, we use 80mm mesh nets to catch squid, which is significantly wider than the permitted 40mm to reduce unwanted bycatch.

Scientific research

Work was carried out in 2023 to improve the collection and analysis of stock and catch data. To prevent unwanted bycatch, research has also included the use of underwater cameras to monitor escape panels for tuna, sharks and marine mammals. These cameras allow us to observe the behaviour of fish in our nets and find ways to fish more selectively.



Fisheries scientists regularly join us on board our vessels, while our quality managers carry out quality checks and additional research during each trip. Self-sampling on our trawlers has been carried out throughout the year as part of the scientific programme of the Pelagic Freezer Trawler Association (PFA). In addition to catch records, several vessels have started to take length measurements, which provide valuable information on catch composition. The storage and processing of this data has been automated and some of it is shared by PFA scientists with the International Council for the Exploration of the Sea (ICES) and Wageningen Marine Research (WMR) for use in stock assessments. In addition, with the deployment of one of our vessels in 2023, research has been carried out into the genetics of horse mackerel, the fertility of mackerel, pelagic fish stocks around wind farms and the automatic measurement and identification of individual fish, among others.

Supply chain responsibility is one of the themes of our CSR policy. In addition to the fish we catch and process ourselves, we also sell fish caught or farmed by other parties. Our procurement policy enables us to assess and be transparent about the source, origin and production of externally purchased fish products. This enables us to identify potential negative impacts within the chain and minimise the likelihood of them occurring.

Fish traceability contributes significantly to the transparency of our value chain And consequently gives Dutch and European consumers more insight into the responsible origin of our fish products. In 2022, a new ERP system will be implemented within our fishing companies. Among other things, this will improve the traceability of our fish. More and more of our companies will be connected to this system. Our goal for 2030 goal is to achieve 100% traceability of all the fish we catch and pProcess.

Research trips 2023

Pelagic vessels

Date	Duration (in days)	Vessel	Goal
3 jan	28	Afrika	Catch composition
25 jan	16	Carolien	Catch composition
27 jan	18	Prins Bernhard	Catch composition
21 feb	18	Frank Bonefaas	Catch composition
27 juli	12	Frank Bonefaas	Catch composition
17 aug	17	Afrika	Catch composition
6 okt	19	Prins Bernhard	Catch composition

Demersal vessels

Three more research trips of five days each were done in the 1st quarter of 2023 for the flyshoot project in cooperation with WMR/GFF. Two trips on the SL9 and one trip on the SCH65.

Developments

We keep abreast of trends and developments to implement more and more improvements where possible. Either by adapting our vessels or by fishing methods and monitoring to minimise our negative impact on marine biodiversity and ecosystems. We maintain close contact with our suppliers to monitor developments and collaborate on innovations. We also attend trade shows and actively participate in studies and pilot projects.



Changing conditions

Climate change is having a profound effect on our seas and can have a significant impact on the fishing industry. Rising water temperatures, changing currents and changes in the salinity of seawater can affect the living conditions and migration patterns of fish species. Scientific studies have not yet provided a clear picture on what to expect.

Research by the International Council for the Exploration of the Sea (ICES) shows that the distribution of anchovy, herring, horse mackerel, mackerel and sprat is already likely to change as a result of climate change. Spawning behaviour may also be affected by higher water temperatures. However, no strong northward migration of pelagic fish species has yet been observed, although predictions suggest that these species could move an average of 100 kilometres northwards by 2060. This picture is confirmed by research and assessed as relevant by CEFAS, the UK fisheries research institute.

An example of changing distribution is provided by the Atlantic mackerel. This species started spreading to the northwest Atlantic around 2010, particularly to the waters around Iceland and sometimes Greenland. This was probably caused by the growth of the mackerel

stock causing the larger mackerel to seek more food. Now that the mackerel stock is declining again due to overfishing, the distribution area is becoming smaller and more southerly.

The ICES working group WGWIDE acknowledges the northward distribution of mackerel, but points out that the species is also retreating. This suggests that climate change may not be the only cause of this shift. Similar changes have not yet been observed for the other pelagic stocks.

In addition to climate change, other factors such as wind farms and sand and gravel extraction may be affecting the distribution of pelagic fish. Although fishermen are observing changes and the industry is monitoring them, there is no scientific evidence of the impact of these activities on pelagic fish. However, both the sector association and CEFAS are paying attention to these issues. Pelagic fishery organisations and some nature organisations are also pushing for more research into the impact of windmills, gravel and sand extraction on the ecosystem.

Further research into the distribution of fish species and the influence of various factors is essential for the sustainable management of fish stocks and the future of the fishing industry.

Laws and regulations

Enforcement of laws and regulations is strictly organised by (inter)national authorities. Our internal processes and protocols are continuously adapted to changes and new regulations. We support our crews to be well prepared for changes and possible inspections. Our skippers report daily via electronic logbooks to the relevant authorities how many fish per species have been caught and are on board, ensuring transparency and compliance.

Traffic separation scheme

Traffic separation schemes in the North Sea are internationally established shipping lanes with traffic separation schemes for maritime traffic. In demersal fishery, it is sometimes necessary to deviate from the course to avoid obstacles on the seabed, this is generally tolerated by coastal states. However, since 2023 the Belgian authorities have applied strict enforcement. Although they have the right to do so, in practice this policy makes it almost impossible to fish safely without the risk of high fines. For this reason, Cornelis Vrolijk has decided to stop fishing with demersal vessels in the vicinity of traffic separation schemes in Belgian waters.

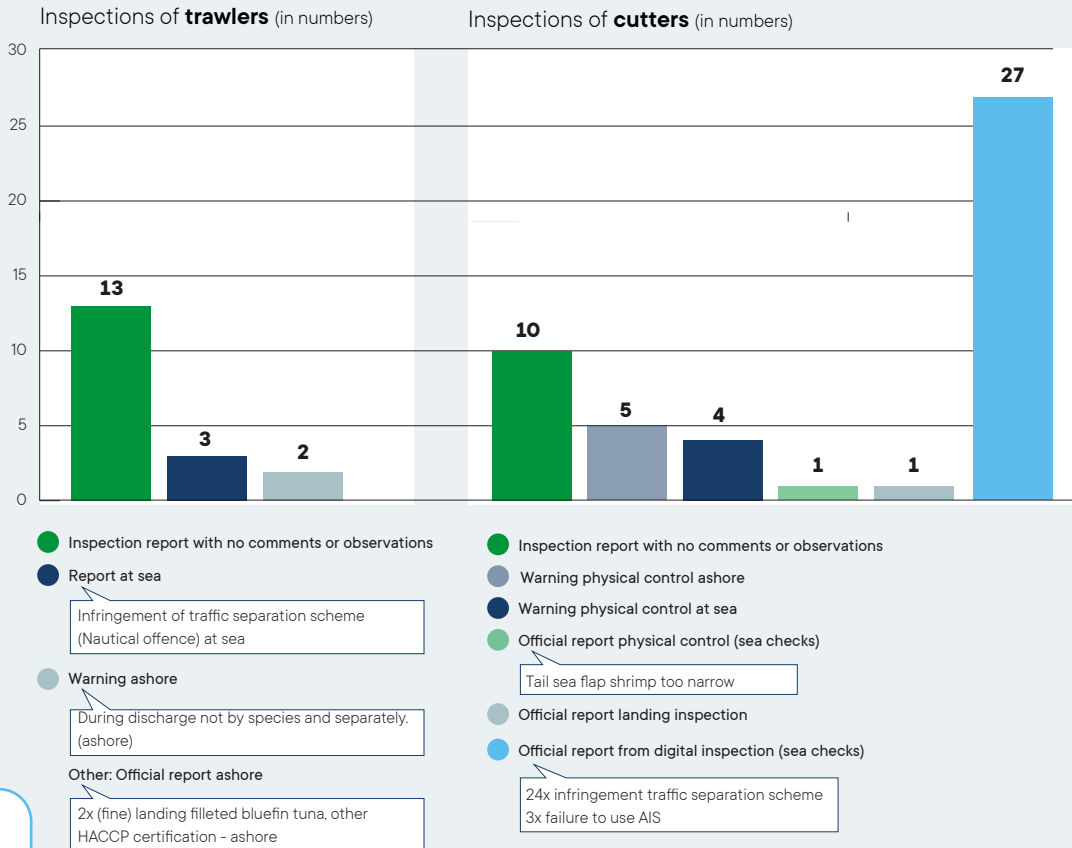
Inspections

Fishing vessels are also monitored by satellite (VMS). The authorities of EU countries and coastal states can see the location of vessels in real time and check their speed to ensure that they are fishing where they are allowed to. The NVWA carries out unannounced inspections several times a year, both at sea and at landings. These inspections include checks on logbooks, catches in the hold, fish cooling tanks, fishing gear and nets.

Transparency

Where possible, we support initiatives that increase the transparency of our activities. Since 2023, the French trawler *Scombrus* has been participating in a pilot project of the European Fisheries Control Agency (EFCA) on Remote Electronic Monitoring (REM). This involves the use of on-board cameras to monitor catches and check compliance with the Landing Obligation (LO) within different segments of the EU fishing fleet, as well as to combat illegal bycatch.

Inspections



Certification

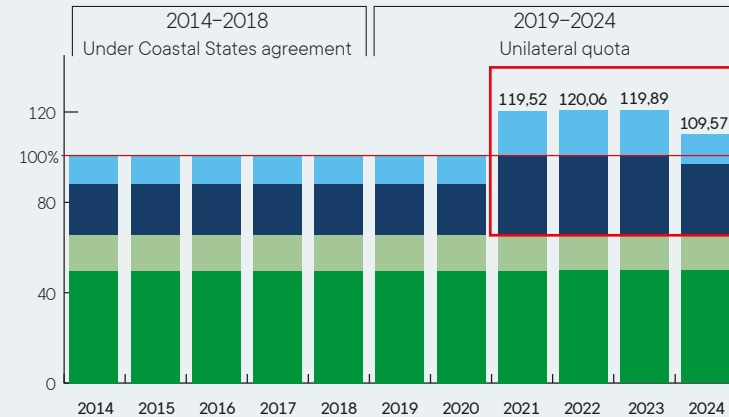
Dutch shrimp has received renewed MSC certification since 9 November 2023. This certificate is valid for five years. North Sea herring has been MSC certified since 2006. Unfortunately, mackerel and blue whiting lost MSC certification in 2019 and 2020 respectively, and these species are still not eligible for MSC certification. In the case of both mackerel and blue whiting, this is mainly due to Norway, Iceland and the Faroe Islands again unilaterally exceeding the scientifically advised limits in 2023. Although these countries have kept to their quotas within the Total Allowable Catch (TAC), they are still catching more than is allowed. As a result, mackerel loses its certification, irrespective of wherever it is caught. Even more worryingly, this continued exceeding of responsible limits poses a risk to the health of the overall mackerel stock in the North Sea.

In 2020, the TAC for blue whiting was 1,161 million tonnes, but actual catches by these states were more than 20% higher. This raised concerns about the sustainability of fishing, which did not meet the MSC's strict sustainability criteria. Despite these problems, the blue whiting stock has recently made a significant recovery. Scientific estimates from ICES (International Council for the Exploration of the Sea) showed that the spawning stock of blue whiting was around 4.5 million tonnes in 2023, a significant increase on previous years. This recovery continued in 2024, suggesting that fishing pressure has slightly decreased and the ecosystem has partially recovered. This raises hopes that blue whiting could eventually become MSC certified again. For this to happen, better agreements need to be reached and respected, and fishing fleets need to comply with science-based catch limits to ensure sustainable management of the species.

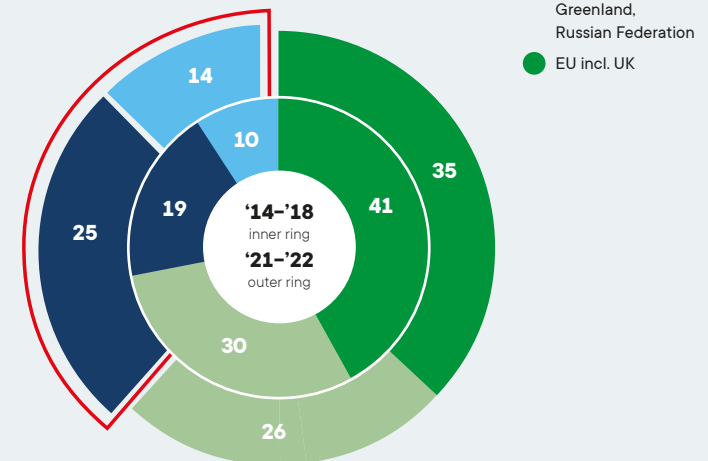
Overfishing by Norway and the Faroe Islands

Catch of North-East Atlantic mackerel

In % of **agreed quota**



In % **total catch**



Source: European Commission

MSC
certification
Dutch shrimp
and North Sea
herring

Supply chain responsibility

2023 Saw the further development of a sustainable procurement policy for farmed fish and shrimp. Fish is purchased from external parties by various business units, so a sustainable procurement policy for farmed fish and shrimp is very important. In 2024, this will be merged with the existing wild catch procurement policy to form an integrated procurement policy for Cornelis Vrolijk.

Read more about our procurement policy on pages 59 and 60.

Aquaculture management

In Ecuador and Nigeria, we participate in companies active in tropical shrimp aquafarming. All these shrimp are ASC certified. The ASC label for shrimp aquafarming includes standards for biodiversity (including the disappearance of mangrove forests), fish feed and traceability, water management, preventing the possible spread of diseases in aquafarming ponds and reducing the use of antibiotics. Atlantic Shrimpers Limited (ASL), our joint venture in Nigeria, owns the first ASC certified shrimp aquafarm in Africa.

The participating farms in Ecuador are SSP certified (Sustainable Shrimp Partner). This certification includes the ASC certification, but goes a step further with regard to a number of criteria. For example, the impact of operations 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 collectively maintain a database of transactions.



CASE RESEARCH

Fishing for valuable data

We believe that scientific research is essential for sustainable stock management. We are keen to participate in various research projects and, where possible, join initiatives that bring together science, industry, governments and the fishing community. In 2023, we participated in a number of fishing studies.

In cooperation with the Good Fish Foundation, observer trips were conducted to gain more knowledge about the target species mullet, gurnard and squid in flyshoot fishing. This information is used in sustainability assessments (VISwijzer) and contributes to the management of these species.

Through self-sampling on board our trawlers, we collect a lot of information on catch composition throughout the year. Since 2023, several vessels have also been carrying out length observations. Using special software, we record these data and share them with marine biologists at universities and at ICES. Wageningen Marine Research uses this detailed data in fish stock estimates.

The SCH27-Wiron 1 was involved in research on the effects of construction and operation of wind farms in the North Sea in 2023. As part of Leiden University's Acoustic Ecology of Pelagic Fish Communities (APELAFICO) project, fish species in Dutch and Belgian waters near wind farm Borssele were studied. Part of the study is to find out whether fish are attracted or deterred by sound. The project will run until 2025.

The CIBBRiNA project started in 2023, in which we work with other fishing companies, authorities, scientists and other stakeholders from 13 European countries. The aim is to reduce the bycatch of vulnerable and protected marine species in the North East Atlantic, Baltic Sea and Mediterranean Sea. These include marine mammals, birds, sharks and rays. Based on lessons learned from eight case studies and an assessment of current methods, CIBBRiNA will develop an innovative toolbox to address bycatch on a large scale.

At Cornelis Vrolijk, we believe it is important that the results and data from all these studies are shared widely. The more knowledge we have, the better we as an international community can keep the marine ecosystem in balance.



From left to right: red mullet, red gurnard and squid

Responsible processing

Greenhouse gases play a crucial role in climate change and global warming. We aim to continuously reduce greenhouse gas emissions from our operations at sea and on land wherever possible. We take measures to improve the sustainability and optimise our energy consumption and invest in switching to natural refrigerants. When catching and processing fish and shellfish, we take great care to minimise waste.

OUR THEMES

- Emissions at sea
- Emissions on land
- Circularity

LONG-TERM AMBITION

- We reduce our emissions and the impact of materials in our value chain through climate-friendly solutions, circular initiatives and collaborations.



SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We fish responsibly and avoid bycatch wherever possible. By doing so, we contribute to the sustainable management of stocks for future generations. We make our operations more sustainable and use natural resources such as fossil fuels as efficiently as possible. We also focus on the optimal use of natural resources and try to avoid waste in our processes.



Greenhouse gases play a crucial role in climate change and global warming. In recent years, we have taken several steps to reduce our emissions of CO₂, as well as other harmful gases such as nitrogen oxides (NO_x) and sulphur oxides (SO_x).

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 facilities
- leakage of (chemical) refrigerants in the cooling and freezer systems
- fuel consumption by our vehicle fleet

Looking at scope 3, emissions from suppliers and transport to our customers play an important role. In the coming years, we will continue to map our scope 3 emissions.



Emissions at sea

As part of our CSR programme, we are focusing on efficiency improvements to further reduce fuel consumption at sea. Instead of heavy fuel oil, our ships now run on low-sulphur marine gas oil (MGO), which has significantly reduced our sulphur emissions in recent years. Over the past few decades, several developments, such as more targeted seasonal fishing, quota adjustments and the introduction of shore-side power, have significantly reduced our emissions. Vessels have also been modernised in a number of ways in recent decades. Nevertheless, in absolute terms, our emissions at sea were higher in 2023 than in 2022. This is largely due to natural factors that affect fuel consumption, such as weather conditions, increased quotas and distance to fishing grounds.

Making vessels more sustainable

The fuel consumption of our vessels depends on many factors. Our basic principle is to do not only what we have to, but above all what we can, to operate as efficiently and cleanly as possible. Meanwhile, all vessels have been retrofitted where possible and realistic (also in relation to a vessel's age). In 2023, our fleet was expanded with 'Vertrouwen't, a flyshooter that, like the Aravis flyshooter delivered in 2022, will operate more efficiently, both in terms of energy consumption and fishing, than the existing fleet. We have fitted our shrimp-fishing Euro-cutters with a catalytic converter. However, it remains unclear whether this will become mandatory. In addition, to reduce energy consumption, from 2023 all vessels will be equipped with frequency converters on engine room ventilation and cooling water pumps, as well as LED lighting. To reduce the resistance of vessels in the water, and thus fuel consumption, we are fitting more and more vessels with environmentally friendly 'biocide-free' anti-fouling. This protective coating on the hull prevents the growth of organisms.



SCH144 Vertrouwen



SCH99 Aravis

Insight into fuel consumption

In 2022, our trawlers will be fitted with liquid flow meters to give better insight into fuel consumption. This will give the skipper, helmsman and chief engineer up-to-the-minute information on fuel consumption. Based on this data, they can immediately make better decisions to use fuel more efficiently. In 2023, it was discovered that these meters were not 100% reliable. Work has been done with the manufacturer to resolve this. It is expected that these meters will be working properly by 2025.

Process improvement

There is an ongoing focus on awareness and responsible fishing on our vessels, with an emphasis on efficiency. We also actively consult with our crew in looking for innovative ways to save fuel. In 2023, we will focus on studying how to better coordinate chilling and freezing processes on board with storage ashore. In the coming years, opportunities for process improvements will be looked at on a vessel-by-vessel basis, with the aim of creating more uniformity across the fleet.

Shore-side power

Since 2023, all pelagic vessels may be connected to shore-side power as standard. However, the shore-side power connections are not sufficient for constant cooling of the trawlers' fish holds, which means that the engines still have to run on a regular basis. Upgrading shore-side power connections to make them suitable for high outputs is not possible in the short term due to the shortage of capacity on the national grid.

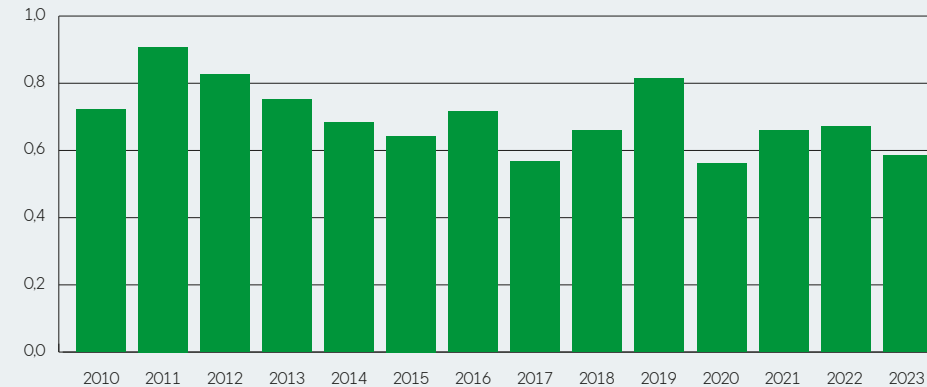
Development of alternative fuels

Since 2023, Cornelis Vrolijk has been investigating the possibility of using GMM (Green Maritime Methanol), which appears to be a challenge, partly because of the consequences for the layout of various spaces on board. Compared to Marine Gas Oil, alternative fuels require additional (stricter) safety measures and more storage capacity on board. This is in addition to the technical modifications that may be required. As an industry, we are limited by the maximum gross tonnage (GT) of vessels, which results in space restrictions on fishing vessels. These restrictions make it impossible to switch to non-fossil alternative fuels.

Emissions

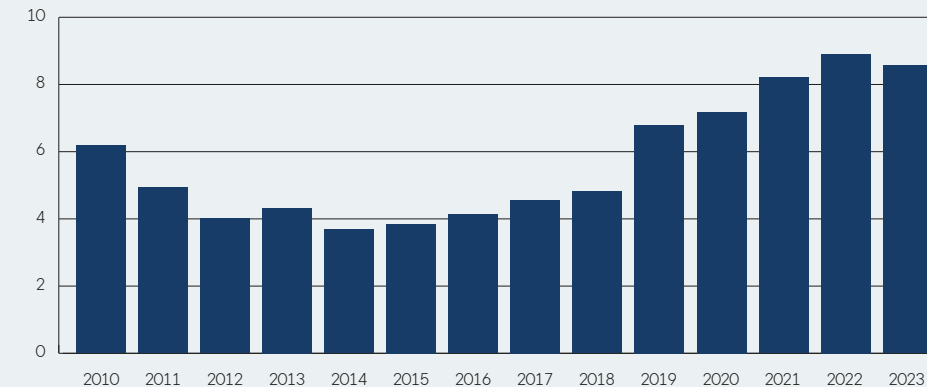
Pelagic fish

CO₂ emissions (kg CO₂-eq per kg fish)



Demersal fish

CO₂ emissions (kg CO₂-eq per kg fish)



The emissions presented are those resulting from the fuel use of our vessels per kg of fish caught (Well to Wheel).

Emissions on land

On land, emissions are generated by the use of fuels for transport, the energy consumption (electricity and gas) of our buildings and technical equipment and, incidentally, the loss of refrigerants due to leaks in cooling and freezing equipment.

The main focus in 2023 was on making our consumption transparent. For our buildings, this involved installing smart meters to better monitor our electricity, gas and water consumption and the output of solar panels in a unified way. To gain more insight into our logistics flows, a study was launched on how to record them in a consistent way in our new ERP system. We have also started work on an action plan for our scope 3 emissions. We have started mapping out how best to request this data from our suppliers.

Making buildings more sustainable

Step by step, we are making our buildings more sustainable. When investing in buildings, we look into the latest technical developments and apply them wherever possible. From the 5,134 solar panels on our cold stores in IJmuiden to the switch from synthetic to natural refrigerants, we are constantly working on further sustainability. Several major renovations were completed or started in 2023. After the four cold stores in IJmuiden, the head office also meets BREEAM requirements. These buildings have been upgraded from energy label E to A+++++. Both the interior and exterior

5,134

Solar panels on
our cold stores in
IJmuiden

BREEAM

The head office and four cold stores in IJmuiden meet BREEAM requirements. This Building Research Establishments' Environmental Assessment Method is the world's leading method for assessing the sustainability of projects in the built environment. It sets the standard for best practice in sustainable design and provides a clear framework for describing the sustainability performance of buildings and sites. Although it is not a legal requirement, we believe it is important to comply with it wherever possible.

(See more on page 41)



as well as the technical systems of the buildings have been completely renovated. As a result, the complex more than meets the prescribed legal requirements.

When GPC Kant's production and machine hall was moved to Lauwersoog, the shrimp processing hall was completely renovated. The climate control system was completely renewed and a new, larger cooling/freezing system with natural refrigerant was installed in a separate machine room.

Energy

In 2023, energy consumption decreased compared to 2022 due to various factors such as weather conditions. This applies to both grey and green purchased energy. Our aim is for this trend to continue. With the acquisition of HMO Visverwerkers in Harlingen in April 2022, only energy consumption for the remaining months of the year was reported. In 2023, a full year will be reported, which will result in higher consumption of purchased grey energy. For all our sites where we currently purchase grey energy, we plan to switch to a green energy contract whenever contractually possible. Looking to the future, we are exploring opportunities to be even more energy efficient in new buildings and renovations.

Transportation

The proportion of electric and hybrid vehicles in our own fleet is increasing. Employees with company cars are encouraged to drive electric.

Refrigerants

Cooling and freezing on board is essential to ensure the optimum quality of our catch. Immediately after the catch, we chill the fish on board our trawlers to 0°C and then freeze the fish within twelve hours. We store the frozen fish ashore in cold stores, most of which are company owned. In an increasing number of our cold stores, we are using or converting to natural refrigerants such as CO2 and NH3. Synthetic refrigerants, when released, can form a powerful greenhouse gas. They can also contain ozone-depleting substances (ODS), which deplete the ozone layer. Most synthetic refrigerants will therefore be phased out in both freezers and air conditioners by 2030. This will require the replacement of systems, including all piping. As this has a major impact on operations and requires significant investment, we are implementing this investment step by step.

Preventive maintenance and regular leak checks by certified engineers will ensure the safe and sustainable use of refrigerants. An automated online system enables us to monitor information and alerts on all our cooling/freezing equipment through an automated (online) system. So that we can take immediate action if necessary. The small cooling units on the cutters are also closely monitored for operation, storage and consumption. With the introduction of environmentally friendly refrigerants in the fish hold coolers and ice machines, we are seeing a reduction in the amount of refrigerant used.

Recycling

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 our customers and suppliers. It is important that we reduce our material consumption without compromising the shelf life, quality and safety of our products. In 2023, with the help of a specialist consultant, a wealth of data was collected from all our waste and packaging streams. The analysis of this data resulted in a number of recommendations. We will work on these recommendations in 2024 and beyond.

Our ambition is to become fully circular in terms of our plastic and cardboard packaging. However, we do not have full control over this. Unfortunately, 100% circularity is not always possible, because our packaging also has to meet certain requirements in the area of food safety. Nevertheless, we continue to work on our ambition. We investigate how we can reduce the use of plastic and whether we can reuse materials.

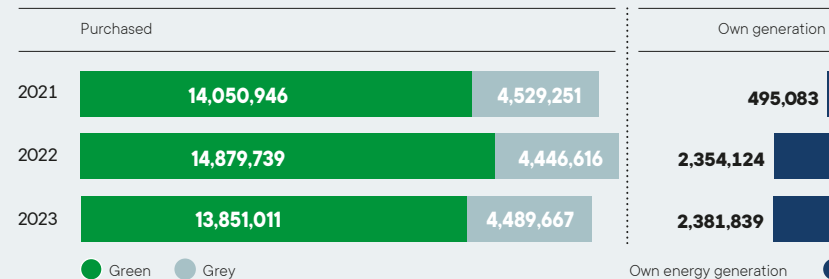
We use PET-PE (a type of plastic) for the top film because there are no suitable alternatives that meet our quality requirements. We consciously select suppliers that proactively contribute towards solutions to make the process more sustainable. Meanwhile, we are looking at ways to reduce material consumption, for example by making the film thinner.

Energy consumption

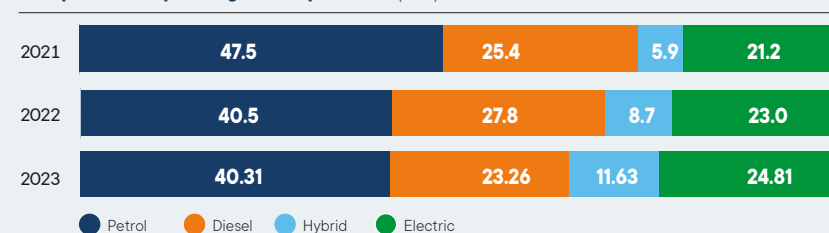
	Unit	2021	2022	2023
Gas consumption	m3	427,359	377,434	285,493
Composition product transport				
Diesel	%	100.0	100.0	100.0
Share of synthetic/natural refrigerant				
Synthetic	%	18.1	17.8	17.21
Natural	%	81.9	82.2	82.79

Based on total capacity of all systems (reference date 31 Dec 2023)

Electricity (in Kwh)



Composition of passenger transport fleet (in %)



CASE CONVERSIONS

Converting for the future

What started with replacing the climate control system and expanding the offices, grew into a major conversion of our head office on the Makreelkade in IJmuiden. Although not mandatory, we decided to meet the strict BREEAM requirements so that the building would be sustainable and future-proof.

During the conversion, both the interior and the technical systems were completely renewed. Everything that could be done to make the building more sustainable was tackled, from the insulation and window frames to the windows and climate control system. Attention was also paid to the use of sound-absorbing materials in the offices to make them a more pleasant place to work. This resulted in a significant improvement in the energy label, from E to A+++++. The result is a very good certification score in the BREEAM-in-use category for existing buildings, where we have used the latest techniques, such as linking the office climate control system to the cold store. A heat pump on the roof uses residual cold

and waste heat from the cold store to cool and heat the offices.

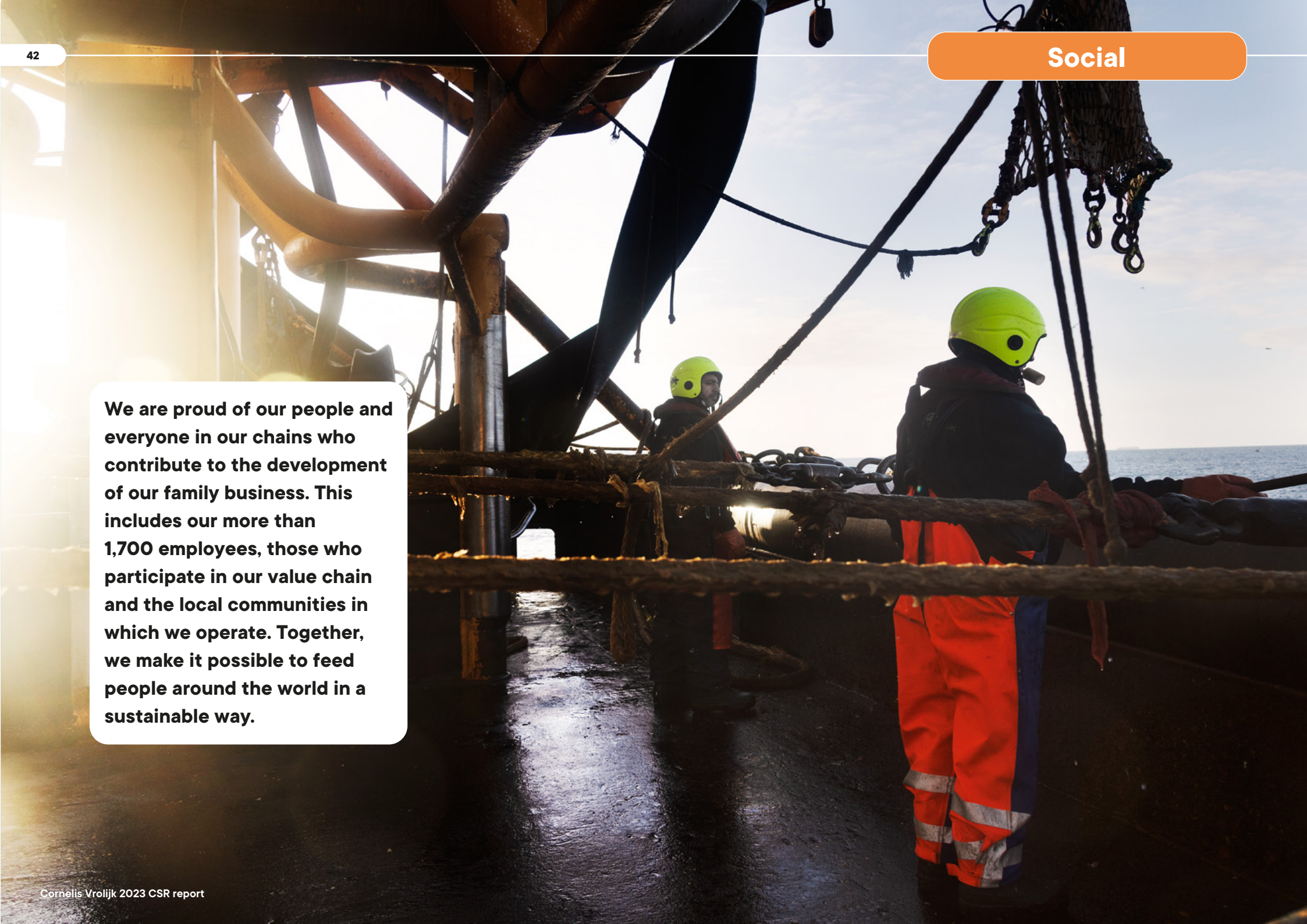
Circularity plays an important role in BREEAM certification. To achieve the highest scores, a large number of standards must be met. This starts with demolition, in this case of the old systems. Waste separation, the use of the right bins, but also working conditions such as the use of soundproofing materials and even the creation of

green areas around the premises: all contribute to the assessment. Our premises achieved 5 out of 6 stars, which is a significant achievement.

We also deliberately chose sustainable materials for the interior. For example, the carpet is made from recycled fishing nets, a subtle reference to our connection with fishing. The refurbished modern canteen on the ground floor provides a welcoming space for colleagues to meet.

BREEAM®



A full-page background image showing two workers in high-visibility orange and blue gear and yellow helmets on an offshore oil or gas platform. They are standing on a wet, dark metal deck, surrounded by complex steel structures and ropes. The background shows a hazy sea and sky. A white text box is overlaid on the left side of the image.

We are proud of our people and everyone in our chains who contribute to the development of our family business. This includes our more than 1,700 employees, those who participate in our value chain and the local communities in which we operate. Together, we make it possible to feed people around the world in a sustainable way.

Care for people

We structurally pay attention to a healthy and safe working environment and the vitality of our employees. Both at sea and ashore, we provide a pleasant and safe working environment in which diversity is embraced and people can develop. We respect human rights and make a positive social contribution to the local communities in which we operate.

OUR THEMES

- Good employership
- Health and safety

LONG-TERM AMBITION

- We care for people by providing a safe and attractive working environment, encouraging employee engagement and creating value for local communities.



SDG 8 DECENT WORK AND ECONOMIC GROWTH

Some 660–880 million people around the world depend on the fishing industry for their livelihood (source: SSI). The sector can contribute to the creation of jobs and economic progress.



Good employership

The Cornelis Vrolijk family has a workforce of 1797, Some 650 of whom are involved in our fishing operations, about 360 of them at sea. Around 330 people work in our processing operations. There are over 1,500 FTEs in our joint ventures, including in the foreign shrimp business.*

We report our numbers of employees in full-time equivalents (FTEs), taking 100% for wholly owned companies and 50% for joint ventures. This is in line with our financial reporting.

Human rights and working conditions

A lot of attention is paid to good working conditions for our people on board. First and foremost, we comply with the C188 Convention. Also called the Work in Fishing Convention of the International Labour Organization (ILO). The C188 Convention is an important legal basis for ensuring good working conditions and safety on board. All our trawlers and cutters are C188 certified. We also adhere to and respect international conventions on working conditions in general. Such as the Universal Declaration of Human Rights and ILO conventions on forced labour, freedom of association, discrimination, child labour and working conditions.

Collective bargaining agreements

We go beyond the minimum standards of the C188 Convention by taking additional measures to ensure safe and social working conditions. For example, we regulate specific working conditions for service employees through various collective bargaining agreements concluded by the sector association to which the companies belong. All Dutch and Portuguese crew of our trawlers are covered by the collective bargaining agreement for the trawling sector. While the Moroccan and Mauritanian crews fall under the collective bargaining agreement for the trawling sector as applicable to non-EU fishermen. The onshore staff of Cornelis Vrolijk's Visserij Maatschappij BV, Jaczon BV and Dulk Haasnoot Seafood BV are members of the collective bargaining agreement for the seafood sector.

For crew members of the trawlers, the company also applies the Cornelis

Vrolijk collective bargaining agreement for trawling. Therein, we clarify important regulations on, for example, job wages and rotation schedules. In 2023, changes that contribute to the well-being of our employees include:

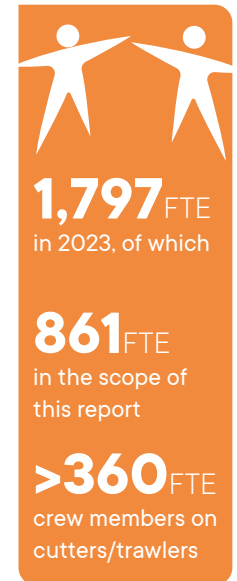
- The introduction of the 80–90–100 scheme (80% work, 90% pay and 100% pension) for the shore organisation allows older employees to work less, contributing to their health and job satisfaction in the final years of their careers.
- For crew members, we apply a policy based on '1 trip on, 1 trip off'. The leave system promotes recovery between fishing trips and ensures a better work-life balance.
- Sick pay for crew members has been increased to provide more stability for employees on long-term sick leave.

Equal treatment and non-discrimination

We work with crewing agencies to recruit crew members from Lithuania, Mauritania and Morocco, and with employment agencies to recruit workers for our processing operations. We have agreements with agents and recruitment agencies on the equal treatment of workers. The fishermen on the trawlers also sign an individual agreement. All our trawlers and cutters sail under Dutch, French or English flags. Our policy on equal treatment and anti-discrimination is based on the principles of the Universal Declaration of Human Rights, the General ILO Conventions on Working Conditions and other ILO Conventions applicable to the flag state and sea fishing.

Undesirable behaviour policy

The Undesirable Behaviour Policy was introduced on 1 January 2023. The policy aims to prevent undesirable behaviour such as bullying, aggression and violence, sexual harassment and discrimination, and to promote the identification and reporting of undesirable behaviour. In doing so, we contribute to a safe and respectful working environment. The policy clarifies our position on, and definition of, undesirable behaviour. We also inform employees about the steps they can take when they experience undesirable behaviour and who they can turn to for support.



* In our consolidated annual report, we enter 50% of the total within our joint ventures, similarly the number of FTE.



This can be done with a direct manager or department manager or through a confidential counsellor. In addition to two internal contact officers, an external confidential counsellor is also available.

Vitality

Through our 'At the Helm' vitality programme, we offer our employees a wide range of opportunities to promote their health during and after work. From 2023, the programme will only be offered to our shipping employees on trawlers and ashore. The programme is based on five pillars: nutrition, exercise, rest and relaxation, reduce alcohol consumption and stop smoking. Participants choose which topic they want to work on. Employees who want to exercise more can use participating gyms free of charge. We are expanding this offer to several locations, including around Katwijk, Scheveningen, IJmuiden and Wassenaar. It is important to us that our crew members can continue to exercise on board, which is why we started to take stock of the sporting opportunities in 2023.

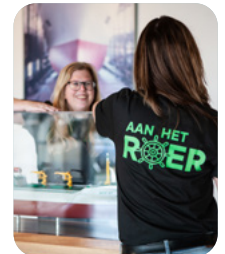
An important part of the vitality programme on board our vessels is the cooking course. In 2023, we started one-on-one coaching for our cooks by Erik te Velthuis, a chef for top athletes. Here, they are personally assisted with what they need in terms of knowledge, skills and other issues. With the help of the set-up menu cycle, the cooks can provide tasty and healthy meals for the colleagues on board.

In 2023, we offered our employees a preventive medical examination (PME) for the first time. We did this in collaboration with Adaptics, an agency specialising in occupational health issues. Both office staff and crew members were able to register voluntarily and anonymously. The offer consisted of a scientifically based questionnaire that gave employees insight into their physical and mental health, possible health risks and strategies for improvement, and a physical examination. The physical examination was fully tailored to the wishes of the employees, who could choose which tests to undergo and which not to. Based on the results, employees received personalised advice on how to continue working on their health. In total, dozens of employees took part in the questionnaire, physical tests or both. The PME was well received by employees. We expect to organise a PME on a regular basis.

Pillars

vitality programme:

- nutrition
- exercise
- rest and relaxation,
- reduce alcohol consumption
- stop smoking



Sickness absenteeism

For us, safety means that everyone returns home safely after a working day or fishing trip. We aim to promote the health and well-being of our employees with targeted policies, continuous improvements in safety on board and ashore, and our At the Helm vitality programme. We also aim to minimise absenteeism*. Working on a fishing vessel is physically demanding. Although progress has been made to reduce the workload, we see musculoskeletal complaints, especially among older employees. These complaints can lead to long-term absenteeism. In 2023, the absenteeism rate was 6.3% (7.5% in 2022*). We work with the company doctor to explore solutions for common complaints. With Aan het Roer we also work on improving employees' lifestyles so that they can enjoy their retirement to the fullest.

Training and development

By providing mandatory training, targeted education and various development opportunities, we contribute to the safety and well-being of our employees and to the safety and quality of the food we supply. We also provide mandatory annual safety training as well as training that we ourselves consider important. Moreover, we help employees to renew their basic safety training certificate every five years, which we closely monitor. In 2022, we developed a training course for deckhands working on the

Community involvement

We believe it is important to contribute to the communities in which we operate. We support various sports clubs, cultural associations and events that contribute to the communities in the coastal towns where many of our employees live.

The image of the fishing industry plays an important role in recruiting new employees. Fishing is no longer passed on from father to son as a matter of course. To secure the future of our sector, it is important that we attract young people to our profession. In 2023, we therefore organised several open days with extensive tours of our vessels in IJmuiden and Scheveningen to introduce people to the work and life on board. In total, we gave four tours to interested parties.

**FOR US, SAFETY
MEANS THAT
EVERYONE
RETURNS
HOME SAFELY
AFTER A
WORKING DAY
OR FISHING
TRIP**

*In the 2022 CSR report, we reported an incorrect absenteeism rate of 12.2%. This was due to the use of an incorrect calculation method based on the number of working days available instead of calendar days.



processing deck. This will give deckhands who do not have a maritime background the opportunity to develop the skills they need to work properly and safely, including sorting and assessing the quality of fish, working in a food-safe manner, repairing nets, tying knots and splitting lines. In 2023, around 25 deckhands took part in the pilot, which consisted of on-the-job learning under the guidance of the skipper and quality manager, as well as onshore theory lessons. The pilot will be evaluated in 2024. For deckhands who have completed their training, we offer opportunities to continue learning and grow into other positions on board.

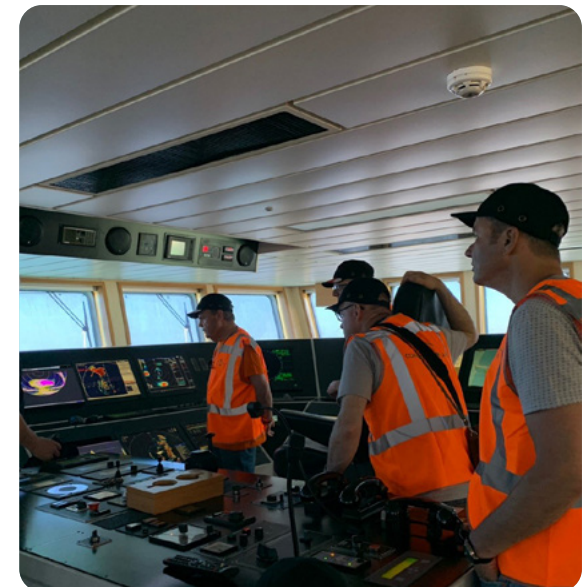
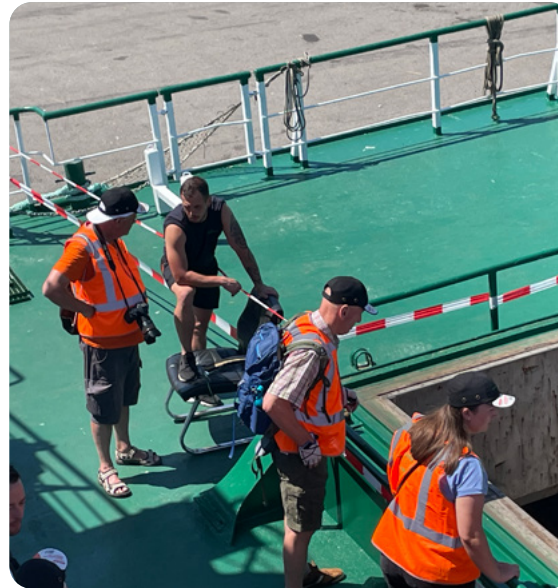
In cooperation with educational institutions, we offer internships on board our vessels. In 2023, there were nine trainees.

Supply chain responsibility

We believe it is important that all parties in our supply chain respect human rights. In the Governance chapter, we describe the steps we have already taken to ensure human rights and good working conditions in the seafood chain, and what we intend to do in the future to prevent the risk of social and environmental abuse.

Harbour Festival

In 2023, we participated in the IJmuiden Harbour Festival with a trawler for the first time. During the festival, we opened our trawler Frank Bonefaas to the public. Around 4,000 people took the opportunity to learn more about pelagic fishery and working and living on board a trawler. Our crew explained to the visitors how we work, what we do in terms of safety and our commitment to sustainable fishing.



Health and safety

Cornelis Vrolijk is committed to providing a safe and healthy working environment for all employees on board, in our processing facilities and in other areas of our business. We follow strict safety policies that comply with applicable laws and regulations, implement safety systems on board our vessels and work towards a mature safety culture.

Risk management

Working on board our vessels and ashore involves risks. Our safety policy aims to eliminate occupational health and safety risks as far as possible. Where this is not possible, we take steps to minimise the risks.

Our approach is systematic and follows the guidelines of the Occupational Hygiene Strategy in accordance with the Working Conditions Act. In recent years, we have taken a number of measures to reduce these risks.

We also face risks that cannot be eliminated by technical or organisational measures. To address these so-called residual risks, we provide safety instructions and personal protective equipment (PPE), among other things. In 2023, we reviewed our supply of PPE. Together with crew members, we checked whether the PPE was still suitable for the job and comfortable to use. Based on the findings, we adapted our range with new and additional products that contribute to the safety and well-being of our employees.

We conduct regular risk inventories and evaluations (RI&E) on board our vessels and within the shore-based organisation. We view RI&E as an important tool for identifying and systematically addressing risks, whereby we follow the rules of the Working Conditions Act. We keep the RI&E up to date by reviewing it at least every five years. We also carry out a new RI&E when the situation on board or ashore changes, for example after the conversion of a stern deck. Each RI&E results in an updated risk list and action plan. Annual working visits are carried out to assess whether the measures in the action plan are being followed up and implemented. A new RI&E was carried out on three vessels in 2023.

The health and safety committees, both ashore and at sea, play an important role in managing risks and continuously improving safety.



Safety management system

The safety management system supports our employees in complying with the rules and procedures relating to safety on board our vessels. It describes Cornelis Vrolijk's expectations with regard to safety, such as the handling of reports of (near) accidents and the implementation of measures and improvement points in operations.

In 2021, we started to implement a safety management system based on the International Safety Management Standard (ISM). As part of the implementation of the safety management system, training courses have been organised, aimed at applying the system in practice. A baseline measurement is also being carried out. After a number of trips, the Health & Safety Department will check the extent to which people are working according to the system compared with this baseline measurement, and whether the action points have been implemented. The safety system was introduced on our trawler Frank Bonefaas in 2023.

Monitoring and evaluation of accidents

We record all reports of accidents (whether or not resulting in absenteeism), near accidents and hazardous situations. The figures include incidents involving own employees as well as accidents related to work on board our contractors. This gives a more complete picture of our safety performance. For each report, the Health & Safety Department assesses whether further investigation is required. In 2023, we also made progress in establishing procedures for reporting near accidents and hazardous situations and sharing information internally.

In 2023, the pelagic and demersal fleet recorded 24 accidents resulting in absenteeism. Of these, one had to be reported to the Marine Inspectorate. Four accidents resulting in absenteeism related to an incident involving a contractor carrying out maintenance work in port.

Although the total number of reported incidents in the accidents without absenteeism and near accidents or hazardous situations categories is stable, we are seeing an increase in the number of accidents resulting in absenteeism. We analyse all reports to continuously improve our safety performance.

Safety

	2018	2019	2020	2021	2022	2023
Accidents with absenteeism						
Trawlers	6	9	5	8	12	19
Cutters	0	1	2	2	5	5 *
Shore	1	0	0	1	2	0
Accidents without absenteeism						
Trawlers	19	10	12	22	23	23 **
Cutters	0	1	0	1	1	2
Shore	0	1	0	0	1	0
Near-accidents or dangerous situations						
Trawlers	0	0	1	4	10	10
Cutters	0	0	0	0	0	4
Shore	0	0	0	0	4	1

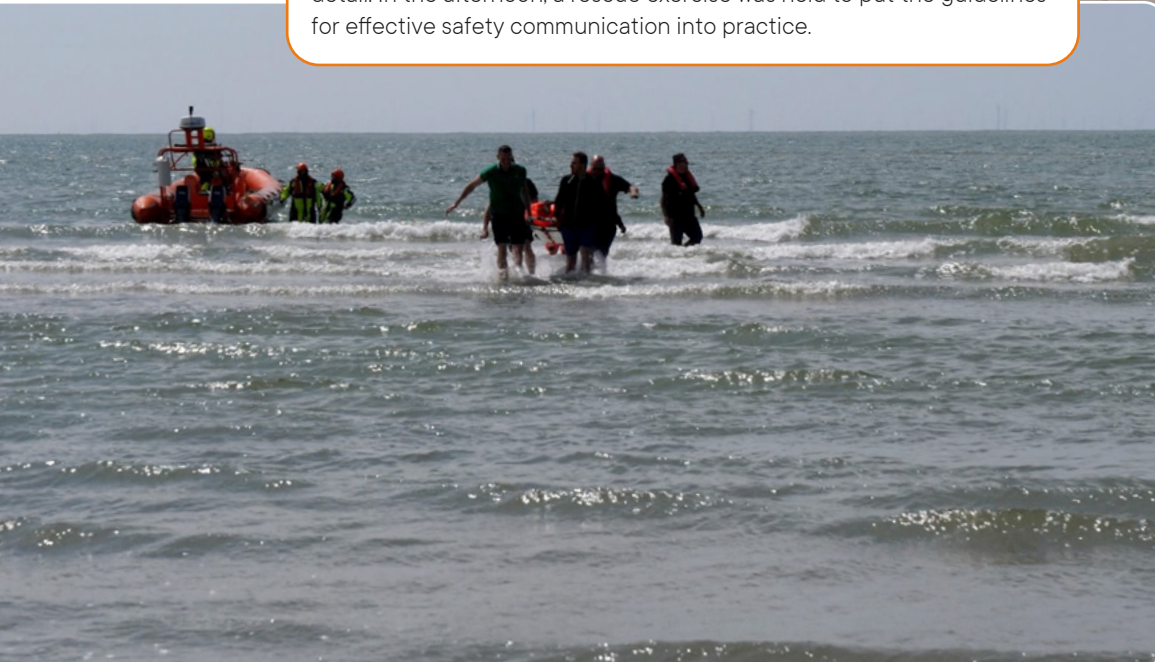
The above summary includes shipping company operations, including the shore organisation associated with the shipping company.

* 1 accident with absenteeism was related to contractor absenteeism

** 4 accidents with absenteeism related to a contractor's accident

Safety Day 2023

In May, the second annual Cornelis Vrolijk Safety Day took place with the theme 'The role of communication'. Skippers, helmsmen and safety committee members met on the beach in IJmuiden to think about safety and share knowledge and experience. Throughout the day, the focus was on the role of communication at different times, such as when making safety agreements to prevent dangerous situations and when giving instructions in an emergency. The how and why of clear, unambiguous and repeated communication about safety was discussed in detail. In the afternoon, a rescue exercise was held to put the guidelines for effective safety communication into practice.



CASE CADETS

The next generation

The fishing industry is finding it increasingly difficult to attract young people. To help with recruitment, Cornelis Vrolijk is actively investing in the next generation. For example, the UK-based North Atlantic Fishing Company, our English shipping company, supports cadets studying marine engineering there. In a special programme, the cadets develop the skills and technical knowledge needed to work on modern fishing vessels, while at the same time being introduced to the opportunities provided by modern fishing.



Ment van der Zwan and John Welburn of Cornelis Vrolijk came up with the idea of a formal diploma for marine engineers on fishing vessels. They joined forces with Fleetwood Nautical College, Trinity House Academy and the Maritime and Coastguard Agency (MCA) to develop a curriculum for future engineers and officers. The first four cadets began the programme in 2021.

The five-year course combines classroom study with periods at sea to put theory into practice. At the end of the programme, the cadets will have dual certification, allowing them to work on both fishing and merchant ves-

sels. They can also join a crew as junior engineers. By the end of 2023, five cadets will have completed the programme.

While an engineering degree is mandatory for engineers on merchant vessels, this is not the case for fishing vessels. With this formal diploma, the cadets are preparing themselves for a future full of opportunities at sea. Cornelis Vrolijk is proud to offer this opportunity and would like to make it available to cadets from other business units in other countries.

Healthy food

Our mission is to always deliver the best quality fish products. From catching to packaging, we work every step of the way to provide healthy, affordable fish meals to millions of people. We take pride in the quality we deliver and strive for optimal taste.

OUR THEMES

- Food safety
- Food wastage
- Food security

LONG-TERM AMBITION

- Every day, we contribute to 3 million nutritious fish meals worldwide. The nutritious and healthy products that we supply are destined for human consumption. We reduce food wastage as much as possible and ensure safe, high-quality food.



SDG 2 ZERO HUNGER

A growing number of more than 3 billion people worldwide depend on seafood for their protein intake. Through our operations, we contribute to food security by producing healthy, affordable and nutritious seafood meals.



Food safety

In our fishing chain, we are working towards 100% of fish being caught for human consumption. This starts on board our vessels. As the processing process has a major impact on the food safety and quality of the final product, it must meet the highest standards. The fish is chilled to 0°C immediately after being caught 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. The fish is also inspected by the quality manager at various points in the process.

We have an HACCP policy for our pelagic vessels and cold stores. This means that we comply with the HACCP guidelines in the Commodities Act Decree. Every two years, we provide on-board training in food safety. The Dutch, French and British Food and Consumer Product Safety Authorities regularly inspect all trawlers. They check whether the vessels' equipment and HACCP procedures comply with regulations. The internal reports and inspections we carry out are also reviewed by the NVWA. Our fish processing companies have food safety certifications such as IFS and FSSC22000.



**REDUCING
FOOD WASTAGE
BY EXTENDING
SHELF-LIFE
WITHOUT
COMPROMISING
TASTE AND
QUALITY.**

100%
of the catch
destined for human
consumption
(ambition)



Food wastage

Longer shelf life can significantly reduce wastage on the shelves of our retail partners. Without compromising on taste and quality, our product developers are constantly striving to find the optimal recipe to extend the shelf life of a product and thus reduce wastage. We use natural preservatives such as salt and lactic acid bacteria to inhibit bacterial growth in the fish. Thanks to a modified recipe, our filleted matjes herring has a shelf life of 12 days after production. This reduces spoilage on the shelf and in the fridge at home.

High-quality use of residual streams

We aim to use 100% of the catch for human consumption, but almost all processing results in the release of residual streams through cutting losses and damage. We are increasingly gaining insight into the volume and use of residual streams and are constantly looking for new ways to reduce or increase the value of residual streams. We actively work to prevent food wastage in the chain and constantly monitor losses in our production process. Our operators make adjustments where necessary. Fried fish that is not the right size for the supermarket, but is of sufficient quality, goes to the food bank.

Other residual streams, although not suitable for human consumption, are not wasted. Fish remains are sold as category 3 and processed into fishmeal and animal feed.

In 2023, the GPC Kant shrimp peeling centre started a study on the possible uses of Dutch shrimp residual streams. After peeling shrimp, large quantities – about 1,500 to 2,000 tonnes – of shells remain. In 2023, a start was made to produce shrimp pastes and extracts from the residual stream, to be processed into new flavourful products and ingredients for, for example, shrimp croquettes and bisque. In cooperation with the WUR, research has been underway since 2021 to determine whether chitin and chitosan can be extracted from the residue stream in a sustainable manner. The production of a fertiliser or soil conditioner is just one example of many possible applications.

Reducing waste streams

Processing generates waste in a variety of forms, including fish remains, used sunflower oil (for frying fish), paper, plastic and other residual waste.

Much of the fish waste is washed away with the water, creating a residual stream of significant volume. In order to separate the fish remains from the water, a special drum was installed at one of our fish processing subsidiaries in 2023. As a result, the 'drier' fish remains have a smaller volume, reducing the number of transports.



Sampling fish to the smokehouse

After landing, the pelagic fish are inspected by the inspectors as part of the sales process. This requires defrosting one pack of fish from each batch. Previously, this fish could not be processed for human consumption. As this is wasteful and unnecessary, we have developed a process to process these inspected mackerel for human consumption in Cornelis Vrolijk Seafood's own smokehouse. Sampling fish that would otherwise be processed into fishmeal is now kept for human consumption. In 2024, we plan to use the same process for inspected herring.



Food security

At Cornelis Vrolijk, food security is quantified by stating the number of meals Cornelis Vrolijk delivers every day around the world: 3 million. In order to substantiate this claim and to gain more insight into where and how fish reaches consumers in Africa, an internal study was conducted in 2023. This study was carried out using scientific literature, questionnaires completed by the largest customers in Africa and an analysis of export data.

The literature review identified the four pillars of food security: availability, utilisation, stability and accessibility. The four pillars were underpinned by the responses from the questionnaires on Cornelis Vrolijk's products. For example, we found out in which regions of the exporting countries which fish is most commonly eaten (availability), but we also asked how the fish is prepared (use). In addition, the 3 million fish meals worldwide were calculated based on how often people eat fish on average in the importing countries in Africa. The study will be completed in 2024 and is expected to yield a positive outcome.

WITHIN CORNELIS VROLIJK, THE CONTRIBUTION TO FOOD SECURITY IS QUANTIFIED BY THE NUMBER OF MEALS THAT CORNELIS VROLIJK CONTRIBUTES TO EVERY DAY IN THE FORM OF FISH WORLDWIDE: 3 MILLION.

CASE RECIPE

New trusted recipe

Strict European guidelines apply to the preservation of fish to ensure food safety and quality. In 2017, to prevent contamination with *Listeria* bacteria, the Dutch Food and Consumer Product Safety Authority (NVWA) further tightened the preservation guidelines for the Netherlands, including for mackerel.

The smoke component was no longer allowed to be included in the calculation of the potential growth of *Listeria monocytogenes*. As a result - also by Cornelis Vrolijk - a different, more acidic preservative had to be added to the mackerel in order to reduce the growth of

Listeria. However, this preservative negatively affected the flavour.

In 2023, partly due to lobbying from various trade organisations, it was decided to allow the smoke component back into the shelf life study of smoked products.

However, proving that sufficient smoke was present in our products proved difficult to work with and difficult to demonstrate. However, after extensive testing and development, we have come up with a new method of preservation where our smoked mackerel is only cured in salt and then smoked over real wood. Finally, we apply the flavourless and odourless preservative. This restores the original, characteristic flavour of our smoked mackerel.



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C. VROLIJK B.V.

Cornelis Vrolijk adopts a sustainability policy to achieve goals, manage risks and respect stakeholders, while further integrating corporate social responsibility.

Operations

Cornelis Vrolijk employs a sustainability policy to organise the organisation effectively and efficiently and achieve our strategic objectives. It helps us manage risks and respect the interests of our employees, customers, communities and other stakeholders. We also believe that a good strategy is essential to further integrate corporate social responsibility into our business operations and strategic decisions.

Corporate culture

Since 1880, Cornelis Vrolijk has grown from a local herring trader to an international family of companies. The fact that we have been a family business for over 140 years is reflected in our corporate culture. We think in generations and act with care for people and the environment. Driven by our mission 'Healthy lives, vital seas', we take care of future generations. We see our corporate culture as a major asset. Cornelis Vrolijk inspires loyalty among its employees. Many of whom remain with the company for most if not all of their working life. We also welcome new employees who are inspired by our craftsmanship and our contribution 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 our own operations and those of our supply chain partners. We have a system in place to manage the risk of social abuse. We also focus on doing business responsibly and with integrity.





Supply chain responsibility

For Cornelis Vrolijk, chain responsibility means that all parties in the fish chain - from fishermen to processors and retailers - are responsible for sustainable and ethical fishing practices. The CSR report covers various aspects of chain responsibility, such as transparency about the origin of the fish, responsible working conditions and respect for human rights. Cornelis Vrolijk pays a lot of attention to chain responsibility. Not only do we catch and aquafarm fish ourselves, but we also buy fish products from other parties.

Procurement policy

In 2021, we took an important step towards chain responsibility by developing a procurement policy for our subsidiary Welmar Seafood. The aim of this policy is to avoid sustainably sourced fish from chains with environmental or social abuse. For each product, we look at the status of fish stocks, management and fishing methods. We also describe how we assess the risk of social abuse. We check, for example, whether the countries in which the fishing company or processor operates have incorporated the ILO conventions into national legislation. We also look at our suppliers' reliability and awareness of social sustainability. Based on our risk assessment, we take additional measures if necessary.

By 2023, Welmar Seafood's procurement policy will have developed into a company-wide policy, including for aquafarmed fish and shrimp.

The main objectives of the policy are:

- a single policy for the procurement of fish and shrimp (aquafarmed and wild-caught) for all companies within the group;
- increasing transparency within the procurement chains;
- avoiding and minimising the risks of IUU fish (illegal, unregulated and unregistered fish) within the procurement chains;
- avoiding and minimising the risks of social and environmental abuse within the procurement chains; and
- understanding and improving social and environmental sustainability within procurement chains.



In 2024, this policy will be merged with the existing procurement policy for wild-caught fish to form an integrated procurement policy for the whole of Cornelis Vrolijk. In this way, we will not only prevent environmental and social abuse, but also increase transparency within the chain and offer our customers more certainty about the responsible origin of our products.

Animal welfare

Increasing efforts are being made within the fishing industry to improve the welfare of fish at sea. Cornelis Vrolijk is a member of the Catch Welfare Platform (CWP), a joint initiative of the sector and scientists to accelerate the transition to better welfare standards for caught fish. By bringing together manufacturers, scientists, fisheries and their suppliers, they aim to create pragmatic solutions to improve the welfare of wild-caught fish.

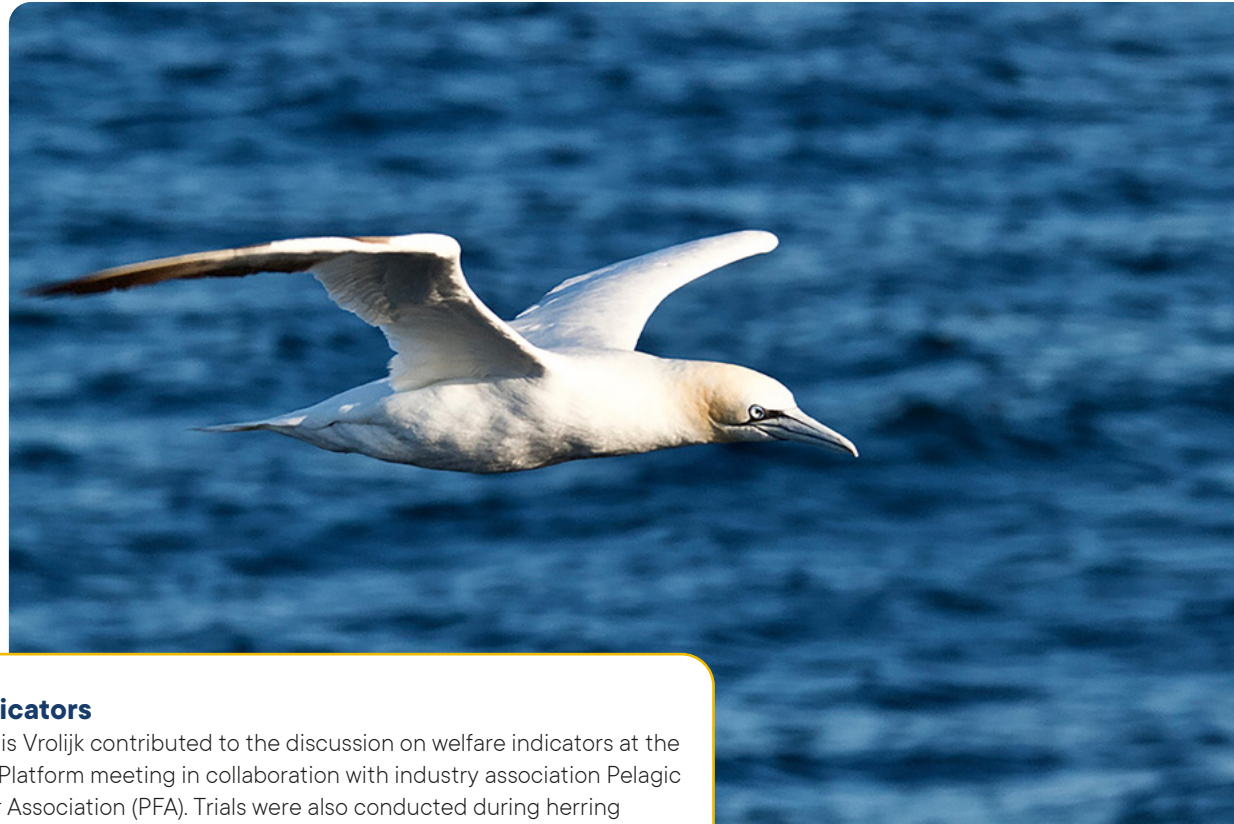
There is not yet a clear scientific understanding of what fish experience and feel in terms of pain or stress. This requires a trade-off between welfare indicators, such as minimising the likelihood of fish being damaged before processing (and thus lost for human consumption), and the use of humane methods of stunning or anaesthesia.

Agreements with suppliers

We expect our (co-)suppliers and contractors to comply with Cornelis Vrolijk Holding B.V.'s General Purchasing Conditions.

As a shipowner, we have an Inventory Hazardous Materials (IHM) certificate. By understanding the hazardous materials on board, appropriate measures can be taken to protect the crew from health and safety risks and to recycle the ship responsibly at the end of its life.

The General Purchasing Conditions also contain obligations for contractors towards their own employees and hired third parties. The purpose of this is to ensure fair and equal working conditions for all employees in the chain. Contractors must comply with various laws, including the Foreign Nationals (Employment) Act, the Placement of Personnel by Intermediaries Act and the Employment Conditions (Posted Workers in the European Union) Act (WagwEU).



Welfare indicators

In 2023, Cornelis Vrolijk contributed to the discussion on welfare indicators at the Catch Welfare Platform meeting in collaboration with industry association Pelagic Freezer Trawler Association (PFA). Trials were also conducted during herring fishing to investigate the variability in the condition of fish being pumped on board, depending on haul size and time elapsed at the. Fish condition was further monitored during storage in the cold water tanks. Additional tests were carried out during blue whiting fishing trips. The data collected contribute to better understanding of fish welfare.

GRI Index

Declaration of use Cornelis Vrolijk Holding B.V. has reported the information included in the GRI table of contents for the period 1 January 2022 to 31 December 2023 with reference to the GRI Standards.

GRI standards number	Disclosure	Location	Page
General information – general disclosures			
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