



FISKANO

**INDEBTED
TO THE
OCEANS**



Management's foreword

As a seafood industry business we continually contemplate the natural cycle of oceans. Not the catch of the day, but that of the coming years and decades is most important. As a family business, we even think on a generational level. Instead of a focus on closing a deal on the day, we prefer to invest in future long-term relations. We aim to consider the human measure: an employee who flourishes in his or her job is more important than a business atmosphere where targets are all-important.

Long-term-thinking and sustainability are embedded in our DNA and are part of our way of doing business. It is self-evident to us that we deal as responsible as possible with everything the sea gives us, the society we live in and the people we work with.

Matters which are seen as self-evident are often not put into words. However, a few years ago we started actively discussing, formulating and concretizing our core values. This process was initially commenced with some skepticism, but eventually turned out to be a valuable asset. Putting into words what we already do (which actually proved to be quite a lot), also made clear what we do not do, what could be different and what we would like to do more. With some pride we now share our first impact report, in which we share who we are, how we see our role and how we want to deal with these matters in the future.

The year 2024 has been an important year for us. Steps have been taken, especially in the daily operational management, which we firmly believe will result in an improvement of our social and societal impact. The company structure has been revised, which has led to more direct communication, allowing for better cooperation. Our employees now experience more time to do what is meaningful and what they are good at.

In addition, we decided to build a new office. Our employees generally spend a lot of time in the office, so it should feel as much as possible like a second home. Collegiality is the most important factor for this, but a pleasant modern working environment also plays an important role. An office designed according to the current rules of architecture, with a positive effect on the local community and in which the wellbeing of people and the environment are central. A lot of thought has been given to the presence of natural light, appropriate sound levels and relaxation options. The office will be largely self-sufficient by means of maximum insulation, heat pumps and solar panels.

As will become clear in the following pages, Fiskano views itself as an important link in the food chain, however small that role may be in the enormous global seafood industry. As a company, we know where our added value can lie in this area and where we desire to go in the future. The year 2024 has given us the confidence that the course we have set for the coming years is the right one.

Janna Post



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Core numbers 2024



TURNOVER



6932
Annual tonnes of fish



**MOST IMPORTANT
MARKETS**
North and West Europe



**MOST IMPORTANT
SPECIES:
WHITE FISH**



**RATIO MSC/ASC
56%**



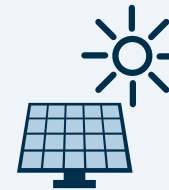
**NUMBER OF
FTEs**



**RATIO
FEMALE / MALE**



SICK LEAVE



SOLAR PANELS
48 panels x 4305wp = 19440 WP



CO2 EMISSIONS

Our company

Fiskano B.V. was founded in 1992 by Klaas Post. Originally a fisherman, he saw opportunities within the trade in seafood. His entrepreneurship is characterized by curiosity and an open mind, with an eye for other cultures. Markets that were just opening up to world trade were important pillars of the company in the early years. In this, there was an explicit focus on a collaboration that would support the local population of the developing countries. Fiskano still works with many of these partners from the early years.

The company is now managed by the second generation. The corporate culture within Fiskano has always remained family-based, ever since the pioneering years. A close-knit team works hard; dedication and commitment are obvious. Profit maximization is not a goal, a healthy (and therefore profitable) business operation however certainly is. We also see this as an important obligation towards our employees, suppliers and customers.

Fiskano is an international trading office in the seafood industry. What Fiskano does is connecting supply and demand. We look at what the market demands and find products for that – and vice versa. We work business-to-business and mostly in bulk with different species that are purchased all

over the world and marketed globally. We are a link in a chain in a sector that has many thousands of chains. As such, we also know that there must always be a balance between ambition and reality: wanting and actually being able to.

Our product, fish, is an essential part of a balanced diet. It is an important source of protein intake that we cannot do without. Especially in countries where a large part of the population lives in poverty, fish is a very important constituent of an affordable diet. In addition, wild fishing and aquaculture provide work for millions of people, also in vulnerable economic circumstances. Fiskano therefore wholeheartedly endorses the Blue Transformation (marine protein transition), the United Nations initiative to realize global food security and protein transition with food sourced from the oceans. We are, just like everyone who works in our sector and every person on our planet: 'indebted to the oceans'.

With a healthy balance between ambition and reality, Fiskano hopes to remain a valuable partner for its suppliers, employees and customers for many years to come.



Our chain

How we create value



Our material themes

Our discussions about Fiskano's social and societal impact raised a wide range of topics. From these, we selected four themes that we consider most important for now, also called material themes:



climate



quality



labour



giving back

These selected themes are quite comprehensive and exist on multiple levels. In order to maintain an overview, we have chosen to make a distinction between 'local' and 'global' where possible. We can and must influence what happens in our direct working environment (=local). On a worldwide level, this is much more difficult (=global). It is often not black and white and our possibilities for real action are limited, since change here often depends on multiple players in the chain.

Although our global impact is less than our local influence, we certainly have a role to play here. We function as a communication channel. The seafood market is enormous, with many links from ship to plate. These links frequently exist in very different cultures, economic systems, climates. Companies like ours are often the 'hinge' link in these chains: we know both worlds. We therefore see it as our task to ensure that the needs and values are known on both sides so that all parties can work on them.

	Local	Global	Sustainable development goal
Climate	Reduce and compensate CO2 emissions in direct business operations	Increased sustainability of merchandise	 SDG 13 Climate Action  SDG 14 Life below water
Quality	Progressive quality control	Improved and simplified traceability	 SDG 12 Responsible consumption and production
Labour	Direct working environment	Worldwide working conditions	 SDG 8 Decent work and economic growth
Giving back	Projects in our own community	Projects worldwide	 SDG 17 Partnerships for the goals

Climate ~ Local

SDG 13 CLIMATE ACTION

Local: reduce and compensate CO2 emissions in our direct business management

Fiskano wants to work towards climate-neutral business operations. In concrete terms, this means that we reduce CO2 emissions as much as possible and then compensate for the remaining emissions.

For the climate transition within our company, we have entered into a partnership with Greener Company. As an independent agency, they have helped us to formulate our sustainability ambitions and place them in a generally accepted framework. Based on the Greenhouse Gas Protocol, a company's greenhouse gas emissions can be categorized as follows:

Scope 1: direct CO2 emissions caused by own sources within the organization. This concerns emissions from own building, transport and production-related activities.

Scope 2: indirect CO2 emissions, through the generation of purchased and consumed electricity or heat.

Scope 3: indirect CO2 emissions caused by the business activities of other organisations. This concerns emissions from sources that are not owned by the organisation itself and over which it has no direct influence.

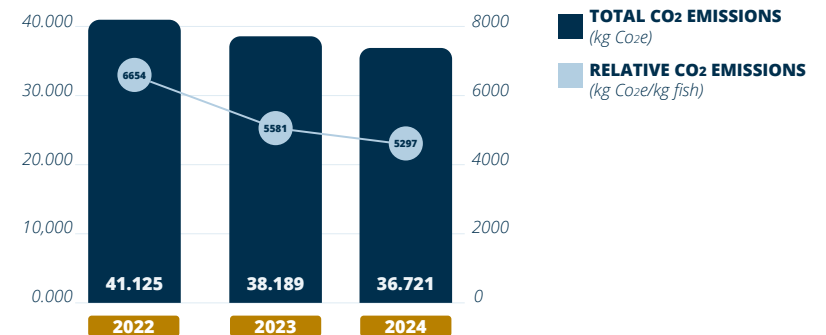
The current activities and ambitions of Fiskano can be placed in these contexts as follows.

What we already do

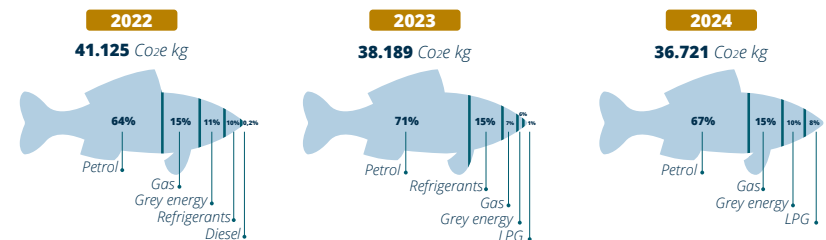
In recent years we have already taken several steps in the field of reduction, which mainly fall under scope 1 and 2:

- In 2022, 48 solar panels were installed on the roof of our current business premises, together they deliver a capacity of 19.440 WP.
- The thermostat has been permanently turned down by two degrees to 20 degrees Celcius.
- We stimulate employees who live in a range of 6 kilometers to travel to the company by bicycle. In order to promote this we have commenced a business bicycle scheme.

Total & relative emissions



Emissions by source



What we will do

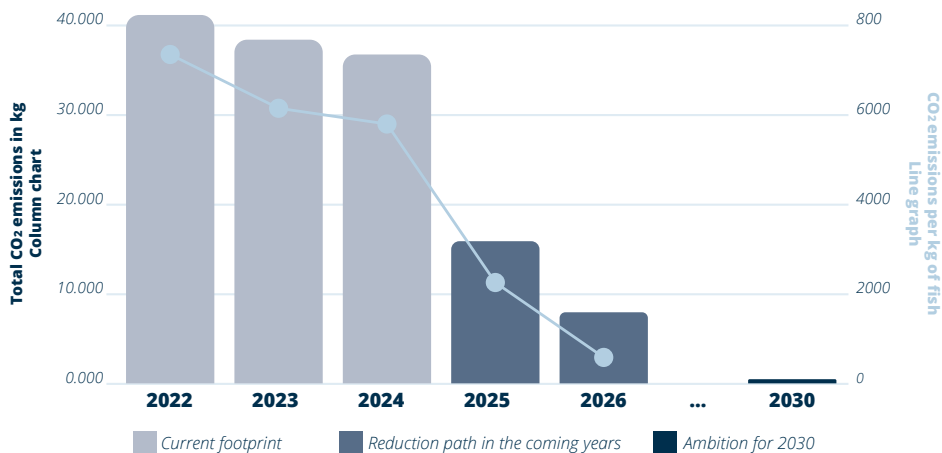
In the coming years we will take major steps that are necessary to reduce our emissions in scope 1 and 2 to zero:

- We are building a new office that meets the highest possible energy label. The building will be completed in the first half of 2025 and will then be almost completely self-sufficient:
 - Cooling and heating with an electric heat pump and therefore gas-free.
 - Triple glass.
 - Aluminium window frames.
 - 120 solar panels with a total capacity of 53.400 WP.
 - There are no more energy servers running in the new building. We purchase the required server space externally from a company with a focus on energy-efficient data management.
- We aim to convert our car fleet to electric and/or hybrid. The total fleet currently consists of 11 cars, of which 2 cars will be replaced per year.

We are currently working with Greener Company to develop a step-by-step plan to map out the most important categories in scope 3 so that we can ultimately determine how we can reduce emissions in this scope.

We are aware that a reduction to zero will be virtually impossible and therefore part of the emissions in scope 3 will have to be compensated. Our preference here is for climate projects that focus on (re)forestation. In this way we would use the most effective means to capture and break down CO₂: nature. This allows us to really work on compensation. We are currently investigating the possibilities of this in more detail.

Reduction and ambition towards 2030



Concrete goals

From 2025: moving into a new, self-sustaining office building.

From 2025: making the car fleet more sustainable.

For 2030: net-zero emissions in scope 1 and 2.

For 2027: scope 3 fully mapped.

For 2027: formulation of a concrete plan for reduction and compensation in scope 3.

Climate ~ Global

SDG 14 LIFE BELOW WATER

Global: increased sustainability of merchandise

Healthy seas with healthy fish populations form the basis of our business operations. Over the past 20 years, important developments have taken place that contribute positively to future-proof management. The rise of farmed fish, but also the certification of fisheries and farms means that fish stocks are slowly but steadily being better monitored. Awareness among consumers is being focused on and the possibility of allowing an informed choice has been introduced.

The most important certification marks for fish products are ASC for farmed fish and MSC for wild-caught fish. Fiskano is fully committed to trading fish with such quality marks. These involve necessary challenges because many species that should be eligible are not yet certified. The reasons for the lack of certification are many and we often have no influence on this. As an internationally operating office, this also plays a role in the fact that there are different budgets and not everyone can currently pay the additional price that often applies to sustainable fish. Is it fair to no longer serve these people? We believe in a gradual process, in which the strongest shoulders initially bear the heaviest burden, but in addition the weakest are not left behind.

What we already do

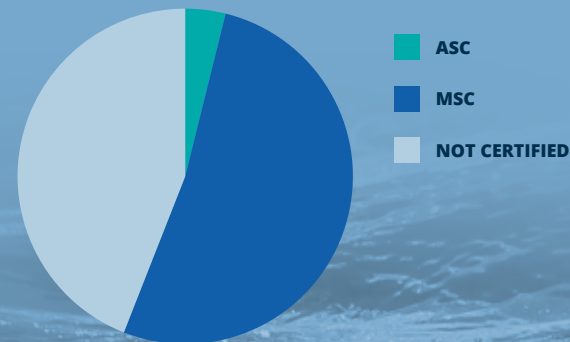
Fiskano's goal is to maximize its use of MSC/ASC certified species. Here we see an opportunity to strengthen our 'hinge' function between buyer and supplier:

- As soon as a MSC/ASC variant becomes available of an uncertified product we already deal in we include this in our merchandise instead.
- We encourage our suppliers to stimulate certification or to start dealing in certified products whenever possible.
- We encourage our customers to choose sustainably sourced fish. The certified species are actively promoted and we support our customers when necessary to tell the story of responsibly sourced products. We do not charge additional costs for this (except the higher purchase price of these wares).

What we will do

In 2024 Fiskano sold a total of 6,932,128 kilograms. Of this, 3,610,734 kgs was MSC and 268,629 kgs ASC certified: 56 percent of fish sold by us was MSC/ASC-certified. In 2015, the number of certified products was less than 25% of our range.

It should be noted that only 19% of the world's wild-caught fish comes from an MSC-certified fishery. It will therefore not be feasible for us in the short term to sell only products with the MSC or ASC label. However, we do believe that we can aim for a minimum increase of 10% by 2030 so that the number of certified kilograms will reach 66%.



Concrete goals

- Stimulating suppliers to initiate certification or to purchase certified species by means of annual conversations and including this goal in our purchase conditions.
- Actively promoting certified species with purchasers by organising informative meetings.
- For 2030: increase the MSC/ASC percentage of total number of sold kilograms with 10%.

Quality ~ Local & Global

SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Local & global: progressive quality control & improved and simplified traceability

More and more consumers wish to know the origin of the fish on their plate and what has happened with it during production. Only when the consumer knows all the steps in the chain they can make an actual informed choice about fish that has been caught in a responsible manner and produced according to the highest standards. Fiskano has set itself the goal of being completely transparent about everything we do and the products we sell.

What we already do

In the production of food, the safety of the end product is of the utmost importance. To ensure the reliability of our products, independent organisations carry out quality audits on our products. All our certifications have been at the highest level for years. All items we sell are demonstrably food safe and in accordance with all laws and regulations. Incoming containers are also subjected to pre-determined checklists by Fiskano, so that quality can be guaranteed.

Test report ~ suppliers must provide a test report for each batch purchased by us.

Lab test ~ when importing into the EU, a health certificate is required (issued by the veterinary authority of the exporting country). In addition, an independent lab must test for dioxins and dioxin-like PCBs, micro-organisms+, mercury, cadmium, lead and PFAS. The aim is to have the test take place in the country of origin, but if that is not possible the test is carried out in the Netherlands. If a deviation is found, the stock batch is blocked and we have it tested again. If the result is again abnormal, the batch is returned or destroyed.

Physical inspection ~ upon arrival, each container is physically inspected by our quality manager.

Production process ~ our production facilities are all BRC/IFS certified, audits that are carried out annually by an independent party, who set the highest (retail) requirements. Our quality managers are usually present during the production process in the Netherlands itself, only if there is no other option because production takes place abroad, a check takes place afterwards.

Additional checks ~ our production facilities outside Europe are also visited by our quality controllers at least once a year. Our quality manager focuses on food safety and product quality.



What we will do

These quality controls currently provide great certainty about product safety, but still consist of many different links and documents within the chain. At Fiskano, we are in favor of introducing a product passport. The product passport is a digital document that provides information about products during transactions between companies, across the chain. In short, the individual fish can be tracked via one system/document from the moment it is caught to the moment it ends up on the consumer's plate. Through this increased chain transparency, we offer customers more certainty about the responsible origin of our products.

It is clear that this requires a global approach, but it must be said that many steps can already be combined within our company. The information is spread across various departments. As a result, it is still a time-consuming process to provide the customer with the complete information.

The first step in this has been taken by purchasing a new ERP system: Agriplace. This will store all our information, from ship to shelf, in one database. Implementing it is quite a challenge and takes time. A next step would be to store the information per product in a passport that is sent to the customer.

Concrete goals:

- Maintain certification at the highest level by achieving at least grade A or higher level.
- **Before end of 2025:** fully integrate the ERP-system Agriplace in business management.
- **Before 2030:** investigate the possibility of introducing a product passport with various stakeholders.

Quality ~ Local & Global

QUALITY MARKS



IFS

The IFS standard is a food safety standard that aims to guarantee the quality and safety of the food chain. Fiskano has been IFS-certified for years and is audited annually by an independent agency. Fiskano consistently scores 97% or higher and is therefore designated as IFS higher level.



ASC

ASC stands for Aquaculture Stewardship Council, an independent international non-profit organization that manages and further develops a certification program for responsible fish farming. It is comparable to the MSC quality mark for wild fish, but the ASC quality mark is intended for farmed fish. Fish with the ASC quality mark comes from farms that demonstrably treat nature well and comply with guidelines regarding social conditions for workers and local communities.



MSC

The Marine Stewardship Council (MSC) quality mark is an internationally recognized environmental quality mark for fish products that come from sustainable fisheries. The fish must come from sustainable fish stocks, there is no overfishing and efforts are made to create healthy fish stocks. The fishery must also not have a significant impact on marine life in the broad sense, such as marine mammals, birds and corals. Good fishery management, clear rules and compliance with regulations are essential.



Greener Company

Fiskano is determined to realize its sustainability ambitions, including reducing our CO2 footprint. With the ambitious goal: zero emissions by 2030! To this end, Fiskano has entered into a partnership with Greener Company. As an independent consultancy firm, they help us realize our sustainability ambitions.



Fish Federation

The 'Visfederatie' (Fish Federation) is the Dutch trade association for fish wholesale, import/export and processing of fish, shellfish and crustaceans. The Fish Federation aims to promote the interests of the Dutch fish wholesale and processing industry at national and international level. The seafood industry strives to ensure that the products it supplies meet requirements in the context of ecological and social sustainability.



Urk Seafood

For centuries, Urk, our place of residence, has been synonymous with fish. From fishing with small 'botter' vessels on the Zuiderzee to the international trade that takes place today. Urk Seafood is the international brand of the Urk seafood sector, which includes the entire Urk fish processing sector. The brand awareness of Urk Seafood is further increased by visibility at trade fairs and partnerships with government and the business community. In addition, there is our 'own' Urk Seafood Academy, in which we collaborate with regional training centre Firda as an educational partner for professions within fish processing and production.

Labour ~ Local

SDG 8 DECENT WORK AND ECONOMIC GROWTH

Local: direct working environment

Fiskano has a diverse workforce, in gender, age, religion and other beliefs. In total we have 19 employees of which 40% are women and 60% are men. We are proud of this distribution as the fishing industry is still largely a male culture. Almost all of our colleagues started working for us based on individual competence, instead of perfectly suitable diplomas. We dare to think outside the box.

What we already do

Open business culture ~ Fiskano has a clear and logical organizational structure. Employees are actively involved in the ins and outs of the company. Team meetings are held weekly and various topics are discussed. The team leaders take the results of these meetings to the monthly comprehensive management meeting. All employees are actively involved in the course of the company and this contributes to an open corporate culture.

Safety ~ we believe it is important that employees feel safe, accepted and valued. Our most important indicators in this are: the daily working atmosphere and the annual employee satisfaction survey. We have drawn up a protocol for inappropriate behaviour and abuses can be reported to the appointed confidential advisor. In addition, we use a manual in which the rights of employees are described and what we as an employer expect from them. Our Risk Inventory and Evaluation is updated annually and points for improvement are discussed and implemented.

Personal development ~ Fiskano supports employees in their personal development to build more knowledge and skills. An annual training budget is available for each employee. This allows employees to choose an education, course or other development opportunities. In addition, it is possible, in consultation, to follow a fully paid training program during working hours.

Vitality ~ at Fiskano we stimulate the vitality of our employees in various ways. Our workplaces are of course designed according to the legal ergonomic standards, we offer fresh fruit at work and we pay attention to a healthy work-life balance. In our new building, even more attention is paid to a healthy working environment, with more light, greenery and high-quality ventilation systems.

With our company bicycle lease plan, we invite our employees to get moving every day and we also offer the opportunity to have a preventive medical examination done annually. Our occupational health and safety service is also easily accessible for employees.

What we will do

We want to investigate further whether we can start working with personal choice budgets. This gives employees the freedom to partly fill in their secondary employment conditions themselves so that they match their personal needs. The personal choice budget enables them to build up a flexible budget every month. This budget offers various spending options: employees can choose to have the amount paid out, buy extra leave hours, or spend it on tax-friendly goals such as a study course or company fitness.

Concrete goals

- Aiming for an employee satisfaction rate of at least 95%.
- Aiming for an illness absenteeism level below the Dutch average.
- Aiming to maintain current female-male ratio of 40%-60%.
- Further investigate the possibilities of personal choice budgets.

Labour ~ Global

Global: worldwide working conditions

We believe that when fishermen are able to take care of themselves, their families and their communities, they will also take care of the ocean. When people in production can work under decent working conditions, a better product will be delivered. Fiskano focuses on long-term relationships within the chain, so that we also have insight into the work processes of our suppliers and can exercise control and influence on this.

What we already do

When doing business with countries where there is a high risk of modern slavery based on information from the Global Slavery Index, we try to do business as much as possible with

companies that can provide a SMETA audit report or a similar screening. SMETA is the most widely used social audit in the world and a standard to ensure ethical trade. This standard was developed to protect workers from unsafe conditions, overtime, discrimination, low wages and forced labour. However, SMETA and similar audits are very expensive and this problem is particularly prevalent in developing countries. Not all factories, which would in principle comply perfectly, have such an audit carried out due to the costs and administrative burden. In the absence of this, we decide to do business based on the impressions and considerations of our buyers. However, this has not yet been formalized.

What we will do

We believe, partly based on global developments, that it is reasonable to receive an actual SMETA (or similar) audit report from all our suppliers by 2030 at the latest as a condition for continuing our relationship. A shorter timeframe would not be in proportion to the additional investment this requires from our relations. Until then, we want to continue working with a more informal approach, which we do want to make more concrete and objective. The idea therefore arose

to draw up a survey ourselves for areas with a high risk of violations of human and labour rights that focuses purely on these ethical points. Our buyers visit all our suppliers every two years and then go through this 'questionnaire' on site and thus collect additional information themselves. With the information collected, we can make a risk assessment and, if necessary, an action plan to guarantee fair and safe working conditions as much as possible.

Concrete goals

Before 2025: the preparation of a survey questionnaire focusing on human and labour rights.

Before 2026: initiate the survey, follow up on it and dare to draw conclusions.

Before 2030: only purchase from factories that can provide a SMETA audit or similar report.



Giving back ~ Local

SDG 17 PARTNERSHIPS FOR THE GOALS

Local: projects in our own community

We at Fiskano find it important to be part of our own community. We do this by participating in all kinds of activities and also by financially supporting initiatives with a broad social character.

What we already do

Sponsorship ~ We sponsor youth teams of various sports clubs every year. In addition, there is a budget for requests that come in during the year. A small summary of realized requests:

- A duo bicycle for a disabled centre.
- A soccer cage for a local primary school.
- Sponsorship for the acquisition of drawings by the Rijksmuseum.
- Sponsorship for restoration by Museum Palace Het Loo.
- A financial contribution to the Koninklijke Nederlandse Redding Maatschappij (Royal Netherlands Sea Rescue Institution).
- A financial contribution to the Stichting Coördinatie Platform Vermissing (Foundation Platform Missing Persons).

What we will do

Volunteer work ~ Many of our employees regularly volunteer for charities and/or (sports) clubs. We would like to encourage this and that is why we will give our employees the opportunity to do this for 8 hours per year during working hours, starting in 2025. Our people can decide for themselves which voluntary cause they want to commit to.

Concrete goals

From 2025: paid leave for employees for 8 hours per year for volunteer work.

Giving back ~ Global

SDG 17 PARTNERSHIP FOR THE GOALS

Global: worldwide projects

Fiskano has supported projects in various countries since its inception. We believe it is important to contribute to building a better world.

What we already do

One of the directors of the group that Fiskano is part of is exempted from work one day a week, so that she can work for several charities. In recent years, the focus has been mainly on education and healthcare in Africa. In line with Nelson Mandela's credo: "Education is the most powerful weapon which you can use to change the world." We also support the projects she works on financially.

What we will do

Fiskano believes it is important to give back to the communities we do business with. The environment must benefit from our presence. Our buyers and sellers therefore visit projects in the vicinity of our suppliers, so that they can see with their own eyes whether we can make a difference there. We strive to support very local good causes, so that the people involved can also build their own future.

Near the coastal city of Mombasa (Kenya), Fiskano is involved in a project to support the local fishing sector. Dozens of local fishermen brave the Indian Ocean every day between October and March. Traditional fishing methods are used, whereby the fishermen go out to sea in canoes. They swim and dive for octopuses, which are caught with spears. The octopuses are then cooled and brought back to land for immediate processing. A trading partner then sells the catch to Fiskano. In cooperation with this partner, Fiskano helps around 65 fishermen with the financing of their boat, the cooling process on board and the sale of their catch.

Concrete goals

Find and support additional projects near our suppliers.



About this report

This annual report covers the financial year 2024 (1 January 2024 to 31 December 2024) and previous years. This is the first impact report of Fiskano B.V.

Fiskano attaches great importance to providing reliable and transparent data and information. This report has been prepared with reference to the GRI (Global Reporting Initiative) standards and the VSME guidelines. The CO2 footprint in this report has been drawn up according to the GHG protocol scope 1 and 2 by the external consultancy firm Greener Company.

We have compiled this report with care and in good faith. Of course we do not know everything and we are eager to learn. Questions or suggestions for improvement are welcome at info@fiskano.com



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