

Annual Report
Non-Financial Information Statement

2021

Responsible Engagement

Grupo Calvo

We preserve what matters to you



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At Grupo Calvo we want to contribute to a future that is sustainable for everyone.



We firmly believe that it is possible to create value for the business, society and the environment through responsibility-based company management.

We can do things better and, to do so, we have worked on the design of some public responsible engagement goals to be fulfilled in 2025 that fall into three large areas: oceans, environment and people. The degree of advancement is verified by an independent third party and can be viewed on our corporate website.

We want to be better and that is way we are moving from commitment to action!



➔ [For more information on this and other initiatives you can go to our website](#)

MESSAGE FROM THE CHAIRMAN AND THE CEO

GRI: 102-14



Luciano Calvo Pumpido
Chairman



Mané Calvo García-Benavides
Chief Executive Officer

The year 2021 presented a new challenge for everyone. Unpredictability and uncertainty continued to mark a fiscal year that was still conditioned by the effects of this historic healthcare crisis on the lives of individuals and businesses.

Nevertheless, it was a year of significant milestones for Grupo Calvo. Among these, were the launch of the Easy Flip, a more efficient, practical and sustainable way to package, process, serve and consume tuna. After more than four years of work, we presented a product to the market that, in addition to allowing the complete removal of the tuna thereby facilitating eating and preparation, it also has a lesser impact on the environment due fundamentally to the reduction of the use of oil and a decreased use of materials in its production. We are sure that Easy Flip will mark a turning point for the sector.

Without even having been on the market for a full year, Easy Flip has already received two public acknowledgements: the 2021 Galician Food Prize in the Innovative Product category, and its inclusion as one of the most relevant innovations of the year in the Observatorio de la Innovación de Gran Consumo.

2021 also saw the start of operations for the Monteraiola ship, a new generation, more efficient tuna fishing boat that is safe and comfortable and opens up a new fleet renewal cycle without increasing our fishing capacity and the pressure on this resource.

Another key aspect of the years was the implementation of the second full Responsible Engagement fiscal year, with new advancements in many of the 21 improvement goals that we have set for 2025. Fulfillment of these goals brings us closer to being the organization we want to be. With these, we also contribute to the Agenda 2030 and the 10 principles of the United Nations, which we have been working on since 2016 through the Global Compact and for which, as every year, we have reaffirmed the compromise we committed to at that time.

Circular economy is one of the areas we have had the greatest advances, with the achievement of 96% of our waste being recovered and being able to guarantee that 99% of the materials we put on the market can be recycled. The “Calvo Zero Waste” project is a fundamental piece of this achievement, and has been acknowledged as the best circular economy practice in the 3rd edition of the BASF Circular Economy awards.

2021 also saw the rise of new challenges stemming from the tension in global supply chains and the increase of energy and raw material prices that directly affect our sector, mainly with regard to the costs for oil, aluminum and steel.

Within this complex framework, Grupo Calvo obtained a economic performance similar to that of the previous year with a turnover of 555 million euros, as compared to 578 million euros in 2020, with an EBITDA of 56 million euros as compared to 63 million in the previous year. The results were partially affected by the depreciation of the Brazilian real.

That is way, for yet another year, we wish to thank the involvement of all of those that make up Grupo Calvo, our value chain, as well as our customers and consumers, for the trust, work and dedication that have made possible these and other achievements described in this report, which presents the milestones of 2021 transparently and in detail along with the challenges that we must face in the coming years.

Thank you all.

GRUPO CALVO

- › Vision, mission and values
- › 2021 in figures
- › The year's milestones
- › Brands and markets
- › Our business model
- › Financial data and fiscal transparency
- › Good governance, ethics and compliance
- › Communication with stakeholders
- › Research and Development

Vision, mission and values

GRI: 102-16



2021 in figures

GRI: 102-7



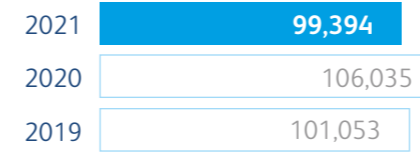
5,184
Employees
around the world



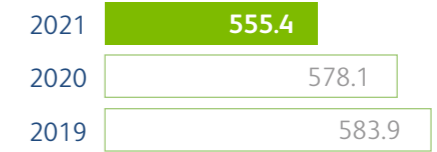
67
Countries where
our products are sold



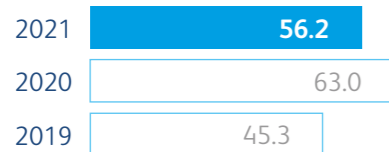
99,394
Tons of finished
product sold



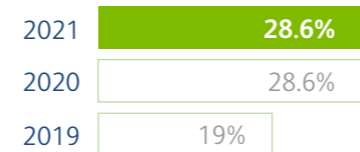
€555.4 M
In turnover



€56.2 M
EBITDA



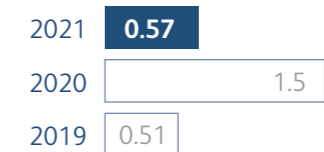
28.6%
Women
on the Steering Committee



100%
APR (Responsibly-Caught Tuna) -
certified tuna fishing vessels



€0.57 M
Social investment
in the community



The year's milestones

Launch of the Easy Flip can in Spain

Grupo Calvo revolutionized the canned foods sector with the launch of its **Easy Flip** can, a new, more convenient way to consume tuna that allows you to completely turn the container over and remove the entire product while adjusting the dose of oil. It is more sustainable and has a lesser impact on the environment than traditional formats. The project is the result of an industrial transformation plan that involved the complete redesign of the manufacturing process.



Suppliers loyalty program in Brazil

Gomes da Costa, the leading Grupo Calvo brand in Brazil, started a **suppliers loyalty program aimed at artisanal fishermen** of tuna and sardines. The goal is to create a network of local suppliers that generates stable future relationships while guaranteeing quality products and sustainable practices in fishing operations.

Start of the Monteraiola tuna fishing vessel operations

As part of the fleet renewal plan, the new **next generation tuna fishing and freezing vessel Monteraiola** began its operations, flying a Spanish flag in the Atlantic Ocean. It replaces the Montealegre tuna fishing vessel, as part of the fulfillment of the commitment to limit the fleet's fishing capacity. Just like the rest of Grupo Calvo's tuna fishing vessels, it has the APR (*Atún de Pesca Responsable* - Responsible Tuna Fishing) certification.

BASF Award for best circular economy practice

The "**Calvo Zero Waste**" project received the **BASF Award for Circular Economy in the Large Business category** in recognition of the efforts made in the company for about the last 20 years in the recovery of waste, the elimination of disposable single-use plastics and the recyclability of materials. These awards, organized by the BASF Group and the Spanish *Club de Excelencia en Sostenibilidad*, aim to highlight Spain's best projects in the field of circular economy.

Launch of the Easy Flip can in Italy

On 15 December the **Easy Flip can for the Nostromo brand** was presented on the Italian market under the name "Apri Gira Facile" and with the triple motto: "simplicity, ease and sustainability". The introduction of the Easy Flip for the Nostromo brand is a revolutionary milestone in the Italian preserved food market, and a significant step forward in the implementation of Grupo Calvo's own innovative Real Peel® technology in its full range of product lines.

Brands and markets

Our main brands

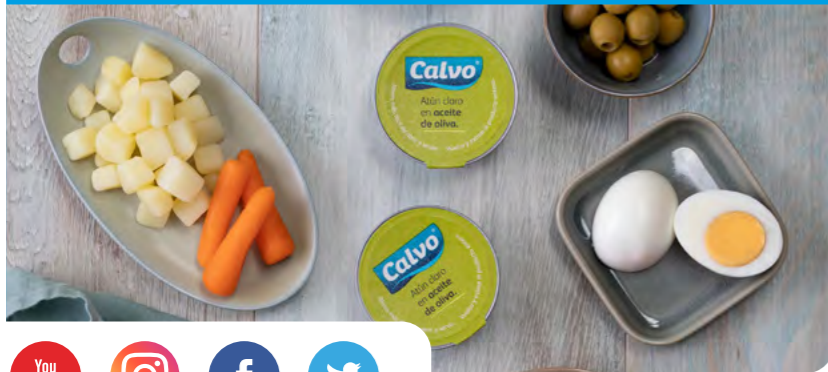
GRI: 102-2



The brand with which it all began

Established in 1940 in the Galician town of Carballo, Calvo is the leading brand in Spain's canned tuna and mussels market.

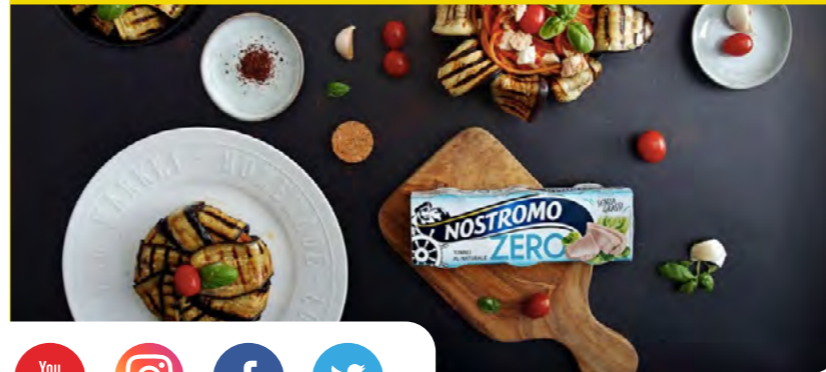
The Calvo brand is present in more than **42 countries**.



From the sea to your table

Established in Italy in 1951 and acquired by Grupo Calvo in 1993, Nostromo is the second leading brand in the Italian canned tuna market.

The Nostromo brand is present in **10 countries**.



Healthiness and convenience

Established in Brazil in 1954 and acquired by Grupo Calvo in 2004, Gomes da Costa is the leading brand in Brazil in the canned tuna and sardine market.

The Gomes da Costa brand is present in **13 countries**.



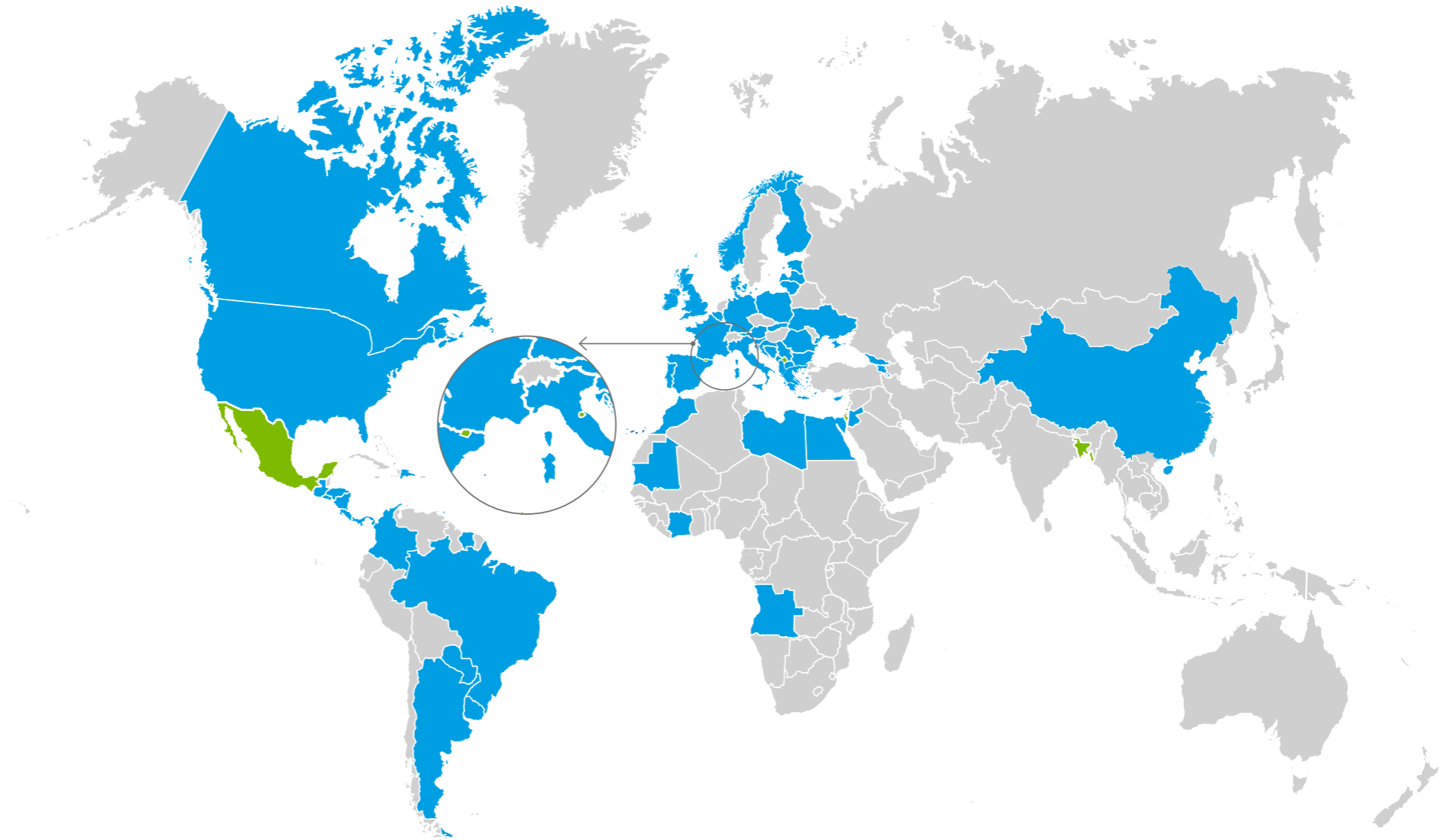
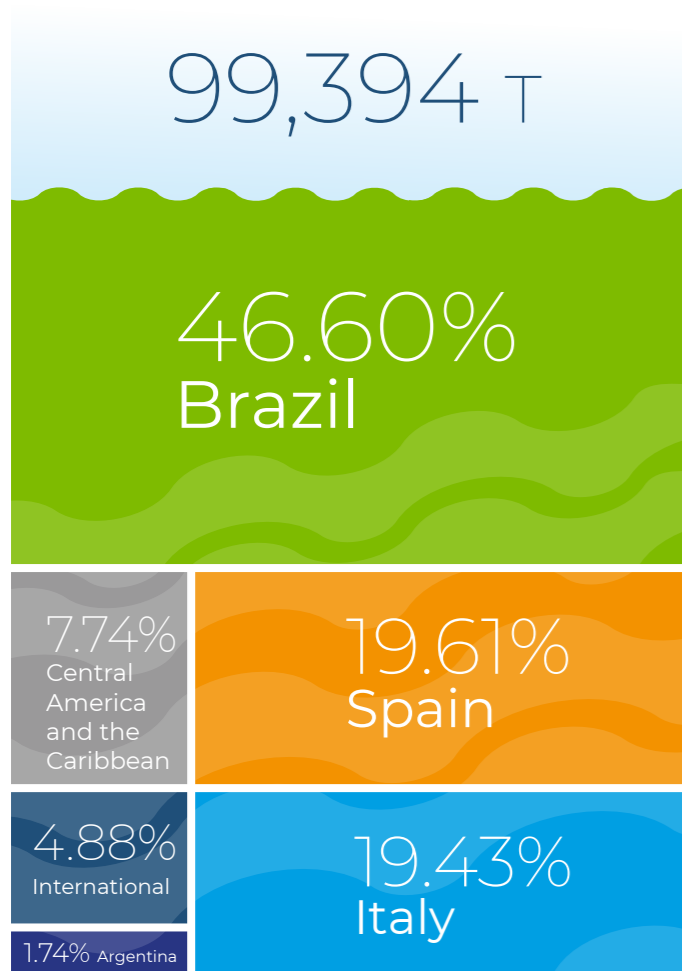
Our markets

GRI: 102-6

We are present in 67 countries through our brands

■ Consolidated and developing markets ■ New markets

Distribution of the sales volume by markets



Our business model

Understanding the environment and proper management of the risks associated with business activity is essential to minimize uncertainty in decision-making

Risk environment and management

GRI: 102-11, 102-15, 102-29, 102-30, 103-2, 103-3, 207-2

Our planet is facing a **growing number** of increasingly more complex, interconnected challenges. The **fisheries** sector in particular must face **environmental risks** such as **climate change** and its impacts on the alteration of **marine ecosystems** and on the behavior of species. The progressive increase in the temperature of the water and the change in its composition due to the increased presence of carbon dioxide and the acidification of the oceans brings about migratory changes in species, which could even lead to alterations in the food chain.¹

The sector also faces **social risks** related to compliance with **international human rights** regulations in supply chains. There have been cases of crew's rights violations on board several vessels, and it is the responsibility of the entire sector to make sure that such practices are not promoted, with each enterprise controlling its own supply chains. In this regard, it is essential that companies and the various authorized bodies combat **illegal, unreported, and unregulated** (IUU fishing²), which lacks registration, licenses and pertinent regulation and is one of the sources of non-compliance in the area of human rights.

To provide a response to these challenges, and as part of its commitment to **due diligence** with regard to the impacts of its business, in 2019, Grupo Calvo implemented a set of specific improvement goals, within its **Responsible Engagement** strategy, and participates in various initiatives and projects aimed at reducing and mitigating the risks and impacts associated with these topics.

With the aim of ensuring **responsible and sustainable supply chains**, Grupo Calvo was the first Spanish company in the canned food sector to join, in 2016, [amfori](#), the leading global business association dedicated to promoting **open and sustainable trade**. As a goal related to this issue, the company aspires to achieving that 100% of its critical and high risk suppliers will have been audited by an independent third party in 2025.³

In the area of **climate change** and global warming, Grupo Calvo has **emissions reduction** and increased use of electricity from renewable sources among its targets.⁴ Furthermore, in 2020 a fleet renewal plan began with the construction of the Monteraiola tuna fishing vessel, which in 2021 replaced the Montealegre vessel, thereby providing the company's fleet with more **efficient, flexible and safer ships**.⁵

The challenges posed by the environment require **solid risk management** by Grupo Calvo. One of the company's most prominent differentiating features is the **vertical integration** of its tuna supply activities, transformation of finished product, packaging manufacturing and distribution of products for marketing. This integrated management enables Grupo Calvo to be present at all stages of the process of producing canned tuna, its main product, and affords greater control over activities and the associated risks.

During the 2021 fiscal year, based on the catalogue and risk management model defined in 2020, the Group's **risk map** was updated to include risks categorized as **strategic, business, financial, technological**, originated by **external agents** and those related with **compliance with external and internal regulations**. In order to complete the map update, several joint analysis sessions were held with the members of the **Steering Committee** in the two divisions. The risks were analyzed in terms of probability, financial impact and reputational impact, using the previously defined scales as reference.

For the **main risks** that the Group may be exposed to, a detailed analysis was made of the existing **prevention and mitigation measures** that offer practical results on the effectiveness level of the control measures implemented as well as the need or opportunity to establish additional measures. The results of the analysis and the proposed additional prevention and mitigation measures were shared with the **Strategy Committee** and were presented for analysis and follow-up by the **CEO**. Furthermore, a **specific and periodic report system** was established by the members of the Steering Committee regarding the degree of advancement in the implementation of the additional control measures. The in detail analysis of the Board of Directors is scheduled for the 2022 fiscal year.

¹ The food chain describes the process by which different species in the same biological community feed on each other, eating smaller animals and in turn serving as food for animals higher up the food chain.

² IUU fishing: <https://www.fao.org/iuu-fishing/background/what-is-iuu-fishing/en/>

³ More information can be found in the chapter entitled Suppliers.

⁴ More information can be found in the chapters of the Environment section.

⁵ More information can be found in the chapter entitled Sustainable Fishing.

Business model and value chain

GRI: 102-1, 102-11, 102-15, 103-1, 103-2

In an ever more complex environment marked by global challenges that will affect all business sectors to a greater or lesser extent, including the world's growing population, resource scarcity and rising greenhouse gas emissions and global temperature, Grupo Calvo promotes a **business model** that integrates the development of brands and markets along with **responsibility, innovation and excellence** as essential pillars of its business to ensure **profitable and sustainable growth**.



OPERATIONAL EXCELLENCE

Working under parameters of continuous improvement and the pursuit of business excellence in both products and processes.



BRAND AND MARKET DEVELOPMENT

Consolidating positions of leadership in key markets by developing brands and products geared toward continued consumer confidence, in addition to entry into new markets.



PEOPLE

Investing in the creation of a positive work atmosphere that is conducive to boosting Grupo Calvo employee motivation and commitment to company endeavors.



INNOVATION

Constantly innovating in order to provide consumers with products better adapted to their needs.



SUSTAINABLE SUPPLY

Promoting the sustainability of raw materials, especially tuna, and sound supply chain management with the aim of ensuring fulfillment of the company's mission.

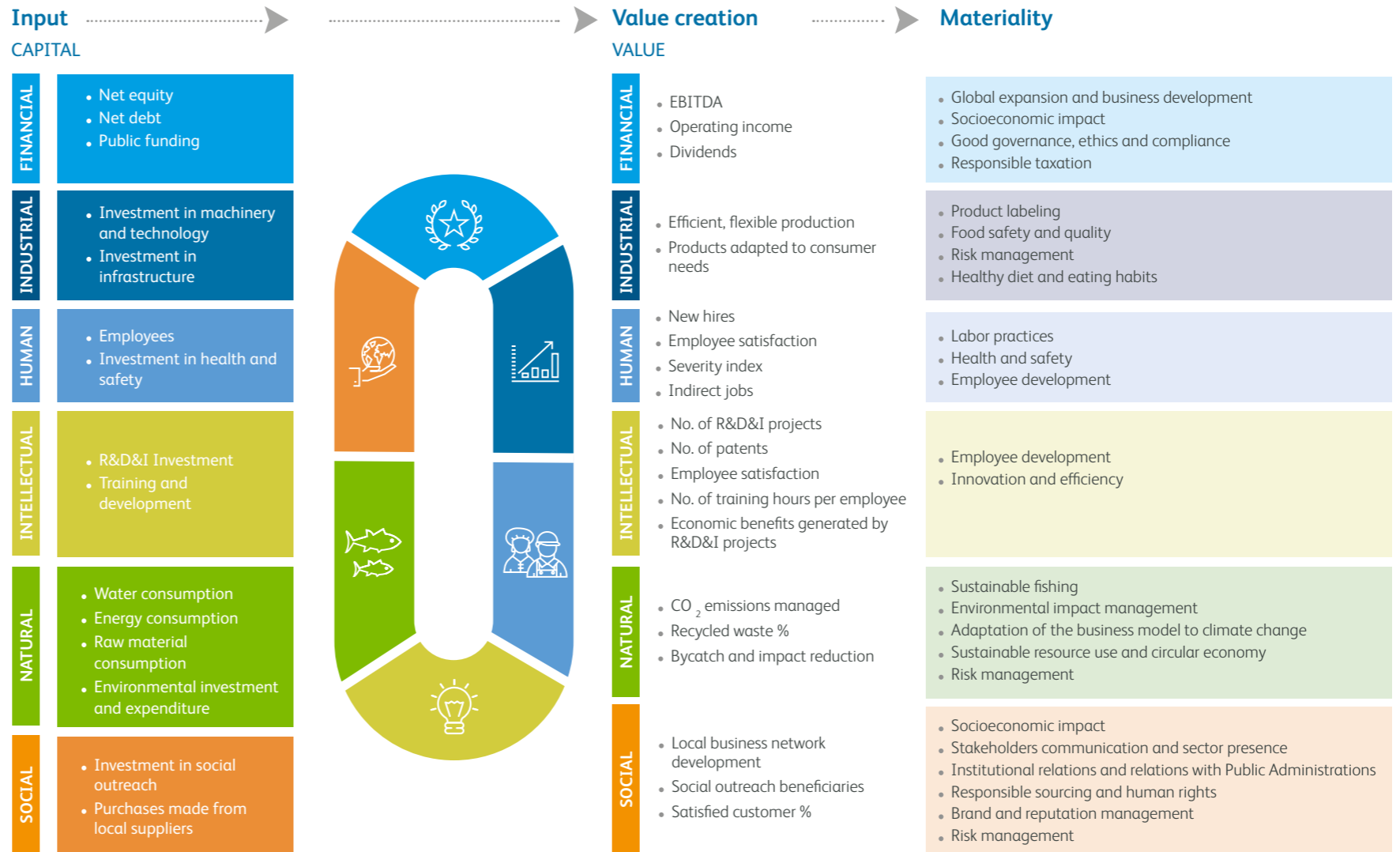


RESPONSIBLE MANAGEMENT

Conducting business responsibly and reducing any negative impacts linked to operations while promoting the generation of opportunities in the environment.

Value chain:

The Grupo Calvo value chain facilitates a description of the activities carried out by the company while generating value through to the final product.



Business activity

GRI: 102-2, 102-3, 102-4, 102-6, 102-7, 102-8, 102-9, 102-10

Grupo Calvo is a global food company specialized in **healthy and nutritious products** and participating in an integrated manner throughout the value chain.

The Group's business activity is organized around two divisions:

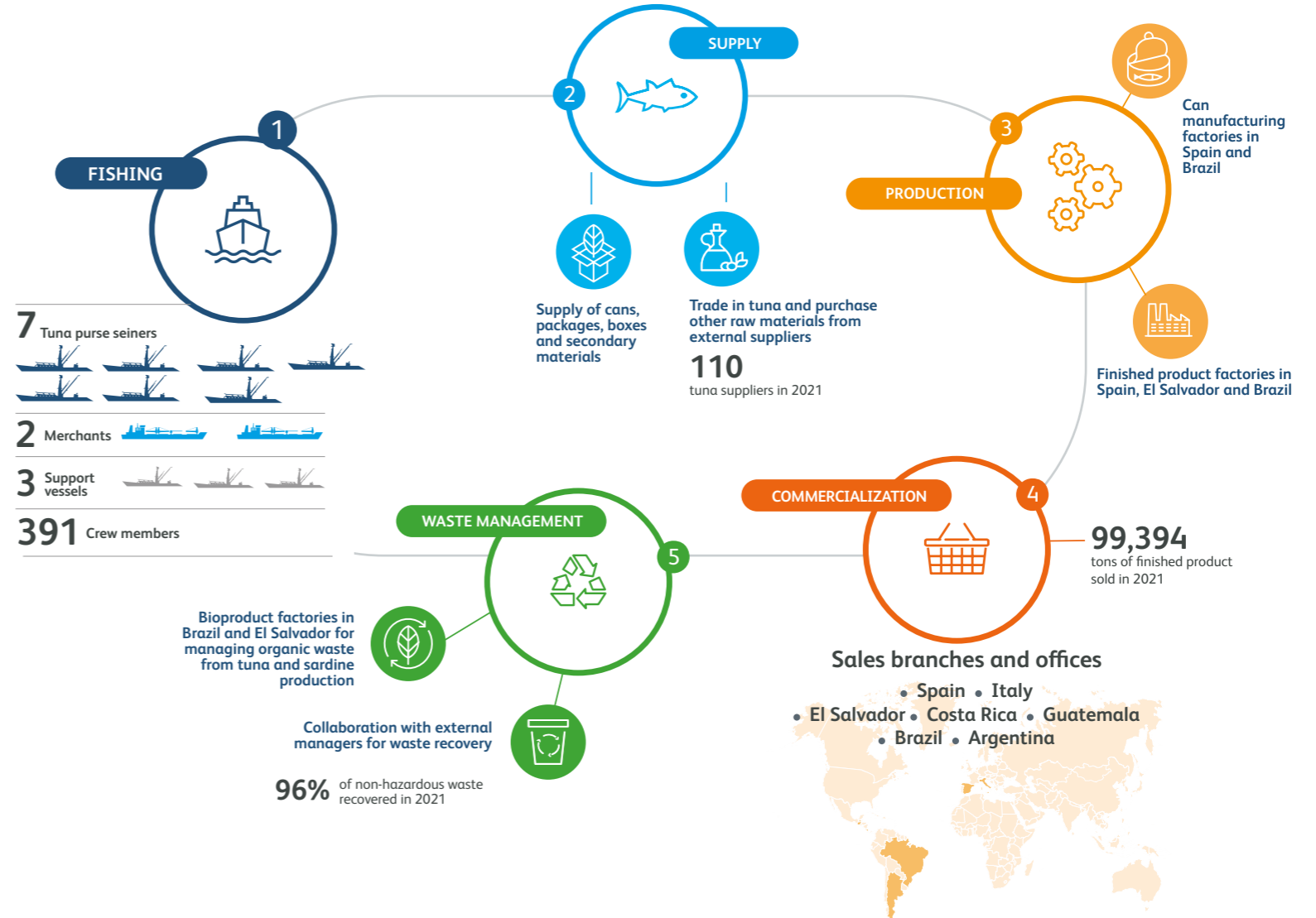
- **Europe Division**, which manages the markets of Spain and Italy, markets in the CAM-Caribbean (Central America and the Caribbean) region, international markets in Europe, the Middle East, Asia and North America, as well as the activity of the company's fishing fleet.
- **America Division**, which manages Brazil, Argentina and international markets in Africa and South America.

The Group's parent company is Luis Calvo Sanz, S.A., which encompasses 26 trading companies.

The company's commercial activity is fundamentally linked to canned seafood: tuna, sardines, mussels, calamari and mackerel, among others. The company also markets canned vegetable products, including palm hearts, corn and peas, as well as other products such as salads, olive oil and spreads. Noteworthy among them all is canned tuna, the main product in virtually every market where Grupo Calvo has a commercial presence¹.

The company **participates in all phases of the tuna production process** through the vertical integration of activities involving tuna supply, packaging production and processing into finished product, distribution for marketing and management of waste generated during the production process. Vertical business integration enables the company to have greater control of the risks associated with the process.

Grupo Calvo is firmly **committed to tuna sustainability** and to **protecting marine biodiversity** as a way to ensure the future of the company's business.² The company has its own fleet, which helps not only to secure the supply of quality product, but also in ensuring the sustainability of the raw material of fish and contributing to the protection of the oceans.



¹ With the exception of the Brazilian market, where the company's largest sales volume is associated with canned sardines.

² More information can be found in the chapter entitled Sustainable fishing, Environment and Suppliers.

Management structure

The two divisions of Grupo Calvo operate in parallel under the directives of a single strategy adapted to the realities of each geographic area and under their own executive teams:



¹ Reports directly to the Board of Directors

² Andrea Napolitano ceased to be part of the company in February 2022.

Industrial operations and processes

GRI: 102-2, 102-4, 102-7

Grupo Calvo's industrial business is carried out in three manufacturing complexes in Spain, El Salvador and Brazil. All of them seek to maintain quality and efficiency throughout the process, as well as to guarantee the correct preparation of the product with the applicable certifications according to international standards of food quality and health and safety.

The table below lists the specifications of each one of Grupo Calvo's factories² currently in operation:

	Plant in Spain (Carballo) ¹	Factory in El Salvador (La Unión)	Food factory in Brazil (Itajaí)	Can manufacturing factory in Brazil (Itajaí)	BFP bioproducts factory in Brazil (Itajaí)
Location	Carretera A Coruña-Fisterra, km. 34.5 15106 Carballo, Coruña (Spain)	Calle a Playitas, Complejo Pesquero CORSAIN, Punta Gorda. La Unión (El Salvador)	Rua Eugenio Pezzini, 500, Bairro Cordeiros. Itajaí. Santa Catarina (Brazil)	Av. Presidente Castelo Branco, 640, Salseiros. Itajaí. Santa Catarina (Brazil)	Rua Vereador Germano Luiz Vieira, 6457. Bairro Itaipava Arraial dos Cunhas, Itajaí. Santa Catarina (Brazil)
Year built	1976	2003	1954	2006	2016
Constructed area (m²)	21,500	16,000	30,024	10,044	11,719
Maximum annual production capacity	40,000 t of finished product per year and 395 M cans	23,000 t of finished product per year and 5,000 t of bioproducts	86,000 t of finished product	500 M cans	10,000 t of bioproducts
Product processed	Tuna, mussels, calamari and salads. Lids and cans	Tuna, loins and salads. Fishmeal and fish oil	Sardines, tuna, spreads and salads	Lids and cans	Fishmeal and fish oil for animal consumption
Certifications²	Social / social+environmental	amfori BSCI (A), APR, FOS CoC	SA8000, ISO 45001, FOS CoC	OSHAS 18001	
	Environmental:	MSC CoC, Dolphin Safe	ISO 14001, MSC CoC, Dolphin Safe	Dolphin Safe	ISO 14001
	Food safety and quality:	ISO 9001, ISO 22005 traceability, BRC (B), IFS (Superior), "Mussels from Galicia" PDO, SAE, BIO (ecological production and distribution), Halal, Kosher	HACCP, BRC (B), IFS (Basic), Halal, Kosher, BPM (meal production)	ISO 9001	ISO 9001
Main destinations of production	Europe (main markets of Spain and Italy), Asia, North Africa and the Middle East	Central America and the Caribbean, Europe and the United States	Brazil, Argentina, Paraguay and Uruguay	Brazil, Ecuador and El Salvador	Brazil, Chile, Argentina, Nigeria and Bangladesh

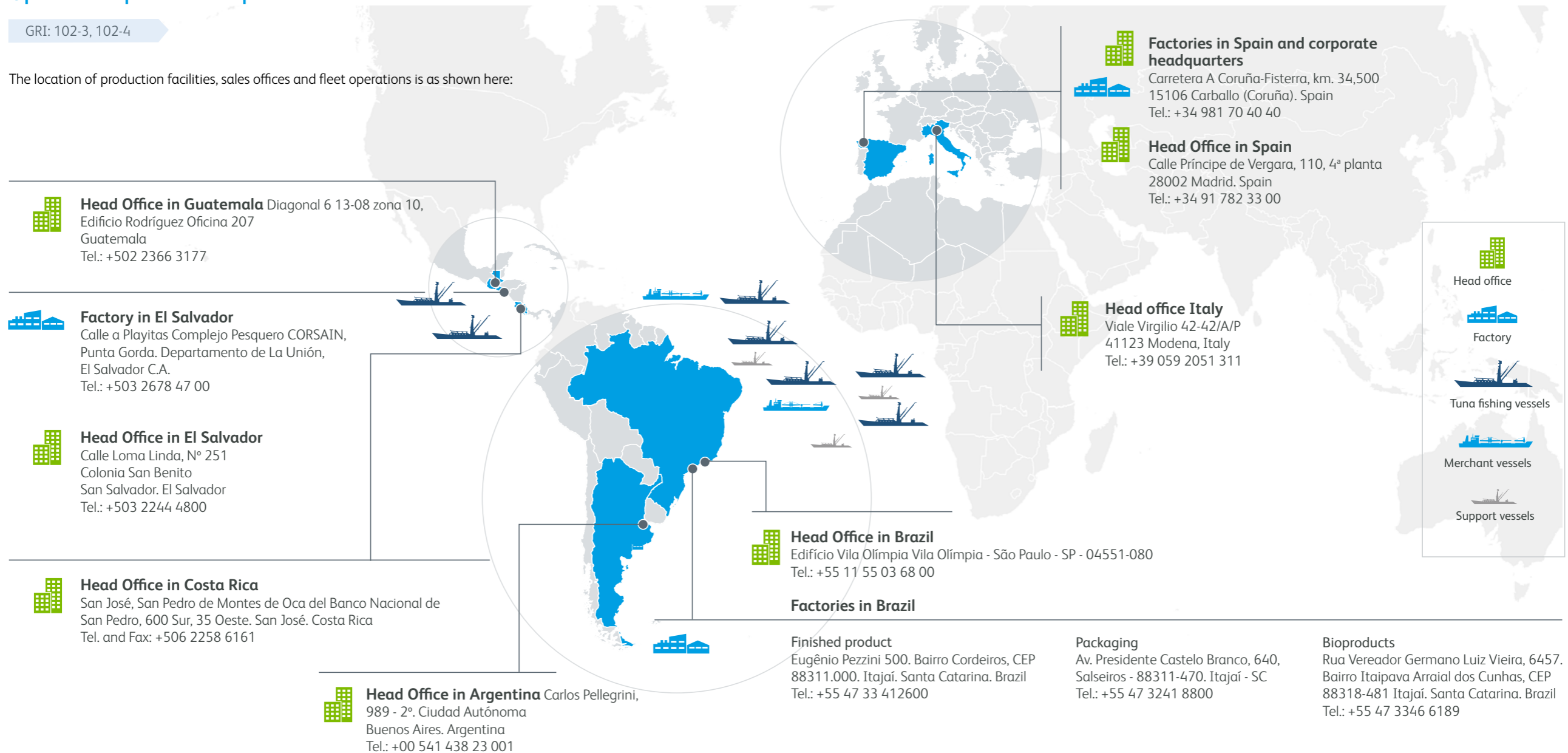
¹ The Carballo plant integrates a can manufacturing factory and a finished product factory into the same industrial complex.

² More information on the different plant certifications can be found in the chapters entitled Environmental Impact Management, Our Team and Customers and Consumers .

Operational presence map

GRI: 102-3, 102-4

The location of production facilities, sales offices and fleet operations is as shown here:



Financial data and fiscal transparency

GRI: 201-1, 201-2, 201-3, 201-4, 102-7, 102-31, 102-45, 203-1, 203-2, 207-1, 207-2, 415-1

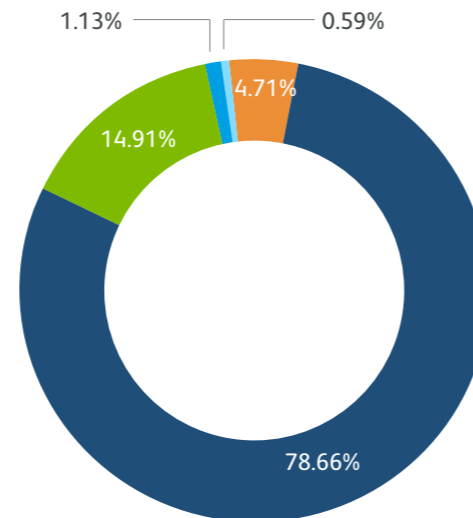
In 2021 we invoiced €555.4 M and our EBITA reached €56.2 M

Financial summary

The company recorded a total figure of 99,394 tons of **sold finished product**, 6.26% less than the previous year. By markets, Brazil accounted for 46.60% of the volume of product sold, followed by Spain (19.61%), Italy (19.43%), the Central America and Caribbean region (7.74%) and Argentina (1.74%). The remaining 4.88% was distributed over more than 50 other countries and maintained a distribution that was similar to the previous year.

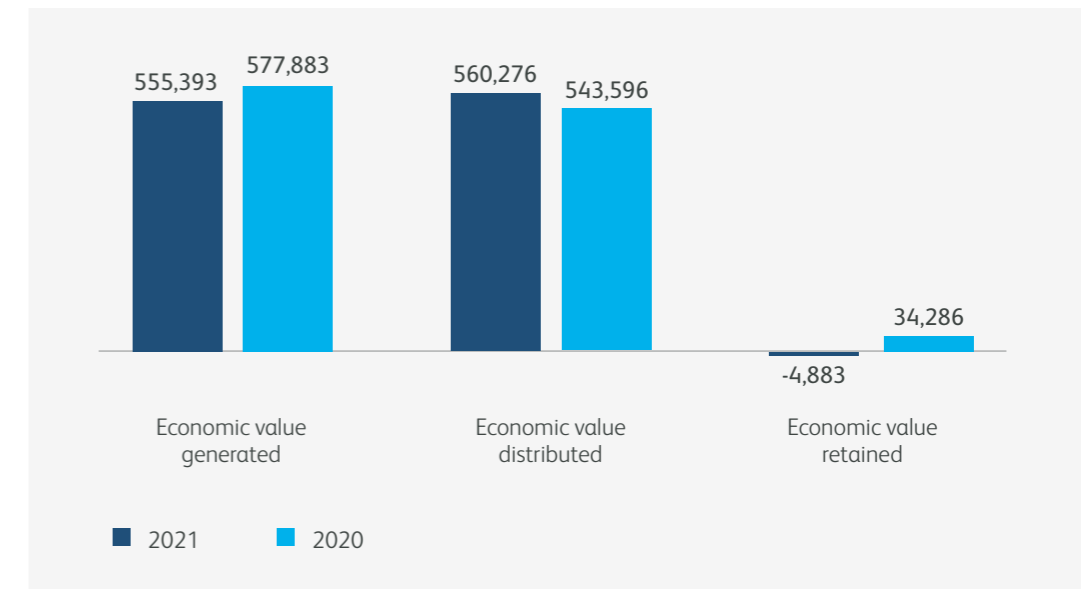
The **distributed economic value reached** a total of €560,276, or a 3.07% increase over 2020. The investments in the community amounted to 4.71% of the total value, returning to the regular amounts before the pandemic.

Economic value distributed



- Operating expenses
- Personnel expenses
- Payments to governments (taxes)
- Payments to capital providers
- Investments in the community

Direct economic value generated and distributed (in thousands of €)



Tax Information

GRI: 207-4

Earnings obtained by country

Grupo Calvo's vision is to be perceived by the consumer as a leading brand that satisfies their needs in **processed food products** by organizing its efforts around three axes: **innovation, quality raw material** and **full and efficient production**. In order to meet the needs of consumers and adapt to each market, the product portfolio is constantly evolving, which helps generate sales in a sustainable manner.

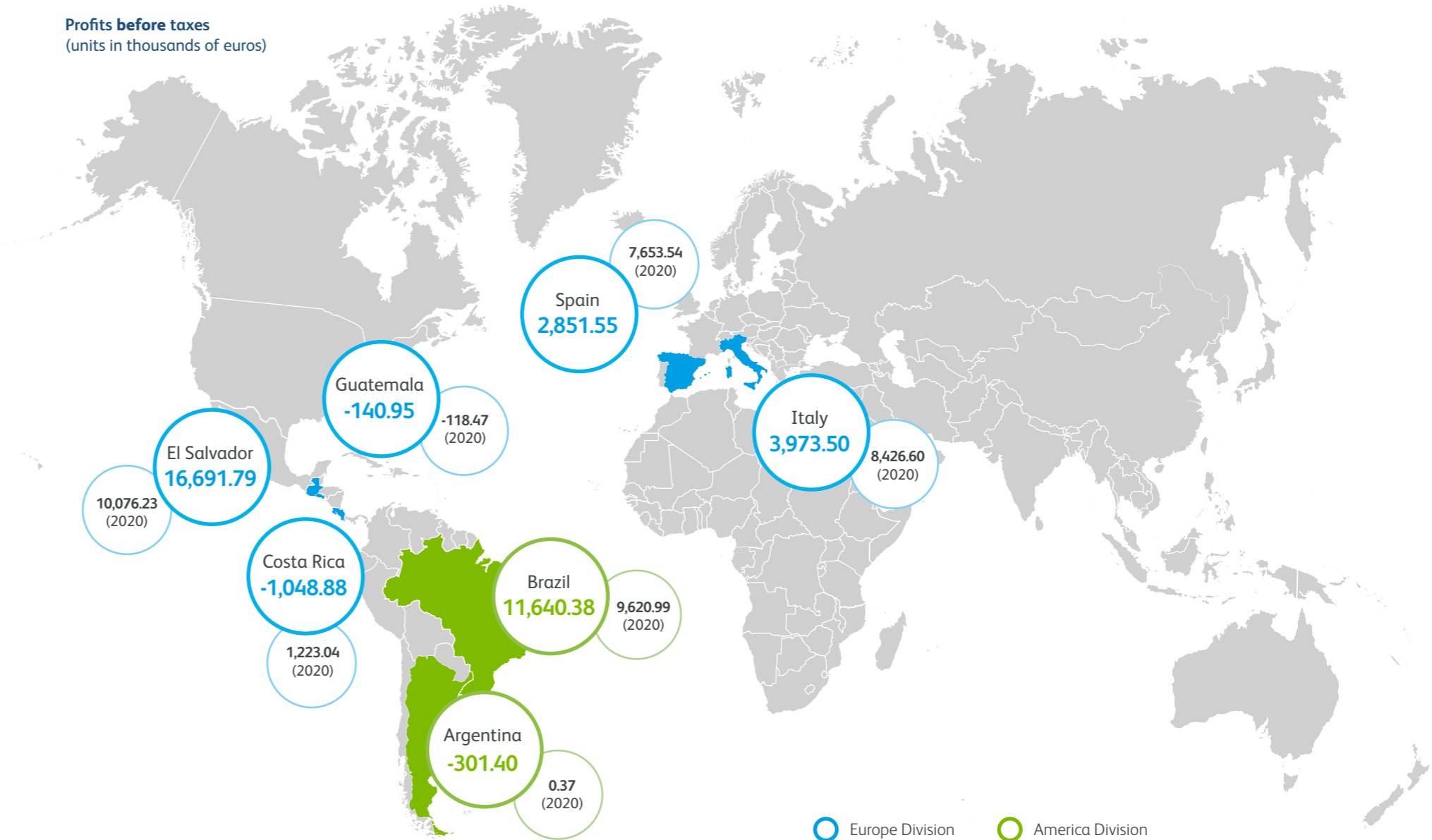
Taxes on profits paid

Grupo Calvo's commitment in the territories in which it operates is demonstrated through **responsible management** and the **generation of opportunities**. This management includes fulfillment of the company's corresponding financial and tax obligations. Additionally, the company devotes the necessary resources to mitigate the risk of non-compliance in countries where financial and accounting regulations vary significantly. In 2021, the amount of profit tax paid was €6.3 M (€2.4 M in 2020).

Public subsidies received

In 2021, Grupo Calvo did not receive any public subsidies (nor did it in 2020).

Profits before taxes
(units in thousands of euros)



○ Europe Division ○ America Division

Good governance, ethics and compliance

Grupo Calvo's governing bodies are committed to continuous improvement and seek effective, transparent and rigorous management of all of the Group's businesses and operations. Grupo Calvo's good governance practices contribute to generating value and protecting the long-term interests of the company, its shareholders and its other stakeholders.

Good governance

GRI: 102-5, 102-18, 102-22

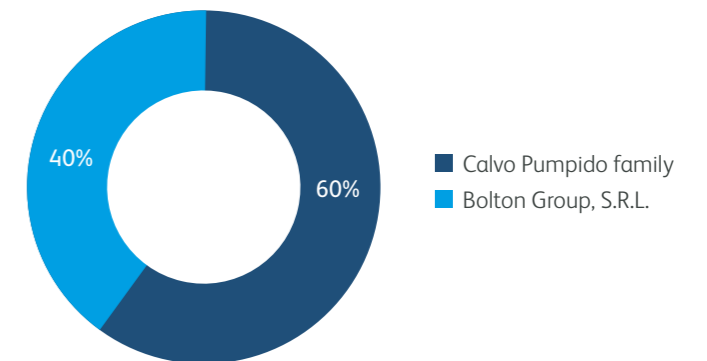
Governance structure

The principal governance bodies of the Group are the **General Shareholder's Meeting**, the sovereign body of the Group, and the **Board of Directors**, made up of 10 members who guarantee the proper function of the company. A **Compliance Committee**, made up of four members of the Board of Directors, is charged with preventing, detecting, mitigating and correcting corporate behaviors that may stray from ethical and legal correctness. The General Secretary and Secretary of the Board is, in turn, the secretary of the Committee, and the Chief of the Internal Audit and Compliance is the support unit for the Compliance Committee in their performance of day to day tasks. Additionally, an **Ethics Committee** is in charge of overseeing the correct application and compliance with the Group's Corporate Ethics Code, and for resolving doubts and claims made through the reporting channel, as well as for guaranteeing access to training to all employees on the Code.



Grupo Calvo has **two groups of shareholders**. On one hand, the **Calvo Pumpido family**, who sees to the effective management of the Group, is made up of 23 shareholders that hold 60% of the company. And on the other hand, the Italian company, **Bolton Group S.R.L.**, which controls the remaining 40%. Using a dashboard system, shareholders can monitor compliance with the strategic plan and analyze the effective management of business operations on a monthly basis.

Participation of shareholder groups



General Shareholders' Meeting

The Ordinary General Meeting of Shareholders of the Grupo Calvo parent company is held every year in the month of June at the corporate headquarters located in Carballo (A Coruña, Spain). Its main responsibility is the **approval of the Annual Accounts** and, since 2018, of the **Non-Financial Information Statement (NFIS)** as well, in order to, by means of this document, comply with the current commercial regulations in the realm of reporting non financial and diversity information in Spain. Attendance in 2021, either in person or through due representation, was 100%, and all proposed agreements were unanimously approved.

All shares constituting the share capital have the same rights. The company's bylaws do not contain any restrictions or maximum limits on the exercise of voting rights that a shareholder may carry out. Nor are there any legal or statutory limitations on the acquisition or transfer of shares, without prejudice to the right of preferential acquisition granted reciprocally to the significant shareholders declared in the company.

Main topics addressed during the 2021 General Shareholders' Meeting

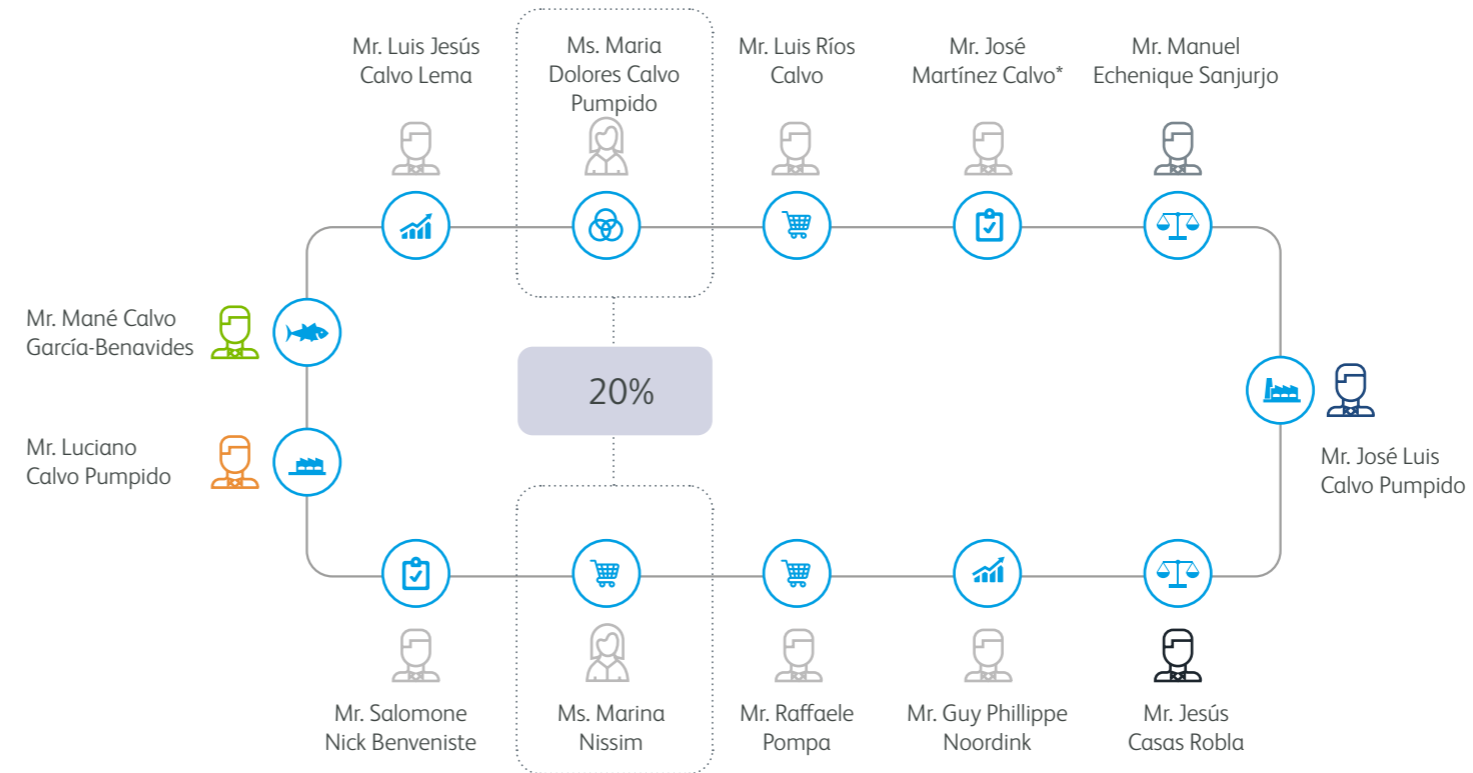
- Approval of the company's Annual Accounts for the 2020 fiscal year.
- Approval of the Non-Financial Information Statement for the year 2020.
- Approval of the distribution of profits for the year 2020.
- Approval of the management carried out by the Board of Directors during the year 2020.
- Naming of new auditors.
- Ratification of the board member named by co-option.
- Modification of the Company Charter to adapt it to the reform of the Reformed Text of the Law of Capital Companies, Law 5 of 12 April 2021.

Board of Directors

GRI: 102-22, 102-23, 102-24, 102-27, 102-28

The composition of the Board of Directors is structured around the **principles of transparency and independence** and adheres to criteria of complementarity, professionalism and diversity. The Board ratifies and supports the sustainability policy and actively monitors the Group's contribution to the United Nations Sustainable Development Goals.

The Grupo Calvo Board of Directors comprises **ten members** with a diversity of knowledge, skills, backgrounds, experiences, nationalities and gender, which ensures proper representation of all shareholders and the effective functioning of the body. The Board member, Mr. Raffaele Pompa replaced, as of 1 January 2021, Mr. Ernesto Trovamala, who presented his resignation due to retirement in 2020. In terms of gender diversity, **20% of Grupo Calvo's board members are women**. In 2021, they met on three occasions.



*Executive proprietary director

BOARD

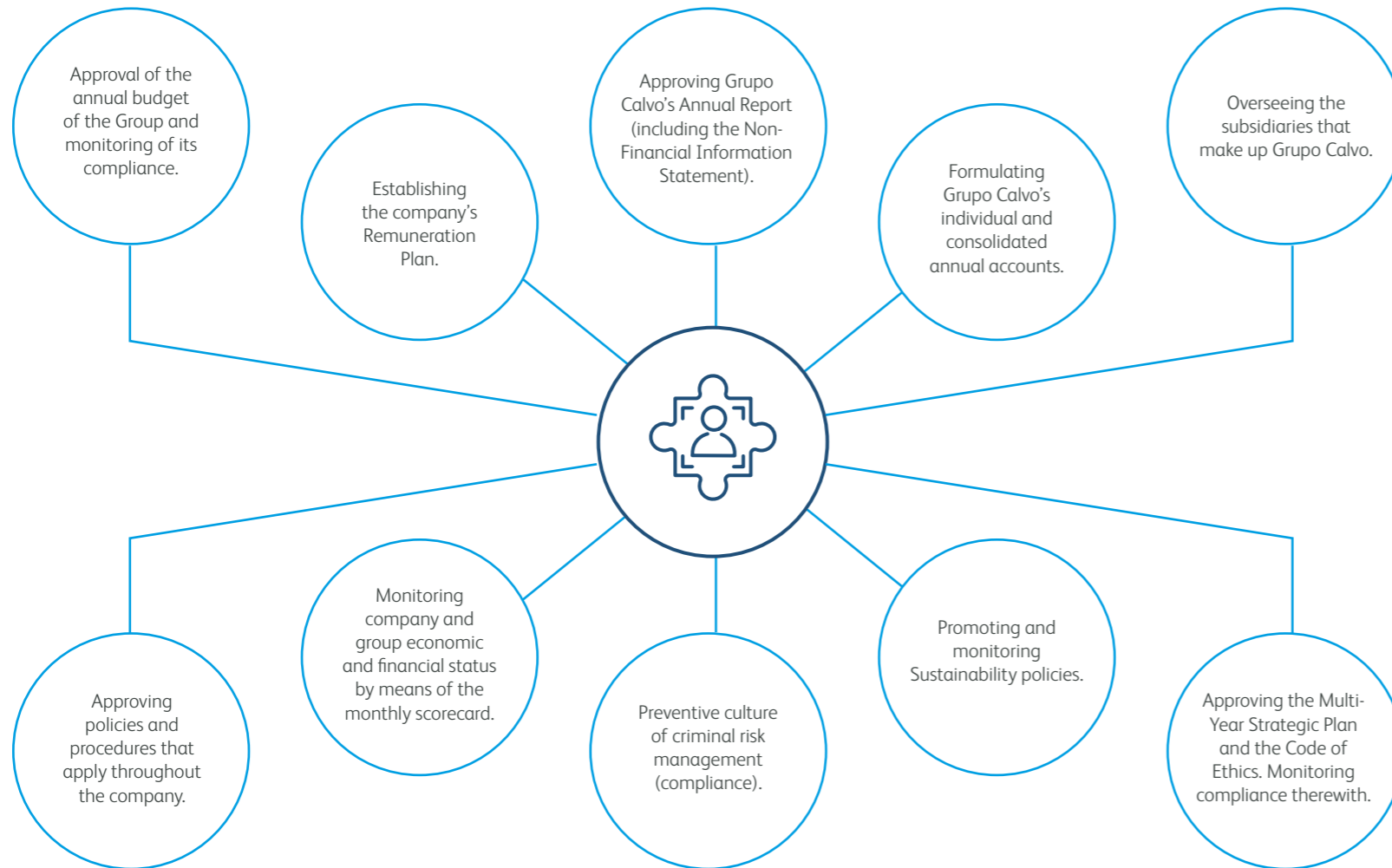
- Lifetime Honorary Chairman (non-executive)
- Chairman (executive proprietary director)
- Chief Executive Officer (executive proprietary director)
- General Secretary (non-executive)
- Deputy General Secretary (non-executive)
- Members (proprietary members)

COMPETENCIES

- Industrial transformation
- Fishing
- Non-financial/Sustainability Aspects
- Food Markets
- Management control/Risks
- Finances/Accounting
- Legal aspects

GRI: 102-26

DUTIES OF THE GRUPO CALVO BOARD OF DIRECTORS



Main actions of the Board of Directors in 2021

- Formulation of the Annual Accounts for the year 2020.
- Formulation of the Non-Financial Information Statement for the year 2020.
- Proposal for distribution of profits for the year 2020.
- Approval of the Group's budget for 2021.
- Updated information on the company's economic and financial situation, the status of the most important investments made, the state of implementation of the industrial projects, as well as on Corporate Governance, Sustainability and Compliance matters.
- Proposed charter reform in order to incorporate the recent legal reforms regarding exclusively teleconferenced Shareholders' meetings and board meetings in writing without sessions.
- Review and approval of the reports of the Board's Compliance Committee.
- Forming an ad-hoc Audit Committee of the Board to analyze the updated risk map of the Group.

Despite not being a listed company, Grupo Calvo follows a number of the recommendations of the Spanish National Securities Market Commission's Good Governance Code and periodically reviews its regulations. To this end, during 2021, one of the board members carried out the Program of Professional Development and Training of Board Members of the Institutes of Board Members and Administrators, and obtained the corresponding certificate in November of 2021, and approved a budget for additional training in good governance for all the board members who desire it. The Board has planned the constitution in 2022 of an **Auditing, Compliance and Ethics Committee**, delegated by the Board itself to supervise these three functions in an integrated manner.

Management committees

GRI: 102-19, 102-20, 102-32

There are four management committees that support Grupo Calvo's Board of Directors in performing its duties¹:

Steering and Strategy Committee (Group)

The committee's main function is to discuss matters that affect the Group's strategy. Its members analyze industry trends and key issues related to profitability, sustainability, markets and operations.



Steering Committee (one in each division)

Individual in charge of analyzing the operations of each division and compliance with the strategic lines. The committee meets monthly.



Expanded Steering Committee

Composed of the Steering Committees from both divisions, this committee is tasked with analyzing the performance of the two divisions and the joint challenges for the Americas and Europe. The committee reviews group strategy and targets and the action plans devised to meet them. The committee meets once a year.

Due to the Covid-19 pandemic, this committee did not meet in 2021

Monitoring Committee

The committee handles urgent matters affecting daily operations and follows up on the proposals of the Steering Committee. It meets weekly when there is no Steering Committee meeting.



MEETINGS HELD IN 2021



² These committees are operational, but not for delegation of authority.

GRI: 102-19, 102-20

Shown below is information on the attendees at the different committee meetings:

COMPOSITION OF THE MANAGEMENT COMMITTEES

<p>Steering and Strategy Committee (Group)</p> 	<p>Steering Committee (Europe Division)</p> 	<p>Steering Committee (America Division)</p> 	<p>Expanded Steering Committee</p> 	<p>Monitoring Committee</p> 
<ul style="list-style-type: none"> ■ Chief Executive Officer ■ Executive Director, Europe Division ■ Executive Director, America Division ■ Finance Director ■ General Secretary 	<ul style="list-style-type: none"> ■ Chief Executive Officer ■ Executive Director, Europe Division ■ Finance Director ■ Fleet Director ■ Tuna Purchase and Sales Director, Europe Division ■ Marketing Director, Europe Division ■ Sales Director, Spain ■ Sales Director, Italy ■ International Sales Director ■ Sales Director, CAM-Caribbean ■ Country Manager, CAM-Caribbean ■ Director of Operations, Europe Division ■ HR Director, Europe Division ■ Director of Sustainability and Communications 	<ul style="list-style-type: none"> ■ Chief Executive Officer ■ Executive Director, America Division ■ Finance Director ■ Purchasing Director, America Division ■ Director of Planning, Logistics and Customer Service, America Division ■ Sales Director, America Division ■ Marketing Director, America Division ■ Sales Manager, Argentina ■ HR Director, America Division ■ Director of Sustainability and Communications ■ Director of Finance and Administration, America Division ■ Industrial Director, America Division 	<ul style="list-style-type: none"> ■ Chief Executive Officer ■ Board Members ■ Executive Director, Europe Division ■ Executive Director, America Division ■ Finance Director ■ General Secretary ■ Fleet Director ■ Tuna Purchase and Sales Director ■ Purchasing Director, America Division ■ Director of Planning, Logistics and Customer Service, America Division ■ Marketing Director, Europe Division ■ Sales Director, America Division ■ Marketing Director, America Division ■ Sales Director, Spain ■ Sales Director, Italy ■ International Sales Director ■ Sales Director, CAM-Caribbean ■ Sales Manager, Argentina ■ Country Manager, CAM-Caribbean ■ Director of Operations, Europe Division ■ HR Director, Europe Division ■ Director of Sustainability and Communications 	<p>EUROPE DIVISION</p> <ul style="list-style-type: none"> ■ Executive Director, Europe Division ■ Finance Director ■ Fleet Director ■ Tuna Purchase and Sales Director ■ Marketing Director, Europe Division ■ Sales Director, Spain ■ Sales Director, Italy ■ International Sales Director ■ Sales Director, CAM-Caribbean ■ Country Manager, CAM-Caribbean ■ Director of Operations, Europe Division ■ HR Director, Europe Division ■ Director of Sustainability and Communications <p>AMERICA DIVISION</p> <ul style="list-style-type: none"> ■ Executive Director, America Division ■ Finance Director ■ Purchasing Director, America Division ■ Director of Planning and Logistics, America Division ■ Sales Director, America Division ■ Marketing Director, America Division ■ Sales Manager, Argentina ■ HR Director, America Division ■ Director of Finance and Administration, America Division ■ Industrial Director, America Division

Board remuneration

GRI: 102-35, 102-36, 102-37

The **retribution plan** applicable to the board members was approved by the General Shareholders' Meeting of 2015. This remuneration does not consist of any additional compensation in the form of bonuses, indemnity payments or pension plans, with the exception of labor-related remuneration for the employees of the Group companies with representation on the Board (three members).

In 2021, the members of the Grupo Calvo Board of Directors drew, in the form of compensation and attendance allowances, a total of 1,426,619 euros. This amount represents the total compensation accrued by the administrators of the Group's parent company (Luis Calvo Sanz, S.A.) for any concept or reason.

As of 31 December 2021, Grupo Calvo's parent company had not granted any advances, loans or credits, nor had it undertaken any type of commitment in regard to pensions, life insurance or anything similar with respect to the members of its Board of Directors.

In order to avoid any conflicts of interest that might arise in exercising one's duties as a director, Grupo Calvo applies the pertinent articles under the Spanish Law governing Corporations to its directors.

Remuneration	Men	Women	Average remuneration men	Average remuneration women	Total remuneration
Executive directors	3	0	€358,873	-	€1,076,619
Non-executive directors	5	2	€50,000	€50,000	€350,000



Ethics and compliance

GRI: 102-11, 102-16, 102-17, 102-29, 207-2, 415-1

Ethics and compliance model

The ethical principles and action plans of Grupo Calvo are collected within its **Corporate Code of Ethics**, first published in 2013 and later updated, whose objective is to establish, develop and maintain a suitable **corporate ethics culture subject to the applicable law**. The Code is available on the [Grupo Calvo website](#) in the four official languages of the organization (Spanish, Portuguese, Italian and English). Its contents describe the principles and basic commitments that are expected and must be employed at the companies that make up Grupo Calvo, and by all its employees, executives and governing bodies, and which serve as a framework of common integrity for all of them in the development of their professional activities and in their relations with stakeholders.

To ensure compliance with current legislation and the Code of Ethics, Grupo Calvo has **compliance and criminal offence prevention models** in the countries where the company operates. These are intended to **promote effective ethical culture** and the **efficiency of procedures, controls and internal commitments** established for this

purpose. Each country has a model adapted to the applicable legislation and to the activities that are carried out in the country. With the development of the model in Argentina, whose implementation was completed in 2022, the implementation plan of these models, which began in 2017, has now been concluded in all the countries where the Group has work sites.

As part of the process of continuous improvement, in 2021, the compliance and risk prevention model in Spain was reviewed in order to reach a greater degree of awareness in all areas and for its **harmonization with the best practices established in the compliance standards** (UNE 19601-Management system for criminal compliance and ISO 37001-Anti-bribery management systems). Additionally, the processes were reviewed in Spain and Italy, as were the main **internal control measures**. Based on the results obtained, the policies, procedures and other control measures are updated. In 2022, this review of models continued, particularly in Brazil and Central America.

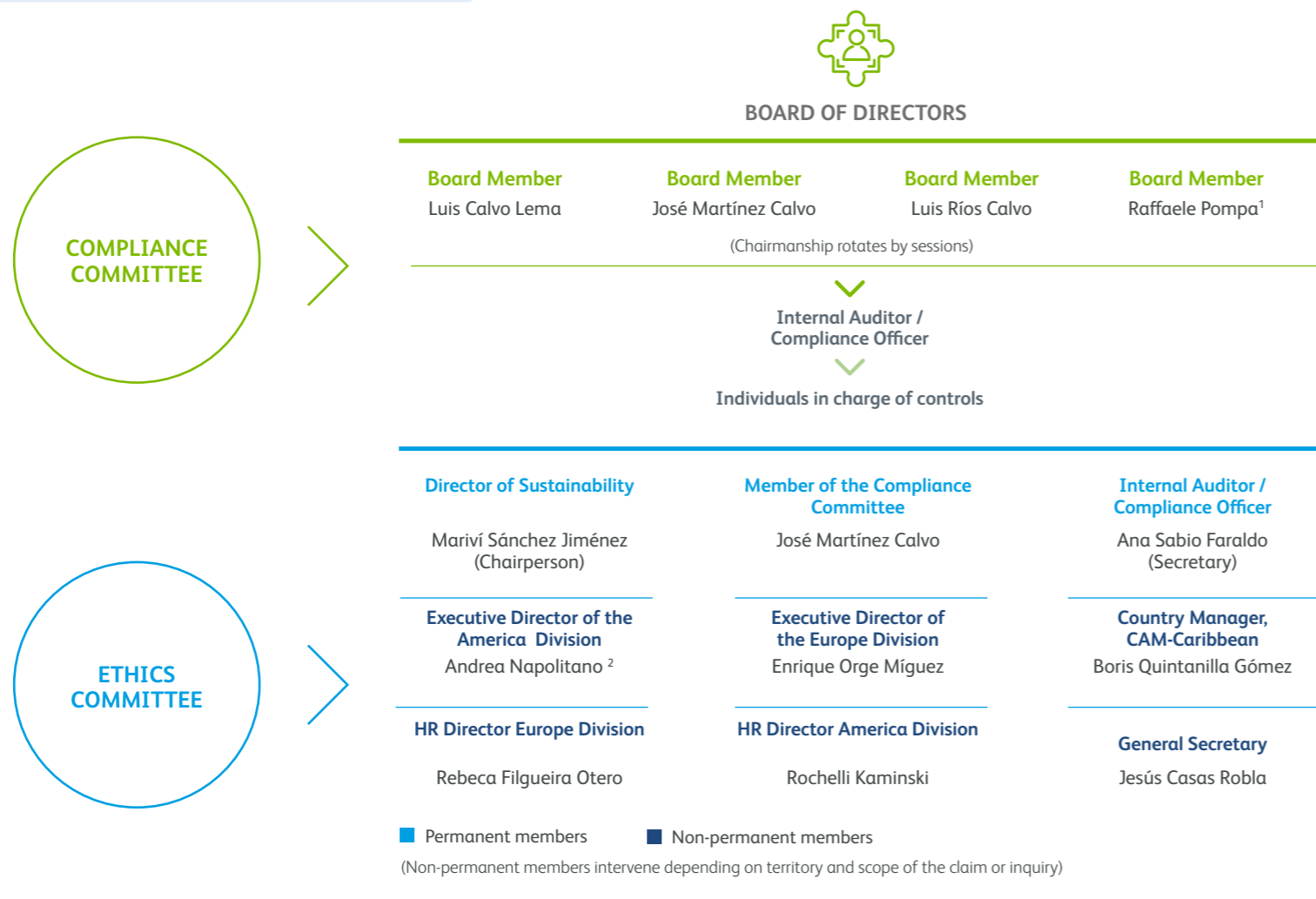
Over the course of the year, several different **training sessions** were taught focused on compliance and criminal risk preventions in general, and specifically on anti-corruption, aimed at executives, middle management and other employees, primarily in Spain, Italy and Central America, and the Compliance Committee members also took part in these sessions. In total 158 individuals took part in these sessions, which made up 357 hours of training in these subjects. Likewise, training was carried out in the code of ethics and the compliance model for new hires, amounting to 2,968 training hours in the year.

It is expected that over the course of 2022, throughout all the countries of the Group **training and awareness campaigns** in compliance and criminal risk prevention will be carried out, fundamentally for the locations and areas with the greatest exposure to risk.



Supervisory bodies

GRI: 102-18, 102-19, 102-20, 102-22, 102-25, 102-26



ETHICS SUBCOMMITTEE OF THE AMERICA DIVISION

(4 permanent members, among whom there are 3 members of the Ethics Committee)

The bodies that realize the objectives associated with these matters are the **Compliance Committee** and the **Ethics Committee**. The committees' meetings are held on a quarterly basis in order to monitor the degree of implementation of the compliance model and handling of claims, complaints consultations registered within the framework of the Code of Ethics. In addition to these ordinary meetings, both committees may meet extraordinarily in order to resolve any investigation or report of wrongdoing as often as it may be necessary. These extraordinary meetings are convened by the Compliance Officer or, alternatively, by any of the permanent members or Grupo Calvo's General Secretary. The Compliance Committee met four times in 2021, while the Ethics Committee held three virtual meetings, with the decisions being managed via email. The only change that occurred in 2021 in the composition of these supervisory bodies was due to the replacement on the Board of Directors of Mr. Ernesto Trovamala by Mr. Raffaele Pompa as of 1 January.

¹ D. Raffaele Pompa replaced, as of 1 January 2021, Mr. Ernesto Trovamala, who presented his resignation due to retirement in 2020.

² Andrea Napolitano ceased to be part of the company in February 2022.

Human rights and anti-corruption

GRI: 410-1, 412-1, 412-2, 412-3, 205-1, 205-2, 205-3, 206-1

Grupo Calvo is firmly committed to **upholding and promoting human rights** in all of its activities and territories of operation. Because of this, it has a solid structure of regulations that ensures that both its own direct activities as well as those of its suppliers fulfill this commitment through a rigorous process of **due diligence** in these matters. This commitment is reflected in Grupo Calvo's alliance with [amfori](#), with whom the company has worked together since 2016 to provide continuous improvement of working conditions, conduct and respect for human rights along the entire supply chain.

Fishing operations can pose the endogenous risk of forced labor, and Grupo Calvo therefore takes a firm stand on preventing its occurrence. To this end, Grupo Calvo has maintained a firm position on preventing its appearance and measures include the company's voluntary implementation of [International Labour Organization \(ILO\) Convention 188](#) concerning work in fishing and through **APR (Atún de Pesca Responsable - Responsibly-caught tuna)** certification of every vessel in its fleet. Furthermore, the company's [Code of Conduct for Suppliers](#) specifically bans forced labor and precarious work and includes the obligatory nature of maintaining the safety conditions needed for work to be carried out, as well as protection measures for younger workers, among other issues.

All the employees of Grupo Calvo receive training in the [Corporate Ethics Code](#), one of which's main fundamental concepts is the **commitment to people**, and which describes the actions to guarantee the development of activities under the **complete respect of human rights**, to provide a working environment that is healthy, productive and suited to the development of all employees, both professionally and as individuals. Grupo Calvo does not provide specific training to the **security staff** in policies or human rights procedures. Security services are contracted from external providers, so the corresponding contractors must sign the code of conduct for suppliers and guarantee its fulfillment.

The fight against corruption and the prevention of bribery is internally articulated through the **anti-corruption policy** and the **conflicts of interest policy**. There is no specific regulations communication regarding the fight against **money laundering** at the Group level, although the necessary policies and procedures required at the country level have been documented. In 2021, no significant changes were made to the management of conflicts of interest. The existing procedure for annual declaration of possible conflicts continued to be applied. This procedure also applied to declarations that may arise at any time. In addition, it makes available to all its stakeholders a **whistleblower channel** managed by an independent third party and which can

be accessed through the corporate website. These tools are continuously reinforced through online training sessions and communication campaigns in the different countries of operation, as well as with specific training linked to the implementation of the compliance and criminal risk prevention model. All the activities of Grupo Calvo companies are evaluated in these matters.

In 2021, no corruption cases were confirmed by the Compliance area. To prevent money laundering, restrictions are applied to the amounts of cash payments and collections and the above-mentioned due diligence procedures are applied.



Whistleblower channel

Since 2018, the Grupo Calvo has made available to all its stakeholders a **whistleblower channel** that enables them to submit inquiries or report breaches of the Code of Ethics, confidentially and without fear of reprisals. The channel is accessible through the [corporate website](#) or a toll-free telephone number set up in each Grupo Calvo territory of operation. The channel is **managed by an independent third party** via an external platform to ensure confidentiality in all communications. The platform is set up for the company's **four official languages**: English, Spanish, Italian and Portuguese. The option to lodge complaints anonymously has been in place since 2019.

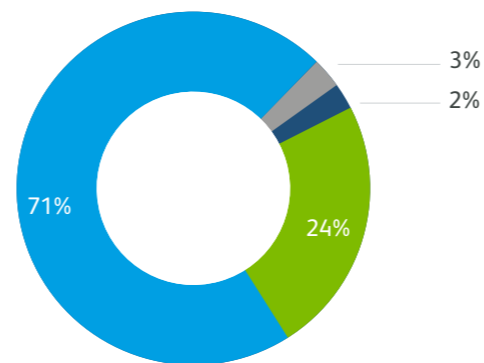
Grupo Calvo's Ethics Committee and Compliance Committee are in charge of resolving queries, ensuring due **investigation** of possible irregularities and evaluating conclusions. In the same vein, only two people in the company have access to the reports and inquiries submitted through the channel: the **director of Sustainability** and the **head of internal auditing and Compliance**. This officer's duty is to investigate accordingly and present conclusions to the Ethics Committee and the Compliance Committee. In order to ensure impartiality throughout the process, in the event that a committee member were to be affected by a claim, he or she is to be excluded from the entire process.

In 2021, a total of 150 inquiries and complaints were registered through this channel, compared to 64 in 2020 and 104 in 2019. Out of the total number of whistleblower reports and consultations received, only 4 were analyzed within an ethical perspective, with the remaining complaints and consultations falling into other areas of competence to whom the claims were directed for resolution. No report related with the possible infraction of human rights was received.

It should be noted that the areas of **commitment to people and commitment to ethics** continue to be, as in the previous year, the most prominent, having received more than 95% of the consultations and reports in 2021. It is important to point out that these categories are those selected by the complainant at the time of filing the complaint, and can be reassigned later after conducting the investigation into them.

In addition, there is another complaints channel [the Gomes da Costa Ethics Channel](#), available to any stakeholders, through the website of the Groups's Brazilian company, Gomes da Costa. Beyond the aforementioned complaints channels, it is possible to channel claims, consultations or reports through the suggestion boxes or direct dialogue with the Human Resources, Compliance and Sustainability departments. In these cases, once the complaints have been analyzed and admitted, they are incorporated into the main channel so that they follow the established course.

Complaints and inquiries received



- Commitment to people
- Commitment to ethics
- Commitment to company resources
- Company commitment to the exterior

Sanctions or non-compliance with regulations channel

GRI: 419-1

As in the previous years, during 2021, no legal case was filed against Grupo Calvo for cases of unfair competition, monopolistic practices, or acts against free competition. Likewise, there were no fines or significant sanctions¹ imposed for the infraction of corporate, financial or labeling laws or regulations.



¹ Significant fines are considered to be those in excess of €10,000.

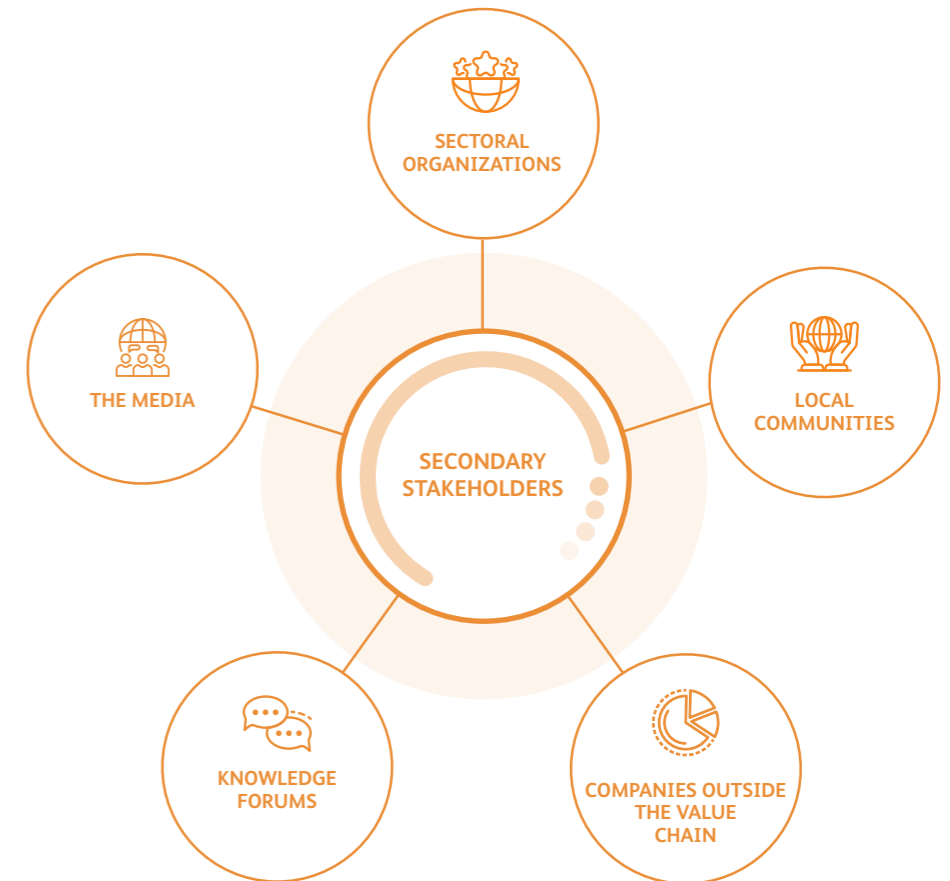
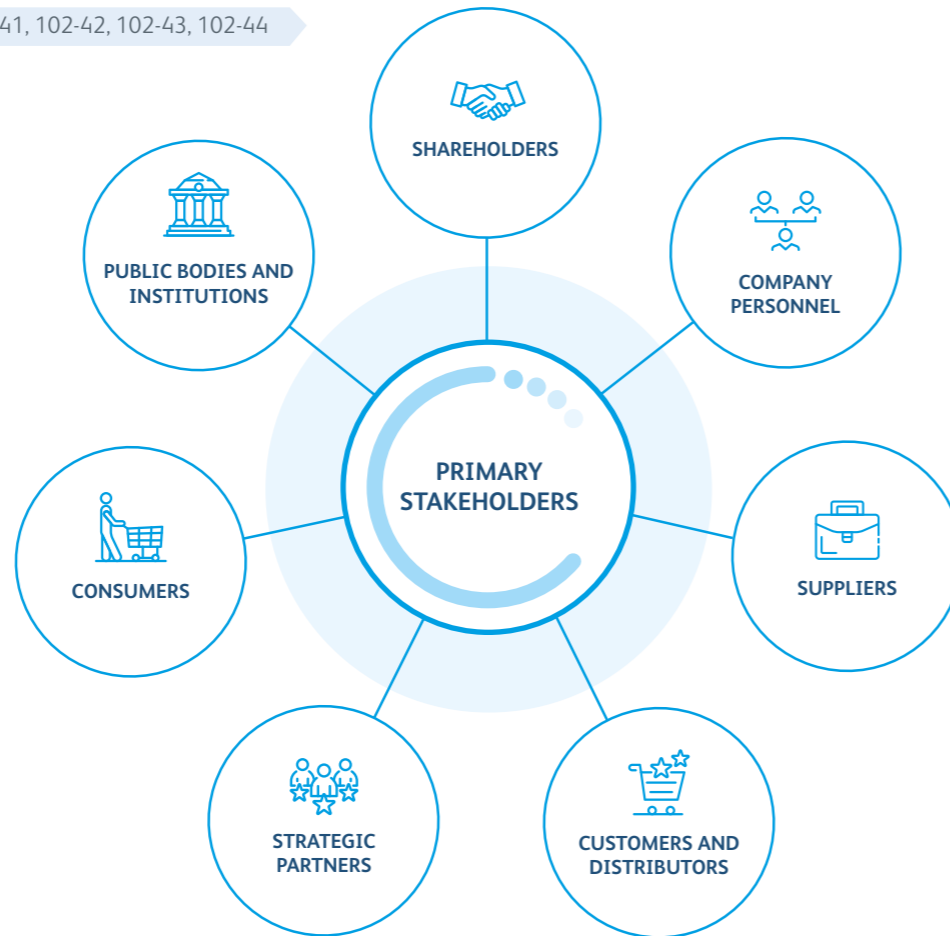
Communication with stakeholders

We believe in constant and truthful communication as a tool to build trusted relationships with our stakeholders.

Our stakeholders


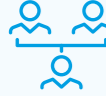
GRI: 102-21, 102-33, 102-34, 102-40, 102-41, 102-42, 102-43, 102-44






Grupo Calvo categorizes its stakeholders into two major categories: primary and secondary.



Primary stakeholders are characterized by their strong ties to the company, in addition to having a high capacity to influence. The communication channels used for dialogue in this group are stable and highly professionalized. Those responsible for managing communication with these stakeholders are well aware of their levels of dependence and influence and maintain an active and constant dialogue with them.

Illustrated below are the categories and subcategories existing within these groups of primary stakeholders, the primary and secondary individuals in charge of communication for each of them, as well as the needs and expectations of each of them:

PRIMARY STAKEHOLDERS		COMMUNICATION CHANNEL RESPONSIBILITIES		NEEDS	EXPECTATIONS
		PRINCIPAL	SECONDARY		
 Shareholders	The Calvo family (60%) Grupo Bolton (40%)	CEO	General Secretary Compliance Officer	<ul style="list-style-type: none"> Profitability of the investment made Sustainable business Early and reliable communication of financial and non-financial information for risk management and decision making 	<ul style="list-style-type: none"> Value creation Leadership in the market Differentiation from competitors, brand placement Reputation in the market Manufacturing of safe, healthy products that satisfy the needs of the consumer Implementation of ESG (Environmental, Social, Governance) strategy Continuity plans Suitable risk management Regulatory compliance
 Company personnel	Employees	Human Resources	Sustainability and Communication	<ul style="list-style-type: none"> Job stability Conciliation of work life and family life 	<ul style="list-style-type: none"> Suitable remuneration and market wages Training and recognition Suitable shifts, time flexibility Location of facilities, accessibility Work setting and environment Good internal communication Occupational health and safety Opportunities for professional development
	Executives	General Management	Executives	<ul style="list-style-type: none"> Development opportunities Company's recognition and reputation 	<ul style="list-style-type: none"> Broad scope of responsibilities Resources to reach objectives Career plans Commitment of the departments Operating results Budget achievement Managers leadership Autonomy and confidence
	Trade union representatives	Human Resources	Factory Management	<ul style="list-style-type: none"> Adequate labor conditions for workers 	<ul style="list-style-type: none"> Safeguard workers' rights Stability in employment Suitable remuneration Improvements in health and safety Diversity and conciliation measures






PRIMARY STAKEHOLDERS		COMMUNICATION CHANNEL RESPONSIBILITIES		NEEDS	EXPECTATIONS
		PRINCIPAL	SECONDARY		
 Suppliers	Raw materials: tuna and other types of fish	Purchasing	Sustainability and Communication	<ul style="list-style-type: none"> Profitability of the sales Payment within the agreed terms Fulfillment of the rest of the conditions 	<ul style="list-style-type: none"> Long term commercial relationship Point of reference for the other manufacturers in the market
	Other raw materials, supplies and finished products				
	Supplies (spare parts and auxiliary components) Services Certification and auditing				
 Customers and distributors	Spain market ¹ Italy market ¹ International market ¹ CAM-Caribbean market ² Brazil market ² Argentina market ²	Sales (by market)	Marketing (by market)	<ul style="list-style-type: none"> High food safety and quality standards Healthy products Sustainable products Innovative products Specific requirements for the manufacturing process (distributor brand clients) Satisfying consumer habits Flexibility in manufacturing Punctual delivery Competitive costs - Profitability 	<ul style="list-style-type: none"> Long term commercial relationship Compliance of sustainability requirements
 Strategic partners	Responsible management organizations (amfori)	Sustainability	Purchasing	<ul style="list-style-type: none"> Correct supply chain monitoring 	<ul style="list-style-type: none"> Management scheme of reference (BSCI) Expanding partner network
	Sectoral organizations (OPAGAC, ANFACO, Abipescas)	General Management Operational Management Fleet Management	CEO General Management	<ul style="list-style-type: none"> Leadership in sector-related initiatives Highlight the canning and fishing industries 	<ul style="list-style-type: none"> Involvement of technical initiatives Involvement of other initiatives and continued improvement
 Consumers	Spain Market Italy Market International Market CAM-Caribbean Market Brazil Market Argentina Market	Marketing (by market)	Sales (by market)	<ul style="list-style-type: none"> Quality Food safety Satisfying needs Price 	<ul style="list-style-type: none"> Attractive products Healthy products Affordable prices Compliance of sustainability requirements
 Public bodies and institutions	National governments (Spain, Italy, El Salvador, Brazil) Regional and Local Public Administrations (within the proximity of the factories) Multinational bodies (Directorate-General of the UE)	CEO General Management Country Management	Sustainability and Communication	<ul style="list-style-type: none"> Contribution to regional and local GDP Tax payments Job creation 	<ul style="list-style-type: none"> Highlight the canning and fishing industries Business support

⁽¹⁾ Self-service and HORECA

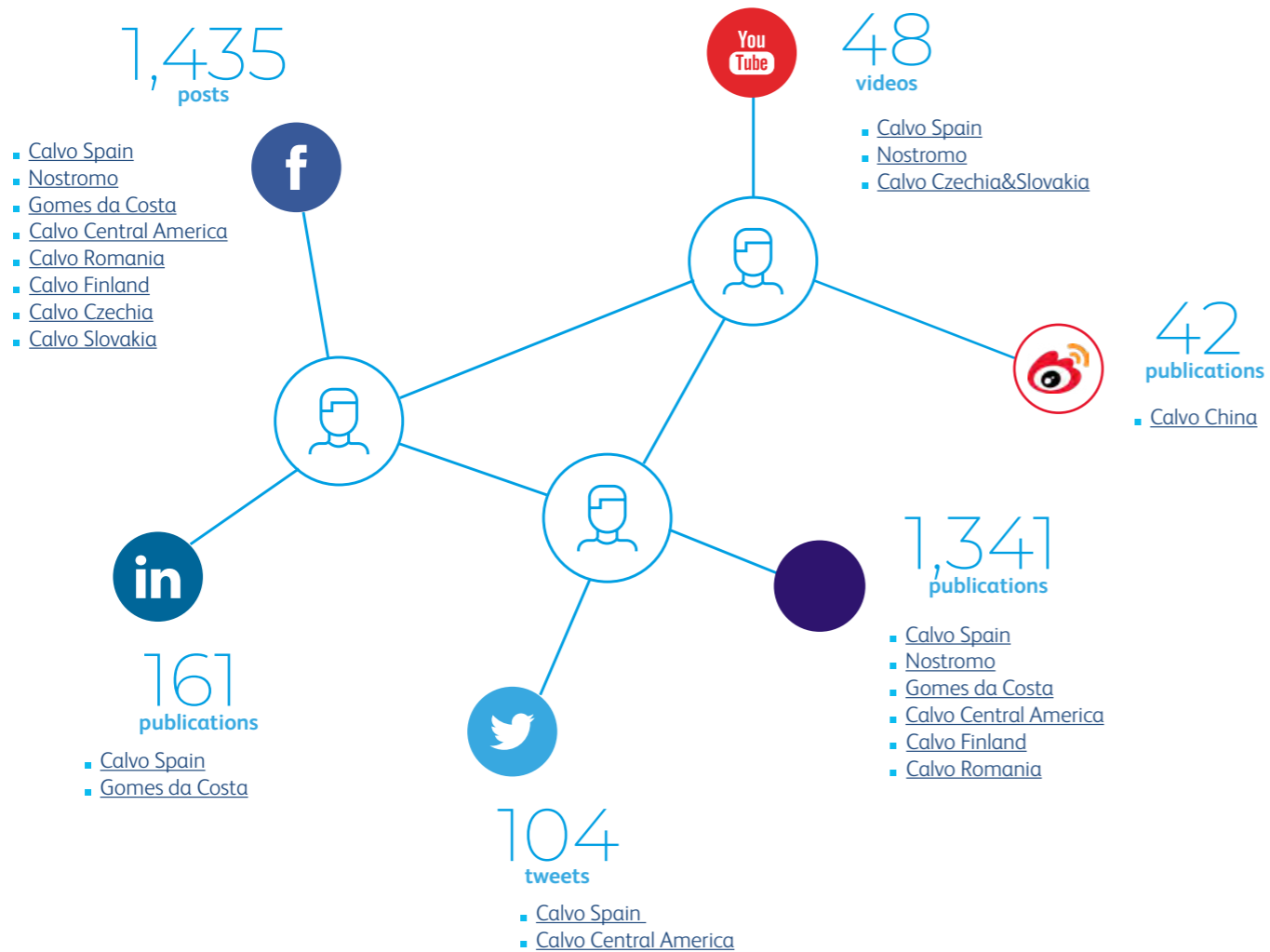
⁽²⁾ Self-service

Secondary stakeholders, in turn, determine the regulatory and market framework in which Grupo Calvo operates. They are a source of market opportunity, and the impact of their actions affects both business development and corporate reputation, and may even have an effect on other stakeholders. They offer possibilities in the development of sectoral alliances, and also require follow-up to ascertain their expectations and anticipate their actions.

Illustrated below are the categories and subcategories existing within these groups of secondary stakeholders, the primary and secondary individuals in charge of communication for each of them, as well as the needs and expectations of each of them:

SECONDARY STAKEHOLDERS		COMMUNICATION CHANNEL RESPONSIBILITIES		NEEDS	EXPECTATIONS
		PRINCIPAL	SECONDARY		
 Sectoral organizations	Fishing sector associations and organizations	Sustainability and Communication	Fleet / Purchasing (fish)	<ul style="list-style-type: none"> Advocating for the interests of the organization 	<ul style="list-style-type: none"> Collaboration with and from the company
	NGO	Sustainability and Communication	Country Management		
	Other associations and organizations (AEC, FIAB, Galician Food Cluster, Promarca)	CEO General Management Sales Management Marketing Management	Sustainability and Communication		
 Local Communities	Local NGOs Local associations and organizations Neighborhood associations	Sustainability and Communication	Country Management Environment Human Resources	<ul style="list-style-type: none"> Defense and protection of local interests Defense and protection of vulnerable groups 	<ul style="list-style-type: none"> Active participation by the company
 Companies outside the value chain	Companies in the canning and the consumer sector Other companies	CEO Department Managements	Related departments	<ul style="list-style-type: none"> Alliances and collaborations Trust-based relationship 	<ul style="list-style-type: none"> Increase in the market share Competitive advantage Promotion of the sector
 Knowledge forums	Universities and business schools R&D&I Centers Multistakeholder forums and platforms	Innovation (factories and fleet) Sustainability and Communication	CEO General Management Country Management	<ul style="list-style-type: none"> Collaborations 	<ul style="list-style-type: none"> Projects development Value creation Know-how contribution
 The media	Generalists Specialized: consumer sector, fishing sector, sustainability, industry	Sustainability and Communication Media agencies	Selected internal interlocutors	<ul style="list-style-type: none"> Punctual and transparent information Timely reaction 	<ul style="list-style-type: none"> Trust-based relationship with the company Content veracity Industry exclusive news

Information on Grupo Calvo is available on its corporate website www.grupocalvo.com and also on the business websites of the brands [Calvo](#), [Nostromo](#) and [Gomes da Costa](#). Furthermore, the company has profiles on the Instagram, Facebook, LinkedIn, Twitter and YouTube social networks.



Furthermore, in 2021, 100 posts were published on the Chinese social network and premium marketing platform [Xiaohongshu](#) ("Little Red Book").

Among the most viewed publications on the networks during 2021, the following examples stand out:

f Italy
Salad recipe



Twitter Spain
Launch of Easy Flip



in LinkedIn Brazil
Internal recognition
#SouGomesdaCosta



f Calvo.CAM
Drawing for a box of Calvo products



External alliances of Grupo Calvo

GRI: 102-12, 102-13

As part of our commitment to responsible management and sustainable development, Grupo Calvo is present in different social, sectoral, academic and local forums. These collaborations and alliances promote dialogue, learning and the practice of sharing experiences.

In 2021, the company continued promoting work in alliance with different external associations in the countries in which it develops its operations. The total financial contribution destined to these alliances rose in 2021 to **€2 M**.

The main initiatives, entities and associations which Grupo Calvo collaborated in 2021 are listed below.

EXTERNAL ALLIANCES GRUPO CALVO 2021



BRAZIL

ABIA - Associação Brasileira da Indústria de Alimentos
 ABIPESCA – Associação Brasileira da Indústria da Pesca
 ACII - Associação Empresarial de Itajaí
 Camara Oficial Espanhola de Comércio em Brasil
 CONEPE- Coletivo Nacional da Pesca e Aquicultura
 FIESC - CIESC - Centro das Indústrias do Estado de Santa Catarina
 Junior Achievement
 Movimento Nacional ODS Santa Catarina
 Prefeitura Municipal de Itajaí (Selo Social / Juntos pelo Rio)
 SEMASA - Serviço Municipal de Água, Saneamento Básico e Infraestrutura (projeto Juntos pelo Rio)
 SENAI - Serviço Nacional de Aprendizagem Industrial
 SESI - Serviço Social da Indústria
 SINDIPI - Sindicato dos Armadores e das Indústrias da Pesca de Itajaí e Região
 UNIVALI - Universidade do Vale do Itajaí



EL SALVADOR

ANEP - Asociación Nacional de la Empresa Privada
 ASI - Asociación Salvadoreña de Industriales
 CAMACOES - Cámara Oficial Española de Comercio
 CAMAGRO - Cámara Agropecuaria y Agroindustrial de El Salvador
 Cámara de Comercio e Industria La Unión
 CAMARASAL - Cámara de Comercio e Industria de El Salvador
 CAMTEX - Cámara de la Industria Textil
 CENDEPESCA - Centro de Desarrollo de la Pesca y la Acuicultura
 COEXPORT - Corporación de Exportadores
 CENDEPESCA - Centro de Desarrollo de la Pesca y la Acuicultura
 Fuerza Naval
 FUNDEMAS - Fundación empresarial para la Acción Social
 MARN - Ministerio de Medio Ambiente y Recursos Naturales de El Salvador
 OSARTEC - Organismo Salvadoreño de Reglamentación Técnica
 UCA - Universidad Centroamericana José Simeón Cañas
 Universidad Dr. José Matías Delgado
 UNIVO - Universidad de Oriente



SPAIN

AEC - Asociación Española para la Calidad
 AEDM - Asociación Española de Derecho Marítimo
 AME - Asociación multisectorial de empresas de alimentación y bebidas
 amfori
 ANFACO - Asociación Nacional de Fabricantes de Conservas de Pescados y Mariscos
 Cámara de Comercio Brasil-España
 Centro Tecnológico AIMEN
 Centro Tecnológico AINIA
 Clúster de alimentación de Galicia
 Ecoembes
 FIAB - Federación Española de Industrias de la Alimentación y Bebidas
 Forética
 Friend of the Sea
 Fundación AZTI
 Fundación INADE
 Instituto de la Empresa Familiar
 Instituto San Telmo (Fundación San Telmo)
 IPNLF - International Pole & Line Foundation
 MSC - Marine Stewardship Council
 OPAGAC - Organización de Productores Asociados de Grandes Atuneros Congeladores
 Promarca
 Red Española del Pacto Mundial de las Naciones Unidas
 Universidad de A Coruña
 Universidad de Santiago de Compostela
 WWF



ITALY

ANCIT - Associazione Nazionale Conservieri Ittici

Research and Development

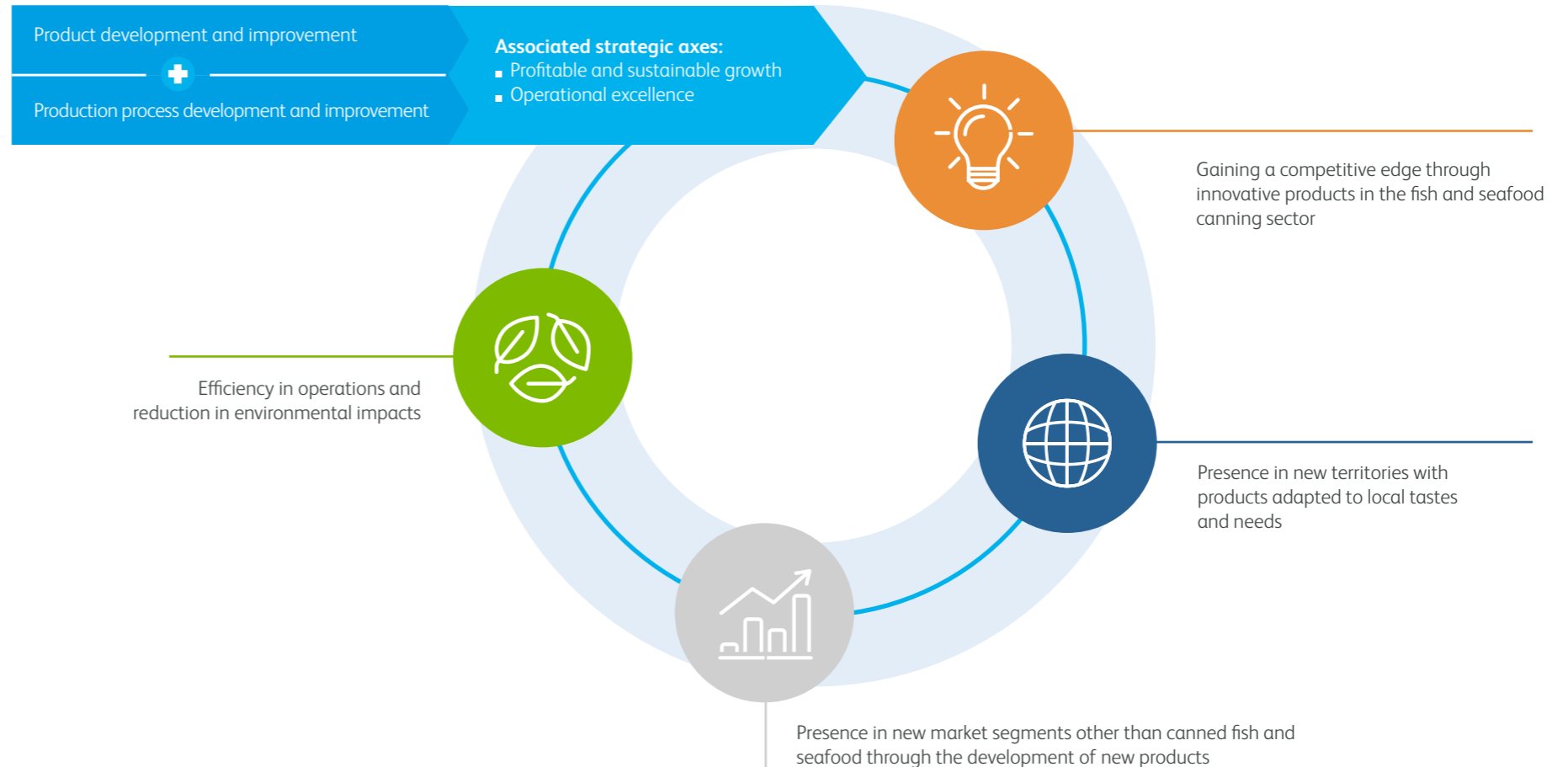
GRI: 203-1

We have been innovating for over 80 years to offer the consumer our very best

The value of innovation

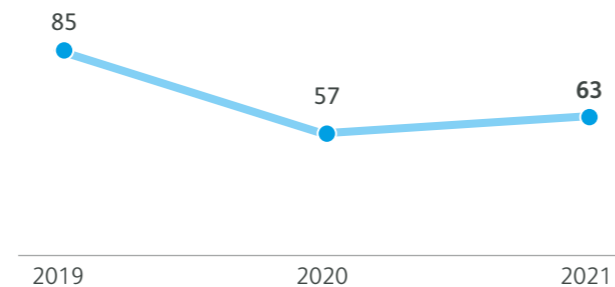
Grupo Calvo considers innovation to be one of the key tools that generates competitive advantage, both through processes and final products. In its more than 80 years of history, innovation has always been present and has become a hallmark of the company.

Grupo Calvo's R&D&I efforts are organized into two areas of action: **the development and improvement of production processes**, and **the development and improvement of products**. These two areas of action are linked to two strategic axes and pursue four major objectives, as shown in the graph:

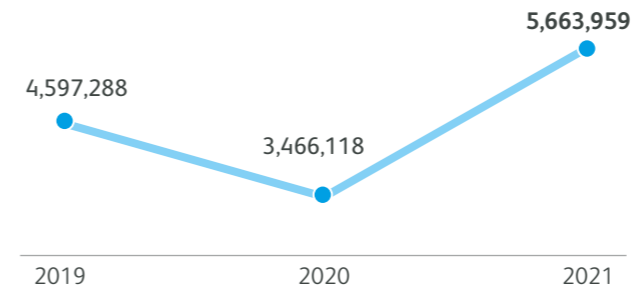


Grupo Calvo is characterized by the constant pursuit of **new formats and products** that enable the company to grow within the sector while at the same time differentiating itself from its competitors. The implementation of **new technologies and advanced production management systems** provides the company greater flexibility to adapt to new challenges and consumer demands, consolidating a sustainable business model.

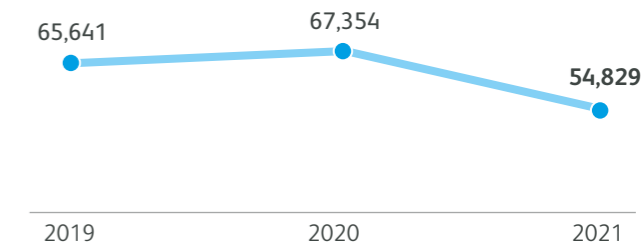
Number of R&D&I projects carried out



Investment in R&D&I (€)



Hours invested in R&D&I projects

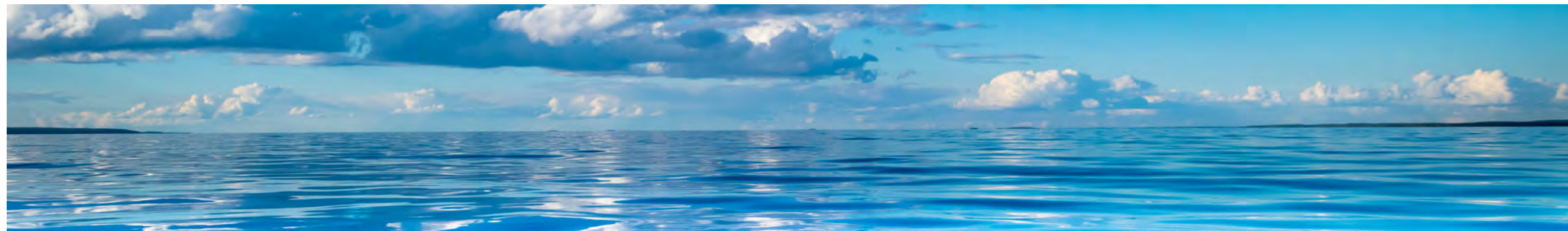


Research and Development

	2021	2020	2019
Number of projects executed	47	45	77
R&D Investment (€M)	1.10	0.72	0.74
Hours invested in R&D projects	37,774	33,156	25,060
Subventions received (€)	0	0	0
Number of patents registered	0	0	0

Technological Innovation

	2021	2020	2019
Number of projects executed	16	12	8
Investment in IT (€M)	4.56	2.74	3.86
Hours dedicated to IT projects	17,055	34,198	40,581



Process development and improvement

Grupo Calvo seeks ways to achieve excellence in all aspects related to the business. Therefore, the company aims to improve its processes with the support of its management system based on kaizen¹ methodology, the **Calvo Excellence System (CES)**. This management system has laid the foundation for the industrial development of Grupo Calvo processes in all areas and geographies and is intended to meet four main objectives:

1. Gaining a **competitive advantage** through the development of innovative products in the canned fish and seafood sector.
2. Expand the market to **new territories** with products adapted to local tastes and needs.
3. Expand the market **segments other than canned** seafood and fish through the development of new products.
4. **Increase efficiency** in operations and environmental impact reduction.



Spain - Launch Easy Flip to the market

After more than four years spent on its design and implementation, the novel Easy Flip can, which is based on the Real Peel® technology owned by Grupo Calvo, finally hit Spanish and Italian markets in 2021. The Easy Flip can makes it easier to open the product, with a lighter lid and a larger tab. It enables consumers to remove all of the tuna without having to use a fork to empty the can, contains less oil and has a lower impact on the environment.²

The development and implementation of the Real Peel® technology and launch of products in the Easy Flip can has been one of the most complex challenges that the people of Grupo Calvo's team have ever faced. This video shows the complexity of the process and the challenges overcome to make this innovative project come to life: <https://calvo.es/innovamos-con-la-tecnologia-real-peel/>

El Salvador - Standardization of the loading and storage process

In 2021, the development and start-up of the **loading and storage standard** was completed for each of the products in the bag, glass and can formats. This projects reduces the processing times by facilitating the creation of lists of materials and job instructions, thereby integrating all of the required information.

Product development and improvement

The launch of new products at Grupo Calvo addresses the combination of a comprehensive needs analysis of consumers in each market and of the work of the innovation departments. During the year, different new product design projects were carried out, thus opening up new market opportunities. On the other hand, works are in progress on the reformulation of existing products and research and development of new proposals in order to meet the expectations of customers and consumers.

Spain - Development of new products in the Easy Flip can

At the end of the year, the offer of canned goods in Easy Flip already included the yellowfin tuna product lines in olive oil, low salt content, extra virgin olive oil and vegetable oil, as well as tuna prepared in olive and vegetable oil for the markets of Spain and Italy. The augmentation of the Easy Flip products portfolio will continue in 2022, which will lead to an increase in the production lines and its expansion to new international markets.



El Salvador – Innovative products for new markets

In 2021, new gourmet canned tuna designs were developed for the distributor brand for the markets of the United States, United Arab Emirates and Germany, whose launch will occur in 2022. Furthermore, new products were developed to consolidate our presence in the US market. In total, 2021 saw the development of 24 new or improved products.

Brazil - Exploring new solutions

Over the span of the year, intense research and development activity was maintained in new products for the Brazilian market. The search for new solutions for the present and future needs of Brazilian consumers was the constant that defined the business year.

¹ A word of Japanese origin in which kai means change, and zen for something better. It describes a methodology based on continuous improvement and process optimization to achieve maximum efficiency.

² More information on packing sustainability can be found in the chapter entitled Environmental Impact Management in the Environment section.

RESPONSIBLE ENGAGEMENT

2025 Goals

OCEANS

- > Raw material sustainability
- > Sustainable fishing



ENVIRONMENT

- > Consumption efficiency
- > Circular economy
- > Environmental impact management



PEOPLE

- > Our team
- > Suppliers
- > Customers and consumers
- > Communities



2025 Goals

GRI: 102-15, 102-29, 102-30, 102-31, 102-33, 102-34, 301-2, 301-3, 302-3, 302-4, 303-5, 304-2, 305-4, 305-5, 403-2, 404-1, 405-1, 412-1, 416-1.

Grupo Calvo firmly believes that it is possible to create value for the business, society and the environment through responsibility-based company management. Along these lines, in 2019 the company introduced the Responsible Engagement initiative, which sets 21 improvement goals to be met by 2025 in three major areas: oceans, the environment and people.



responsible engagement

Committed to the oceans

100%	100%
Sustainable tuna in our brands	Fish and seafood product traced to its source

MARINE WASTE MANAGEMENT
In our fleet

30%	300 FADs
FAD-free fishing in our fleet	Per vessel

100%	100%
Non-entangling FADs	Biodegradable FADs

Committed to the environment

-10%	-10%	-10%
Water consumption per ton produced	Energy consumption per ton produced	Emissions per ton produced

50%	0
Electricity consumed from renewable sources	Waste to landfill

95%	85%
Recyclable material in our products	Materials used from recycled sources or certified as sustainable

Committed to people

30%		44%
Women on the Steering Committee		Women in middle management positions

36h	-10%	-10%
Training per employee	Accident frequency index	Accident severity index

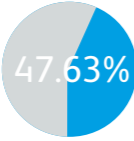

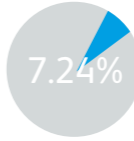




100%	100%
Critical or high risk suppliers audited by an independent third party	Healthy and nutritious products






In keeping with the company's commitment to transparency, the degree of progress in achieving these objectives is verified by an independent third party, and the results are made public on the [corporate website](#) and in this report each year.

Below is a summary of the degree of progress in each of the objectives in this first year of development 2021.


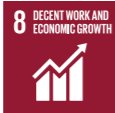
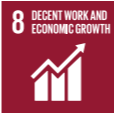
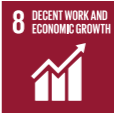



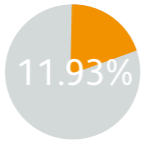

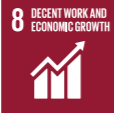


OCEANS		▶ Supply of raw material
Goal	100% of the tuna loins to have sustainable source certification	100% of the fishery product to be traceable from source
Definition	<p>Ensuring that all tuna loins used in the Calvo, Nostromo and Gomes da Costa brand products are certified as being sourced responsibly and sustainably, meeting one or more of the following criteria:</p> <ul style="list-style-type: none"> ■ MSC Certificate ■ Sourced from a robust FIP, with an A or B rating by fisheryprogress.org ■ Coming from APR-certified vessels ■ FAD-free-caught fish ■ Caught using selective methods (Pole&Line). 	<p>Providing consumers with traceable information from the sea to the can on the origin of the fishery raw material they are going to consume in a Calvo, Nostromo and Gomes da Costa brand product to ensure an informed purchase action.</p> <p>Parameters:</p> <ul style="list-style-type: none"> ■ Species ■ Fishing zone from which it comes (FAO area). ■ Identification of the fishing vessel. (*) ■ Date caught. ■ Fishing gear utilized. (*) ■ Landing port. (*) ■ Factory where processed and packaged <p>(*) Where appropriate according to the type of product served.</p> <p>The information will be accessible through the website of each of the brands in the country where the products are sold.</p>
Indicator	Percentage of the volume of tuna loins supplied for the Calvo, Nostromo and Gomes da Costa brands that meets the established sustainability requirements, fulfilling one or more of the criteria specified in the definition of the target, over the total volume of loins supplied during the year.	Percentage of finished fishery product with traceability to the can, according to the criteria detailed in the definition of the objective, over the total of finished product in the year from the Grupo Calvo factories.
2025 Goal	100%	100%
2021 Value	66.79%	24.03%
Progress		
SDG to which it contributes		

OCEANS					▶ Sustainable fishing
Goal	30% FAD-free fishing in our fleet	300 active FADs per vessel	100% non-entangling FADS	100% biodegradable FADs	Waste management at sea (plastic and objects)
Definition	Increasing by up to 30% the volume of tuna caught without the use of fish aggregating devices (FAD-free) over the total amount of tuna caught by the Grupo Calvo fleet.	Lowering to 300 the number of fish aggregating devices (FADs) used per vessel by the Grupo Calvo fleet for catching tuna. <i>Base year: 2018. Base value: 359.</i>	Ensuring that all FADs used by the Grupo Calvo fleet are non-entangling to prevent non-target fishing species from being caught in them.	Ensuring that all FADs used by Grupo Calvo's fleet are biodegradable, thereby preventing them from having an impact on the marine ecosystem in the event of stranding or drifting.	Promoting initiatives for the significant reduction of waste in the oceans, implementing different collaborative improvement programs that include both the company's own fleet and those of third parties.
Indicator	Percentage of FAD-free catches over the total number of catches by the Grupo Calvo fleet over the year.	Average number of active FADs per vessel of the Grupo Calvo fleet, calculated as the ratio between the FADs used in total by the fleet over the year and the number of fleet vessels.	Percentage of non-entangling FADs over the total number of FADs utilized by the Grupo Calvo fleet during the year.	Percentage of biodegradable FADs over the total number of FADs utilized by the Grupo Calvo fleet during the year.	The degree of progress in achieving this objective will be measured in terms of programs put in place to manage waste with the aim of preventing it from ending up in the sea.
2025 Goal	30%	300	100%	100%	-
2021 Value	14.29%	285	100%	7.24%	-
Progress					-
SDG to which it contributes					

ENVIRONMENT		▶ Consumption efficiency		
Goal	-10% in water consumption per ton produced	-10% in energy consumption per ton produced	-10% in emissions per ton produced	50% of electricity consumed from renewable sources
Definition	Reducing by at least 10% the total consumption of water per ton of product manufactured in Grupo Calvo factories. <i>Base year: 2018. Base value: 10.02 m³/t.</i>	Reducing by at least 10% the total amount of energy consumed per ton of product manufactured in Grupo Calvo factories. <i>Base year: 2018. Base value: 11.55 GJ/t.</i>	Reducing by at least 10% the greenhouse gas emissions generated per ton of product manufactured in Grupo Calvo factories. <i>CO₂ eq emissions for scopes 1 and 2 Base year: 2018. Base value: 0.86 t CO₂eq /t.</i>	Increasing the proportion of electricity from renewable sources to 50% of the total amount of electricity consumed in the Group's factories and offices.
Indicator	Water consumption intensity calculated as the ratio between total water consumption over the year in m ³ and the number of tons of finished product.	Energy intensity calculated as the ratio between total energy consumption over the year in GJ and the number of tons of finished product.	Emission intensity calculated as the ratio between total emissions for the year (scopes 1 and 2) in tons of CO ₂ eq and tons of finished product.	Percentage of renewable electricity over the total amount of electricity consumed during the year.
2025 Goal	9.02	10.40	0.78	50%
2021 Value	14.74	14.68	0.94	84.39%
Progress	0%	0%	0%	100%
SDG to which it contributes	 			

ENVIRONMENT		▶ Circular economy		
Goal	0 waste to landfill	95% recyclable material in our products	85% of materials from recycled sources or certified as sustainable	
Definition	<p>Ensuring that no waste considered as non-hazardous, generated both in factories and offices, is destined for landfill; that is, achieving the valorization (recycling, reuse or energy valorization) of 100% of this type of waste.</p> <p><i>Non-hazardous waste: waste that does not present significant risks to health or the environment, qualified as such by current environmental legislation.</i></p>	<p>Ensuring that at least 95% of the products put on the market by Grupo Calvo can be recycled.</p>	<p>Ensuring that at least 85% of the materials used in production are of recycled origin or certified as sustainable.</p>	
Indicator	<p>Percentage of non-hazardous waste that is valorized (as defined in the target) over the total amount of non-hazardous waste generated during the year.</p>	<p>Percentage of recyclable material in products over the total products put on the market by Grupo Calvo during the year.</p>	<p>Percentage of materials that are of recycled origin or certified as sustainable out of the total materials purchased by Grupo Calvo over the year.</p>	
2025 Goal	100%	95%	85%	
2021 Value	96.17%	98.96%	51.43%	
Progress				
SDG to which it contributes				

PEOPLE						▶ Labor practices	
Goal	30% women on the Steering Committee	44% women in middle management positions	36 hrs. of training per employee	-10% in the accident frequency index	-10% in the accident severity index		
Definition	Increasing the percentage of women on the Steering Committee to at least 30%.	Increasing the percentage of women in middle management (team leaders) to at least 44%.	Reaching 36 hours of training per employee per year, including online and face-to-face formats and courses taught by the company's own or external personnel.	Reducing the accident frequency rate by at least 10%. <i>Base year: 2018. Base value: 11.78%.</i>	Reducing the accident severity index by at least 10%. <i>Base year: 2018. Base value: 0.21%</i>		
Indicator	Percentage of women on the Grupo Calvo Steering Committee out of the total number of members (men and women) of said committee at the end of the year.	Percentage of women in the professional category of middle managers over the total number of employees at Grupo Calvo in this category (men and women) at the end of the year.	Average training hours per year per employee calculated as the ratio between the sum of training hours received by all Grupo Calvo employees and the average workforce during the year.	Frequency rate: Total number of accidents (with leave) x 1,000,000 / total number of hours worked.	Severity index: Number of working days lost x 1,000 / total number of hours worked.		
2025 Goal	30%	44%	36	10.61	0.19		
2021 Value	28.57	41.62	29.27	10.21	0.39		
Progress	95.23	94.59	81.31	100%	0%		
SDG to which it contributes	 			 			

PEOPLE	▶ Supply chain	▶ Product responsibility
Goal	100% critical or high risk suppliers audited by an independent third party	100% healthy and nutritious products
Definition	Monitoring and auditing, according to amfori's BSCI methodology, all of Grupo Calvo's highest-risk suppliers. To this end, all suppliers in the value chain will be evaluated annually and classified according to the level of risk of non-compliance with the Code of Conduct for Grupo Calvo Suppliers. Those presenting a critical or high level of risk will be audited by an independent external auditor accredited by amfori.	Maintaining the current standards of sodium, saturated fats and sugars in Grupo Calvo products to ensure a 100% offering of healthy and nutritious products. Any new product offered to the market must match or improve current standards (all products manufactured and marketed by Grupo Calvo are 100% nutritious and healthy: they are rich in proteins, vitamins and Omega 3, and do not have preservatives). <i>Base year: 2018.</i>
Indicator	Percentage of critical and high-risk suppliers that have been audited by an independent external auditor, accredited by amfori, out of the total number of suppliers evaluated and classified as critical and high risk.	Percentage of healthy and nutritious products according to the criteria detailed in the definition of the objective, out of the total of products manufactured and marketed by Grupo Calvo in the year.
2025 Goal	100%	100%
2021 Value	11.93%*	100%
Progress		
SDG to which it contributes		 

*21 of the 176 suppliers deemed to pose critical or high risk have been audited in BSCI.

Oceans

Most of our raw material inputs come from the oceans and it is our duty to contribute to sound management of resources and the protection of biodiversity

Looking back at 2021

100%

of the fleet's tuna fishing vessels are **APR** (*Atún de Pesca Responsable* - Responsibly-Caught Tuna)- certified

100%

of the purse seine tuna suppliers are listed in the ISSF **PVR**

66.79%

of the tuna used in the factories is certified as having a **responsible and sustainable source**

1.66%

of the tuna supplied has a **MSC** sustainability certificate

100%

Non-entangling FADs

55%

of the volume of fleet catches were **skipjack tuna**

Operational startup of the new next generation fishing vessel, the **Monteraiola**

MSC certification for yellowfin tuna fished by the **fleet** in the East Pacific Ocean



Raw material sustainability

In two years it was possible to certify 67% of the total amount of tuna that we use in our products, guaranteeing its responsible and sustainable source.

Fish as a raw material

GRI: 102-9, 102-11, 102-31

Grupo Calvo's vision is to be perceived by the consumer as a leading brand that meets their needs in **healthy food products**, through innovation, quality raw material and full and efficient production.

The **main raw materials** in Grupo Calvo's products are tuna, sardines, mussels and cephalopods, which are presented in combination with other top quality food supplements such as oil, rice, pasta and vegetables.

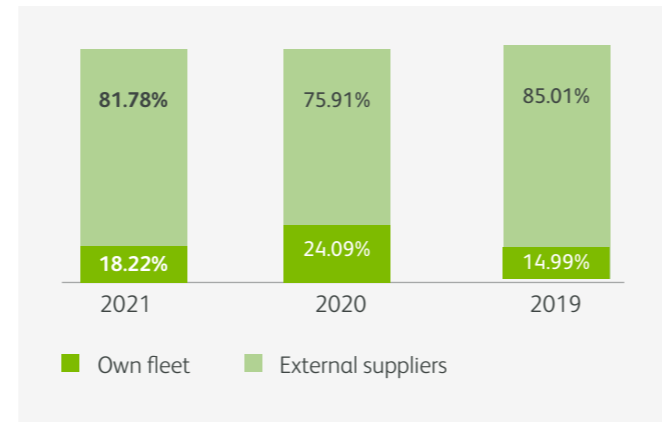
Tuna supply

Tuna is the **most important raw material for Grupo Calvo**, accounting for 32.17% of the economic value of purchases made in 2021. The management of the tuna supply is critical for the company and must be carried out under **strict conditions of legality, safety and responsibility** to ensure the quality of the product and compliance with all the commitments acquired by the company to its stakeholders.

81.78% of the tuna used in canning production was purchased from external suppliers compared to 18.22% that was supplied by our own fleet.

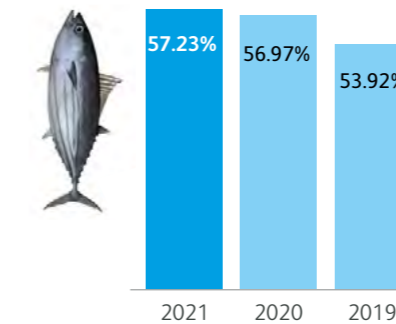
This highlights the special importance of Grupo Calvo's areas dedicated to the purchases and sales of of tuna, which connect factories, the fleet and external agents (customers, suppliers, raw material brokers and distributors). The constant contact of these departments with the rest of the company and with the market serves to guarantee the best **quality of the raw material**, while ensuring **traceability, sustainability and efficiency**.

Tuna supply

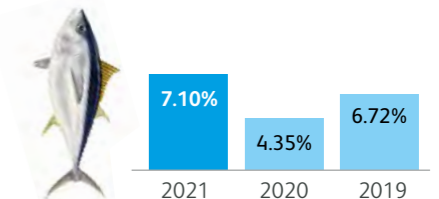


Grupo Calvo uses primarily three species of tropical tuna in its canned products: skipjack, yellowfin and bigeye. The company conducts exhaustive monitoring of their origin and the strength of their stocks.

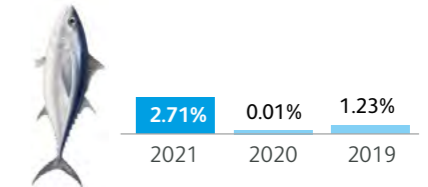
Skipjack (*Katsuwonus pelamis*)



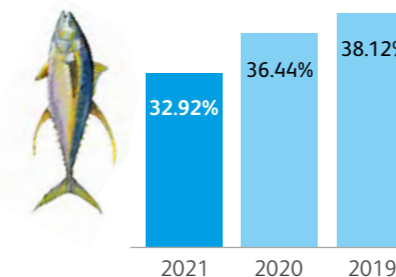
Bigeye (*Thunnus obesus*)



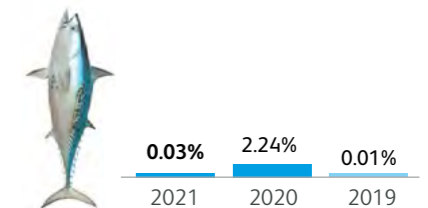
Blackfin (*Thunnus atlanticus*)



Yellowfin (*Thunnus albacares*)



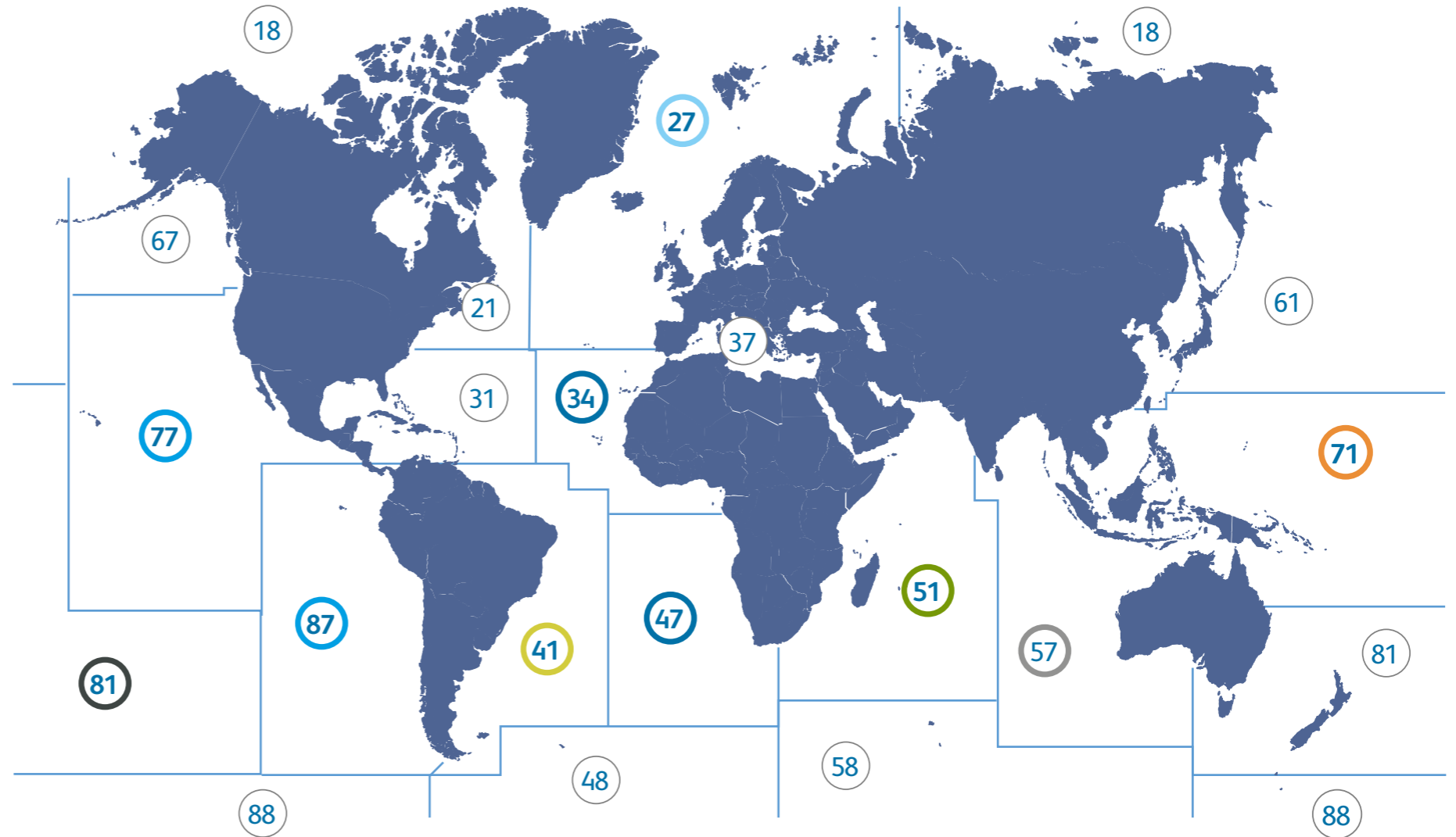
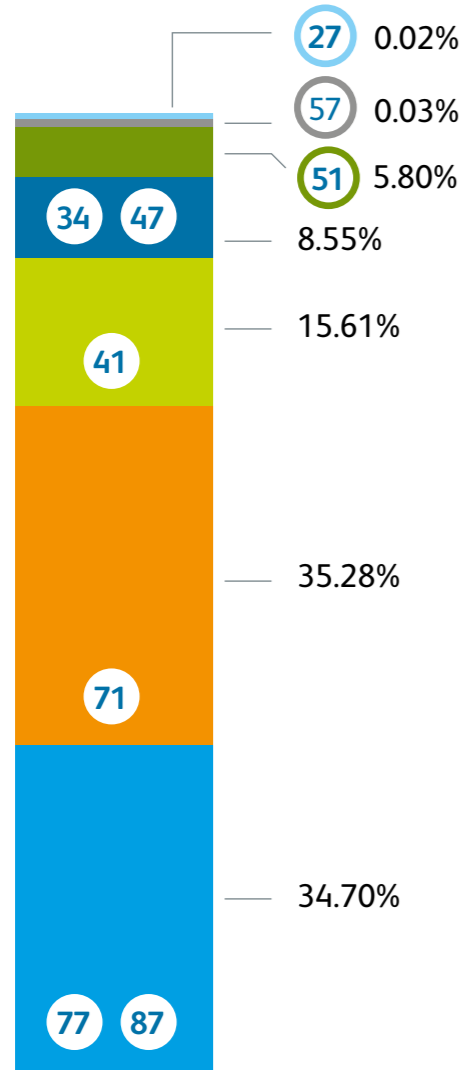
Others*



* The "Others" category includes albacore, frigate (*Auxys thazard*) and little tunny (*Euthynnus alletteratus*).

In order to keep track of fishing activity and species stocks, the FAO (Food and Agriculture Organization of the United Nations) established the division of the entire ocean and sea mass into zones, assigning to each of them a numerical code, known as FAO zones. Grupo Calvo's tuna supply comes mainly from **FAO77-87** (central and south-eastern sectors of the Pacific Ocean) and **FAO71** (central-western sector of the Pacific Ocean), but also from other areas of the Pacific, Atlantic and Indian Oceans.

Procurement by FAO area



Note: Numbers correspond to FAO zones.

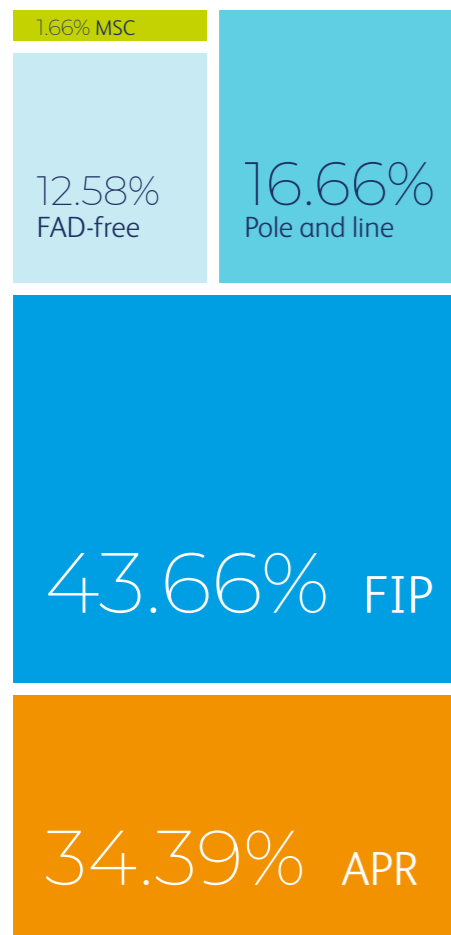
Fishing sustainability

GRI: 102-30, FP-1, FP-2

Tuna sustainability

Grupo Calvo has taken on the commitment that by 2025, all the tuna loins used in its main brands: Calvo, Nostromo and Gomes da Costa, will have the certificate of responsible and sustainable source. For purposes of this commitment, responsibly and sustainably sourced tuna is considered to be any tuna that meets one or more of the following characteristics:

Percentage in 2021



Posses the MSC Certification (Marine Stewardship Council)

The MSC sustainability standard is used to determine whether a fishery is well managed and sustainable.

It evaluates three principles: (1) sustainable stocks (ensuring that fish stocks caught remain productive and prosperous); (2) minimization of environmental impact (ensuring that fishing for certain species guarantees that other species and habitats within the ecosystem remain healthy); and (3) management of fishing activities (ensuring that there is effective management of the fishery and compliance with relevant regulations).

Origin from a fishery included in a robust FIP (Fishery Improvement Project), rated A or B by fisheryprogress.org

These FIPs (Fishery Improvement Project) are initiatives that aim to consolidate a fishery so that it meets all the criteria in order for it to obtain MSC certification. To this end, a time horizon and a roadmap with objectives that the project must meet are established.

The Fisheryprogress organization offers a public directory of accredited FIPs and an evaluation system that allows tuna buyers to obtain objective information about the quality and fulfillment of project objectives. The A rating indicates "advanced progress" and the B rating indicates "good progress".

Were caught by vessels with the APR (Atún de Pesca Responsable - Responsibly-Caught Tuna) certification

The AENOR certification by Atún de Pesca Responsable (Responsibly-Caught Tuna or APR) for purse seine freezer vessels is based on the UNE 195006 standard and accredits that the operations of the fleet are carried out in a socially and environmentally responsible manner.

This certification ensures that vessels have best fishing practices in place to reduce the environmental impact of fishing operations and suitable working conditions for crew members as set forth in [Convention 188 of the International Labour Organization \(ILO\) concerning work in the fishing sector](#).

Having been caught without the use of FADs (Fish Aggregation Device): FAD-free

Fish Aggregating Devices (FADs) are used to improve catch efficiency by taking advantage of the natural tendency for tuna to gather under floating objects. When purse seine fishing is performed without the use of FADs it is categorized as FAD-free.

Although the use of FADs facilitates more efficient fishing in terms of fuel consumption and thereby subsequent emissions, it can have other impacts such as those produced by drifting FADs that can be stranded on beaches. For this reason, Grupo Calvo decided to include FAD-free fishing as a sustainability variable.

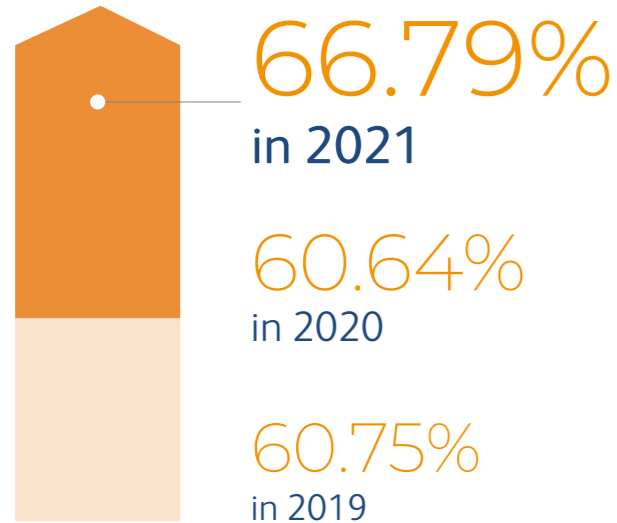
Having been fished one by one, by means of selective fishing such as pole and line

Selective artisanal fishing is considered sustainable as long as the method of capture is carried out individually (one by one) and the impact on biodiversity and ecosystems is considered minimal.

This category includes pole&line-caught, with or without live bait, hand line and trolling.

In addition to these criteria, Grupo Calvo works with the international **Friend of the Sea (FoS)** certification, founded in 2006 by the Earth Island Institute, and currently managed by the [World Sustainability Organization](#). The main core of the certification is the EU's Common Fisheries Policy (CFP), based on the following principles: respect for the environment, conservation and sustainable exploitation of marine resources, selective fishing methods and energy saving. **All of the tuna fishing vessels of Grupo Calvo are certified with the FoS seal.** In 2021, 35.86% of the tuna supplied had a FoS certificate, compared to 30.29% in 2020.

Total tuna from sources certified as sustainable



It is an **essential requirement that all supplier vessels are included in the PVR register (Proactive Vessel Register)** which the [ISSF \(International Seafood Sustainability Foundation\)](#) makes public to promote transparency in tuna fishing. Registered fishing vessels demonstrate to their stakeholders how they apply fishery sustainability practices, which are also verified by ISSF. Seafood buyers can consult the [PVR](#) to research vessels and make informed sourcing decisions.

Grupo Calvo's entire fleet of tuna vessels is registered with the ISSF PVR. In 2021, 100% of the purse seine tuna supplied by Grupo Calvo, both from its own fleet and from third-party suppliers, came from vessels included in the PVR¹.

Sustainable Canary Tuna

In February 2020, Grupo Calvo unveiled the "Sustainable Canary Tuna" project in Las Palmas (Gran Canaria). The aim of the project is to promote the MSC (Marine Stewardship Council) certification process for fishing for skipjack tuna (*Katsuwonus Pelamis*) and northern bonito or albacore (*Thunnus Alalunga*) in the Canary Archipelago. Promoted by Grupo Calvo, in collaboration with the Atunlo company and with the support of MSC, this initiative will help highlight and enhance the value of pole-caught tuna in the Canary Islands, which in the future could have the MSC blue seal, an internationally recognized guarantee of sustainability that is becoming increasingly important among consumers and food distribution.

In 2021, an independent pre-evaluation was carried out to analyze the state of the stock of these species, the ecosystem impacts of the fish and the governance that exists for fishing. This study will serve as the basis for the 2022 development of an action plan that addresses the points of improvements made clear, in order to successfully conclude the MSC certification in 2023.



Puerto de Mogan Marina, a small fishing port in Gran Canaria, Spain

¹The percentage of vessels included in the PVR was calculated based on those that fulfill the conditions to be included: purse seine vessels with more than 335 m³ in capacity.

Quality control and product traceability

Quality

Grupo Calvo works continuously with its suppliers to **optimize the quality of the products**. At the **Carballo factory (Spain)**, the TIM (Tuna Integral Management) project started in 2019 continued in 2021, focused on carrying out comprehensive management of the entire tuna chain through a previous characterization of the quality of the raw materials to be supplied, in order to guarantee the quality of the final product. In 2021, a complete review of all the formulas of the products that are manufactured was made, along with a detailed analysis of the quality indicators. On the other hand, the work done for the development of tuna suppliers in Ecuador, Spain and Asia for the **Carballo (Spain)** and **La Unión (El Salvador)** factories, including the inspection of source, was found to be an efficient tool that not only allowed improved quality in the raw material with quality criteria that were agreed upon quality with the suppliers, but also reinforced the commercial relationship with the same, significantly reducing the claims for quality defects, and offering better analytical support in the sales process.

At the **factory in Itajaí (Brazil)**, a **unified suppliers quality policy** was developed and implemented with the goal of improving the performers of the suppliers by helping them to improve their processes and identifying the fundamental causes in quality deviations. Furthermore, 2021 saw the start up of an innovative supplier loyalty program for national fishing (artisanal fisheries) that generate, among other benefits, better quality at the source, reinforcing the link with the Gomes da Costa brand¹.

Traceability

Food traceability makes it possible to follow the path of a food product's production through all stages of its production, transformation and distribution. As a product of Grupo Calvo's commitment to its consumers, in 2017 the company launched a **food traceability system** so that anyone can know the origin of the product they are going to consume. This system, which is certified with **AENOR's ISO 22005 traceability standard** at the Carballo (Spain) factory, expands on and completes the information on the product labels to include the tuna species, fishing vessel, catch period, ocean region, landing port and factory of production.

Also in 2021, the system was expanded to include mussels, so that the consumer is able to know, among other things, the area of cultivation and extraction of the mollusk. The associated strategic goal is, by 2025, to reach 100% of the fish and seafood products under Grupo Calvo's own brands being traceable from their catch to the can.

Currently, the source of practically all the products with tuna or mussels as raw materials under the Calvo and Nostromo brands produced at the Carballo (Spain) factory can be seen on the <https://calvo.es/>, <http://tonnonostromo.it/> and <http://www.calvo.fi/> websites. In 2021, **93.18% of these products already offered traceability information**.

On the other hand, at the **La Unión factory in El Salvador**, 100% of the fish and seafood products manufactured are already traceable by the consumer. Furthermore, work is under way to expand the traceability system at the factory in Brazil. This means that, in 2021, Grupo Calvo provided traceability information to the consumer for 24.03% of the total manufactured volume of fish and seafood products under the Calvo, Nostromo and Gomes da Costa brands.

In addition, Grupo Calvo's vessels and factories have traceability schemes (chain of custody), through which it is possible to guarantee the sustainable origin of those raw materials that have some certification such as MSC, APR or FoS. This provides the consumer with full assurance that the product they are going to consume is 100% certified.



¹ More information on the loyalty program of artisanal fisheries in Brazil can be found in the chapter entitled Suppliers.

Responsible management requirements for fish suppliers

GRI: 102-16

Grupo Calvo is firmly committed to **responsible management of its supply chain**, and for this purpose has implemented a management system that ranges from risk analysis to audits of selected suppliers. The system is based on the **BSCI (Business Social Compliance Initiative)**¹ of the amfori association, and is complemented with its own actions geared towards areas that are not covered by the initiative. **Grupo Calvo's code of conduct for suppliers** integrates the BSCI and amfori code and also incorporates specific clauses for suppliers of fish, both tuna and sardines and other fish species, in order to ensure sustainable and responsible fishing practices (including, among others, the European Union's rules against illegal fishing and the principles of ILO Convention 188 concerning work in the fishing sector). All of Grupo Calvo's suppliers must adopt this code of conduct and accept its Terms of Implementation (ToI), by means of which they commit to upholding the principles and agree to be audited to verify compliance by accredited entities, at the request of Grupo Calvo.

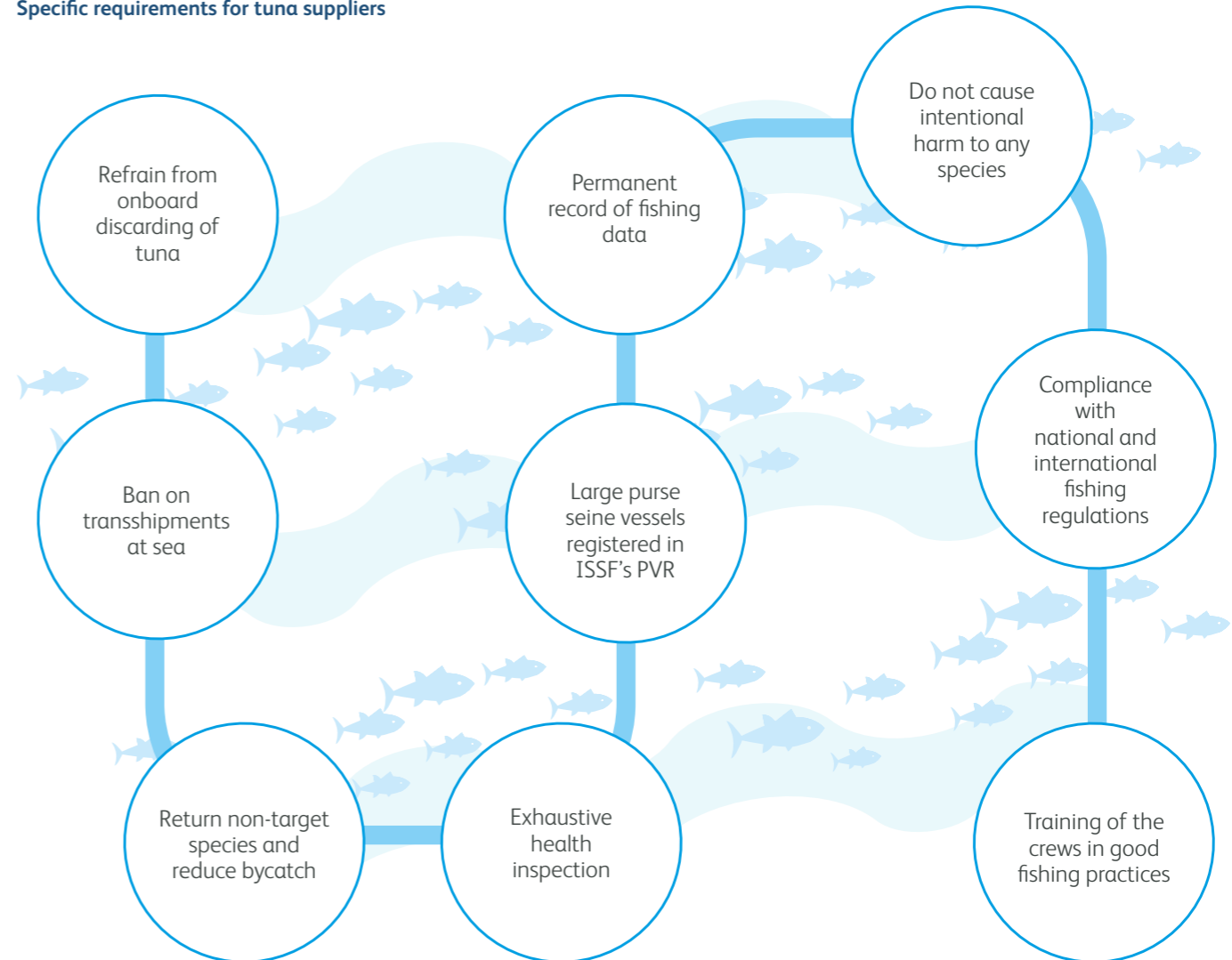
In Brazil, this system of monitoring and auditing by BSCI (specific for industrial plants and farms), is complemented by the **loyalty program for fish suppliers** (artisanal fisheries), which includes a process to **monitor operations on board ships**. These suppliers must complete a self-declaration questionnaire, based on:

- a) The amfori BSCI self-declaration form for small producers.
- b) The UNE 195006:2016 Responsible Fishing Tuna (APR) certification standard.
- c) ILO Convention 188.
- d) Industry recommendations and best practices.

Each of the questions must be accompanied by evidence to justify the answers.

As part of the program, fisheries receive training that allows them to address both the best practices in sustainable and responsible fishing as well as the correct filling out of the self-declaration questionnaire and the collection of sufficient evidence. Since its start in November of 2021, 10 artisanal tuna fishing vessels have taken part in the initiative and in 2022 it is expected to reach all of the suppliers with their own fleet, for both tuna and sardines.²

Specific requirements for tuna suppliers



¹ More information on the BSCI responsible procurement system and the results of its application in 2021 can be found in the chapter entitled Suppliers.

² More information on the responsible procurement system and the loyalty program of fisheries in Brazil can be found in the chapter entitled Suppliers.




Sustainable fishing

GRI: 102-11, 102-31, 304-2, 304-3, 304-4%

We develop the activity or our fleet in accordance with the internationally recognized best fishing practices

The Grupo Calvo fleet

Grupo Calvo has its own fleet of 12 vessels and a staff of 391 crew members. Seven of these ships are tuna fishing vessels specialized in catching tropical tuna of the following species: skipjack (*Katsuwonus pelamis*), yellowfin (*Thunnus albacares*) and bigeye (*Thunnus obesus*). The fishing method employed by the tuna vessels is **purse seine fishing**¹. Of the seven tuna vessels in the fleet, two operate in the **Pacific Ocean** and five in the **Atlantic Ocean**. The other five ships are two merchant ships that operate in all areas and three support vessels that operate in the Atlantic Ocean.

Tuna fishing vessels	Vessel	Flag	IMO Number	Operating area
 Tuna boats	Montecelo	El Salvador	7409152	Atlantic Ocean
	Montefrisa-nueve	El Salvador	7409176	
	Montelape	El Salvador	8021775	
	Monteraiola (*)	Spain	9882009	
	Montemaior	Spain	7817323	
	Monterocío	El Salvador	8919453	Eastern and Western Pacific Ocean
	Montelucía	El Salvador	9232668	
 Merchant ships	Montelaura	Panama	7409176	All the areas
	Montecruz	Panama	7409152	
	 Support vessels	Montealba	Panama	8829452
Gulf of Fonseca (**)		El Salvador	8829440	
Cabo de Palos		Panama	7363700	

* Replaced the Montealegre.

** Formerly Monteclaro.

In 2021, Grupo Calvo put the new **next generation fishing vessel, the Monteraiola**, into operation, which is a new milestone in the progressive renewal of the fleet. It is a tuna fishing and freezing vessel that sails under a Spanish flag in the Atlantic Ocean, but, in accordance with Grupo Calvo's sustainability commitment, does not involve an increase in fishing capacity. The new 77 meter tuna boat was designed to meet the **highest standards of energy efficiency**, which has led saving of approximately 25% in the consumption of fuel at cruising speed as compared to other tuna boats in the area.

In line with more efficient energy consumption, since 2019, the **Argos project to computerize diesel fuel consumption** has been developed on board the ships, which will be expanded until 2023, and whose goal is to achieve a significant reduction in the diesel used through its improved control and monitoring. This system, which had already been installed in the Montemaior, Montelape and Montefrisa-nueve vessels, was installed in the Monterocío and Monteraiola vessels in 2021. The installation of the equipment in the Montelucía will be completed in 2022 and in the Montecelo in 2023.



¹Purse seine fishing: <https://opagac.org/nuestra-pesca/la-pesca-atunera/>

Sustainability certifications and credentials of the Grupo Calvo fleet

Marine Stewardship Council (MSC)

In 2016, the Grupo Calvo fleet, along with the rest of the fleets that are OPAGAC members, put a series of FIPs (Fishery Improvement Projects) into place that are aimed at certifying, as per the MSC ([Marine Stewardship Council](#)) standard, the sustainability of all of its fisheries in all three oceans in which it operations (Pacific, Indian and Atlantic) and for the three species it catches (yellowfin, skipjack and bigeye). This **certification** process was successfully completed in 2021 for **yellowfin** in the **Eastern Pacific Ocean** and is valid for 5 years counting from 8 December 2021³.



Proactive Vessel Register (PVR)

All the Grupo Calvo tuna boats and support ships are registered in the **PVR¹ (Proactive Vessel Register)** of the ISSF ([International Seafood Sustainability Foundation](#)).



Responsibly-Caught Tuna



Since 2017, all of the Grupo Calvo tuna boats have been certified by AENOR as **“Atún de Pesca Responsable”** (Responsibly-Caught Tuna or APR) in accordance with the UNE 195006:2016 standard, which ensures the operations of the fleet are carried out in a socially and environmentally responsible manner. This certification is valid for five years and is reviewed through independent audits each year.

Vessel Monitoring System, VMS

Grupo Calvo has installed **Vessel Monitoring Systems (VMS)** that report in real time the position of the vessels, thereby guaranteeing the correct operation of the fleet and proper collaboration with fishing authorities².



Friend of the Sea (FoS)



All of the tuna boats in the Grupo Calvo fleet have been certified since 2019 with the **Friend of the Sea** seal, which is managed by the World Sustainability Organization and is based on 4 principles: respect for the environment, sustainable conservation and exploitation of marine resources, selective fishing methods and energy savings.

¹ Voluntary registration of ships that meet the minimum sustainability criteria to guarantee a lesser impact on fishing operations. Compliance is audited by an independent third party.

² Grupo Calvo's ships, in addition to having the flag's mandatory VMS, the company has voluntarily installed the VMS of Spain on ships operating in the Atlantic Ocean.

³ The MSC certifications for the three species in the Western Pacific Oceans and yellowfin in the Atlantic Ocean were granted in 2022.

Challenges and governance of the fishing sector

GRI: 102-12, 102-31

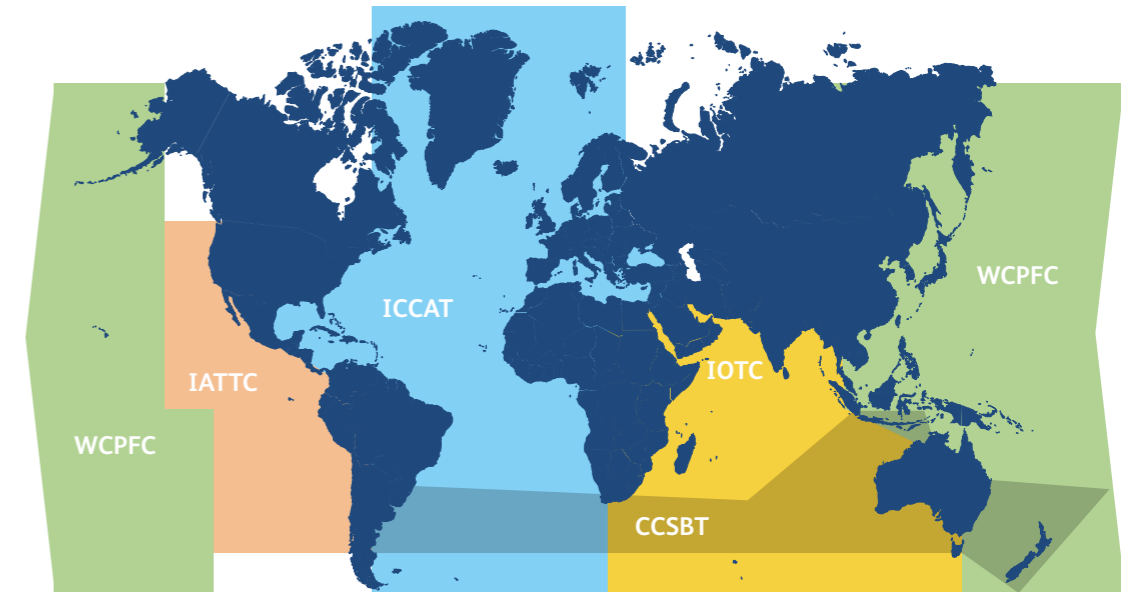
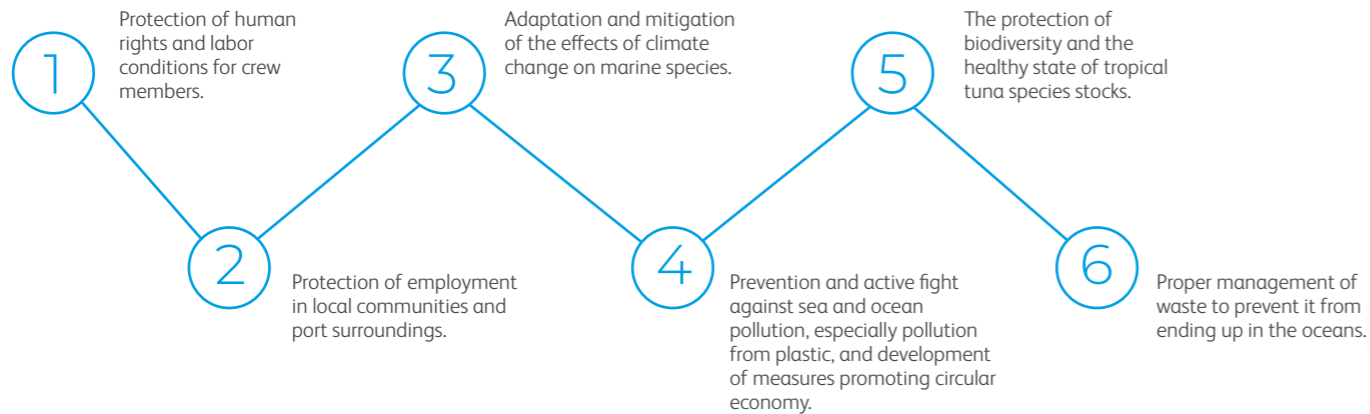
The fishing industry faces essentially **two major challenges**. The first is **illegal fishing**, which is the most important threat to ocean sustainability (due to overfishing, lack of control of catches, and onboard human rights violations, among other factors). The second challenge is **international ocean governance**.

Grupo Calvo addresses these two major challenges by adhering to the most advanced internationally recognized practices. With respect to combatting illegal fishing, the company upholds its commitment to refrain from acquiring tuna from ships involved in these practices. To this end, Grupo Calvo demands that **all purse seiners that provide tuna be listed in the PVR** (Proactive Vessel Register) of the ISSF (International Seafood Sustainability Foundation)¹.

For the purchases from artisanal vessels **specific checks** are carried out to confirm that they are not part of any illegal fishing black list and that they have all the permits and licenses necessary to operate in the area.

To address the second challenge, Grupo Calvo **collaborates proactively with accredited Regional Fisheries Management Organizations (RFMOs)**² in each of the FAO areas in which it operates, recognizing the fundamental value of the RFMOs of the ICCAT (International Commission for the Conservation of Atlantic Tunas) in the Atlantic Ocean and the IATTC (Inter-American Tropical Tuna Commission) and the WCPFC (Western and Central Pacific Fisheries Commission).

In addition to these two major challenges, Grupo Calvo continues to work on others no less important, in permanent collaboration with the main sector entities. Noteworthy among them are the following:









- IATTC: [Inter-American Tropical Tuna Commission](#)
- ICCAT: [International Commission for the Conservation of Atlantic Tunas](#)
- WCPFC: [Western and Central Pacific Fisheries Commission](#)
- CCSBT: [Commission for the Conservation of Southern Bluefin Tuna](#)
- IOTC: [Indian Ocean Tuna Commission](#)






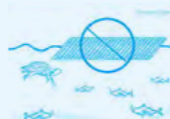
¹ All ships belonging to the ISSF PVR register have an IMO number, valid licenses and are registered with the corresponding RFMO, in addition to meeting minimum sustainability criteria.

² RFMOs are international associations whose purpose is to conduct proper management of tuna stocks through regulation and surveillance. They manage a total of 13 different populations of tropical tuna.

Best fishing practices

Details are provided below on the best practices and commitments that Grupo Calvo's fleet has adopted in order to exercise **responsible fishing** that minimizes social and environmental impact. The fulfillment of these practices is guaranteed through annual independent audits as part of the Atún de Pesca Responsable (Responsibly-Caught Tuna - APR) certification.

BEST PRACTICE	GRUPO CALVO COMMITMENT
 <p>Limitation of the fishing capacity</p>	<p>Commitment to refrain from increasing the catch capacity of the fleet with the acquisition of new ships without deregistering another. The new ship, the Monteraiola, does not expand the fishing capacity beyond that of its predecessor, the Montealegre. Contrarily, its capacity is lesser, so that overall, the fishing capacity of Grupo Calvo has been reduced.</p>
 <p>Continuous satellite monitoring</p>	<p>100% of the vessels are geolocated via VMS (Vessel Monitoring System) to facilitate ship status for authorities at all times.</p>
 <p>Exhaustive health inspection of catches</p>	<p>Implementation of all necessary health and safety measures to maintain quality and safety standards in the storage and handling of catches.</p>
 <p>Training in fishing practices</p>	<p>Ongoing training in regulations and best fishing practices for crew members. Each year, training needs are analyzed and courses are planned throughout the year to be given in the period of the crew's vacation. In 2021, a total of 1,939 hours of training was given to officers, junior officers and workers of the fleet, 408 of which were specifically dedicated to the best fishing practices. Training was also given in the correct management of waste as per the Marpol Convention.</p>
 <p>Independent observer presence</p>	<p>Since 2012, Grupo Calvo has maintained its commitment to 100% presence of independent observers aboard its tuna boats. In 2021, due to the COVID-19 restrictions, it was not possible to embark scientific observers in all seas, and only 90% coverage was reached. On the other hand, all the support ships have electronic observers. In this case, everything that happens on board is recorded through a camera system, the recordings of which are reviewed by independent observers on the ground.</p>
 <p>Prohibition of intentional harm</p>	<p>Total ban on shark finning (mutilation of fins for sale) and intentional harm to any other non-target species.</p>

BEST PRACTICE	GRUPO CALVO COMMITMENT
 <p>Ban on discarding</p>	<p>Ban on discarding tuna at sea to prevent the optimization of fishing capacity on board by keeping only the best catches. The crew is kept informed through memos on the prohibited accessory species and bycatch that must be discarded alive to the fullest extent possible. Furthermore, the crews are given continuous training, and the observers' reports are reviewed to check that they are carrying out this order correctly.</p>
 <p>Ban on transshipments at sea</p>	<p>Ban on transshipments between vessels at sea in order to ensure control of catches and to prevent illegal, unreported and unregulated (IUU) fishing. Grupo Calvo prohibits them both on its own ships and those of its suppliers.</p>
 <p>Recording of fishing activity data</p>	<p>Identification and continuous recording of all data associated with fishing activities.</p>
 <p>Respect for crew member rights</p>	<p>Decent working conditions for all crew members are guaranteed aboard the Grupo Calvo vessel fleet in accordance with ILO Convention 188 concerning work in the fishing sector. All Grupo Calvo vessels comply with this standard on a voluntary basis, verified through their Responsible Tuna Fishing (APR) certification. In addition, this standard is integrated into the Supplier Code of Conduct, which is mandatory for Grupo Calvo providers.</p>
 <p>Reduction in bycatch</p>	<p>Returning non-target species and reducing incidental catches to minimize the impact of fishing operations on biodiversity. With the goal of reducing bycatch, Grupo Calvo participates in several projects to develop and test new devices that are used to release vulnerable species in collaboration with AZTI, a science and technology institute specialized in the marine environment. In order to facilitate and make the release of accidentally caught sharks more simple, in 2021, two ramped hoppers were developed, that are made up of a channel into which the catch is poured that allows for quick viewing of the accessory species for their extraction. The device has a ramp attached that leads to the sea, allowing for their immediate release. Its implementation in ships is planned for 2022 in the Pacific vessels (Monterocío and Montelucía). Other devices are already being operated, such as padded velcro for sharks' tails, which allow their quick and easy hoisting; and metal grills for releasing mantas.</p>
 <p>Use of non-entangling FADs</p>	<p>To minimize impact on other species, Grupo Calvo's fleet and the rest of its suppliers use non-entangling FADs, which prevent species such as turtles or sharks from getting trapped in the object by replacing traditional materials (nets and rods) with others that prevent entanglement (thick mesh and ropes).</p>

Responsible FAD management

GRI: 102-30

Due to the predominantly migratory nature of tuna, it is common to use **Fish Aggregating Devices (FADs)**, to facilitate the location of fishing banks. FADs are floating structures that can be naturally occurring or can be created by humans. In the latter case they are remotely monitored through the use of beacons. Tuna populations tend to gather under these structures, which increases the likelihood of success and the efficiency of catches. FADs are currently used in 65% of purse seines and 40% of the world's skipjack tuna catches¹.

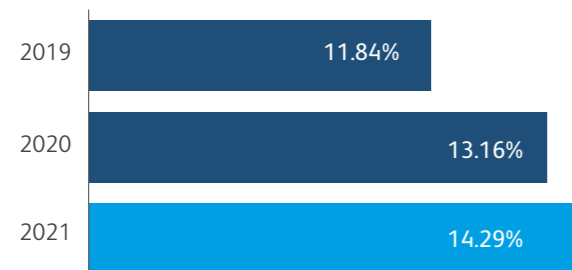
Different international organizations have highlighted the impacts of these devices on marine sustainability, such as the possibility that species other than tuna may be caught incidentally, or which may be trapped in the FADs themselves. Committed to **fishing sustainability** based, among other factors, on a **balanced mix of fishing gear**, Grupo Calvo has taken on the strategic commitment to reduce the use of FADs in its fishing operations, limiting until 2025 the maximum number of active FADs per vessel to 300 and increasing by up to 30% the percentage of FAD-free catches in its fleet. **All of the FADs used by Grupo Calvo are non-entangling to avoid catching marine species in them.** Likewise, Grupo Calvo is working so that 100% of its FADs are biodegradable by 2025 and is committed, by means of a [public declaration](#) signed in June 2021 on the fulfillment of the best practices in FAD management by ISSF².

One of the functions of the Regional Fisheries Management Organizations is to limit the number of active FADs allowed per vessel. In 2021, the limitations for purse seiners of Grupo Calvo's vessels' size were as follows:

- ICCAT: 300 active FADs per vessel
- IATTC: 450 active FADs per vessel
- WCPFC: 350 active FADs per vessel

In 2021, the **average number of active FADs** in the Grupo Calvo fleet was **285**, meaning the goal planned for 2025 has been reached. On the other hand, **14.29% of Grupo Calvo's tuna catches** were made **without the use of FADs**, compared to 13.16% achieved in 2020.

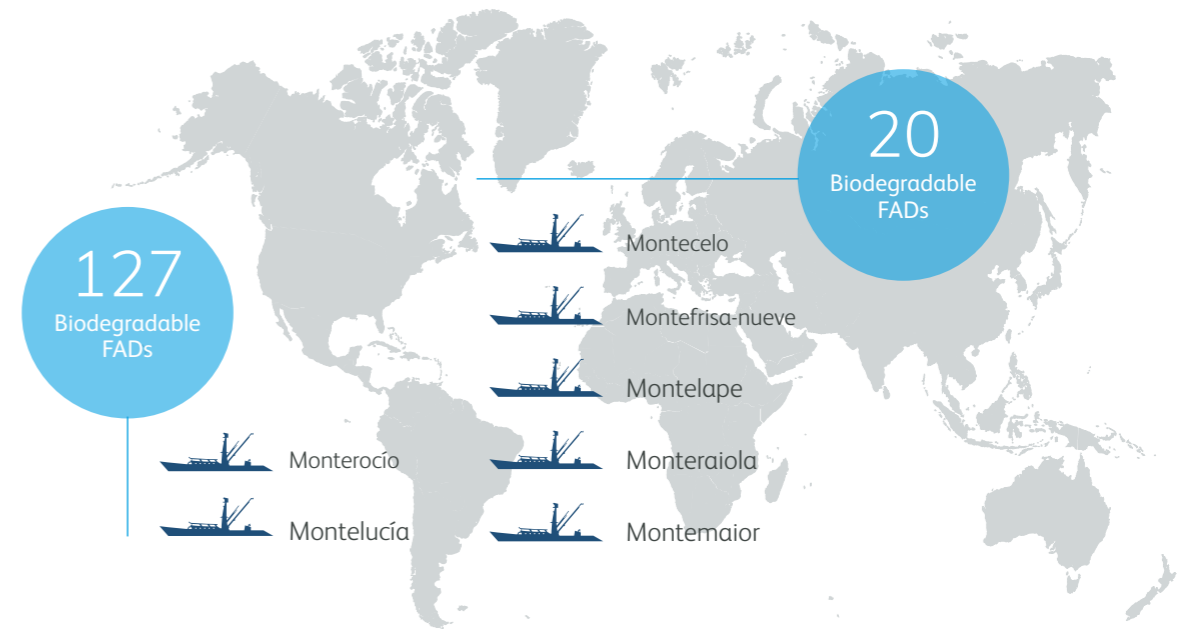
Grupo Calvo's FAD-free catches



Grupo Calvo participates in different pilot projects to design and test biodegradable alternatives to synthetic materials (such as wood, cloth, bamboo and cables of vegetable origin). These projects analyze the durability and biodegradability of the organic materials, along with the capacity of biodegradable FADs to concentrate tuna and their drift patterns.

In 2021, a total of **147 biodegradable FADs** were tested, 20 in the Atlantic Ocean, which were developed in collaboration with AZTI and with the sponsorship of OPAGAC; and 127 in the Eastern Pacific Ocean, some of which being our own tests in collaboration with the UGAVI Group and the International Seafood Sustainability Foundation (ISSF), while others were in the framework of the agreement between OPAGAC and the Comisión Interamericana Atún Tropical (Inter-American Tropical Tuna Commission - CIAT). Thanks to these projects, the **number of biodegradable FADs** increased to **7.24%** in this period.

BioFAD: 2021 Grupo Calvo pilot projects



¹ Ref. MSC Sustainable Tuna Handbook 2021.

² <https://www.issf-foundation.org/about-issf/what-we-publish/fip-resource/issf-2019-11-recommended-best-practices-for-fad-management-in-tropical-tuna-purse-seine-fisheries/>

Biodiversity: vulnerable spaces and species

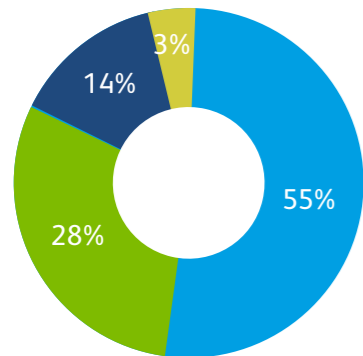
GRI: 102-30, 304-2

Tuna catches of the fleet

The role of **Regional Fisheries Management Organizations (RFMOs)** in ocean governance is critical to managing and sustainably using the world's oceans and their resources, ensuring healthy, safe, protected and resilient oceans at all times. The decisions made by the RFMOs are based on the assessments that scientific committees carry out periodically on the state of fisheries resources. It is therefore essential that management and control measures for fisheries taking place on the high seas can be adopted within the RFMO framework to ensure their sustainability.

Grupo Calvo's fleet primarily catches: skipjack (*Katsuwonus pelamis*), yellowfin (*Thunnus albacares*) and bigeye (*Thunnus obesus*).

Tuna species caught



- Skipjack
- Yellowfin
- Bigeye
- Others

The 3% corresponding to the "others" category encompasses the capture of diverse species subject to the same strict health controls of tuna stocks.

The state of tuna stocks

The ocean zones in which Grupo Calvo's fleet operates undergo intense controls by the RFMOs. The regulations protecting them also minimize the risks associated with stock sustainability. As per the ISSF (International Seafood Sustainability Foundation), this was the state of tuna stocks in 2021:

Status of tuna stocks in each ocean

	Skipjack			Yellowfin			Bigeye		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Indian Ocean									
Atlantic Ocean									
Eastern Pacific Ocean									
Western and Central Pacific Ocean									

Healthy

Intermediate

Needs improvement

¹ Consolidated data on the Grupo Calvo fleet and external suppliers can be found in the chapter entitled Suppliers.
² Ref. International Seafood Sustainability Foundation, Status of the World Fisheries for Tuna. September 2021.

In 2021, generally², 87.7% of the world's tuna came from populations that are at a healthy level of abundance; 2.7% was at an intermediate level; and 9.6% needed to improve their management. However, all tuna needs to be protected from overfishing, in which illegal fishing plays a critical role.

Impact on non-target species

GRI: 102-30, 304-4

The most important direct impact on biodiversity of fleet activities is the occasional **bycatch of non-target species** that are included in the International Union for Conservation of Nature (IUCN) Red List, such as sharks, manta rays or turtles. These must be released and returned to the sea in optimal conditions to ensure their survival. As a result, all tuna vessels in the fleet conduct thorough checks on the impact on non-target species and the mitigation measures used.

During 2021, 26,826 specimens were recovered. In addition to the use of release techniques, with the goal of acquiring greater control over the total incidental fishing or bycatch, information collection and bycatch control systems are used that permit reporting to international bodies for their management. 100% of the releases carried out in 2021 by the Grupo Calvo fleet were performed in compliance with the established procedures.

The table below shows the number of species on the IUCN Red List whose habitats are found in the zones FAO 34, FAO 47, FAO 77 and FAO 87, areas in which Grupo Calvo's fleet operates.

Species on the IUCN Red List and on national conservation lists whose habitats are found in areas affected by operations

	2021	2020	2019
Critically endangered (CE)	2	2	4
Endangered (EN)	7	3	4
Vulnerable (VU)	7	6	13
Near threatened (NT)	2	2	3
Least concern (LC)	23	18	38

Main species released in 2021, in the FAO 34 and FAO 47 fishing zones.

Scientific name	Common name
<i>Caranx crysos</i>	Blue runner
<i>Canthidermis maculata</i>	Rough triggerfish
<i>Elagatis bipinnulata</i>	Rainbow runner
<i>Carcharhinus falciformis</i>	Silky shark
<i>Seriola rivoliana</i>	Longfin yellowtail
<i>Balistes carolinensis</i>	Gray triggerfish
<i>Sphyrna lewini</i>	Scalloped hammerhead
<i>Lepidochelys olivacea</i>	Olive ridley sea turtle
<i>Caretta caretta</i>	Loggerhead sea turtle
<i>Coryphaena hippurus</i>	Mahi mahi
<i>Mobula mobular</i>	Devil fish
<i>Sphyrna zygaena</i>	Smooth hammerhead shark
<i>Lobotes surinamensis</i>	Atlantic tripletail
<i>Remora remora</i>	Common remora
<i>Mola mola</i>	Ocean sunfish
<i>Dasyatis (Pteroplatytrygon) violacea</i>	Pelagic stingray
<i>Isurus oxyrinchus</i>	Shortfin mako shark

Scientific name	Common name
<i>Carcharhinus longimanus</i>	Oceanic whitetip shark
<i>Echeneis naucrates</i>	Live or slender sharksucker
<i>Makaira nigricans</i>	Atlantic blue marlin
<i>Mobula japonica (rancureli)</i>	Japanese devil ray
<i>Dasyatidae</i>	Whiptail stingray
<i>Prionace glauca</i>	Blue shark
<i>Diodontidae</i>	Porcupinefish
<i>Mobula spp.</i>	Devil ray
<i>Aluterus monoceros</i>	Unicorn leatherjacket filefish
<i>Istiophorus albicans</i>	Atlantic sailfish
<i>Chelonia mydas</i>	Green sea turtle
<i>Eretmochelys imbricata</i>	Hawksbill sea turtle
<i>Galeocerdo cuvier</i>	Tiger shark
<i>Kyphosus sectatrix</i>	White chub
<i>Manta/mobula birostris</i>	Giant oceanic manta ray
<i>Masturus lanceolatus</i>	Sharptail mola

Main species released in 2021, in the FAO 77 and FAO 87 fishing zones.

Scientific name	Common name
<i>Carcharhinus falciformis</i>	Silky shark
<i>Carcharhinus longimanus</i>	Oceanic whitetip shark

Waste management at sea (plastic and objects)

GRI: 306-1, 306-2, 306-3

The Grupo Calvo fleet manages all the waste derived from its activity in accordance with the **International Convention for the Prevention of Pollution from Ships (MARPOL 73/78)**. Thus, all the garbage generated on board is classified into its corresponding container for delivery to authorized managers in port.



In July 2021, the Spanish Organization of Frozen Tuna Producers - OPAGAC of which Grupo Calvo is part, began a study on the situation of the nets abandoned in some of the most important ports of the fleet, whose completion is planned for 2022. The project is called **Reutilización y Reciclaje de Redes de Pesca (ReNet - Reuse and Recycling of Fishing Nets)** and its goal is to quantify and evaluate the impact of fishing gear abandoned by the fishing industry in order to find solutions to reduce, reuse and recycle nets, thereby impeding that they reach the ocean. This initiative will serve to push for the signing of agreements in collaboration with local institutions for net recycling projects in different locations.

Partnerships in relation to sustainable fishing

GRI: 102-12, 102-13



Asociación Española de Derecho Marítimo (Spanish Association of Maritime Law - AEDM)
<https://www.aedm.es/>

Grupo Calvo is a member of this association created in 1949 to collaborate in the continuous revision, harmonization and unification of Maritime Law.



International Seafood Sustainability Foundation (ISSF)
<https://iss-foundation.org/>

All Grupo Calvo ships belong to the ISSF's PVR (Proactive Vessel Register), a ship registry that guarantees not only their legality but also that they meet minimum sustainability criteria such as the use of non-entangling FADs or the prohibition of shark finning. Membership in this register is required of all Grupo Calvo purse seine tuna suppliers.



AZTI
<https://www.azti.es/>

Scientific and technological center specializing in the marine environment and food that carries out high-impact transformation projects with organizations in the sector aligned with the United Nations 2030 Agenda.



Marine Stewardship Council (MSC)
<https://www.msc.org/>

Grupo Calvo, together with the rest of the OPAGAC fleets, is working to MSC-certify tropical tuna fisheries in the Atlantic and Pacific Oceans. Grupo Calvo also collaborates with MSC in different projects and has certified the chain of custody in both the factory in Spain and El Salvador.



Friend of the Sea (FoS)
<https://friendofthesea.org/>

All Grupo Calvo vessels have Friend of the Sea certification, which verifies the sustainability of fishing efforts.



Organización de Productores de Atún Congelado (Organization of Frozen Tuna Producers - OPAGAC)
<http://opagac.org/>

An active member of this association of freezer purse seiner owners, recognized in Spain by the Ministry of Agriculture, Fisheries and Food through its FROM subsidiary body. The association promotes joint sustainability projects for the entire Spanish fleet.



International Pole and Line Foundation (IPNLF)
<http://ipnlf.org/>

Since 2016, Grupo Calvo is a member of this foundation that promotes selective tuna fishing through artisanal fishing methods.



WWF
<https://wwf.org/>

The fishery improvement projects mentioned in this chapter were designed in collaboration with WWF, with whom the Spanish tuna fleet is working on different projects to ensure ocean sustainability.

Environment

We work to prevent and reduce the environmental impact of our activities based on a perspective of circular economy, with a view towards continuous improvement with innovation and eco-design as allies

Looking back at 2021

-0.70%
water consumption in
factories or office per ton
produced

99%
recyclable materials

84.39%
electricity from
renewable sources

-0.86%
total electricity
consumption

€1.8M
in environmental
investment

96.17%
of valorized non-
hazardous waste

-16%
of tinsplate consumed for the
manufacture of cans per ton of
product thanks to the eco-design
of the Easy Flip package

Calvo Zero Waste (Calvo Residuo Cero) received the BASF award for the best Circular Economy practice in Spain in the "Large Business" category



GRI: 102-11, 303-1, 306-2%

Besides the effect of the activities of Grupo Calvo's fleet on the marine environment, which is covered in depth in the chapter entitled Sustainable Fishing, the main environmental impacts arising from the company's activity are those associated with the production process itself and its factories, namely:

- consumption of natural resources (raw materials, water and energy)
- generation of Greenhouse Gas (GHG) emissions
- waste generation
- discharge and effluent generation
- impact on biodiversity

Grupo Calvo works to prevent and reduce, to the fullest extent possible, the environmental impact of its activities based on a circular economy perspective, taking into account the entire life cycle of the process, from extraction and processing the necessary raw materials for manufacturing the product, through production, transportation and distribution, until its use and final disposition.

On one hand, actions are established that seek to reduce the consumption of raw materials, energy and water that are necessary for the manufacturing and distribution of the products. On the other hand, initiatives are put in place for the reduction and suitable management of the emissions of greenhouse gases, as well as the discharges and waste generated in the various stages. Finally, it is attempted to maximize the recovery of materials and resources that can be taken advantage of to reintroduce them into the cycle again through the recovery of byproducts, reuse and recycling.

We actively promote the recycling of the packaging that accompany our products with simple instructions for the consumer.

Furthermore:

- We work with 99% recyclable materials
- 51% of the materials used in production are of recycled origin or certified as sustainable.

WASTE MANAGEMENT



USE



The innovative design of Easy Flip facilitate the **full use and enjoyment** of the product and because of its characteristics and canning technique, can be kept in perfect conditions for years.

RAW MATERIALS



- We control the **supply chain** to guarantee products' **traceability** and the **social and environmental responsibility of the suppliers**.
 - Our commitment is to ensure that all the tuna loins have a **certified responsible and sustainable origin**, and that they comply with the **best fishing practices** that minimize the impact on the ecosystem.
- 67% of the tuna used in our factories is certified as having a responsible and sustainable source.**

ECODESIGN



We **ecodesign** our **products and processes** to reduce their environmental impact in all the stages of the life cycle, minimizing the use of materials and facilitating their recyclability.

MANUFACTURING AND DISTRIBUTION



Spain (Carballo) | El Salvador (La Unión) | Brazil (Itajaí)



Can manufacturing factory			
Food factory			
Bioproduct factory			

Manufacturing and distribution are performed according to strict parameters of **efficiency and continuous improvement**, so that we can offer the market products with the least possible impact on the environment. We work with **84% electricity from renewable sources**.

We **valorize 96% of the total waste** that we generate, with the goal of reaching 100% by 2025.

Furthermore, we are working to reduce **food wastage**, and take advantage of the fish waste for the manufacturing of flours and oils, with two of our own byproduct factories in El Salvador and Brazil.



Consumption efficiency

GRI: 102-11, 102-30, 102-31, 303-3

We are committed to reducing water and energy consumption per ton of finished product by 10% by 2025

Grupo Calvo has set three goals specifically related to consumption efficiency are included: a 10% reduction in the consumption of water and energy per ton of product manufactured and at least a 50% of electricity consumed to come from renewable sources.

Water consumption

In 2021, the total water consumption at Grupo Calvo grew 24.19% as compared to 2020, due to a significant increase in the use of ocean water associated with the ships. However, it should be pointed out that the consumption of water in factories and offices decreased 0.70% as compared to the previous year. 5.35% less groundwater was consumed although, in contrast, the consumption of grid water rose by almost 1.88%. Despite this, the water intensity increased 3.58% compared to the previous year, going from 14.23 to 14.74 m³ per ton of finished product. This was fundamentally due to stable water consumption despite the decrease in production levels.

The distribution of consumption by source of origin was as follows:

Sources (m ³)	2021	2020	2019
Surface water (oceans) (*)	33,003,283	26,201,074	27,127,916
Underground water	635,358	671,245	818,974
Rain water	403		
Grid water	1,215,154	1,192,684	1,127,148
Total (factories and offices only)	1,850,915	1,863,929	1,946,122
Total (including the fleet)	34,854,198	28,065,003	29,074,038
Recycled or reused water % (*)	0.027%	0.033%	0.033%

* Data pertinent exclusively to the area of the Fleet

Water intensity	2021	2020	2019
Water consumption intensity(m³/t of finished product)	14.74	14.23	14.43

This year, the **water savings at the Carballo factory** in Spain again stand out, where the water intensity continued to drop 1.54% as compared to 2020, with an index of 5.40.

At the **La Unión factory in El Salvador**, there was a **5.65% reduction in water consumption**, which led to a **1% reduction in its water intensity** as compared to 2020. So the results the application of the improvement plan developed in 2020 for the reuse of water coming from condensation in the flour factory section during the cleaning of the installations and the increased monitoring and control of water consumption in various areas begins to be visible.

On the other hand, at the **Itajaí complex in Brazil** the reduction in water consumption in both the **bioproducts factory** (with a decrease of 14.39% in the water intensity index compared to 2020) as well as the can manufacturing factory (which reduced water consumption by 24.60% compared to 2020, along with a 0.57% reduction in its water intensity) stand out. The exhaustive monitoring of consumption carried out through the **ISO 14000 Critical Steering Committee** created in 2020 should also be highlighted.

In 2021, the water consumption at the food products factory in Brazil increased by 1.76%. For the year 2022, there is a plan to automate the separation of water consumption by sector, which will facilitate the daily monitoring of water consumption in that factory and the development of reduction actions.

The **food products factory in Spain and the can manufacturing factory in Brazil exceed**, as of the date of this report, **the reduction** goal of 10% set for 2025, with reductions of 20.49% and 24.16% respectively, compared to water consumption of 2018.

Energy consumption

GRI: 102-30, 302-1, 302-2, 302-3, 302-4, 302-5%

The energy consumption of Grupo Calvo in 2021 saw an **increase of 9.44%** compared to 2020 and a **growth of 14.16% in the energy intensity index**, which went from 12.86* in 2020 to 14.68 in 2021. However, it should be pointed out that **the consumption of electricity by the Group decreased in 2021 by 0.86% as compared to 2020**, due primarily to the reduction of consumption of electricity from non-renewable sources.

According to the type of energy consumption, the distribution was as follows:

Energy consumed (GJ)	2021	2020(*)	2019
Total	1,842,461	1,683,518	1,621,263
Natural gas	149,678	115,945	148,062
Gasoline	-	-	-
Diesel (**)	1,086,368	1,048,043	1,063,235
LPG	256,089	204,798	130,439
Vehicle gasoline	6,737	2,672	2,356
Vehicle diesel fuel	-	813	57
Fuel	8,848	-	-
Biomass	107,256	83,756	59,619
Steam	55,151	53,669	37,758
Electricity	172,334	173,822	179,737
Energy intensity (GJ/t of finished product)(***)	14.68	12.86	12.02



* The energy consumption data for 2020 showed modification compared to those published in the annual report of 2020 due to the incorporation of LPG in the manufacturing of food products in Brazil the were reported after its publication.

** Including factories plus the fleet.

*** The weight of the new Easy Flip can is substantially less than the conventional can that it replaces (a reduction from 80 g to 65 g), without altering the weight of the tuna contained therein. In order to prevent this weight reduction from adversely affecting the calculation of energy, water and emission intensities per ton of finished product (the 2025 targets were set with 2018 as the base year), a correction factor (x 80/65) was applied in the calculation of the volume of finished product over the new packaging.

In 2021, the global electricity consumption from renewable sources reached 84.39% of the total, exceeding the 83.77% reached in 2020. Brazil contributed 99.57%, since practically all of its consumption comes from renewable sources. El Salvador maintained its figure at 70.91% and **Spain increased its share** from 70.24% in 2020 to 74.07% in 2021, through the renewal of electricity supply contracts. With these figures, Grupo Calvo exceeded with a clear margin the 2025 goal of obtaining at least 50% of electricity from renewable sources.

Electricity consumed (GJ)	2021	2020	2019
Total	172,334	173,882	179,853
From renewable sources	84.39%	83.77%	63.13%



Consumption of materials

GRI: 301-1

Grupo Calvo is working on the continuous reduction of the use of materials through packaging ecodesign and technological improvement of the packaging materials and logistics processes, in the attempt to ensure a place on the market for more sustainable products that reduce the environmental footprint to the maximum possible extent.

Among the main materials consumed for Grupo Calvo production supplies are those used for packaging, transportation and presentation of the final product: mainly, metal paper and cardboard, glass, wood and plastic.

Tinplate makes up most of the material, amounting to 80% by weight of the total. Thanks to the redesign of the Easy Flip can (which is 24% lighter on average than its predecessors), in 2021, the consumption of tinplate used in the manufacturing of cans per ton of product was reduced by 16%. This, in addition to having saved 11,000 tons of raw material, brought on environmental improvements in all the stages of the life cycle, which are shown by a 35% reduction in the impact on global warming as compared to earlier formats¹.

Total consumption of materials (t)	2021	2020	2019
Metal	37,269	48,518	18,384
Paper and cardboard	4,471	4,047	7,916
Glass	2,612	1,436	772
Wood	1,405	2,794	1,275
Plastic	340	516	307
Others (pouches, etc.)	288	64	n.d.

¹Source: Estudio Análisis de Ciclo de Vida 2020 del nuevo Vuelca Fácil (70g) frente a los formatos tradicionales de 80 g en sus versiones Fácil Apertura e Easy Peel. (Study Analyzing the 2020 Life Cycle of the new Easy Flip (700g) as compared to traditional 80g formats in the Easy Open and Easy Peel versions) More information can be found in the in the containers and packaging section of the Circular Economy chapter.

Circular economy

GRI: 102-11, 102-30, 102-31, 103-1, 103-2, 103-3, 306-1, 306-2, 306-3, 306-4, 306-5%

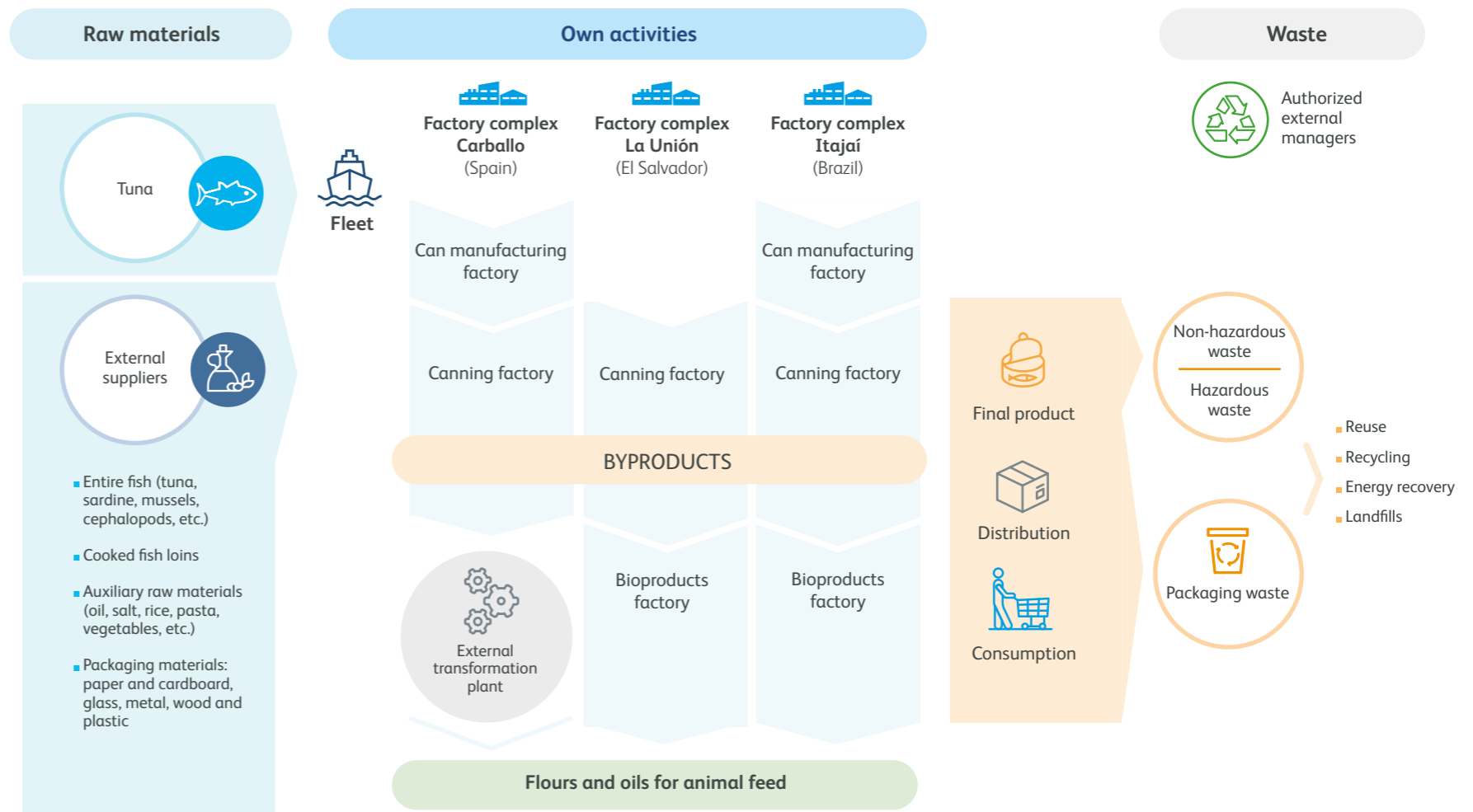
We have been firmly committed to circular economy for almost 20 years

Waste prevention and recovery

Prevention of waste generation and its efficient management is a fundamental part of Grupo Calvo's commitment to the environment and the promotion of a circular economy. For almost 20 years actions have been carried out aimed at treating the waste associated with the activity in our factories in Spain, El Salvador and Brazil, both through the installation of our plants for the manufacturing of flours and oils as byproducts of the fish waste, as well as through collaboration with external managers accredited in for all types of waste.

In 2021, thanks to the **Calvo Zero Waste** project started in 2017, **Grupo Calvo valorized 96.17% of the non-hazardous waste generated**, with a 5 point advancement over 2020 and ever closer to the goal of 100% set for 2025.

	2021	2020	2019
Total waste managed (t)	63,562	60,681	58,315
Non-hazardous	63,256	60,450	58,189
Hazardous	305	230	126
Total waste valorized (%)	96.10%	91.07%	76.61%
Non-hazardous (%)	96.17%	91.11%	76.61%
Hazardous (%)	82.66%	82.67%	77.49%



Grupo Calvo develops its improvement plan for the treatment of waste through distinct routes of work:

- Continuous search for opportunities to minimize the waste generated.
- Adequate characterization and segregation.
- Collaboration with accredited external managers that guarantees suitable final treatment of the waste.
- Our own factories management of organic waste (fish) treatment.
- Investment in technology for the compacting of waste and optimization of processes, and searching for new treatment opportunities for unrecovered waste.
- Training and increasing awareness of collaborators in the field of waste management.

In November 2021, “Calvo Residuo Cero” (Calvo Zero Waste) received the **BASF award for the best Circular Economy practice in Spain in the “Large Business” category**. In 2020, the project was recognized as an **example of the corporate impact commitment in relation to SDG12 by the Spanish Network of the Global Compact** in a report published together with the Secretary of State for the 2030 Agenda of the Spanish Government, as a contribution to the 2030 Spanish Strategy of Sustainable Development.



Non-hazardous waste recovery percentages by complex (2021)

Complex	Non-hazardous waste recovered
Carballo (Spain)	95.42%
La Unión (El Salvador)	94.69%
Itajaí (Brazil)	96.82%

In 2021, **the recovery of non-hazardous waste at the complex in Brazil grew by more than 8 points**, going from 88.26% in 2020 to 96.82% in 2021 and moving to the Group’s top spot, with the complexes in Spain and El Salvador being at 95.42% and 94.69% respectively.

In 2021, at the Carballo Complex in **Spain**, with the goal of improving waste segregation, **new bins** were installed in the Can Manufacturing factory and in the Finished Product Warehouse, to collect **clean plastic packaging and paper and cardboard**. This measure, along with the design of specific signage and new **awareness talks** on the importance of the adequate management of waste and best practices with more than 491 employees in production and offices, has allowed us **to reduce the paper and clean plastic that was not being adequately separated out by up to 10%** (starting from 25% in 2019). Then, in 2021, an exhaustive process of **tracing and documenting the final destination of all of the hazardous and non-hazardous waste** to authorized managers was performed.

At the plant in El Salvador, the amount of waste generated in 2021 was reduced by 11% compared to 2020. Plastics recycling increased 58%, with the improvement of segregation and the incorporation of recycling in the plastic chemical barrels used in the manufacturing of flour and cleaning the factory.

In Brazil participation in a **national reverse logistics program began in 2020** to increase the percentage of recovery of packaging placed on the market, carrying out its recycling through the cooperatives affiliated with the program. In 2021, a **project to insulate the waste storage silos** was carried out in order to avoid the degradation of materials due to the excess temperature in the warehouse.

Commitment against food waste

Both the complexes in **El Salvador** (since 2003) and in **Brazil** (since 2016) have their **own plants for the manufacturing of flours and oils based on the exploitation of organic waste** resulting from the production of canned tuna and sardines in the factories, with a productive capacity of 5,000 and 10,000 tons respectively. In Spain, the total organic waste from fish from the factory in **Carballo** is sent to an **accredited external manager** specialized in the treatment of these types of waste: category 3 animal byproducts¹.

In 2021, **43,721 tons** of tuna and sardine residues were reintroduced into the productive cycle, which otherwise would have been discarded. This gave them a second life as byproducts: fish flours and oil for the animal feed, fertilizer and cosmetics industries.

Furthermore, manufactured product that is in perfect conditions for consumption but cannot be sold for various reasons is destined to **donations to non-profit entities**².



¹ ABP (Animal By-Products) Not Intended for Human Consumption classification for animal waste from food production that does not pose a risk to health and can be transformed into other marketable by-products such as animal feed. Ref. the website of Spain’s Ministry of Agriculture, Fishing and Food: <https://www.mapa.gob.es/es/ganaderia/temas/sanidad-animal-higiene-ganadera/sandach/default.aspx>

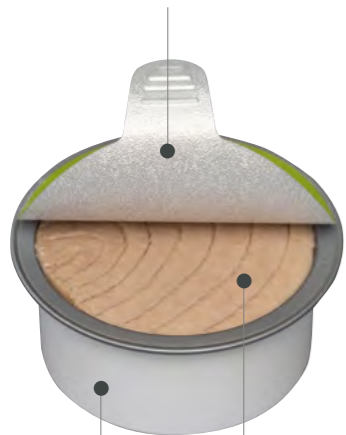
² More details can be found in the Communities chapter.

More circular packaging

The **ecodesign of the new Easy Flip® can**, introduced in 2021 by Grupo Calvo in the Spanish and Italian markets, has allowed a **35% reduction in the global warming impact** as compared to traditional formats. This was primarily associated with the use of less amount of metal in the can manufacturing (24% lighter) and the reduction of oil use through a more precise dosing (the amount of tuna is maintained with 15g of oil less per can)³. Medium term, the company's goal is to implement the Easy Flip® can in the plants in the Americas.

Easy Flip can

Light steel lid made of recyclable aluminum



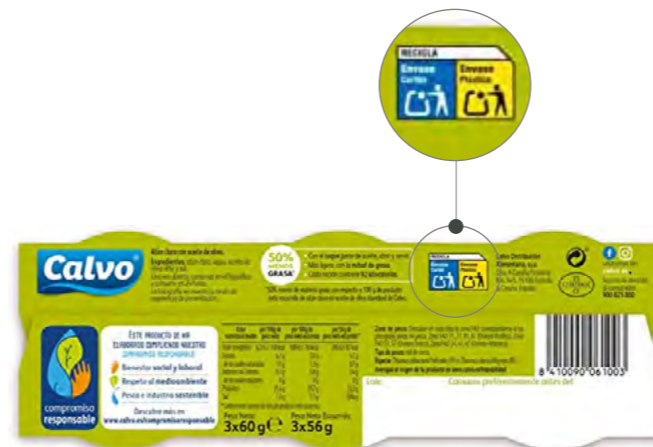
The same amount of tuna and 15g less oil

Lightweight recyclable steel body

35%
less impact on climate change than conventional cans



Raw materials	Manufacturing and distribution	Consumption of the food	Final management of the waste
Reduction in the use of resources and materials	Less environmental impact by reducing weight	Decrease in food waste	Promote recycling
24% lighter can that incorporates 58% ⁴ recycled material	35% less impact on global warming	Easy to remove by dumping that facilitates full use of the product	Recyclable materials and instructions to facilitate their separation



Other milestones of the **Calvo Zero Waste** project were the reduction in single-use disposable materials consumption, especially plastics. In 2021, the packaging for the new Foodie line of salads was redesigned to eliminate the plastic lid and fork.



In 2021, **Brazil** stood out for the start up of the **Recicla-Saturno project**, which seeks to **eliminate the use of transparent film** in the transportation of paper and plastic waste on pallets. This transportation is instead done in reusable plastic boxes.

³ Study Analyzing the 2020 Life Cycle of the new Easy Flip (700g) as compared to traditional 80g formats in the Easy Open and Easy Peel versions.

⁴ APEAL (average datum for 2017 steel containers, certified by CE Delft and validated by the European Commission in 2020).

Sustainability of the materials

GRI: 102-30, 301-2, 301-3

In line with the 2025 Responsible Engagement objectives, the company is working along two lines of action: for the materials it acquires to be of **recycled origin** or have a **sustainability certificate**, and for the materials that make up the packaging it puts on the market to have the **maximum degree of recyclability**.

Thus, during 2021, **the percentage of total materials from recycled origin or with a sustainability certificate remained constant at 51.43%**. For metal, there were no reliable registers until 2020.

	2021	2020	2019
Metal	50.52%	49.86%	-
Paper and cardboard	65.81%	69.06%	56.52%
Glass	42.90%	33.34%	43.05%
Wood	67.30%	80.85%	43.62%
Plastic	2.87%	1.17%	0.50%
Others (pouches, etc.)	3.13%	0.00%	
Total	51.43%	51.81%	18.72%

Furthermore, **almost all (98.96%) of the volume of materials** used by Grupo Calvo for the packaging or transportation of the products it puts on the market has the characteristic of **being able to be recycled**.

Material used in products(2021)	Amount acquired (kg)	Percentage of recyclable material
Tinplate/steel cans	22,534	100.00%
Tinplate lids	7,531	100.00%
Glass jars	2,531	99.57%
Cardboard cases/bands	2,226	100.00%
Corrugated cardboard box	2,046	100.00%
Aluminum lids	449	100.00%
Paper labels	260	39.27%
Plastic pouches	228	0.00%
Film	146	100.00%
Plastic covers	57	100.00%
Plastic lids	33	100.00%
Total	38,040	98.96%



Environmental impact management

We work in various settings throughout our value chain to reduce our impact on the environment

Impacts on terrestrial biodiversity

GRI: 102-31, 304-1, 304-2, 304-3, 304-4%

All our factories have biodiversity protection protocols. At present, there are three Grupo Calvo facilities that are located within a **protected natural area**: the Carballo factory complex in Spain, the food factory in Brazil and the complex in La Unión.

Firstly, the Carballo facilities in **Spain** border the **Anllóns River**, a space considered a Site of Community Importance (SCI) of the Natura 2000 Network¹. As part of the requirements established in the industrial complex's Integrated Environmental Authorization, water quality at the discharge point is monitored internally every day and a check is performed monthly via the OCA (Authorized Control Body) on discharge water and sent to Aguas de Galicia. And every six months an additional check is performed 100 meters from the discharge point through the OCA.

Secondly, there is the Gomes da Costa food product factory in **Brazil**, located next to the **Itajaí Açu River**, a river belonging to the **Canela Preta Biological Reserve**², whose control and monitoring of discharges is subject to the country's current legislation. The main impact detected in the activity of this factory is associated with the release of effluents into the river. Thus, the company has adopted the necessary control measures to reduce this impact in compliance with the requirements of the environmental licenses, as well as for risk control through specific studies and programs in the management of the plant.

And, finally, the La Unión finished product and meal factory in **El Salvador** is located in the vicinity of the **Gulf of Fonseca**³, considered a protected natural area by the Ministry of the Environment of El Salvador. The factories of La Unión do not affect that ecosystem since they discharge treated water that complies with the limits established in the technical waste water and sludge regulations of El Salvador.

The impacts produced in 2021 and how they were managed are presented later in this report, in the Environmental Sanctions and Discharges and Spills sections. The analysis of the **impacts on biodiversity of the fishing activity** carried out by the Grupo Calvo fleet, in turn, is included in the chapter entitled Sustainable Fishing.

¹ More information can be found in [Natura 2000](#).

² More information can be found at [Unidades de Conservação no Brasil](#).

³ More information can be found at the Ministry of the Environment and Natural Resources of El Salvador: [Guidelines for zoning and Flora and Fauna](#).



Environmental investments and sanctions

GRI: 201-2, 307-1

Environmental investments

In 2021, the total in **environmental investments** reached nearly 1.8 M€, amounting to an increase of 19.20% compared to the previous year, which is particularly significant in the environmental management item. The investment (in euros) in the different actions is distributed as indicated below:

	2021	2020	2019
Effluent treatment	499,037	616,043	555,721
Waste treatment	773,215	702,192	676,004
Environmental management	502,359	151,696	20,798
Environmental compliance and others (*)	18,154	33,982	611,765
Total	1,792,765	1,503,913	1,864,287

(*) Includes environmental compliance, environmental prevention and emissions treatment.

Environmental sanctions

During 2021, as in 2020, **no administrative sanctions** of a significant financial amount were recorded 2019¹. However, two minor environmental sanctions were recorded in the food and bioproducts factories of the Itajaí Complex in Brazil. The transfer of sludge waste for the production of biogas was suspended due to lack of environmental authorization for the final disposition of the waste within the state of Paraná. Finally, the disposal was made in the State of Santa Catarina and the corresponding environmental authorization was then requested from the environmental agency of the State of Paraná, with the matter thereby being resolved.

¹ Significant sanctions are considered to be those exceeding €10,000.

Environmental risk coverage

Grupo Calvo dedicates efforts to **risk management and prevention** in order to ensure the sustainability of its business and minimize potential environmental accidents. The company has **liability coverage** for accidental contamination with a limit of €10 M under its civil liability insurance policy with coverage in all countries in which it operates. The factories in Galicia also have specific environmental insurance with coverage in the event of damage caused within and beyond the premises with a limit of €2 M. In 2021, in accordance with the corresponding law, an analysis was carried out of the environmental risks at the Carballo factory that sought to analyze and evaluate environmental risk as well as to establish the basis for the effective management of the same by facilitating decision making in this field and calculating the financial guarantee.

In addition, the **fleet** has its own environmental **liability insurance** with coverage of all ships (including merchant and support vessels). This insurance is accompanied by Blue Card certification as evidence of coverage in the face of events that entail civil liability to third parties.

Additionally, in **El Salvador** the Environmental Deposit must be granted to the Ministry of the Environment and Natural Resources (MARN) when it has authorized the environmental permit based on an Environmental Impact Study and Environmental Management Plan. This deposit may vary depending on the changes generated in the environmental permit, environmental management plan and compensations derived from other projects.

Emissions, discharges and spills

Greenhouse gas (GHG) emissions

GRI: 102-30, 305-1, 305-2, 305-4, 305-5, 305-7

In 2021, **GHG emissions increased 7.68%** over the previous year, due to an increase in the Group's energy consumption². As a result, **the emission intensity rose by 12.32%**, going from 0.83 to 0.94 tons of CO₂ eq per ton of manufactured product. In line with its commitment to climate ambitions, Grupo Calvo participated in the 2022 Climate Ambition Accelerator program launched by the United Nations Global Compact in alliance with Science Based Target (SBTi) and World Resources Institute (WRI)³. The objective is **to advance the establishment of benchmarks for the reduction of GHG emissions based on science (Science Based Targets) by the year 2030** that would contribute to reaching net zero by 2050.

The Consumption efficiency section of this chapter has described some of the actions put in place in the factories in various countries to reduce energy consumption and, thereby, the generation of emissions into the atmosphere.

Since the third quarter of 2021, at the factory in **Carballo, Spain**, the management of the boilers for the production of steam was internalized. Thus **the corresponding consumption of fuel from these boilers** has been added to scope 1 of the company. This change was seen in the figures on the factory's GHG emissions, with an **increase of 1,400 tons of CO₂** released into the atmosphere over the figure from 2020. On the other hand, the decrease in **consumption of diesel, coolants and electricity** reported in 2021 at the La Unión factory in El Salvador led to a **reduction of 2,000 tons of CO₂** released into the atmosphere, amounting to 16.65% less than 2020.

In **Brazil**, improvements in electricity and LPG consumption in the **can manufacturing factory** made it possible to **reduce GHG emissions by 10.30%** as compared to the previous year. However, at the **food products factory**, emissions of these gases had an **increase of around 6,000 tons of CO₂** due to the consumption of natural gas and LPG. Furthermore, in 2021, the environmental agency (IMA – Instituto do Meio Ambiente) approved a plan presented by Gomes da Costa **to reduce the emission of smells** derived from the storage and transportation of fish waste at the BFP bioproducts factory.

The **emissions generated by the fleet** of Grupo Calvo derived from the fuel consumption of fishing vessels in 2021 was 100,939 tons of CO₂ eq. To reduce this impact, Grupo Calvo is actively working on the **efficiency of fuel use** (amount of fuel per ton of catch) with projects such as the progressive **modernization of the fleet** and the **Argos project to computerize the consumption of diesel** on board ships mentioned in the Sustainable Fishing chapter.

Total emissions (t CO ₂ eq)	2021	2020 (*)	2019 (*)
Scope 1 emissions	113,413	104,829	100,055
Scope 2 emissions	4,202	4,400	6,896
Other emissions (Non-Kyoto)	19,795	19,795	19,795
Total	137,409	129,024	126,746
Emissions intensity (scopes 1 and 2) (t CO ₂ eq/ t of finished product) (**)	0.94	0.83	0.79
NOx emissions (t)	110	105	106
SOx emissions (t)	153	147	149

(*) The 2019 and 2020 emissions data underwent changes from those published in the 2020 annual report due to post-publication recalculations. The zero emissions factor was not applied in scope 2 to the emissions from renewable sources. On the other hand, the SOx emissions were reviewed and the emissions derived from the fleet were incorporated into the figure.

(**) The emission intensity value does not include third-party vehicles for transportation between the plants of the complex in Brazil, as those emissions are considered as scope 3.

² See details in the chapter entitled Consumption efficiency.

³ <https://unglobalcompact.org/take-action/climate-ambition-accelerator>



Discharges and spills

GRI: 303-2, GRI 303-4

The company has a **system for controlling the discharges** derived from its operations with the aim of monitoring and treating these and ensuring that the legal limits established in the different water parameters are met: chemical oxygen demand (COD) and biological oxygen demand (BOD).

Some of the discharges receive **primary treatment**, through the separation and settlement of solids by physicochemical procedures, and others receive secondary treatment, through the biological treatment of the suspended organic matter to degrade it biologically and reduce its levels of COD (Chemical Oxygen Demand), BOD (Biological Oxygen Demand) and oxygen consumed. In 2021, **the volume of discharges treated in factories decreased by 3.5%** compared to 2020.

In 2021, the **action protocol** for technical shutdown due to production shutdowns in the **industrial wastewater treatment plant (depuradora de aguas residuales industriales - EDARi)** in the factory in **Spain** was reviewed with an improvement in the discharge parameter results.

In 2021, at the factory in **El Salvador**, different **industrial wastewater treatment plant (EDAR)** that were aimed at increasing the efficiency and efficacy of operations and decreasing the associated contaminant load.

At the can manufacturing factory in **Brazil**, an **advanced ozone-based oxidation system** was implemented in the sewage treatment plant (STP), which allowed for a 70% reduction in the dose of sodium hypochlorite (chlorine) for the disinfection of effluents before being discharged.

Discharges (m³)	2021	2020	2019	Destination	Treatment method
Carballo factory complex (Spain)	175,635	198,348	170,072	Anllóns River	Secondary treatment (biological)
Factory complex of La Unión (El Salvador)	495,261	467,234	271,838	Gulf of Fonseca	Primary treatment (physicochemical)
Food factory (Brazil)*	693,847	723,554	663,881	Itajaí-Açu River	Primary treatment (physicochemical)
Can manufacturing factory (Brazil)	2,449	2,391	3,577	Ribeirão da Murta	Secondary treatment (biological)
	70	-	-	Itajaí-Mirin River	Primary treatment (physicochemical)
BFP bioproduct factory (Brazil)	1,638	-	-	Composting plant / biogas production	Secondary treatment (biological)
Logistics Center (Brazil)	1,056	743	870	Storm drainage network	Secondary treatment (biological)

* Including discharges from the bioproduct factory

Environmental certifications of factories

As a means to highlight the compliance and commitment of Grupo Calvo to **monitor and reduce the environmental impact** of all of its production activity for its customers, consumers and other stakeholders, the Group submits to environmental certifications in its factories.

The company currently has the **ISO 14001 certification – Environmental Management Systems (EMS)** at the **factory in El Salvador** and the **can manufacturing factory in Brazil**, and its implementation and certification is expected in 2022 for the food factories in Spain and Brazil.

Additionally, in 2020, the process began for the implementation of the **ISO 50001 certification** in energy management in the plant in El Salvador with the support of the Asociación Salvadoreña de Industriales (ASI - *Association of Industry of El Salvador*).



People

People are at the heart of our strategy: from our consumers to our employees, and including our suppliers and the communities where we are present

Looking back at 2021

62.62%
women in the
workforce

28.57%
women on the
Steering Committee

41.62
women in middle
management

29.27
hours of training
per employee

90.03%
local suppliers

313
suppliers evaluated with
sustainability criteria

11.93%
high or critical risk suppliers
audited by an independent
third party

13
new product
launches

€572 M
invested in the
community



Our team

The success of our company would not be possible without the knowledge, experience, work and dedication of our team of employees in all the territories in which we are present

Personnel management

GRI: 102-31, 103-1, 103-2, 103-3

The key to Grupo Calvo's success is based on the management of its team of professionals. The company strives to create the conditions necessary for development, commitment, pride and motivation, by investing in talent and recognition. Work in the area of Human Resources¹ is divided into three major areas: **talent recruitment**, **personnel management** and **professional development**. Each of these areas has specific measures and initiatives designed to optimize the company's performance.

Thus, in the area of **attracting talent**, the company works fundamentally around communication through presence in social networks, job fairs, local employment orientation talks, internal vacancy announcements and participation in events that allow future candidates to approach the reality of working at Grupo Calvo. An essential part of this area is the **collaboration agreements** with high schools, universities and business schools.

In 2021, the **Dual Education** project continued in Spain. It began with the collaboration together with the **Instituto Monte Neme** in Carballo, and developed in two modes: (a) one year in duration, started in 2020 and of which already one person has been taken into the workforce, and (b) two years in duration, which started in 2021. In Brazil, the **Jovem Aprendiz** program was put in place with the collaboration of external entities, in which groups of young people undergo training for one month before entering the company and then receive professional training for two years. Many of these young people are hired for the vacant positions at Gomes da Costa², starting their careers as young apprentices and then moving into other positions later. An average of 70 young people take part in this program each year.

The **announcement of vacant positions** on the internet, in the media and on social networks³ (especially LinkedIn) are also essential in this area. The America Division also has a specific initiative, **Indique um talento**, that rewards employees who recommend someone for a position that is eventually hired.

In all factories and , employees go through an initial period of **tutored learning**, accompanied by new-hire talks and presentations that take place during the first weeks of work and allow newly hired employees to get to know the company where they are going to work.

¹ Throughout this chapter reference is made to the different policies and actions that come into play in the Europe Division (Spain, Italy and Central America-Caribbean) and the America Division (Brazil and Argentina). There is a different Human Resources management organization for each division. More information can be found in the chapter entitled Our Business Model.

² Gomes da Costa is Grupo Calvo's subsidiary in South America (Brazil and Argentina).

³ See the chapter entitled Communication with stakeholders.



In relation to the **retention and development of talent**, the following measures stand out:

- Recognition and reward plans.
- A setting of self-development.
- Development plans for those with high potential: executive development program and professional development program.
- Development programs aimed at managers, such as the “Teaching to lead” leadership school.
- Internal announcement of international job offers.
- Rotation premium for workers (El Salvador plant).
- Wellbeing policies

Throughout this chapter the initiatives associated with these measures are explained in detail.

Calvo Excellence System

The Calvo Excellence System (CES) is Grupo Calvo’s management model aimed at the pursuit of continuous improvement, efficiency and flexibility of the processes and efforts carried out by the company. This model is part of the Group’s identity and has been progressively implemented since 2016 in all countries with the support of the Kaizen Institute.



Award for Decent Work El Salvador

In 2021, in **El Salvador**, the company received the **Premio al Trabajo Decente**¹, (*Award for Decent Work*) granted by El Salvador’s Ministry of Labor. The award publicly recognizes companies that develop and implement an effective culture of compliance of labor rights and obligations. The evaluation made rests on four pillars: (a) the basic pillars of the ILO, (b) working conditions, (c) occupational health and safety and (d) social protections.



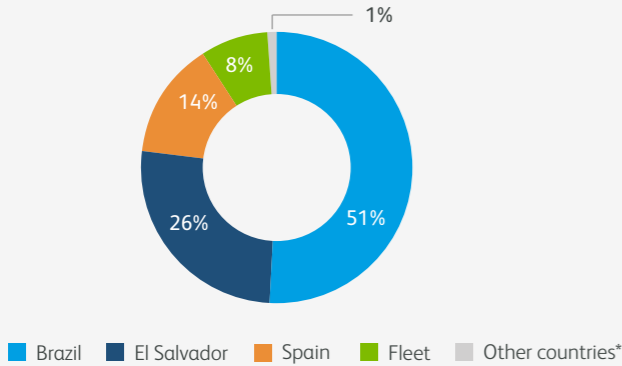
¹ <https://trabajodecente.mtps.gob.sv>
<https://diario.elmundo.sv/econom%c3%ada/reconocen-a-mas-de-30-empresas-por-promover-el-empleo-decente-en-el-salvador>

Our employees

Workforce GRI: 102-7, 102-8, 405-1

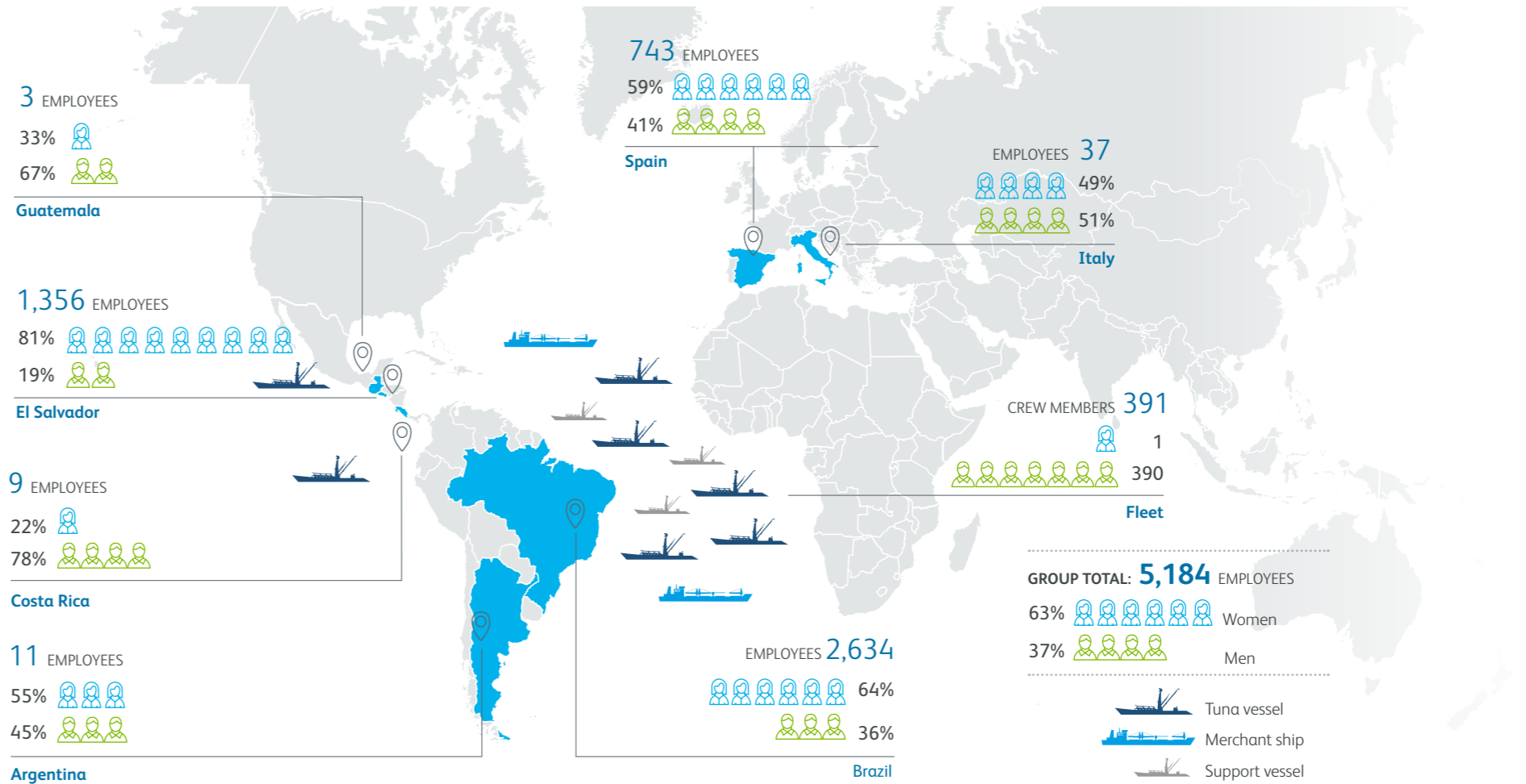
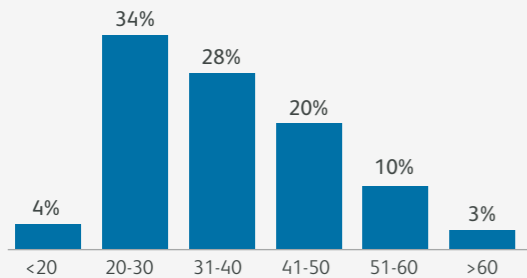
At the end of 2021, Grupo Calvo had a workforce of **5,184 employees**, 2.09% more than in 2020. Two thirds of the workforce (**62.62%**) are women, compared to one third (37.38%) who are men, slightly increasing the percentage of women compared to the previous year (64%/36%). The **average age is 36 years old**, and about two thirds of all employees are in the range between 20 and 40 years of age.

Geographical distribution



* The "other countries" category includes Italy, Costa Rica, Guatemala and Argentina.

Workforce distribution according to age



GROUP TOTAL: 5,184 EMPLOYEES
 63% Women
 37% Men



Commitment to people

Equal opportunities

Grupo Calvo works to ensure a **balanced presence of men and women** throughout the organization, with special attention to positions of responsibility. For this reason, its Responsible Engagement strategy includes two objectives associated with increasing the presence of women in areas related to decision-making: to achieve a presence of at least **30% women on the Steering Committee** and **44% women in middle management** by 2025.

In 2021, the percentage of **women on the Steering Committee** remained stable at **28.57%**, a figure reached in 2020¹. The percentage of **women in middle management** remained stable, moving from 41.91% in 2020 to **41.62%** in 2021, very close to the strategic objective of 44%.

SENIOR MANAGERS



MIDDLE MANAGERS



TECHNICAL AND ADMINISTRATIVE STAFF



PRODUCTION WORKERS



FLEET OFFICERS AND SUB-OFFICERS



FLEET WORKERS



Stability in employment

People are the key component of the company and Grupo Calvo is committed to the development of professional careers within the organization, so the vast majority of the employment contracts offered to its employees are **indefinite contracts**. The percentage of indefinite contracts increased in the last year up to **91.49%** from the 85.84% recorded in 2020 (the year in which the consequences of the coronavirus pandemic first appeared), and continue to be greater in the case of women (95.53%) than for men (84.73%).

Indefinite contracts by age	2021	2020	2019
>60	98.73%	83.89%	72.22%
51-60	83.01%	93.43%	93.22%
41-50	88.81%	87.43%	92.27%
31-40	90.84%	86.98%	91.65%
20-30	96.06%	84.23%	95.51%
<20	88.15%	61.81%	97.46%
Total	91.49%	85.84%	92.92%

Indefinite contracts by job category	2021	2020	2019
Senior managers	100.00%	100.00%	100.00%
Middle managers	99.19%	99.42%	99.32%
Technical and administrative staff	98.10%	97.38%	95.95%
Production workers	94.30%	86.57%	96.75%
Fleet officers and sub-officers	54.55%	59.29%	52.38%
Fleet workers	41.78%	45.70%	53.33%
Total	91.49%	85.84%	92.92%

¹ As of the date of this report's publication, this percentage has decreased, since the executive director of the America Division, Andrea Napolitano, who joined the company in 2020, ceased to be part of Grupo Calvo in February of 2022.

In 2021, a **new model of temporary hiring** was implemented in the Carballo factory (Spain) in order to ensure the availability of qualified individuals to respond to the occasional needs during determined periods of production. The model includes the creation of a stable pool of workers and a training and integration plan to ensure stable cycles of temporary hiring of duly trained personnel.

The **full time** work schedule still applies to almost the entire workforce, having dropped slightly from 99.49% in 2020 to **98.84%** in 2021. In the case of men, the full-time work schedule applies to practically the entire workforce (99.64%), while the percentage in the case of women is somewhat lower (98.37%). There are no part-time contracts in the America Division.

Full-time work schedule by age	2021	2020	2019
>60	90.56%	89.26%	73.81%
51-60	97.93%	99.36%	100.00%
41-50	98.55%	99.67%	100.00%
31-40	99.25%	99.74%	100.00%
20-30	99.66%	100.00%	100.00%
<20	94.50%	100.00%	100.00%
Total	98.84%	99.49%	99.27%

Full-time work schedule by job category	2021	2020	2019
Senior managers	100.00%	100.00%	100.00%
Middle managers	99.19%	99.13%	100.00%
Technical and administrative staff	99.46%	99.38%	99.71%
Production workers	98.50%	99.48%	99.01%
Fleet officers and sub-officers	100.00%	100.00%	100.00%
Fleet workers	100.00%	100.00%	100.00%
Total	98.84%	99.49%	99.27%



Hiring and turnover

GRI: 401-1, 202-2%

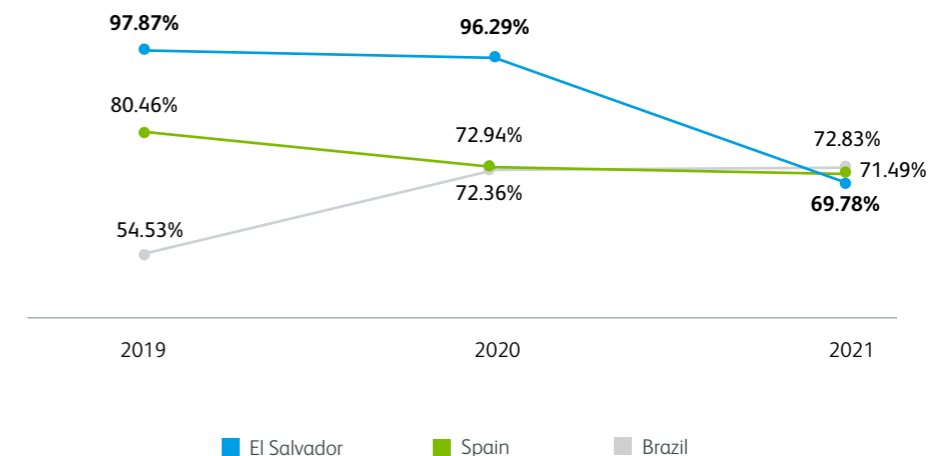
2021 saw the continuation of the high **hiring rate** in the America Division, with 1,645 new employees becoming part of the Gomes da Costa team, 10.62% more than the previous year; while in El Salvador, new hires dropped 42.68%, going from 485 individuals in 2020 to 278 people in 2021. In Spain, 235 new employment contracts were signed, an increase of 38.24% over the figure from 2020 (170). Gomes da Costa, Grupo Calvo's subsidiary in South America, continued to be the largest private employer in Itajaí (Sta. Catarina, Brazil) with a workforce of 2,650 direct jobs, positively impacting the increase in employment and local income, as well as promoting the generation of indirect jobs.

	2021				2020			
	New hires			Turnover rate	New hires			Turnover rate
	Men	Women	Total		Men	Women	Total	
Fleet (vessels)	137	1	138	7.27%	70	1	71	4.10%
Spain (*)	67	168	235	2.35%	46	124	170	6.72%
Italy	0	0	0	2.63%	3	2	5	7.89%
El Salvador	84	194	278	33.87%	18	467	485	33.31%
Costa Rica	1	0	1	20.16%	2	0	2	20.00%
Guatemala	0	0	0	25.64%	0	0	0	0.00%
Argentina	0	1	1	0.00%	0	1	1	10.00%
Brazil	447	1,198	1,645	22.07%	411	1,076	1,487	10.35%
Voluntary turnover rate	11.10%	26.36%	20.82%		7.44%	19.98%	15.11%	

* Including non-embarked fleet personnel.

Of the **new hires** made in 2021, around **70% were women**: 71.49% in Spain, 69.78% in El Salvador and 72.83% in Brazil. For yet another year the percentages were reduced from the previous year in the first two countries, and grew in the third. The proportion of women in the new hires decreased in El Salvador due to the **policies of integrating unrepresented groups**.

Percentage of women in the new hires



The overall figure for **new hires (2,298)** exceeded that of 2020 (2,221) by 3.47%, and the number of **people leaving** the company was **2,504** people, 24.45% more than the figure in 2020 (2,012). Of these, 80% were due to dismissals and the rest to other reasons such as retirement, voluntary terminations or leaves.

In total the **voluntary turnover rate** of the company was **20.82%**, compared to the 15.11% that was recorded in 2020. Thus a situation similar to what existed before the pandemic has been recovered. Two out of every three (68%) people leaving the company were in Brazil, followed by El Salvador, which in this year exceeded 20% of total people leaving jobs, and the fleet, with 8%.

Through its Human Resources area, Grupo Calvo concentrates its efforts on improving **absenteeism and turnover rates**, especially in relation to its activity in factories. In 2021, **827,121 hours of absenteeism** was counted in the factories, a figure slightly lower than the 844,019 hours recorded in 2020.

In 2021, 64% of the absenteeism was recorded in Brazil (55% in 2020), 22% in El Salvador (33% in 2020) and 14% in Spain (12% in 2020).

The **measures intended to reduce absenteeism and turnover** include:

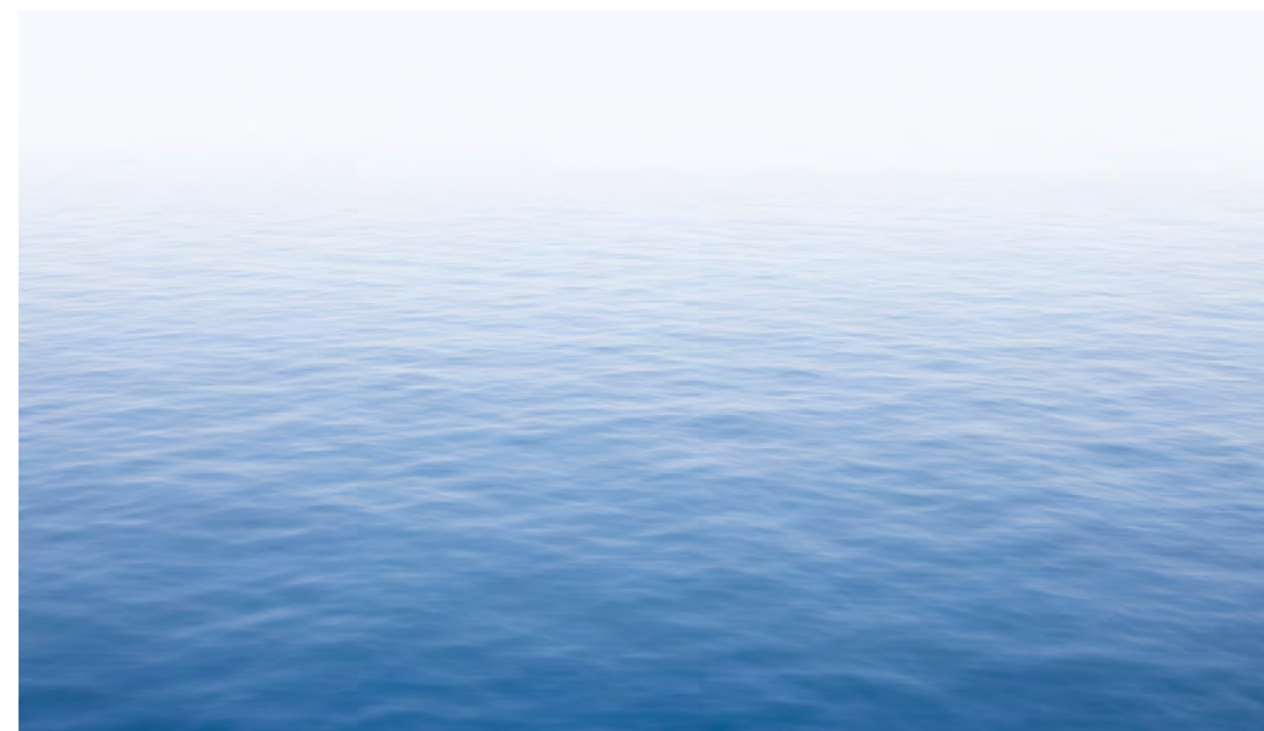
- Group dynamics during the selection process.
- Fifteen-day tutored apprenticeship period.
- Recruitment of foremen in the management and occupational health and safety.
- Performance recognition policies.
- Health and disconnection policies to generate a culture of well-being.
- Medical leave follow-up (especially for Covid-19).
- Exit interviews to identify areas for improvement.

Hours of absenteeism by country

	2021			2020		
	Men	Women	Total	Men	Women	Total
Spain	24,760	89,259	114,019	22,101	81,007	103,108
El Salvador	10,525	175,030	185,555	23,729	256,089	279,818
Brazil	111,362	416,185	527,547	111,997	361,627	473,624
Group total	146,647	680,474	827,121	152,555	691,464	844,019

At Grupo Calvo the **hiring of executive staff from within their own country** is promoted (local hiring). At the end of 2021, the distribution of local managers by division was as follows:

	America Division			Europe Division		
	2021	2020	2019	2021	2020	2019
Local managers	100%	100%	75.00%	92.31%	84.62%	92.31%



Company benefits

GRI: 201-3, 401-2, 401-3

Grupo Calvo offers a wide **range of company benefits** to its employees in all the territories where it operates. The same benefits are applicable for employees with temporary and part-time contracts as personnel with indefinite and full-time contracts. Since the massive shift towards telecommuting for work stemming from the corona virus in 2020, and following the progressive return to in person work between 2020 and 2021, the company has continued to work on measures for **schedule flexibility** to facilitate the **reconciliation between work, family and personal life** by adjusting conciliation and equality policies to the applicable law in each of the countries where the Group operates.

The Europe Division currently has **schedule flexibility and telecommuting** measures in the offices in Spain and Italy, and has maintained the **digital disconnection policy** implemented in 2019. The America Division also has schedule flexibility and telecommuting in Brazil, as well as an employee **well-being policy** that includes forms of digital disconnection that respect the work-family balance, and economic grants and ergonomic consulting to facilitate a hybrid work mode. The **legally mandated leave for the birth** of children has been extended in the America Division to 60 days for women and 15 days with men. Free psychological care, meditation practice and a work gym, company chartered transportation, healthcare plans and a dental care plan, and a specialized program for pregnant women during prenatal care are all offered.

With regard to **pension plans**, the Europe Division does not make contributions, whereas in the America Division there are different pension plans that employees can benefit from, such as the Pension Plan of Brazil, which is determined by Brazilian legislation or the Social Security Plan in Argentina.

As in the previous years, 100% of our employees (both men and women) entitled to **parental leave** took it. In addition, 69% of the employees who took advantage of this leave returned to work in 2021, and 29% continued with the company for more than a year since their return.

Here below there is a summary of the established corporate benefits pay territory¹:

Company benefits ²	Spain	Italy	El Salvador	Costa Rica	Guatemala	Brazil	Argentina
Flexible schedule	●	●		●	●	●	●
Extension of maternity and paternity leave (beyond the law)						●	●
Flexible remuneration	●					●	
Telecommuting	●	●				●	
Transportation	●		●			●	
Free food			●			●	
Life insurance	●	●	●			●	●
Production bonuses or target-based variable compensation	●	●	●	●	●	●	●
Agreements with providers of goods and services with advantageous conditions	●		●				
Discount on the purchase of medicine						●	●
Medical service	● ³		●			●	●
Recognition and reward programs	●	●	●	●	●	●	●
Financial assistance for births			●			●	●
Language training	●	●	●	●	●		
Training and self-development program	●	●	●	●	●	●	●
Scholarships for training employees and children of employees			●				
Dental care			●			●	
Psychological care			●			●	
Digital disconnection policies	●	●	●	●	●	●	
Company gym	●	●	●			●	

¹ For apprenticeship and internship contracts, no health insurance-related benefits or benefits linked to the collective bargaining agreement are offered.

² Company benefits are adapted to applicable legislation in each country.

³ Medical service is obligatory in Spain.

Engagement surveys

Grupo Calvo considers its employees to be an essential part of the business, and hopes that the commitment between them and the company will be mutual. The main tool for evaluating employee commitment is the **engagement survey**. Such surveys are conducted every two years in the Europe Division and yearly in the America Division.

In 2021, in both Spain and in the America Division (Brazil and Argentina), the **Great Place To Work**¹ form survey was carried out in order to identify the level of trust and commitment employees had with the organization, and thus the medium and long term challenges and goals of the companies. The survey allows for the evaluation of the level of employee adhesion and obtain a clear view of the working climate and the leadership model, as well as highlighting the main areas of improvement. Extensive use of this consultation practice is planned for all the countries in the Europe Division in 2023.

In Spain, an action plan with specific measures has been defined in order to obtain the certification in 2023.



¹ <https://greatplacetowork.es/que-es-trust-index/>

Gatherings with management

In 2021, as already done for years, several meetings were carried out with the management in the **Europe Division** (2 in Spain and 2 in Italy). The goal of these gathering is for the employees to learn directly from the Steering Committee about the milestones reached during the year in each of the areas including the financial area and yearly forecasts.

Likewise, during the 35th year of meetings with the management, the **America Division** investigated the **“Leadership Guidelines”**, which were aimed at strengthening internal communication with leaders. These gatherings, which occasionally include the participation of outside experts in leadership and strategic management of people, are arranged into three fields: (a) **Leadership agenda (Leadership Guidelines)** (general issues, ordinary management, presentations between areas, integration of new managers, presentations of indicators and company results); (b) **Talk with the Committee (Fale com o Comitê)** (an open dialogue meeting with the Steering Committee); (c) **Leadership with purpose (Liderança com Propósito)** (a monthly meeting aimed at developing leadership and self-knowledge).



Recognitions

In 2021, Grupo Calvo was selected by **Forbes** magazine as one of the **50 best companies** to work for in Spain, based on the results of an in depth survey carried out by Sigma Dos on the employees of more than 2,000 companies with more than 500 employees².

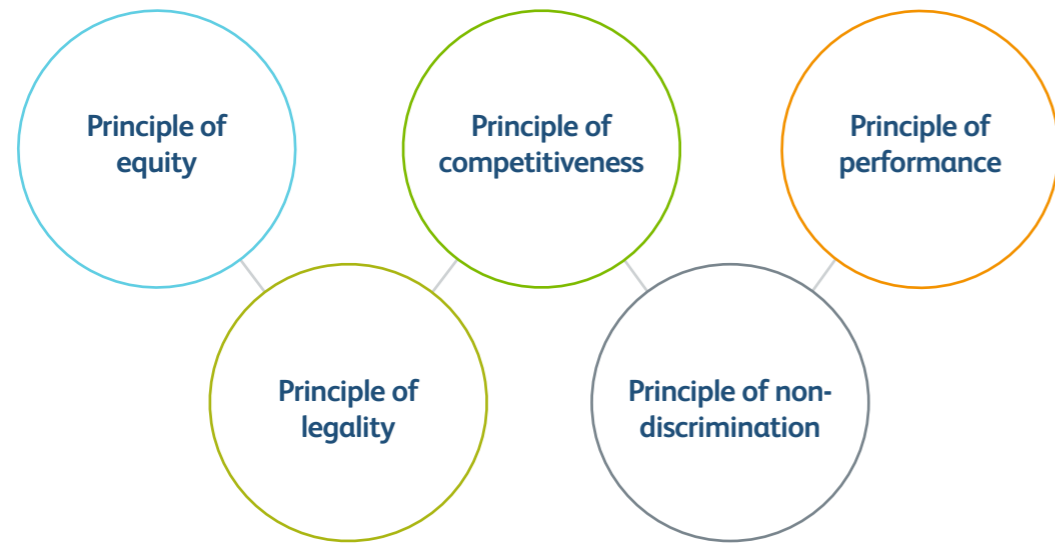


² <https://forbes.es/listas/96716/las-50-mejores-empresas-para-trabajar-en-espana-2021/>

Remuneration and compensation¹

GRI: 102-30, 102-35, 102-36, 102-37, 102-38, 102-39, 202-1, 405-2

Grupo Calvo is committed to **equality and transparency** in compensating its employees. The company's remuneration policy revolves around five principles intended to ensure that compensation is fair and competitive, aligned with employee responsibility and performance and in accordance with the law.



Policy and positioning in remuneration matters are defined by Human Resources, based on market surveys, internal equity criteria, the evolution of the company, the evolution of the market or geography in which the company is present and the set of groups of each country. Recently, work has begun on improved transparency in the management system and annual review. In the Europe Division, remuneration surveys conducted by external consultants, such as Hay Group and PwC in Costa Rica, are purchased every two years. In the America Division, the process that defines the retribution package used the Hay Group / Korn Ferry model based on salary degrees and was carried out in accordance with the remunerations policy, the evaluation of jobs and labor laws.

Starting pay offered by the company to its employees exceeds the minimum interprofessional wage by in all geographies where it operates. Currently, in all delegations the ratio of the minimum wage paid at Grupo Calvo between men and women is in the range between 0.68 and 1.04, with unity being the general trend (except in Argentina, where it exceeds the figure of 2.5).

The company's overall ratio between the best paid individual and the average salary amounts to a value of 22.53 in the Europe Division and 54.03 in the America Division. It should be noted that the **average salary increase of the workforce** was 10.91% (+13.78% in the Europe Division and +8.22% in the America Division), a substantially greater figure than that of 2020 (5.50%).

The company makes **salary supplements** available to its employees depending on the position they perform and the geographical area in which they carry out their work. These add-ons cover variables associated with departmental objectives, company vehicles, or productivity bonuses, among others. Private employment pension schemes fall outside the reach of Grupo Calvo as there are public pension schemes in all the countries in which it operates.

In calculating the **gender pay gap**², the professional categories used for this report were taken into account. A calculation was made of both the simple and the weighted gap that, allows greater precision in the differences in salary and also the number of men and women in each category.



¹ More detailed information is found in the Appendices section.

² Salary gap calculated as the relative difference between the average salaries of women versus the average salary of men for each category or territory.

Gender pay Gap*

	Europe Division				America Division			
	2021		2020		2021		2020	
	Simple gap	Weighted Gap **	Simple gap	Weighted Gap **	Simple gap	Weighted Gap **	Simple gap	Weighted Gap **
Senior managers	0.38	0.07%	0.33	0.07%	-0.53	-0.09%	-1.20	-0.20%
Middle managers 1	0.20	-0.32%	0.16	0.19%	0.05	0.02%	-0.03	-0.01%
Middle managers 2	0.22	0.72%	0.12	0.37%	0.29	1.23%	0.23	0.98%
Technical and administrative staff	0.15	1.41%	0.25	2.63%	0.29	3.39%	0.30	2.60%
Production workers 1	0.28	5.76%	0.20	0.94%	0.18	0.01%	0.48	0.03%
Production workers 2	0.32	20.57%	0.28	22.25%	0.20	16.70%	0.13	10.91%

* The breakdown by division is due to the fact that it is not possible to consolidate the categories because they differ in each country.

** The weighting factor is the percentage of distribution of the number of employees by professional category in each division.

The company regularly carries out actions of **recognition** to those employees whose performance stands out. Recognitions can take the form of gifts of various categories up to an amount of €500. In the Europe Division, the **Calvo en Positivo** program is in place, which allows exceptional behavior within the organization to be made visible and reinforced by awarding those behaviors that facilitate the achieving of the organization's strategic goals, promote teamwork and strengthen the company's values. In 2021, recognitions were delivered to 73 employees in the Europe Division. In the America Division, the **Oscar GDC+ (+Lider/+Colega)** program is in place, which uses quarterly evaluations and a once a year recognition and reaches an estimated 2,900 employees. The **+Colega** category seeks to promote positive experiences among coworkers; while the **+Lider** category highlights the best behaviors and management practices of the heads of teams.

The **Indique um talento** recognition programs in the America Division must also be noted. These are for employees that propose external candidates for open vacancies and **Multipliers**, to reward internal knowledge transmission.



Equality and diversity

One of the company's commitments to its workforce is **equality among all workers**. This is why the company has continued to work on specific policies and commitments with the aim of promoting diversity and equal opportunities.

Global Equality Plan

Grupo Calvo's first **Global Equality Plan** was unveiled in 2019 with the aim of promoting equitable treatment and equal opportunities for men and women. The plan applies to all Group companies, regardless of their location, and contains common guidelines to follow to ensure gender equality in the organization. This Equality Plan includes **seven commitments** and is structured around **five axes of action** with their corresponding objectives.

Currently, work is under way on a diversity plan for the entire organization that will be subject to approval by the Board of Directors in 2022.



Among the most salient measures implemented in this field in the Europe Division during 2021 is the **inclusion of unrepresented gender groups** in certain areas. In El Salvador, the turnover of on site production workers exceeded 20% per year, which made it ever more difficult to hire manpower for the production lines, particularly for the fish cleaning area, where most of the contracted workers do their job. Taking into account the action guidelines defined in the Equality Plan and the need to increase the manpower pool, the database of candidates was expanded for the fish cleaning jobs to include male staff who historically were not represented in these jobs. In September 2021, a **pilot project** started in the morning shift in the cleaning area with the hiring of 7 men and this later grew to a total of 100 men hired in 2021 for these jobs that had only been filled with women before then. The results were highly satisfactory, and with this initiative it was possible to bring the productivity indices between men and women in these workstations closer.



In 2021, in the Europe Division, an **equality awareness campaign** was carried out that, over various months, transmitted messages connected to different aspects: **2025 Goals: Grupo Calvo's commitment to equality, "And why not? Equality starts with me"** (regarding gender roles within working environments), non-discriminatory language, balanced representation of genders in the selection processes, the fight against harassment and shared conciliation, and rounding off the campaign with a video message from the Chief Executive Office.



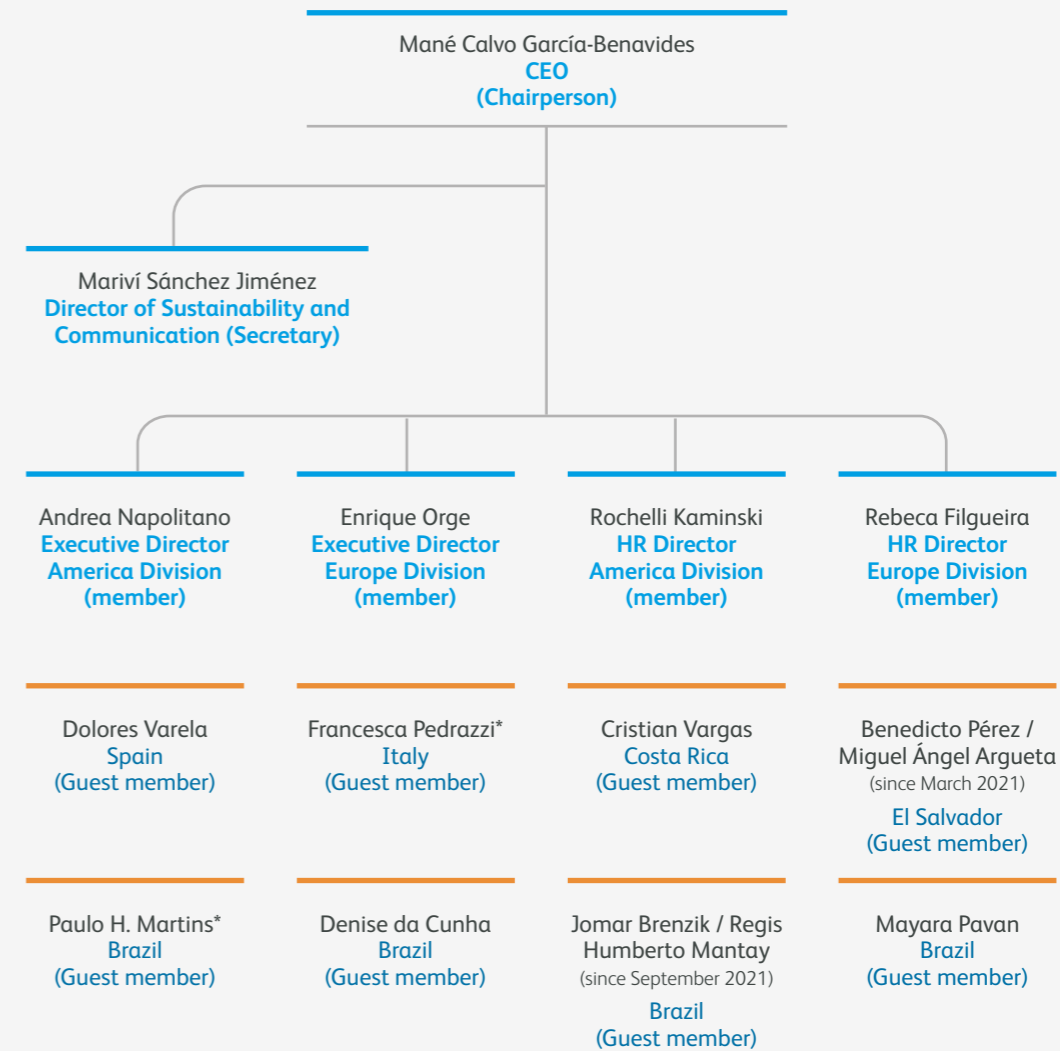
Also in the America Division, there was an important **awareness campaign and training actions** regarding domestic violence, female empowerment, diversity and inclusion, and other issues. A new element is the availability of an **ID card** for employees that bears their social name, which is freely chosen and does not appear on the official records.

The Equality Plan is managed and supervised by an **Equality Committee** whose mission is to ensure compliance. Its functions are to:

- Guarantee and promote the principle of equality between women and men throughout the Group.
- Guarantee the fundamental right to non-discrimination in the processes of selection, training and internal promotion.
- Ensure that no cases of abuse or violence occur.
- Ensure the implementation of the plan and the measures designed and, hence, the fulfillment of the objectives established in the plan.

The Equality Committee is chaired by the Chief Executive Officer of Grupo Calvo, has an **executive character** and meets twice a year.

Composition of the Equality Committee



* Currently they are not part of the company and have not yet been replaced.

Diversity GRI: 406-1

One of the main objectives within the Human Resources area is to create **diverse teams** with a variety of backgrounds. The number of employees with disabilities in 2021 was 76, distributed as follows by country:

Disabled employees by country

	2021	2020	2019
Spain	20	17	16
Italy	1	1	1
El Salvador	7	6	8
Costa Rica	0	0	0
Guatemala	0	0	0
Argentina	0	0	0
Brazil	48	59	55
TOTAL	76	83	80

All of the Group's plants comply with current legislation on universal accessibility for people with disabilities in the country in which they operate. Specifically, **measures have been implemented in Brazil to promote accessibility and job openings have been published with preference for people with disabilities.** In addition, partnerships have been established with support and monitoring institutions for people with disabilities, such as the CAPACIT program of the APAE (*Apoio Profissional Acompanhamento e Inclusão no Mercado de Trabalho* - Professional Support Center for Monitoring and Inclusion in the Labor Market) in Itajaí.

No cases of discrimination or disciplinary proceedings for this reason were recorded in either division of the Group during 2021.

Union representation and labor relations

GRI: 102-41

All Grupo Calvo employees are covered by the corresponding **collective agreements** or the homologous regulations applicable in the countries in which it operates. Furthermore, 100% of the employees who work in factories in Spain, El Salvador and Brazil are covered by **collective bargaining agreements**.

In 2021, 6 labor related claims were filed in El Salvador, 7 in Spain and 131 in Brazil.

Professional development and training

GRI: 404-2, 404-3

Evaluation and development

The tools generally used to evaluate the performance of Grupo Calvo's employees are:

- **Competency assessment:** the line manager performs the evaluation of the members of his or her team and employees carry out their own individual self-assessment, putting both results in common in a one-to-one meeting. Additionally team leaders under go a **360° Assessment** of leadership competencies is conducted as well, with the aim of obtaining a broader view of their performance as leaders.
- **Performance assessment:** enables analysis of the fulfillment of the annual objectives by each employee.

The performance evaluation process is focused on the following objectives:

- stimulating continued improvement in the company,
- improving communication between those in charge and their teams,
- determining training needs,
- evaluating the effectiveness of the training, and
- detecting individuals with high performance and potential.

In the America Division, the **performance evaluation** procedure includes all of the office and the production personnel. Meanwhile, in the Europe Division, this process was extended to the production staff in the plants in Carballo (Spain) and La Unión (El Salvador) in 2021.

The number of employees who received professional performance and development evaluations in 2021 is shown in the table below.

	Employees evaluated %		
	2021	2020	2019
Fleet (vessels)	0%	0%	0%
Spain (including non-embarked fleet personnel)	24.33%	27.74%	25.72%
Italy	92.11%	87.30%	91.30%
El Salvador	10.40%	8.57%	10.05%
Costa Rica	100%	88.24%	100%
Guatemala	76.92%	100%	100%
Argentina	90.91%	100%	100%
Brazil	100%	100%	100%
Total	58.63%	54.66%	54.82%

Additionally, an **analysis of the potential and performance** of some employee categories is carried out using the **9-Box model**, which places these parameters graphically on a matrix of nine quadrants. This analysis is performed through an individual test whose results are analyzed by an internal calibration committee, which is the body that assigns the final score after eliminating deviations and analyzing the results of other evaluations. The committee also identifies the strengths to be developed and the main challenges for each employee evaluated in order to convey the results of the analysis to them.

Training

GRI: 404-1, 403-5, 412-2

Grupo Calvo is wholly convinced that day-to-day improvement and meeting company goals is possible only through quality training. The goal of the training program is to orient the planning, execution, recording and control actions of the workforce training and qualification activities, both with regard to developing technical competencies and skills as well as the behavior of the employees of the organization in all their respective territories.

In 2021, the company **invested €536,804**. The average number of hours per person increased by 26.10%, up to **29.27** hours **which is a significant advance** towards the fulfillment of the 36 hour objective set for 2025. A total of **152,398 hours of training** were provided to the workforce, 29.30% less than in 2020. Training hours were distributed as shown in the following table.

Hours of training by job category

	Men			Women			Total		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Senior managers	498	704	398	296	170	195	794	874	593
Middle managers	7,381	8,013	5,912	5,917	5,282	7,101	13,298	13,295	13,013
Technical and administrative staff	22,865	24,299	9,973	16,357	17,780	17,906	39,222	42,079	27,879
Production workers	32,389	17,009	38,452	64,755	43,218	57,702	97,144	60,226	96,154
Fleet officers and sub-officers	1,321	201	741	112	4	0	1,433	205	741
Fleet workers	506	1,184	4,184	0	0	0	506	1,184	4,184
Total	64,960	51,409	59,660	87,437	66,453	82,904	152,397	117,862	142,563
Average workforce							5,207	5,223	4,904
Hours of training per person							29.27	23.21	29.07

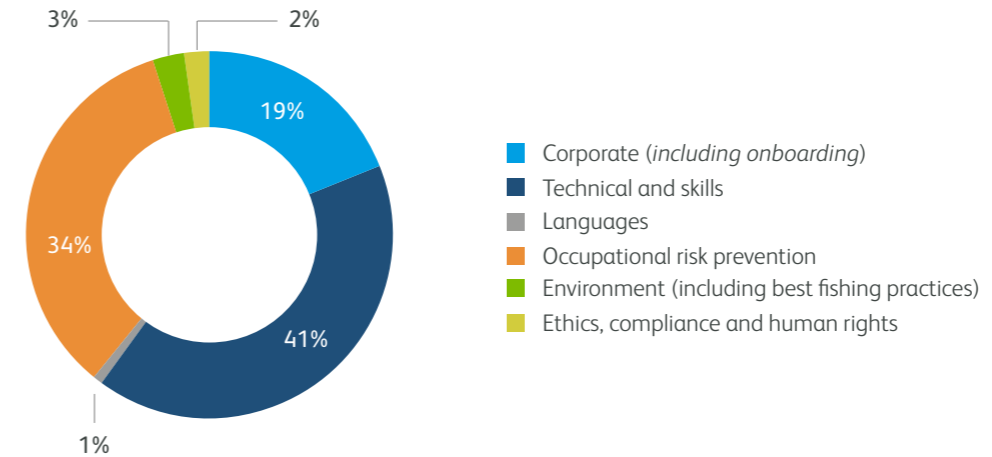
Created in 2019, the **Unicalvo** corporate knowledge portal is the main training tool of Grupo Calvo and its purpose is to promote a setting of learning for the development of competencies, thereby contributing to the achievement of the company's results. It has four different schools: the **School of Leadership** (for the development of competencies for leaders), the **School of People and Culture** (for the development of organizational culture and identity through the values of the company), the **School of Operational Excellence** (for the development of technical and specific competencies, according to the area of activity, for the continuous improvement of processes) and the **School of Business** (for the development of business knowledge and commercial strategies). The schools are structured into learning itineraries and include two training modes: (a) training for development and (b) obligatory training.



With the progressive return to in person work, the percentage of **online training hours** dropped from 35.73% in 2020 to **30.72%** in 2021, while the total number of training hours increased by a similar percentage. This means that practically 70% of the training during 2021 was given in person.

Grupo Calvo maintains a wide range of training for its employees, including the development of communication and language skills, ethics, handling computer programs and occupational risk prevention. In 2021, the percentage of hours dedicated to protection of occupational risks remained significantly high, occupying 34% of the total training hours (39% in 2020).

Training areas



Grupo Calvo promotes the opportunity to undergo training, keep up to date and work review whatever competencies or knowledge employees so desire, even if they are not directly linked to their particular role or their usual assignments. The continuity of the professional career programs such as the **PDD (programa de desarrollo directivo - executive development program)** or the **PDP (programa de desarrollo profesional - professional development program)** from the past few years was maintained.

The America Division began the **PEP Succession Program (Plano de Sucessão)** in August. This is a process to identify and develop those individuals capable of taking on more complex jobs. It is a strategic exercise that seeks to evaluate the capacity of the company to replace employees in critical and key positions and includes performance and potential evaluations, calibration and 9-box processes, and the Individual Development Plan (IDP) for the selected employees. The result is a map of critical and key roles with their future successors that hold a differentiated IDP.

Employee satisfaction with training in the Europe Division rose in its quantitative score from 0.81 in 2020 to 0.83 in 2021, maintaining an average qualitative rating of "Very satisfied". The consolidated data for the training conducted in 2021 in the America Division is not available.

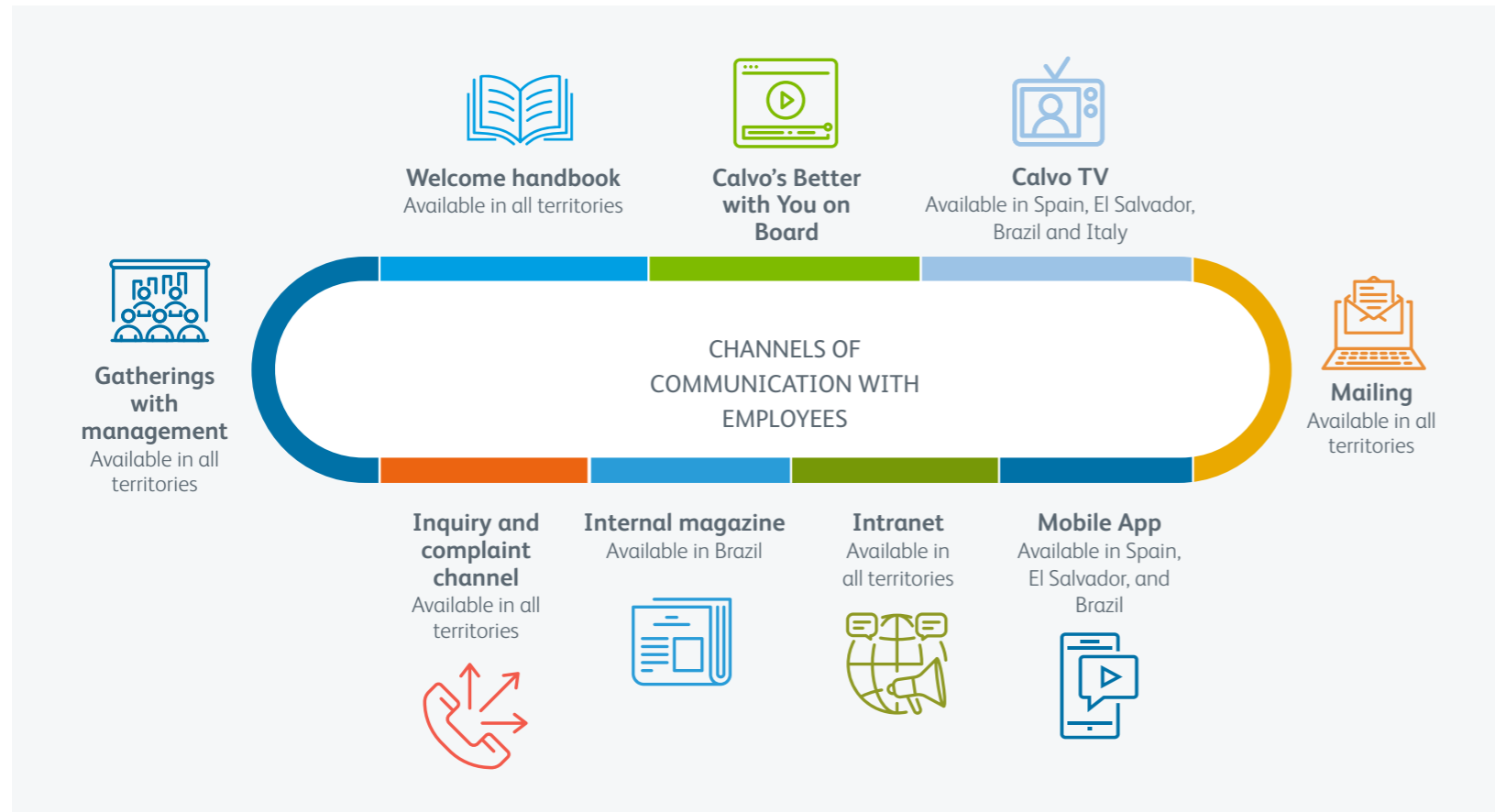
Internal communication

GRI: 402-1

Grupo Calvo's internal **communication channels** are adapted to the needs of the people who are part of the company. Internal communication is carried out in a **two-way, open and transparent manner**. As a product of this commitment, operational changes are communicated beforehand to the employees of the Europe Division with a minimum period of one month, and to the employees of the America Division five working days in advance (within the work week).

In 2021, new internal communication action were implemented in Spain and Italy through the convocation of several session of **meetings with Human Resources** that were open to all employees from both countries. The goal is to improve internal communication along with coordination and cooperation between departments.

During the year, the process of digitalizing Human Resources through the development of new functions for the **Calvo App** continued. The app launched in 2020, by 2022 it is expected to be available for a minimum of 75% of the Europe Division's workforce with user satisfaction level that exceeds 70%. Calvo App seeks to improve the employee experience in recurrent human resources processes and currently included the following function: payroll receipts, job acceptance and removals, and digital signing for documents and notifications. Since 2021, the America Division also has its own digital communications application, **App GDC+**, which allows the internal communication of content relevant to the workforce with a greater level of personalization, more agility in accessing information, and better flexibility than what can be achieved through conventional channels of communication.



In the America Division, an important communications campaign was carried out for the internal disclosure of the internal strategy of Gomes da Costa, Grupo Calvo's subsidiary in the country, and to seek improved individual performance with the name **"GDC+ Juntos Geramos + Valor"** (Gomes da Costa+, Together we generate more value), with guidelines grouped into the promotion of **11 GDC+ employee attitudes**:



- Lidere+ (Lead more)
- Empodere-se+ (More self-empowerment)
- Colabore+ (Collaborate more)
- Pense+ Fora da Lata (Think more outside the box)
- +Positividade (More positivity)
- Confie+ (Trust more)
- +Segurança (More safety)
- +Sustentabilidade (More sustainability)
- Busque+ o Melhor Resultado (Look for the better result more)
- Faça Acontecer+ (Do more to make it happen)
- Foque+ no cliente (Focus more on the client)

The campaign, which required the development of the "Manifesto", a visual identity and the production of graphic and audiovisual materials, was spread throughout all the spaces and all the audiences of the company.

Health and safety¹

GRI: 403-1, 403-2, 403-3

The safety and health of its employees is an absolute priority for Grupo Calvo. That is why Grupo Calvo implemented the corporate objective of **Zero Accidents**, for which different communication and **awareness-raising initiatives** are developed year after year. The results of this initiative in 2021 translate into a total of **52,175 hours** of training in **occupational risk prevention (ORP) matters**, 6,434 hours more than in 2020 and accounting for **34.24% of the total training hours conducted**.

The accident frequency index fell 11.72% compared to 2020, moving forward towards the set objectives. However the severity index increased by 7.63%.

Health and Safety Indicators(*) GROUP	2021	2020	2019
Work-related accidents	95	104	115
Occupational diseases	18	14	17
Frequency rate**	10.21	11.56	12.77
Severity index**	0.39	0.37	0.58

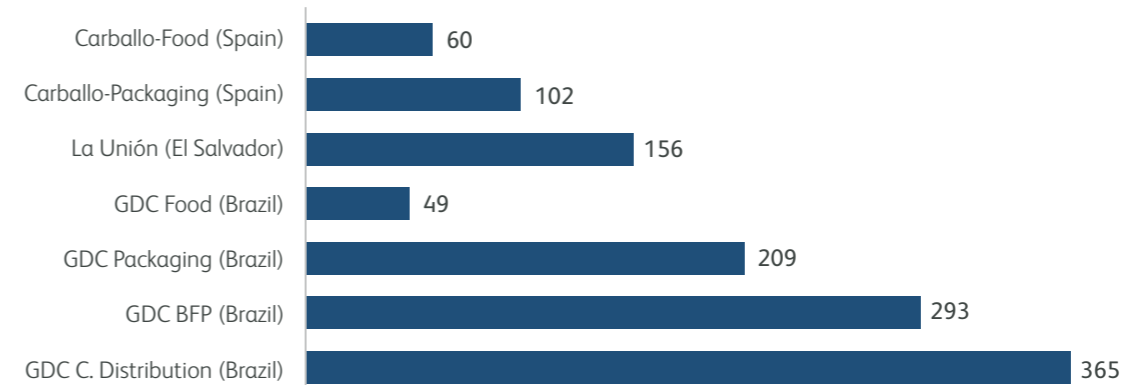
* Not including leaves due to Covid-19

** The frequency and severity indices underwent modification compared to what was published in the 2020 annual report due to post-publication recalculations when it was detected that the total number of workers in the fleet was not pondered correctly.

Training needs in PRL vary depending on the facility. Therefore, the management of Occupational Safety, Health and Risk Prevention varies according to whether the work is carried out in an office, on a ship or in a factory. In 2021, **no accidents were recorded in 9 of Grupo Calvo's 16 locations** around the world. The total number of ordinary accidents recorded in the year was 98, almost 6% less than in 2020. The average for the longest accident-free period in factories during the year was 176 days, whereas in offices it was 337 days. The global average for all the Grupo Calvo locations was **266.81 days without accidents**.

The excellent results at the Distribution Center in Itajaí stand out, in which no accidents with leave have been recorded since May of 2018.

Accident-free days in company factories



Both the **Carballo plant in Spain**, as well as the **La Unión plant** in El Salvador, **have already exceeded the frequency and severity index reduction goals** set for 2025. In 2021, the results continued to improve with reductions in these indices compared to 2020 of 10.16% and 26.55% respectively in Carballo; and of 12.85% and 60.21% respectively in La Unión.

As for the effect of Covid-19 on the health of employees, a total of 481 leaves were recorded, 9% of the average workforce, with a loss of nearly 4,650 working days. There were no deaths. In Brazil, where 51% of Grupo Calvo's workforce works, illness affected almost 13% of the employees, despite a ample healthcare management and prevention plan in place in the plant. In addition to strict compliance with the protocols established by the WHO (World Health Organization) to reduce the spread of the virus, the plant in Brazil improved the personal protection equipment and reinforced the communications process in 2021, providing information on preventive measures, the contagion situation, the vaccination status, etc.; as well as drawing up a guide with all the procedures to adopt, including visual reinforcement in the factories. Furthermore, there is a specific website, **CoronaDados**, that allows employees to interact to monitor the status of symptoms, offer the first health and safety tips and help in the decision making process, thereby allowing for more agile interventions based on real time data on the pandemic.

In Spain, the incidence was 17% with 131 cases of Covid-19 with leave. The low incidence recorded in the factory El Salvador stands out, in which the disease only affected 0.46% of the workforce.

¹ More detailed information is found in the Appendices section.

Covid-19 Indicators	Men	Women	Total	Percentage over the average workforce
Number of Covid-19 cases entailing leave	174	307	481	9.24%
Fleet	0	0	0	0.00%
Spain	49	82	131	17.14%
Italy	2	0	2	5.26%
Costa Rica	0	0	0	0.00%
El Salvador	4	2	6	0.46%
Guatemala	1	0	1	25.64%
Argentina	0	0	0	0.00%
Brazil	118	223	341	12.76%
Number of working days lost due to Covid-19	1,937	2,713	4,650	
Deaths due to Covid-19	0	0	0	

Participation in health and safety

GRI: 403-4, 403-6

Grupo Calvo factories have **Health and Safety Committees**. These committees meet regularly and address topics such as participation in **risk assessment** data collection, choice of **Personal Protective Equipment (PPE)**, **accident investigation**, **inspections** at production plants and identification of **opportunities** for improvement and monitoring thereof. Trade unions and the Human Resources Department also participate alongside the operational areas in specific meetings to reach concrete agreements on workers' health and safety. Health and Safety Committees are currently in place in Brazil, Spain and El Salvador. The percentage of employees represented in these committees is 100% in El Salvador, 71.11% in Spain and 100% in Brazil (out of the total number of employees in each country).

In Spain, the Health and Safety Committee at the Carballo plant meets quarterly, with participants including worker and company representatives, and holds weekly meetings to follow up on indicators, conducts plant visits and performs risk assessments, among other endeavors. In La Unión (El Salvador), monthly internal meetings of the Safety and Health Committee are held, and meetings are also held between trade unions and Human Resources, where agreements are reached on workers' health and safety. In Brazil, the actions mandated by the Ministry of Labor and the labor union corresponding to the sector are fulfilled. Furthermore, weekly meetings with the Steering Committee are held along with the heads of the areas where work accidents or incidents have occurred.



Project highlights

Factory in Spain

In 2021, a two-year long **Review of the Prevention and Occupational Risk Prevention Management Systems Plan** project began. Upon conclusion of the report there will be 45 operative procedures as compared to the 18 that there were in 2020. Training hour also increased, with a total of **3,074 hours taught** (500 more than in 2020).

Then, various initiatives aimed at **promoting health** began again, such as the Running Club and the promotion of fun runs, and new paddle tennis and yoga activities have been put in place.

Factories in Brazil

157 employees took part in the **“Awareness School”** days aimed at avoiding new accidents among workers who had already suffered one.

A new edition of **SIPAT, from the Portuguese for Full Week of Prevention of Workplace Accidents**, was celebrated and it reached 2,300 employees.

The psychological service saw 222 employees in 2021. Then, the **“Salud y Bienestar”** (Health and Well-Being), **“¡Oye, mujer!”** (Hey lady!) and **“Vive más ligero”** (Live lighter) programs were carried out to improve mental and physical health. Notable results were achieved, with an improvement in the treatment of obesity and professional diseases, and the increase in well-being among the employees involved.

776 people use the Health resources (Safety K8) that allow the monitoring of workers that carry out hazardous activities.

Factory in El Salvador

During 2021, several **projects to improve safety in the installations** were carried out.

After the pandemic, **health promotion** activities could start up again, such as the work gym and group walks, as well as talks on drug and alcohol prevention, psychosocial risks, and nutrition programs.

Fleet

Ensuring the **health and safety of the crew on board** ships is essential for Grupo Calvo. That is why all vessels comply with the **ILO Convention 188** (Convention on Work in Fishing, applicable to tuna vessels) and the **MLC 2006 convention** (Convention on Maritime Labor, applicable to merchant ships), as well as the risk prevention standards of the vessels' flags and the Spanish flag.

The **specific action protocol against the spread of Covid-19**, which had been put in place in all ships in 2020, was continued in 2021, and was able to ensure that there were no reported contagions on board.

The General Manual on the Prevention of Occupational Risks of Tuna Fishing Vessels includes the company's policy, basic principles and commitment in this area, as well as the performance of pertinent inspections every three years and the commitment to never exceeding four years without any inspection.

Company factory certifications

As a means to highlight the compliance and commitment of Grupo Calvo to **monitor and reduce the social impact** of all of its production activity for its customers, consumers and other stakeholders, the Group submits to social certifications in its factories.



The plant in **Carballo (Spain)** has had the **amfori BSCI** certification since 2018, and twice (in 2018 and in 2020)¹ it has obtained the maximum qualification (A) in all areas of performance.



The plant in **La Unión (El Salvador)** has been accredited with the SA 8000 certification from SAI continuously since 2013, with annual recertification cycles.



The plant in **La Unión (El Salvador)** and the **can manufacturing factory in Itajaí (Brazil)** are certified in accordance with the **ISO 45001 – Workplace health and safety** standard, which replaces its previous certifications under the OHSAS 18001 standard.

¹ As of the date of publication of this report, in 2022 the factory in Carballo has, for the third time, achieved the BSCI certification with the maximum qualification (A) in all the performance areas.

Suppliers

We work to guarantee food products of the highest quality for consumers, ensuring sustainability throughout the value chain

Our value chain

GRI: 102-9, 102-10

Monitoring and **control of the supply chain** are essential to ensure the **highest quality, product traceability** and **social and environmental responsibility of company suppliers**, regardless of what they supply and where they are located. Along these lines, within the framework of the Responsible Engagement initiative, two objectives have been defined to be met by 2025 related to supply: for 100% of the tuna loins in the products of its brands to come from sustainable fishing, and that 100% of high-risk or critical suppliers be audited by an independent third party.

Grupo Calvo manages almost 3,000 suppliers, including suppliers of food raw materials, the basis for the manufacture of the company's products; non-food raw materials, packaging and materials for the manufacture of our own cans; third-party canned products for distribution; machinery and equipment for factories and the fleet; maintenance, repair and operation-related products and services; vehicles and transportation services for customer distribution and internal logistics; and services and materials for corporate management.

The company's value chain fundamentally relies on suppliers of raw materials and direct supplies, essential in preparing its products:

- **Food raw materials:** the main raw materials that the company uses as the basis for its products are tuna, sardines, mussels and cephalopods. Other secondary raw materials directly linked to the production of its canned products are: oil, legumes and vegetables, grains and pasta (salad base), vinegar, condiments and sauces. All of them contribute to a nutritious and healthy diet. The selection of the best raw food materials and the ongoing effort to adapt to the needs of consumers enable the company to offer products with differentiated quality.
- **Direct materials and supplies:** non-food raw materials, materials and products that are used directly in the manufacture of cans, cases and packaging (tinplate for cans, wooden pallets, paper and cardboard for cases, boxes at points of sale, glass containers, plastic for packaging, etc.). The sustainability of the materials from extraction of raw material to the final consumer are a priority for the company, which also seeks to ensure that the product reaches consumers in excellent conditions of healthiness, quality and convenience, meeting their expectations at all times.

The most strategic supply for Grupo Calvo is fish and, in particular, **tuna**. Therefore, it has purchasing departments specialized in the supply of this raw material. The **purchase of tuna** accounts for more than **32%** of the economic value of purchases made in 2021 (compared to 34% in 2020)¹. Due to its importance and strategic nature, the purchase of tuna is presented in a differentiated way from the rest of the suppliers in the tables found in this chapter.



¹More information can be found in the chapter entitled Raw Material Sustainability.

GRI: 204-1, FP-5

	2021		2020		2019	
	Non-tuna suppliers	Tuna suppliers	Non-tuna suppliers	Tuna suppliers	Non-tuna suppliers	Tuna suppliers
Number of suppliers	2,788	110	2,766	105	2,533	86
Total purchase volume (€M)	325	154	273	143	273	164
Critical suppliers percentage	8.79%	20.00%	12.44%	23.81%	21.99%	24.42%
Percentage of purchases made from critical suppliers	64.08%	74.11%	46.56%	73.28%	52.17%	80.10%
Percentage of critical suppliers	90.78%	70.91%	91.76%	62.86%	75.96%	54.65%
Percentage of purchases made from local suppliers	65.58%	48.57%	67.61%	43.54%	69.36%	36.53%
Quality audits	28	27	4	21	54	36
Percentage of the production processed in locations certified by an independent third party according to international standards of food safety.	99.99%		100%		99.99%	

Grupo Calvo works continuously with its suppliers to optimize the profitability of the business while ensuring compliance with the requirements derived from the sustainability strategy and the responsible engagement commitments with respect to the supply chain. Notable achievements in 2021 include the following:

In 2021, in Spain and El Salvador, the implementation with Calidalia¹, of a new platform for managing documentation from suppliers began and will continue in 2022. Over the course of the year, an improvement plan was developed for the provision of materials from recycled sources or certified as sustainable plan that would allow for better knowledge of the opportunities and limitations that are established in the markets of these materials.

Based on the success of the first gathering in Brazil in 2020, in August 2021, the “Second convention of Gomes da Costa suppliers” was held. The collaborative event with the main suppliers of provisions served to recognize those that stood out during the year, as well as to further our commitment to the values of Grupo Calvo.

The main impacts of the corona virus pandemic and the following global crisis in the supply of raw materials brought on were a constant increase in prices (with annual increases in the cost of commodities above 50%) and the clear risk of supply chain disruption. In Brazil in particular, this was combined with a devaluation of the local currency. In 2021, this obliged us to dedicate far more time and effort to the processes of negotiated purchases, development of specific efficiency projects, and at times, searching for alternative suppliers or materials. This effort caused some of the internal projects for improvements in sustainability to be delayed or postponed until 2022.

¹ Calidalia is a company that was founded in the year 2000 that brings together the main companies of food, drinks and large-scale consumption in Spain: <https://calidalia.com/calidalia>.

Responsible procurement system

GRI: 102-11, 102-12, 102-13, 102-15, 102-16, 102-17, 102-31, 403-7

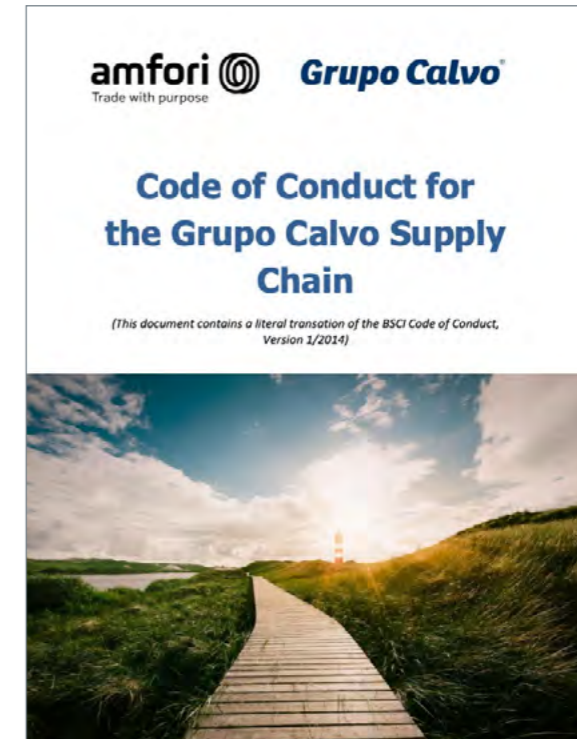
Grupo Calvo believes that the future of the business necessarily entails having all participants in the value chain conduct their business responsibly, focused on the pursuit of excellence and on reducing the negative impacts associated with their activities. The Grupo Calvo **Responsible Procurement System** enables **control over the most significant risks** associated with the value chain through a **due diligence** structure process, and **helps to extend the company's commitment** to responsibility in management to include all its suppliers. The key component of the system is the [Code of Conduct for Grupo Calvo Suppliers](#), the principles of which are of mandatory compliance for all company providers. The Code of Conduct defines the **minimum standards of ethical and responsible business conduct** to be followed by Grupo Calvo suppliers, in keeping with the principles set out in the company's Code of Ethics. Grupo Calvo is committed to providing the necessary means so that all its suppliers know and understand the Code of Conduct, and has set up a monitoring system to ensure compliance.

The code is based on the BSCI (Business Social Compliance Initiative) Code of Conduct (Version 1/2014) prepared by [amfori](#), the global business association dedicated to open and sustainable trade. Grupo Calvo has been a member of amfori since 2016, when it became the **first company in the food canning industry to join the Business Social Compliance Initiative (BSCI)**. The **BSCI Code of Conduct** refers to the primary principles and international conventions for the improvement of working conditions in global supply chains: the Universal Declaration of Human Rights, the Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for

Multinational Companies, the United Nations Global Compact and the Conventions and recommendations of the International Labour Organization. All of its principles are integrated into the Grupo Calvo Code of Conduct, which also incorporates **specific clauses pertaining to suppliers of fish**, both tuna and sardine raw material inputs, and other fish species in order to prevent illegal fishing and ensure sustainable and responsible fishing practices¹.

The company is **firmly committed to respecting and promoting human rights** in all its activities and geographical areas where it operates. Proper supply chain management applies a cooperative approach in which each supplier must take reasonable and appropriate steps in their sphere of influence to implement the code, and provides information to detect in advance any impacts that need to be mitigated. The **company's suppliers** shall act with the same **due diligence** and develop procedures to properly manage any undesired effects on human rights that may be detected in their supply chain. In Brazil, in addition to guaranteeing the compliance of the applicable law, Grupo Calvo demands that its suppliers are not included in the **Anti-slave labor company register**, also known as the "Dirty List", in accordance with Ordinance 540 of 15 October 2004, and are also excluded from other forms of degrading labor such as child labor and other slave labor relationships.

In 2021, there were no reports at Grupo Calvo of any incidents of noncompliance with any norms, regulations or voluntary standards to which the company adheres in relation to transportation, processing and fishing practices.



¹ More information can be found in the chapter entitled Raw Material Sustainability.

Supplier sustainability assessment

GRI: 102-30, 204-1, 308-1, 308-2, 407-1, 408-1, 409-1, 412-1, 414-2, 412-3, 414-1, FP-1, FP-2

Each year, within the framework of the **Responsible Procurement System**, an **assessment of all suppliers**¹ in the Grupo Calvo's value chain is performed to determine their level of risk based on various criteria: the country of origin of the producer, their business sector, exposure to the supplier in terms of volume and frequency of purchases, aspects of food safety and of reputational risk. Eight assessment criteria are used to categorize each of the suppliers into critical, high, medium or low risk. The risk level obtained for each supplier is later adjusted based on whether they have accredited certifications that are comparable to BSCI, if their country of origin has been denounced for illegal fishing² (for fish suppliers) and their adhesion to the Grupo Calvo Code of Conduct for Suppliers. In accordance with the commitments made by Grupo Calvo for 2025, 100% of the highest risk suppliers must be monitored and audited by an independent third party.

At the start of 2021 **313 sustainability evaluations** were carried out on the main suppliers of Grupo Calvo using the Group's own internal risk tool. 20 of them were suppliers that had been newly added to the database in 2020. The analysis showed that 28 of these suppliers were qualified as critical risks and 148 as high risk. These **176 high or critical risk suppliers** were the priority objective to manage for the compliance with the corresponding 2025 goal.

With the results of the annual risk assessment, **evaluation committees** were held with each Procurement Department to analyze which suppliers had a higher risk index in each category, to agree on which ones should be kept under special supervision and which should be audited in accordance with the BSCI criteria.



¹ This analysis includes all of the suppliers of raw materials, direct provisions for production and finished product with an annual billing amount of more than €10,000.

² The EU list of ships that carry out illegal, undeclared and unregulated fishing (IUU cards): <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A02010R0468-20200305>

It should be taken into account that of the 176 suppliers identified as critical or high risk that are the goal of the monitoring system, one fourth of them (43) are suppliers of entire fish without a production plant (the production part of their supply chain only includes ships). Since the amfori system does not currently allow for BSCI audits on board these ships, these suppliers are temporarily unauditible in this system. In order to cover this, Grupo Calvo has been working for three years on the development of specific verification systems for the activities on board the supplier ships, both for artisanal fishing operations as well as industrial fleets:

- a) In the case of the **artisanal fishing operations**, which are mostly in Brazil, a **program of loyalty, recruitment and auditing** specifically for these types of vessels has been put in place. During the start of the pilot phase in 2021, training and awareness sessions were provided for the crews of the 10 artisanal fishing boats from the state of Santa Catarina in Brazil, and internal audits were carried out.
- b) In the case of the **industrial fleets**, especially suppliers of tuna caught on large **tuna purse seine ships**, an investigation still continues on reliable certification schemes, based on the IOL 188 Convention on work in fishing, with the goal of integrating them into the current BSCI certification system.

In 2021, 34 suppliers with production plants were monitored. At the end of 2021, 21 suppliers evaluated as high or critical risk in the annual analysis underwent a BSCI audit, which led to an **accumulated fulfillment of the 2025 strategic goal of 11.93%**.

	TUNA			NON-TUNA			GROUP TOTAL		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Mapped suppliers	101	82	89	304	433	435	405	515	524
New suppliers during the year	8	7	14	12	4	56	20	11	70
Suppliers evaluated (social and environmental risks)	83	78	89	230	258	292	313	336	381
% of suppliers signed the Code of Conduct	61.04%	80.49%	86.52%	60.71%	38.11%	65.75%	60.80%	44.85%	69.27%
High-risk or critical risk suppliers	56	45	45	120	120	143	176	165	188
% of high-risk or critical risk suppliers	72.73%	57.69%	50.56%	53.57%	46.51%	48.97%	58.47%	49.11%	49.34%
Monitored suppliers (BSCI)	12	14	13	22	22	17	34	36	30
Suppliers audited in the BSCI platform	10	11	9	21	14	10	31	25	19
% of suppliers audited over suppliers monitored (BSCI)	83.33%	78.57%	69.23%	95.45%	63.64%	58.82%	91.18%	69.44%	63.33%
% of critical or high-risk suppliers audited during the year	14.29%	8.89%	11.11%	6.67%	4.17%	5.59%	9.09%	5.45%	6.91%

Customers and consumers

We operate in 67 countries with more than 1,187 finished product references, of which we sold 99,394 tons in 2021

Strategic markets

GRI: 102-02, 102-31

Grupo Calvo enjoys a presence in **67 countries** with **1,187 finished product references**, of which a total of **99,394 tons were sold in 2021**. This figure is a decrease of 6.26% compared to 2020, which was a record year for the volume of finished product sold due to the special scenario of the pandemic. In 2020, the year of emergency and confinement due to Covid-19, canned fish were one of the fastest growing food categories in sales, as they were basic, staple products, with a high nutritional value, and which were ready to eat. By markets, **Brazil accounted for 46.60%** of the volume of product sold, followed by **Spain (19.61%)**, **Italy (19.43%)**, the **Central America and Caribbean region¹ (7.74%)** and **Argentina (1.74%)**. The remainder was distributed into more than 50 additional countries.

The products marketed by Grupo Calvo are generally categorized as follows: **self-service products**, which are the own brands distributed through the established channels to the end consumer (department stores, traditional commerce or supermarkets, among others), **HORECA**, which encompasses the marketing of own brands to hotels, restaurants and cafés, and the **Distributor Brand (DB)**, which includes the products manufactured by Grupo Calvo but which are marketed under trademarks of a third party distributor.

Spain market

In Spain, the main milestone for 2021 was the introduction of the **new Easy Flip® format** for the lines of yellowfin tuna in olive oil and in sunflower seed oil, with 77% and 54% of the volume in their respective categories in this container type at the end of the year. The sales in the tuna category dropped compared to 2020, a year in which there was a notable increase due to the exceptional conditions of the pandemic. On the other hand, the mussels market share of Calvo increase 0.7 points, becoming the principal brand manufacturer. Despite the pandemic continuing through the first quarter of the year along with the restrictions on the hostelry industry channel, the year was concluded with a certain recovery in sales.

At the same time as the launch of the Easy Flip® format in April, a new media campaign came out on TV, digital and outdoor channels that was able to reach 95% of Spanish households. This launch also coincided with the launch of the new [Calvo brand website](#), which is more modern, up to date and accessible.

Italy market

Easy Flip® also hit the Italian market with the **Nostromo** brand in December 2021. There its name was “**Apri Gira Facile**” and it was presented at an online event on 15 December with the triple moto: “simplicity, ease and sustainability”.

Nostromo managed to maintain the **second position** in the Italian market for the tuna in oil and tuna in spring water category, increasing its market share. The challenge in 2021 was to maintain the high sales levels of 2020 in a national situation with less emergency and a return to normality.

The multipack formats allowed the sale of units per purchase action to be boosted.

CAM-Caribbean market¹

In the Central American market, a distinction is made between the modern channel (major distribution customers) and the traditional channel (small establishments). Due to the effects of the pandemic, a 20% reduction in the use of self-service consumption was seen in El Salvador and Panama. However, the **alliance with Walmart** was reinforced and the presence of the Gomes da Costa brand was recovered through this large customer in Costa Rica. The company participated with the contribution of 400 tons of Mar de Plata brand products in the open tenders by the Governments of **Panama** and **El Salvador** to promote social assistance in the home during the period of the pandemic through the distribution of a **basic basket of products**.

International market

Grupo Calvo's international market, which includes all of those markets that are not consolidated², was able to increase its volume by 3% in 2021, with robust growth in **France, Morocco, Libya** and **Israel**. The number of distributors in the Moroccan market increased, who market the Calvo and Eureka brands in the country. The market of Israel opened up with the manufacturing of the first kosher order and the distribution of the Easy Flip® tuna products and salads of the Calvo brand in that country. There was also a significant growth recorded in online sales, of which China represents 60% of the total.

¹ The following countries are included in the Central America-Caribbean region: Costa Rica, El Salvador, Panama, Guatemala, Nicaragua, Honduras, the Dominican Republic, Curacao, Surinam and Trinidad and Tobago.

² The following are considered to be consolidated markets: Brazil, Spain, Italy, Argentina and the region of Central America and the Caribbean.

Brazil market

During the second half of 2021, the **Gomes da Costa brand** was repositioned to create a **link to health**. To achieve this, an *online, offline* media campaign was put in place for four months along with the sponsorship of events. Additionally, the company worked with 200 nutritionists with the potential to impact 4,000 individuals more with recommendations to consume tuna and its positive impact on health.

In Brazil, the **leading position**¹ was maintained in 2021, both in the **sardine market** (45.3% of the total sardine market) and in the **tuna market** (55.9% of the total tuna market), increasing the lead over the nearest competitor. Since 2018, work has been done to increase the presence in points of sale and to optimize the distribution mix of the products, and both aspects have been considered key to consolidate market leadership.

Over the year, the production of **sardine-like products** increased in order to be more competitive with the low cost brands who are gaining ever more ground in the Brazilian market for canned sardines.

Argentina market

The Argentinian market also showed good results for the Group's brands, strengthened by the launch of innovative products in the country. Furthermore, the first **digital marketing campaign** was carried out to generate awareness of the Gomes da Costa brand, reaching nearly 7 million users. During 2021, work was done on the preparation of the 88 brand's launch in Argentina, which will occur in 2022.

Main customers by market

Argentina	Brazil	CAM-Caribbean	Spain	Italy	International ²
<ul style="list-style-type: none"> ■ Coto Supermarkets ■ Maycar ■ Cencosud ■ Inc ■ Ricardo Nini ■ Maxiconsumo ■ Dorinka ■ Supermercados Mayoristas Yaguar ■ Vigenia ■ Millan 	<ul style="list-style-type: none"> ■ Atacadão Distribuição ■ Sendas Distribuidora ■ Armazem Mateus ■ Empresa Brasileira de Distribuição ■ Cia. Brasileira de Distribuição ■ Martins ■ SDB Comercio de Alimento ■ Carrefour Comercio e Indústria ■ Chuá ■ WMS Supermercados ■ JC Distribuição ■ Distribuidora Pazotti ■ Recife Doces e Caramelos ■ Dunorte ■ Fortaleza Distribuição e Logística ■ Garcia Atacadista ■ Guga Comercio de Alimentos ■ Asa Branca ■ DCL Distribuidora Cardeal ■ Disdal Distribuidora de Alimentos ■ Mart Minas Distribuicao ■ Luis Gonzaga de Carvalho Junior Eireli ■ Condor Super Center ■ Walmart Brasil ■ Casas Guanabara Comestíveis 	<ul style="list-style-type: none"> ■ Auto Mercado ■ CCN ■ Comprebien ■ Diinsa ■ Grupo BM ■ Machetazo ■ Mayca ■ Megasuper ■ Nimar ■ Perimercados ■ Price Smart ■ Rey ■ Super Selectos ■ Supermercados 99 ■ Supermercados Baru ■ Supermercados Carnes ■ Supermercados Xtra ■ Unisuper (Guatemala) ■ Walmart 	<ul style="list-style-type: none"> ■ Aldi ■ Amazon ■ Auchan ■ Carrefour ■ Consum ■ Costco ■ DIA ■ El Corte Inglés ■ Eroski ■ Euromadi ■ IFA ■ Lidl ■ Makro ■ Nueva Cocina Mediterránea ■ Palacios ■ Casa Mas ■ Primaflor 	<ul style="list-style-type: none"> ■ C+C Carrefour ■ Conad ■ Coop ■ Esd ■ Esselunga ■ Eurospin ■ Bennet ■ Lidl ■ Aldi ■ Metro ■ Pam ■ Sigma ■ Vegè ■ First ■ Penny Market 	<ul style="list-style-type: none"> ■ Transtrade (SK, CZ, HU, PL) ■ Alfmix (FI) ■ Leclerc (FR) ■ Parmafood (RO) ■ Eater Company For Food Stuff (LY) ■ SPAR (SI)
<p>SELF-SERVICE: 99% HORECA: 1% DB: 0%</p>	<p>SELF-SERVICE: 96.9% HORECA: 3.1% DB: 0%</p>	<p>SELF-SERVICE: 88% HORECA: 0.2% DB: 11.8%</p>	<p>SELF-SERVICE: 75% HORECA: 9% DB: 16%</p>	<p>SELF-SERVICE: 66% HORECA: 5% DB: 29%</p>	<p>SELF-SERVICE: 67.6% HORECA: 7.6% DB: 24.8%</p>
<p>6 new inland customers and distributors.</p>	<p>99 new customers, mainly distribution.</p>		<p>4 new customers. Among them, Costco.</p>	<p>1 new customer: Penny Market.</p>	<p>5 new customers in Israel, Morocco, Romania and Croatia.</p>

¹ Ref. Nielsen.

² The international area comprises sales in non-consolidated markets.

DB: Distributor Brand

Our products

Grupo Calvo products are marketed through its leading brands: Calvo, Nostromo and Gomes da Costa; and other secondary brands such as 88, Razo, San Marco, Mar de Plata, Eureka and Faro.

Grupo Calvo's vision is to be perceived by consumers as a **leading household brand that meets their needs in healthy food products**, through **innovation, quality** raw material and full and efficient production. Every new product launch under any of the brands responds to the combination of a comprehensive analysis of specific consumer needs and the joint work conducted with the different R&D departments.

In regard to the categories of products most in demand by consumers, there are significant differences according to the markets. In the consolidated markets of **Spain, Italy, and Argentina**, and in the non-consolidated markets of the **International** area, tuna stands out clearly in its various preparations, with more than 80% of aggregate sales (more than 90% in Argentina). However in the **CAM-Caribbean** region, the proportion of tuna sales is around 65%, and this market stands out for the high percentage (21%) of canned vegetables sales. In **Brazil**, more than 50% of sales correspond to sardine products, compared to 30% for tuna sales.

As for the preparations preferred by consumers for canned tuna, **tuna packed in oil and natural tuna** (packed in water) clearly stand out. In the consolidated markets of **Europe** (Spain and Italy), the preparations packed in **oil (olive or sunflower seed)** are clearly dominant, while in **Central America** nearly all the tuna sold is **natural (in water) and other preparations**, such as with vegetables or sauces. In the **International** market, more than 77% of the total tuna sales are **in oil** (olive or sunflower seed) and the rest is natural or others. On the other hand, in South America (**Brazil and Argentina**), soybean oil is used, dividing the tuna offering in a balanced way between the preparations in oil and natural. Noteworthy is the diverse offering of tuna in the CAM-Caribbean region, where more than 67% of tuna sales are offered in a wide market-specific catalog of products with various sauces and preparations.



Market	Brands and main products	Other brands
Spain	Calvo: tuna, mussels, calamari, sardines, pilchards, mackerel, albacore tuna, salmon, baby cuttlefish, salads and spreads.	Eureka: tuna. Razo: tuna.
Italy	Nostromo: tuna, salads, mackerel, sardines and salmon.	San Marco: tuna, salads. Faro: tuna. (*).
Central America-Caribbean	Calvo: tuna, mussels, calamari, sardines, canned vegetables, canned fruit and spicy sauces. Gomes da Costa: tuna, sardines and canned vegetables.	Mar de Plata: tuna and sardines.
International **	Calvo: tuna, mussels, sardines, salmon, salads and spreads Nostromo: tuna and salads. Gomes da Costa: tuna and sardines.	Eureka: tuna. Faro: tuna. Razo: tuna.
Brazil	Gomes da Costa: sardines, tuna, spreads, salads and olive oil.	88: tuna and sardines.
Argentina ***	Gomes da Costa: tuna, sardines, mackerel and mussels.	



* Grupo Calvo is an official distributor in Italy of the Consorcio (canned foods) and Redoro (extra virgin olive oil) brands.

** Non-consolidated markets in Europe, Asia, Africa and America.

*** Including distribution in Argentina, Uruguay and Paraguay.

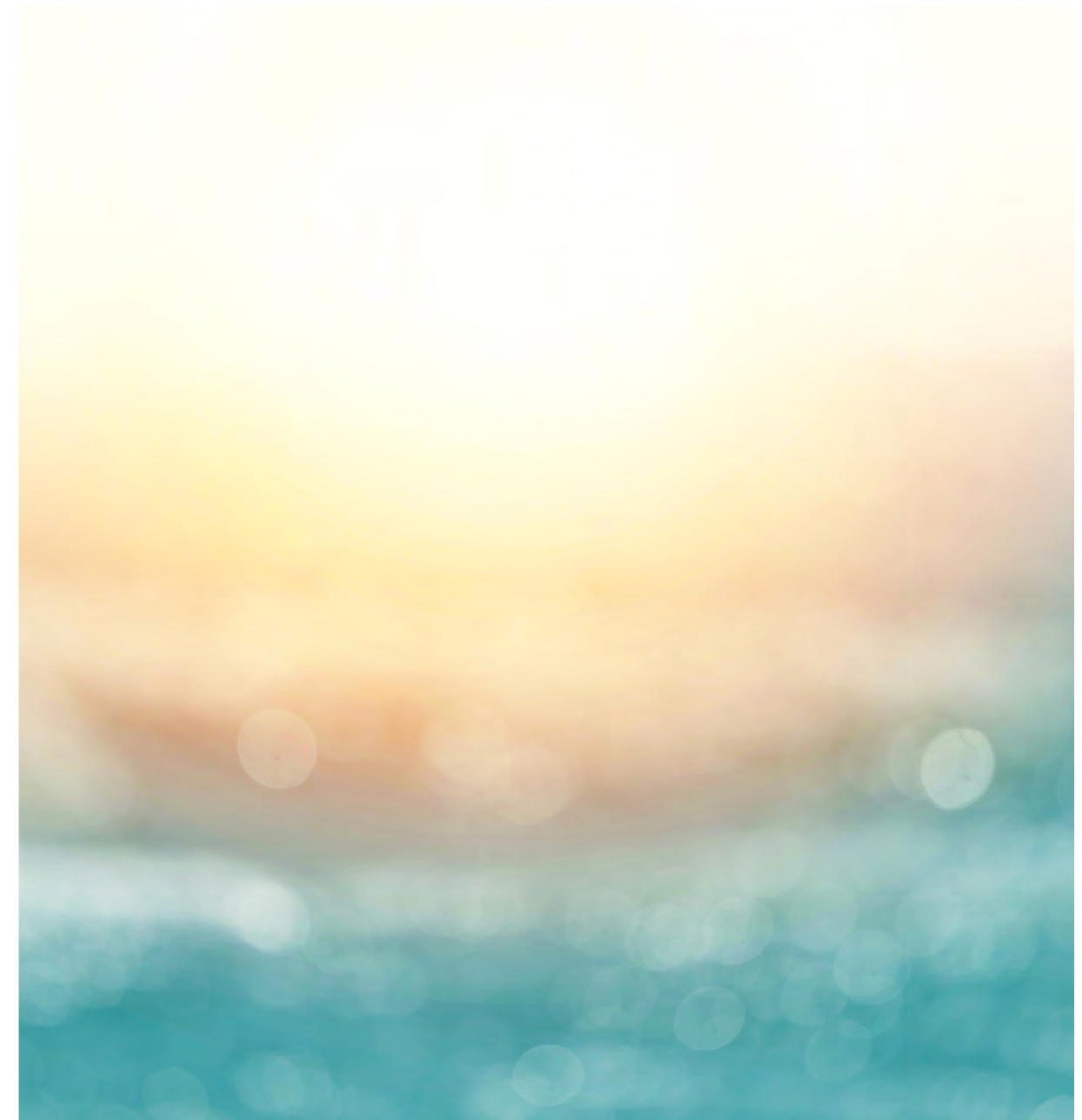
Order of importance of sales of the main tuna preparations over the total amount of tuna sold by market

	Spain	Italy	CAM-Caribbean	International	Argentina	Brazil
Tuna in olive oil	2	1	-	2	-	-
Tuna in sunflower oil	1	-	-	1	-	-
Tuna in soybean oil	-	-	-	-	2	1
Natural/water-packed tuna	3	2	2	4	1	2
Tuna with vegetables	-	-	3	-	-	-
Other tuna preparations	4	-	1	3	-	-

Grupo Calvo's products are **healthy and nutritious**. They are **low in salt and fat**, and contain practically **no preservatives**. Grupo Calvo monitors the salt and fat content in all its products and, as part of its 2025 Responsible Engagement objectives, is committed to ensuring that newly launched products match or improve current levels of these components.

Average salt and fat content (in g) per package, for the best-selling products by market (drained value)

	Salt content (g)	Fat content (g)
Spain	1.43	6.50
Italy	1.59	11.70
CAM-Caribbean	0.81	2.80
International	1.56	35.83
Brazil	0.38	7.81
Argentina	0.36	5.30



New product launches

Innovation is a **lever for growth** for Grupo Calvo, and also enables the company to position itself as a provider of healthy and responsible food brands. In 2021, the relative weight of innovative Grupo Calvo products was 8.17%, and has showed sustained growth over the last three years. The Cam-Caribbean market stands out with a percentage that reached 26.46%.

Grupo Calvo's products are made by taking into consideration the attributes of **flavor, convenience, healthiness and sustainability**, identified as those that determine the purchase option of consumers in the markets in which the company's brands operate.



Associated with **enjoyment of the product**, the research carried out by the Marketing and R&D departments is geared towards the pursuit of new flavors with a focus on local preferences and tastes.

Grupo Calvo products are the basis of a **healthy diet**. Canned products are made without preservatives and provide the protein essential to any balance diet.



The **easy storage** and consumption is an essential characteristic of canned foods and one of its most valued attributes. Grupo Calvo continually innovates the presentation of its products in different ways to adapt them to the distinct needs of the consumer and to regulations.



This is one of the attributes that is becoming more relevant due to the growing awareness regarding **ecology and sustainability**. Year after year, the company is dedicating more resources to the launch of new products with value added in this regard.

In 2021, a total of 13 new products were launched on the market. One of them was specially designed with sustainability criteria in mind: **Calvo MSC tuna in natural water** in a 3x80g pack, with the certification of the **Marine Stewardship Council**, prepared for the Nordic market, in compliance with Grupo Calvo's commitment to contribute to suitable management of resources and the protection of the oceans.



The most notable news for 2021 was the launch of several products with the new Easy Flip® format, known as **Vuelca Fácil®** in Spain and **Apri Gira Facile®** in Italy¹.



¹ Further information is available in the chapter entitled Research and Development.

In 2021, Spain saw the launch of three new product lines: **salmon in natural water, foodie chickpea salad** and **foodie edamame salad**. While in Italy, the market got three new formats of **tuna salads with vegetables and cereals**, one of which with legumes and **Nostromo Zero tuna**, the first natural recipe on the Italian market without added oil or fats.



In Central America and the Caribbean, two new products were launched: **peaches in syrup** and **fruit in syrup**.



Argentina saw the launch of a new line of **low salt tuna** packaged in **natural water** and **in oil**.



2021 product launches	Format	Markets in which it is distributed	Most representative attributes
Calvo MSC tuna in natural/water	3 x 80 g	Finland	
Salmon in natural/water	3 x 50 g	Spain	
Foodie Chickpea salad	190 g	Spain	
Foodie Edemame salad	190 g	Spain	
Mexican tuna salad with red beans and red peppers	220 g	Italy	
Spelt and tuna salad with capers and black olives	220 g	Italy	
Zero legumes and tuna salad with beans and corn	220 g	Italy	
Peaches in syrup	820 g	CAM-Caribbean	
Fruit in syrup	820 g	CAM-Caribbean	
Grated sardines in tomato sauce	110 g	Brazil	
Tuna in soybean oil	1.1 kg	Brazil	
Low sodium tuna loins in natural/water	170 g	Argentina	
Low sodium tuna loins in oil	170 g	Argentina	

Taste Convenience Healthiness Sustainability

Food safety and quality

GRI: 416-1, 416-2

Grupo Calvo, under all its trademarks, ensures the **quality and safety of every product** made in all its factories (Spain, El Salvador and Brazil). Likewise, it guarantees the systematic compliance with the national and international regulations applicable in all the geographies in which it carries out its activity. The company, in its commitment to continuous improvement, works year after year to meet **the highest standards of the food industry.**

The manufacturing process of all Grupo Calvo products has several control points that enable monitoring of the quality of both the raw material and the final product through the collection of samples and laboratory analysis. The conformity of all the parameters evaluated is necessary so that the products can be marketed. Specifically, the company has the following **certifications of quality, food safety, traceability and good manufacturing practices** in its industrial plants:

Certification	Type	Factories certified
 BRC Global Standard for Food Safety	Food safety	Food factories in Spain and El Salvador.
 IFS International Food Standard	Food safety	Food factories in Spain (Superior) and El Salvador (Basic).
 ISO 22005	Food traceability	Food factory in Spain.
 ISO 9001:2015	Quality	Food factories in Spain and Brazil. Can manufacturing factory in Brazil.
 SAE Specific Self-control System	European self-control system for the exportation of food to third countries.	Food factory in Spain.
 BIO	European certification for labeling organic products.	Food factory in Spain.
 APR Atún de Pesca Responsable - chain of custody	Traceability of fishing products with APR certified source.	Food factory in Spain.
 MSC Marine Stewardship Council - chain of custody	Traceability of fishing products with MSR certified source.	Food factories in Spain and El Salvador.

Certification	Type	Factories certified
 FoS Friend of the Sea - chain of custody Dolphin Safe	Traceability of fishing products with FoS certified source.	Food factories in Spain and El Salvador.
 PDO Protected Designation of Origin (mussels)	"Mussels of Galicia" PDO.	Food factory in Spain.
 Halal	Fulfillment of consumption criteria according to Islamic law.	Food factories in Spain and El Salvador.
 Kosher	Fulfillment of consumption criteria according to Jewish (Orthodox Union) law.	Can manufacturing factories in Spain, El Salvador and Brazil (production for production)
 HACCP Hazard Analysis and Critical Control Points	Food safety	Food factory in El Salvador.
 GMP+ Good Manufacturing Practice	Good Manufacturing Practice	BFP bioproduct factory in Brazil.
 GMP Good Manufacturing Practice	Good Manufacturing Practice	Bioproduct factory in El Salvador.

In regard to the impacts of products and services on the health and safety of consumers, there were no cases of non-compliance recorded in 2021.

Labeling and traceability

GRI: 417-1, 417-2, 417-3%

Through the labeling of its products, Grupo Calvo seeks to integrate and involve all its stakeholders in its actions within the framework of the **Responsible Engagement** initiative¹. Therefore, the company is progressively incorporating the seal of this initiative into the labeling of all products, thus **bringing its commitment closer to the end consumer**. Since 2019, it has been included in the entire range of tuna products in Spain, and since 2020 has also been incorporated into mussels products. In Italy, the *Impegno Responsabile* seal is present in the tuna in olive oil references of the Nostromo brand.



In 2021, in Italy, all the labels were updated with the obligatory requirements of the packaging materials, as per Law Decree number 183 of 31 December 2020.



Also, in the CAM-Caribbean region, the nutritional tables on the labels of the Calvo, Gomes da Costa, Nostromo and Mar de Plata brands were updated.



Food traceability, makes it possible to follow the path a food takes through all stages of production, processing and distribution. As a result of Grupo Calvo's commitment to its consumers, the company launched a **food traceability system** in 2017, so that any consumer can know the **origin of the fishery product** they are going to consume². This system is currently available for Calvo brand tuna and mussels and Nostromo brand tuna products manufactured in Spain, through the following websites: <https://calvo.es/>, <http://tonnonostromo.it/> and through <http://www.calvo.fi/> for the products made in El Salvador. The rest of the company's products are gradually being incorporated into the traceability system. The incorporation of a traceability system for new products is planned for 2022, and work is already under way to extend the traceability system at the food factory in Brazil as part of Grupo Calvo's commitment to guarantee and make traceability accessible for 100% of its products by 2025.

In 2021, there was a breach of the regulation and voluntary codes relating to the information and labeling of products and services in Brazil. It involved the labeling of the storage temperature on the product label of the Gomes da Costa brand hearts of palm product distributed in an establishment of the Comercial de Alimentos São João company located in Brasilia. This non-compliance, considered minor, was resolved and did not result in any fine. No breaches were detected regarding marketing communications, such as advertising, promotion and sponsorship.



¹ More information can be found in the chapter entitled Responsible Engagement.

² More information can be found in the chapter entitled Raw Material Sustainability.

Customer and consumer relations

GRI: 418-1

Thanks to its client businesses, Grupo Calvo manages to reach the end consumer by offering a **wide variety** of products available for consumption. Both are key components of the company's business strategy. For this reason, Grupo Calvo endeavors to maintain the very best relationships with these two stakeholders, customers and consumers, taking into account their suggestions and complaints. Grupo Calvo thus periodically conducts **satisfaction surveys** and manages **complaints taken** in from both customers and end consumers.

Depending on the geography, the dialogue with them can be carried out, among others, through online and telephone surveys, focus groups or opinion panels. In the different geographies where Grupo Calvo operates, **customer complaints** are received by the Commercial Department, which is responsible for forwarding them to the corresponding department for analysis. The claims are evaluated, the investigation of the incidents is carried out, witness samples are verified if necessary, and a response is sent to the client with the reasons and the action plan to prevent future incidents. The reception and management of complaints received is carried out following strict controls that guarantee compliance with local data protection laws. Compliance with these practices has resulted in the company receiving no substantiated complaints about privacy violations and customer data leakage over the past five years. On the other hand, in relation to product health and safety, Grupo Calvo received 101 complaints over the course of the year. All of them were resolved satisfactorily.

In the markets that depend on production in the factory in Spain, a satisfaction assessment survey is sent out annually to at least customers who account for 50% of turnover in the period considered (major customers). Customer satisfaction surveys in Brazil use the NPS (Net Promoter Score) metric.

	2021	2020	2019
Number of satisfaction surveys	496	238	525
% of responses from satisfied customers	87.90%	83.12%	80.76%
Number of complaints received	4,590	3,995	3,657
% of complaints handled	100%	100%	100%
% of complaints resolved satisfactorily	100%	100%	100%



Communities

GRI: 102-31, 413-1, 413-2

We promote programs of participation in the community to create social value where we operate

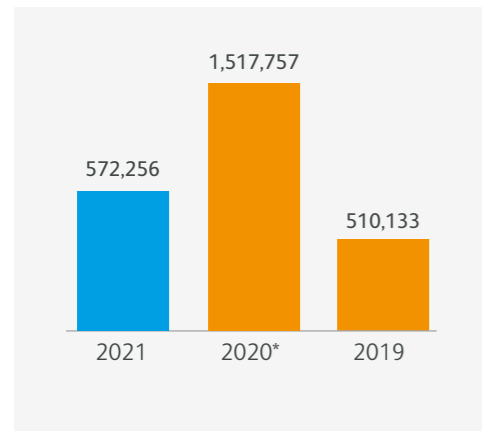
Support for the local community

At Grupo Calvo, the mission and vision as a company are always linked to people. Therefore, the company promotes **social action programs** in places where it is possible to add value through **strategic alliances**, social **volunteering** programs and local collaborative initiatives. As a reflection of its commitment to the communities where it operates, the company develops social projects with the aim of generating positive change in these areas. In 2021, the company dedicated a total of **€572,256** for the development of **59 social action projects**.

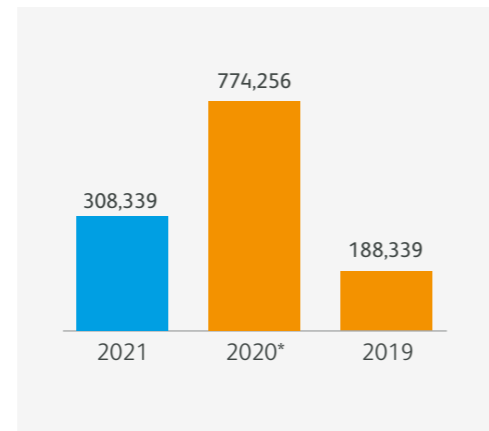
The areas where Grupo Calvo's community action programs had the greatest impact in 2021 were: humanitarian aid (55%), sports (30%) and education and youth (6%).

With regard to the contribution per geographic area, it is distributed in those territories that have the greatest direct impact on Grupo Calvo's activities: 41% Spain (including the activities of the Luis Calvo Sanz Foundation, 32% in Brazil, 25% in Italy, and 2% in El Salvador.

Total investment in community action (€)

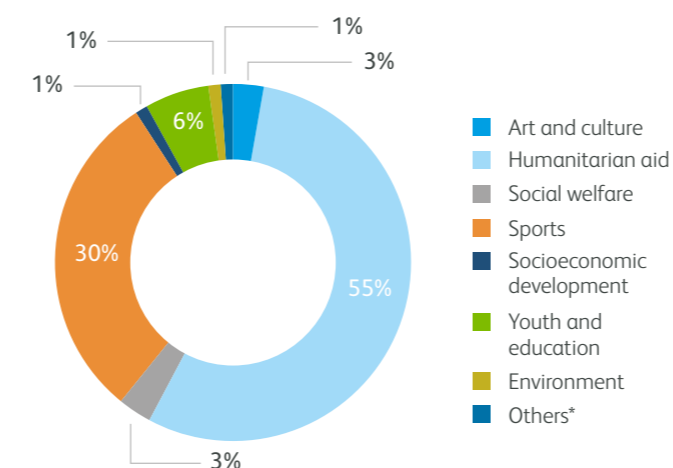


Investment in kind (€)

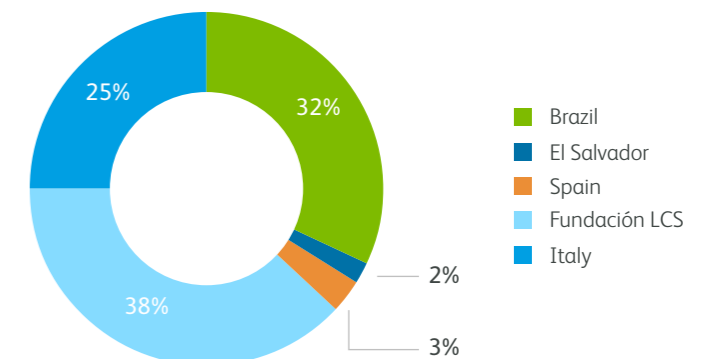


* 2020 was an extraordinary year for social investment, with more than 50% dedicated to direct product donations in relation to the pandemic.

Contribution to investment by work area



Contribution to investment by geographical area



Fundación Luis Calvo Sanz

Grupo Calvo is one of the most relevant and recognized industries in Galicia, due to the local roots of its activity in Carballo, where the company was born more 80 years ago and where today the factory that serves the European and Asian markets is established. The Luis Calvo Sanz Foundation was established in 2012 to be the vehicle channeling the social outreach carried out in the region. Its aims are:

- Promotion, realization and development of philanthropic projects that can be beneficial to society in the cultural, scientific, sports, social and economic realms.
- Promotion, realization and development of all kinds of philanthropic activities related to research, in the area of food, nutrition and health.
- Promotion, realization and development of all kinds of philanthropic environmental and corporate social responsibility activities.

Since its inception, the Luis Calvo Sanz Foundation has promoted **activities to encourage sports** (soccer, basketball or handball) and **local culture** (promotion of reading, photography contests, theater and local events). In 2021, some of the activities that could not be done in 2020 due to the Covid-19 pandemic were able to be continued again.

Project highlights



Luis Calvo Sanz Sports School (El Salvador)

In 2010, Grupo Calvo founded the Luis Calvo Sanz Sports School in La Unión (El Salvador), with the aim of promoting social values among youngsters. Since then, the company has been developing this program of prevention and citizen coexistence, from which more than 3,500 children and teens have benefited. It is the flagship project of Grupo Calvo's social outreach strategy in Central America and its objective is to protect children and adolescents in a local context of high rates of violence. Through different soccer and basketball teams for children and adolescents, the School promotes the exercise of sports values, gender equality and learning for non-violence, in its two headquarters: one in Conchagua and the other in La Unión (9.1 km and 4.8 km from the local Grupo Calvo production plant, respectively). Due to the Covid-19 pandemic, the School remained closed for the second year in a row in 2021 since all sports or educational activities involving gathering students were suspended. The goal for 2022 is to progressively reactivate these activities.

Biosafe SMEs Program (El Salvador)

While it was planned for 2021, with the arrival of the vaccines, there was a period of transition into a new normal, with new waves of corona virus that made it necessary to keep certain initiatives of cooperation, unity and solidarity going that had been started as new projects in 2020. The Biosafe SMEs initiative is aimed at sponsoring small and medium sized businesses in the implementation of prevention measures to reduce, avoid and fight against the spread of diseases that can be transmitted in workplace through the compliance with the Biosafety Protocols established by the competent authorities and, in particular, to combat the effects of the Covid-19 pandemic. 25 businesses in El Salvador took part in this program in 2021 that was organized by COEXPORT. With it, Grupo Calvo seeks to support its suppliers and customers so that they can start their businesses up again in a safe way.

“Todos con La Palma” (Spain)

2021 was a particularly difficult year for the inhabitants of the Canarian island of La Palma (Spain). The eruption of the Cumbre Vieja volcano led to the evacuation of about 7,000 people and razed slightly more than 1,200 hectares of land. Grupo Calvo donated 1,468 kilos of canned tuna as part of the “Todos con La Palma” (“Everyone with La Palma”) solidarity campaign promoted by the Spanish Federation of Food Banks, FESBAL, in order to help the families in need.



TODOS CON LA PALMA

Outreach to communities (Brazil)

Over the course of 2021, the food and bioproduct factories of Gomes da Costa carried out a project aimed at improving relationships with people in the community, with the goal of increasing the population's quality of life, reducing complaints about the factories' operations and improving the image that the company has. This initiative arose after a process of listening to the local community that was carried out since 2018, and come to being at meetings with representatives from the community. This more structured and transparent dialogue led to the start of different improvement actions, a monitoring program for the perception of odors approved by the environmental authority (IMA – Instituto do Meio Ambiente), and the restructuring of the flow of trucks into the food plant in order to improve operations and reduce noise.

Promotion of culture, sports and health (Brazil)

Brazilian legislation on tax incentives for sports and culture is a public mechanism to encourage the participation of companies in social transformation. In application of these laws, Gomes da Costa selected various social projects related to culture and sports, investing about €8,051 (R\$ 42,000) to promote culture, sports, health and quality of life in the community, especially in the environment of its facilities in Itajaí (Santa Catarina) in 2021.

Despite the fact that projects such as the annual tradition of the **Cultural Exhibition** or the inclusive **Jiu Jitsu** project could not be held because of the safety measures imposed for Covid-19, it was possible to start the **Athletics Olympic Seed** project again in alliance with the Itajaí's Community Association for Athletics, which supports more than 150 young people in sports championships. The company also restarted the **60+ Project**, which promotes quality care for elderly individuals hospitalized in the Hospital São José in the city of Jaraguá do Sul.

Product donations

Spain and Italy

The donation of our own products in 2021 reached an economic value of 156,880 euros. In Spain, the regular collaboration with food banks was maintained through their federation, FESBAL, with whom Grupo Calvo has a collaboration agreement.

El Salvador

In 2021, 400 tons of cans of tuna was delivered to the Canastas Solidarias project. The project started with the Government of El Salvador in 2020 with the goal of providing a basket (*canasta*) of basic food products to the communities hardest hit by the pandemic.

Brazil

Grupo Calvo, through its subsidiary Gomes da Costa, donated 404,280 cans of product to 13 institutions designated for distribution and local service to the community.



Corporate volunteering

Grupo Calvo has been conducting corporate volunteer activities in Brazil and Central America for years. In addition, in 2019 it designed a new global corporate volunteering program, aligned with its 2025 Responsible Engagement strategy (in the areas of Oceans, Environment and People) and with the associated Sustainable Development Goals, so that, through actions carried out by its employees, a direct contribution to them is achieved. However, the continuity of the restrictions on mobility due to the pandemic during 2021 impeded the expected restart of in person volunteer activities and these were postponed until 2022.

Gomes da Costa in Brazil was the only location of the group with volunteer activities in 2021. A total of 204 employees took part in different actions, and were able to reach more than 1,345 people through the 6 institutions with whom they collaborated: AAPC, AMAM, Projeto X Team, Lar Padre Jacó, Comunidade Vila Beira Rio, and Junior Achievement.



Innovation Camp

More than 100 young people were able to participate in this initiative organized in alliance with Junior Achievement and which seeks to boost innovation among youth in the community by providing them with them the tools necessary to approach the world of work.



Warm cloths campaign

917 pieces of winter clothing were collected by employees and delivered to the collaborating institutions.

Planting trees on Arbor Day

32 employee volunteers from Gomes da Costa planted 34 tree saplings on the property of the can manufacturing factory in celebration of Arbor Day.



Books Campaign for Children's Day

More than 200 children benefited from this campaign to collect books, to which 40 Gomes da Costa employees contributed.



Christmas Solidarity Campaign

More than 120 children benefited from this campaign to collect toys, to which 68 Gomes da Costa employees contributed.

Awards and acknowledgments

Brazil: SDG Movement of Santa Catarina

For yet another year, Gomes da Costa actively supported the National SDG Movement of Santa Catarina through its participation in forums on sustainability issues. This provided the opportunity to share good practices with other companies, and to train the internal team involved in sustainability projects. It is a social movement composed of volunteers, impartial, plural and ecumenical, which aims to contribute to the improvement of quality of life for the society of Santa Catarina. During the gathering held in September 2021, companies and individuals who fulfilled the commitments made in support of the 17 Sustainable Development Goals were recognized. Gomes da Costa won the SDG Signatory Seal again in 2021, receiving 6 stars, which means maximum compliance with the requirements and commitments undertaken to the 2030 Agenda.



ABOUT THIS REPORT

GRI: 102-21, 102-29, 102-33, 102-34, 102-42, 102-43, 102-44, 102-46, 102-47, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 207-3

This report provides an account of the performance over the 2021 fiscal year in the social, environmental, economic and good governance realms of companies under the Grupo Calvo parent company in all the geographies in which it conducts its activities: Spain, Italy, El Salvador, Brazil, Costa Rica, Guatemala and Argentina.

The international reference framework used was the framework established by the Global Reporting Initiative (GRI). The report was prepared in accordance with the GRI Sustainability Reporting Standards (GRI SRS) and following the requirements of the GRI G4 Food Processing Sector Disclosures. Reference tags have been included throughout the report to indicate the correspondence of contents with the reported GRI indicators.

This report meets the criteria established under Law 11/2018, dated December 28, which amends the Code of Commerce, the consolidated text of the Law on Corporations approved by Royal Legislative Decree 1/2010, dated July 2, and Law 22/2015, dated July 20, on auditing of accounts pertaining to non-financial information and diversity. In accordance with these regulations, this report, as a Non-Financial Information Statement (NFIS), was verified by Deloitte. The independent verification report is included in the appendix to this document.

The Grupo Calvo Annual Report has been published annually since 2017 and is publicly accessible through the following website: www.grupocalvo.com

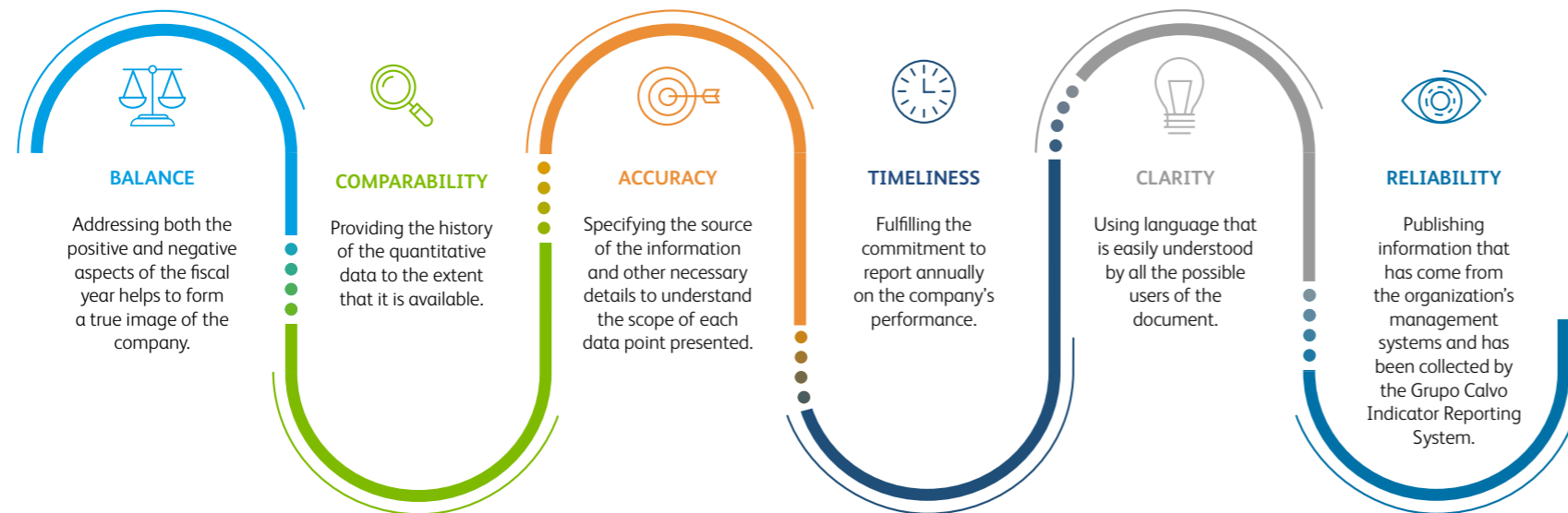
If you have any questions about the process of preparing this document or the information it contains, or you wish to expand on any of the topics reported, please submit your inquiry to the Sustainability and Communications Department via email: rsc@calvo.es

Application of the reference standard

In keeping with its commitment to transparency, Grupo Calvo has taken into account the principles relating to the definition of the content and quality of the report in accordance with the Guide to Preparing Sustainability Reports of the Global Reporting Initiative

The principles of Global Reporting Initiative (GRI) that were followed in the preparation of this report are: **materiality**, **stakeholder inclusiveness** (both in the definition of material topics and in the definition of channels that facilitate knowledge of their expectations), **sustainability context** (so that the reader can have a broad picture of the performance of the organization) and **completeness** (both in the treatment of the topics and the data provided in this document).

In addition, the report preparation process took into account the principles that assess the quality of the document:



Preparation process

- 1 IDENTIFYING RELEVANT TOPICS**
Identification of the relevant topics to report on through the preparation of a materiality study that incorporates the vision of the organization's stakeholders.
- 2 GATHERING INFORMATION**
The information needed to draw up the report is gathered through Grupo Calvo's Indicators Report for the quantitative information, and through the heads of the different areas of the company for the qualitative information.
- 3 DRAFTING OF CONTENT**
The drafting of this report follows the principles established in the Application of the reference standard section, as well as the requirements established by Law 11/2018. It is carried out in collaboration with all the areas involved and under the coordination of the Sustainability and Communications Department.
- 4 EXTERNAL VERIFICATION**
Pursuant to Law 11/2018, this Non-Financial Information Statement (NFIS) is checked by an external verifier. The independent verification report is included in the appendix to this document.
- 5 CONTENT APPROVAL**
This report is put together along with the company's annual accounts by the Board of Directors and approved by the General Shareholders' Meeting.

Identifying relevant topics

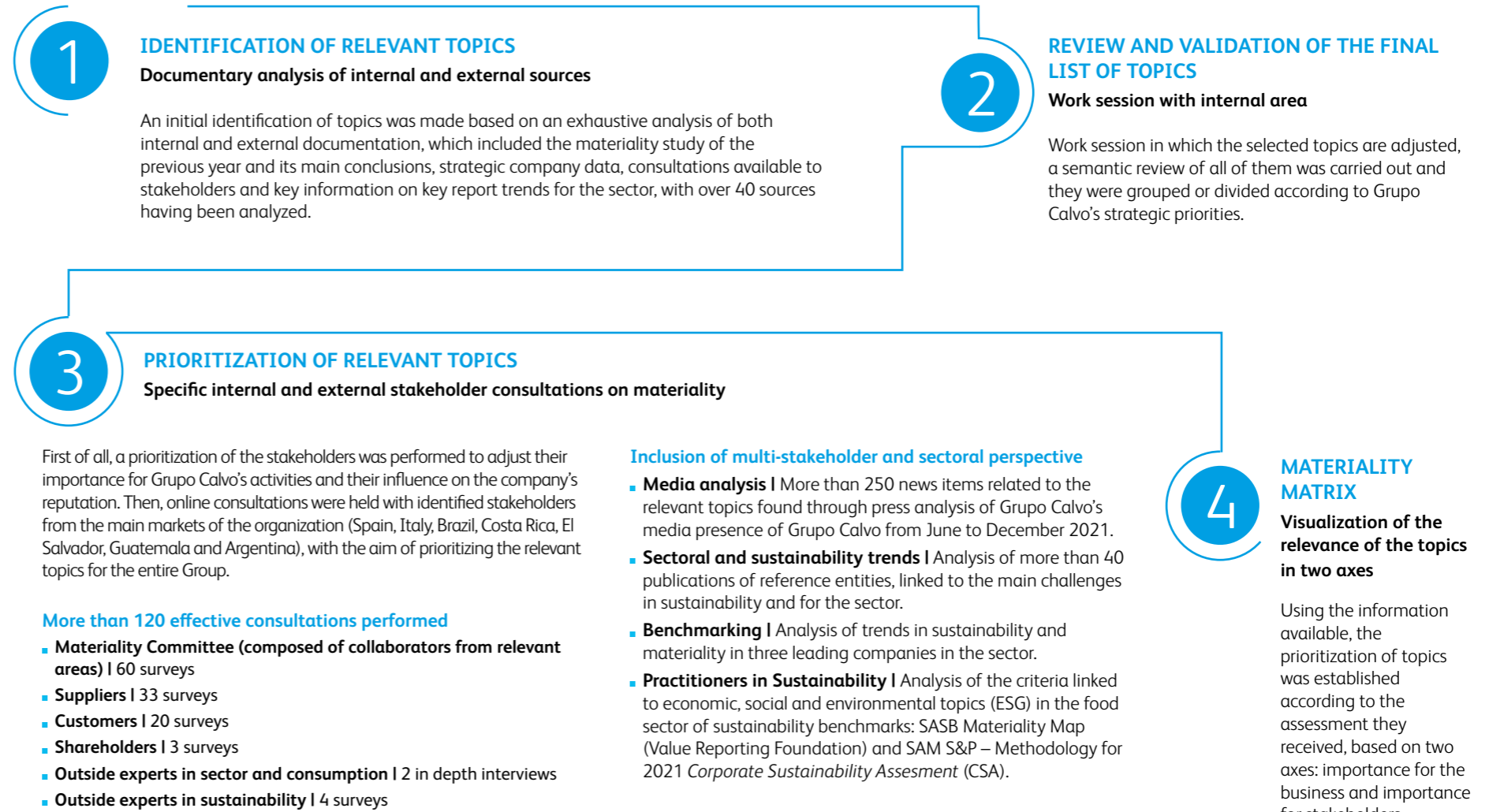
In 2021, as in previous years, Grupo Calvo carried out an update of its **Materiality Study** to identify the most relevant topics for the company and its main stakeholders in economic and financial, social and environmental matters.

The 2021 Materiality Study was performed based on the **double materiality** perspective: the identification process of relevant topics included both the perspective of activities of Grupo Calvo as well as those of its stakeholders. So, the relevant topics that were identified and upon which were reported in this annual report affected and impacted both the activity and the day to day of the company as well as its essential stakeholders and their environments.

The Study establishes the relevant topics identified in 2021, and marks a prioritization, depending on the importance for the company and its stakeholders. In this prioritization, topics are classified according to **three levels of relevance**: moderate, average and high. The conclusions of the Materiality Study determine the scope of the report for each of the topics in this report. In addition, they enable the company to establish priorities in sustainability and detect improvements or deviations. Thus, in this report, Grupo Calvo **reports on all the material topics identified in 2021.**

Methodology

The 2021 Materiality Study was prepared in collaboration with an external consultancy company, expert in corporate responsibility and sustainability, based on an **exhaustive process in which Grupo Calvo's main stakeholders took part**, as well as the employees and senior managers in key areas and departments of the company.

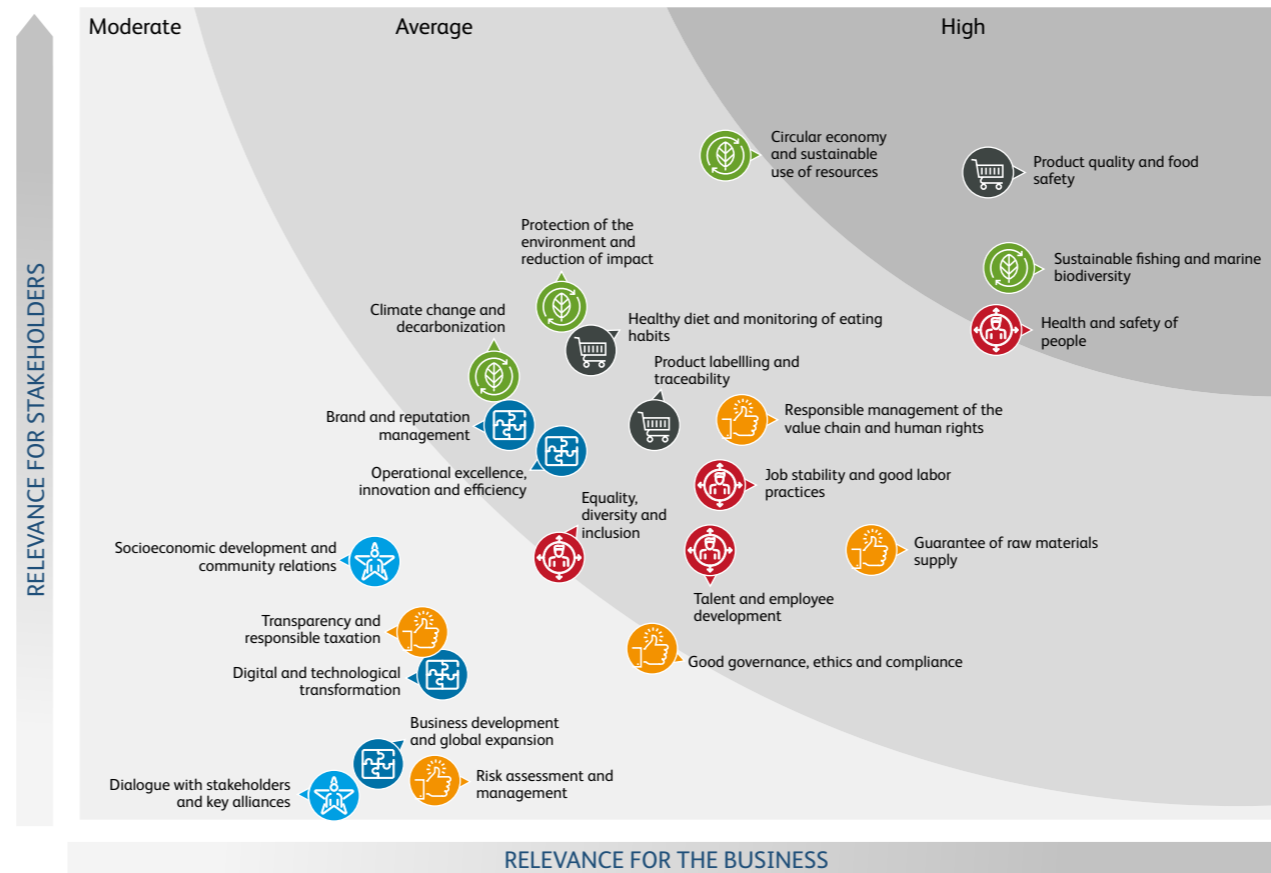


Grupo Calvo's 2021 Materiality Matrix

The analysis gives rise to a list of **22 relevant topics**, reflecting the business's point of view and the expectations of its main stakeholders. Non-relevant topics were previously excluded in prior phases of the study. Grupo Calvo's focus is on the topics identified as the most relevant both for the company and for its main stakeholders. In 2021, the topics that stood out particularly were: **'Product quality and food safety'**, **'Sustainable fishing and marine biodiversity'**, **'Health and safety of people'** and **'Circular economy and sustainable use of resources'**.

FULL LIST OF TOPICS In order of importance

Product quality and food safety	Operational excellence, innovation and efficiency
Sustainable fishing and marine biodiversity	Brand and reputation management
Health and safety of people	Good governance, ethics and compliance
Circular economy and sustainable use of resources	Equality, diversity and inclusion
Responsible management of the value chain and human rights	Climate change and decarbonization
Protection of the environment and reduction of impact	Socioeconomic development and community relations
Guarantee of raw materials supply	Transparency and responsible taxation
Job stability and good labor practices	Digital and technological transformation
Healthy diet and monitoring of eating habits	Business development and global expansion
Product labelling and traceability	Risk assessment and management
Talent and employee development	Dialogue with stakeholders and key alliances



LEGEND

The topics are categorized into six thematic clusters of significance for Grupo Calvo.

- Business model
- Ethics, compliance and risks
- Environmental management
- Customers and consumers
- Personnel management
- Relations with stakeholders

SCALE OF RELEVANCE

In accordance with its position in the table, the topics are divided into three levels of relevance.

- Moderate 70% - 80%
- Average 80% - 90%
- High 90% - 100%

Prospective consultation: Strategic topics that will grow in importance in the future

This year the study was enriched with an additional consultation of the stakeholders:

- In the case of the **Materiality Committee and the shareholders**, the company wished to know what were the topics they believed should be included in the company's strategic plan.
- The **customers and suppliers** were consulted on what topics, in their views, **will grow in importance in the future**.

This **prospective exercise** allows the company to get ahead of the challenges that each of the topics identifies presents. The results were analyzed and grouped by material topics and stakeholders in a quantitative analysis. As **essential issues at a strategic level**, excellence, innovation, efficiency, digital and technological transformation and employee development stand out. As **topics that will grow in importance in the future**, food quality and safety, sustainable fishing, environmental protection, the guarantee of raw materials supply and health food and monitoring of eating habits stand out.

Top 5 key strategic topics

From your point of view, what 3 topics out of those seen above do you believe should be included in Grupo Calvo's strategic plan?

Base responses: 64 | Multiple response (each person chooses 3 topics)



Top 5 topics that will grow in importance in the future

From your point of view, what 3 topics out of those seen above do you believe will grow in importance in the future (in 2 to 5 years)?

Base responses: 53 | Multiple response (each person chooses 3 topics)



APPENDICES

- › Additional information on the chapter Our Team
- › Requirements under Law 11/2018 concerning non-financial information and diversity
- › GRI content index
- › Sustainable Development Goals Index
- › Independent verification report

Our team: additional data

GRI: 405-2

Terminations

Terminations by job category and gender	Men			Women			Total		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Senior managers	0	2	1	0	0	0	0	2	1
Middle managers	22	23	20	20	11	7	42	34	27
Technical and administrative staff	69	33	36	69	31	21	138	64	57
Production workers	368	190	201	1,457	781	396	1,825	971	597
Fleet officers and sub-officers	1	1	1	0	0	0	1	1	1
Fleet workers	6	3	16	0	0	0	6	3	16
Total	466	252	275	1,546	823	424	2,012	1,075	699

Terminations by age range and gender	Men			Women			Total		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
> 60	3	3	1	8	0	0	11	3	1
51-60	13	9	18	10	8	8	23	17	26
41-50	36	26	46	129	74	23	165	100	69
31-40	142	79	70	376	233	118	518	312	188
20-30	247	129	136	901	466	254	1,148	595	390
< 20	25	6	4	122	42	21	147	48	25
Total	466	252	275	1,546	823	424	2,012	1,075	699

Remunerations

Minimal annual salaries paid in Grupo Calvo in 2021 compared to the Interprofessional Minimum Wage by country, in the local currency, and the ratio between entering salaries for men and women.

2021 Minimum salaries, in local currency	Annual Interprofessional Minimum Wage in the country		Percentage of the initial minimum wage paid in Grupo Calvo out of the annual interprofessional minimum wage		Minimum wage paid ratio men/women
	Men	Women	Men	Women	
Spain (EUR)	13,300.00	13,300.00	17.25%	12.58%	1.04
Italy (EUR)	21,567.28	21,567.28	18.93%	15.20%	1.03
El Salvador (USD)	4,712.08	4,712.08	9.11%	6.60%	1.02
Costa Rica (CRC)	4,154,397.00	4,154,397.00	248.93%	323.36%	0.82
Guatemala (GTQ)	42,657.49	42,657.49	158.12%	276.98%	0.68
Spain crew members (EUR)	13,300.00	13,300.00	80.45%	-	-
El Salvador crew members (USD)	4,712.08	4,712.08	162.68%	-	-
Argentina (BRL ¹)	22,588.80	22,588.80	241.78%	35.15%	2.53
Brazil (BRL)	14,666.63	14,666.63	16.45%	16.45%	1.00

¹ Salaries in Argentina are counted in Brazilian reais.

Average annual salaries paid in Grupo Calvo by country, and ratio between the average salaries of men and women.

Average salary ratio of men to women by country, in euros (2021)	Men	Women	Ratio
Spain	43,368.18	25,479.08	1.70
Italy	66,744.97	45,055.90	1.48
El Salvador	9,338.78	5,213.05	1.79
Costa Rica	72,877.14	48,549.26	1.50
Guatemala	21,879.90	17,615.11	1.24
Argentina	21,081.91	10,511.09	2.01
Brazil	5,965.87	3,170.49	1.88

Annual **average salaries** of employees in 2021, presented by **job category**, by age and by gender, for the two divisions.¹
The remuneration of directors, on the other hand, is included in the chapter entitled Good Governance, Ethics and Compliance.

Average remuneration by job category (in euros)	Europe Division								
	Men			Women			Ratio M/W		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Senior managers	205,324.24	167,525.78	159,267.57	127,784.67	111,509.53	100,569.06	1.61	1.50	1.58
Middle managers 1	66,987.65	67,705.94	59,925.86	53,744.20	56,684.69	48,773.09	1.25	1.19	1.23
Middle managers 2	18,482.84	18,682.93	14,146.62	14,468.26	16,476.19	12,858.45	1.28	1.13	1.10
Technical and administrative staff	25,804.97	29,233.90	25,325.75	21,878.65	21,815.42	21,174.50	1.18	1.34	1.20
Production workers 1	25,438.80	24,002.90	23,069.75	18,408.03	19,319.75	19,414.89	1.38	1.24	1.19
Production workers 2	7,142.08	7,163.36	7,023.52	4,874.65	5,176.74	4,911.59	1.47	1.38	1.43
Fleet officers and sub-officers	82,834.71	70,780.50	71,545.55	-	-	-			
Fleet workers	25,412.94	18,597.47	17,752.96	-	-	-			

Average remuneration by job category (in euros)	America Division								
	Men			Women			Ratio M/W		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Senior managers	93,039.33	61,350.14	92,560.64	142,211.72	135,091.47	-*	0.65	0.45	-
Middle managers 1	45,542.86	34,159.71	53,786.07	43,467.42	35,319.74	38,034.76	1.05	0.97	1.41
Middle managers 2	14,007.23	12,066.70	18,881.63	9,912.50	9,349.20	19,176.99	1.41	1.29	0.98
Technical and administrative staff	6,922.37	7,081.33	8,736.24	4,925.80	4,984.58	6,906.74	1.41	1.42	1.26
Production workers 1	6,290.19	5,802.49	11,352.18	5,156.39	2,991.57	2,758.53	1.22	1.94	4.12
Production workers 2	2,835.41	3,118.57	4,078.88	2,267.91	2,724.80	3,566.89	1.25	1.14	1.14

* The data for female fleet officers and sub-officers in the Europe Division is not shown for 2021, nor is data for female senior managers in the America Division for 2019 due to reasons of confidentiality, as there is only one person in each of these categories.

¹ The breakdown by division is due to the fact that it is not possible to consolidate the categories because they differ in each country.

Average remuneration by age range (in euros)	Europe Division					
	Men			Women		
	2021	2020	2019	2021	2020	2019
>60	52,759.18	44,894.60	35,872.21	21,390.81	17,893.86	17,853.22
51-60	49,595.78	44,671.84	44,546.46	16,484.28	17,118.05	15,363.75
41-50	39,119.16	35,164.14	37,507.44	14,821.66	13,777.51	11,915.88
31-40	21,014.33	18,606.81	18,209.77	8,037.20	7,596.52	6,436.48
20-30	12,085.29	12,359.04	12,097.48	5,186.03	4,593.32	4,157.51
<20	4,408.32	10,543.65	3,611.56	4,876.14	4,026.77	3,629.04

Average remuneration by age range (in euros)	America Division					
	Men			Women		
	2021	2020	2019	2021	2020	2019
>60	8,663.61	3,661.10	5,295.65	4,509.51	1,868.81	4,098.04
51-60	16,982.76	13,378.60	16,590.40	5,834.67	2,932.18	4,545.36
41-50	10,446.50	9,348.31	14,537.76	4,978.66	4,376.10	6,089.86
31-40	6,347.39	5,373.89	8,163.58	3,747.55	3,703.53	5,463.41
20-30	3,074.79	3,038.61	4,498.86	2,254.88	2,487.83	3,624.54
<20	1,279.54	1,431.59	1,639.08	1,105.77	1,846.08	1,421.06

Health and safety

Health and safety indicators *	Europe Division					
	Men			Women		
	2021	2020	2019	2021	2020	2019
Work-related accidents	26	33	35	35	36	49
Occupational diseases	5	6	10	0	2	2
Frequency index**	15.73	18.27	23.16	12.32	13.82	16.51
Severity index **	1.38	1.34	2.15	0.41	0.29	0.62

Health and safety indicators *	America Division					
	Men			Women		
	2021	2020	2019	2021	2020	2019
Work-related accidents	16	16	14	18	19	17
Occupational diseases	0	0	1	13	6	4
Frequency index**	8.25	8.54	7.28	6.27	7.01	6.53
Severity index**	0.06	0.03	0.03	0.04	0.02	0.03

* Not including leaves due to Covid-19

** The frequency and severity indices of the previous years do not coincide with the data reported in the 2020 annual report due to post-publication recalculations. The new data includes the total working hours for the fleet.



Requirements under Law 11/2018 concerning non-financial information and diversity

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section
Business model	Brief description of the group's business model, to include the following: 1) its business environment, 2) its organization and structure, 3) markets in which it operates, 4) its objectives and strategies, 5) main factors and trends that could affect its future evolution	-	Grupo Calvo	102-1 to 102-13	Grupo Calvo: Vision, mission and values / The year's milestones / Brands and markets / Our business model / Communication with stakeholders
Policies	A description of the policies the group applies with respect to these matters, to include: 1) due diligence procedures applied to identification, assessment prevention and attenuation of risks and significant impacts. 2) verification and control procedures, including which measures have been adopted	-	Grupo Calvo	102-14 to 102-44 Management approaches to areas within the Economic, Environmental and Social dimensions	Grupo Calvo: Good governance, ethics and compliance / Communication with stakeholders Responsible Engagement: 2025 Goals
Risks in the short, medium and long term	The main risks associated with these issues related to the group's activities, including, where relevant and proportionate, its trade relations, products or services that may have negative effects in these areas, and how the group manages those risks, explaining the procedures used to detect and evaluate them in accordance with national, European or international reference frameworks for each matter. Information on the impacts identified should be included, providing a breakdown thereof, in particular on the main short-, medium- and long-term risks.	-	Grupo Calvo	102-15, 102-30	Grupo Calvo: Our business model / Good governance, ethics and compliance Responsible Engagement: 2025 Goals
KPI	Key indicators of non-financial results that are relevant to the particular business activity, and which meet the criteria of comparability, materiality, relevance and reliability <ul style="list-style-type: none"> ■ In order to facilitate the comparison of information, both over time and between entities, particular standards of key non-financial indicators that can be generally applied and which comply with the European Commission's guidelines on this subject and the Global Reporting Initiative standards will be used, mentioning in the report the national, European or international framework used for each subject matter. ■ Key non-financial performance indicators should be applied to each section of the non-financial statement. ■ These indicators should be useful, taking into account the specific circumstances and consistent with the parameters used in their internal risk management and assessment procedures. ■ In any case, the information presented must be accurate, comparable and verifiable. 	-	Grupo Calvo	102-54 General or specific GRI standards for the Economic, Environmental and Social dimensions reported on in the following sections	Grupo Calvo: 2021 in figures Financial data and fiscal transparency / Communication with stakeholders Responsible Engagement: 2025 Goals / Oceans, People and Environment sections

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section
Environmental matters	Global Environment				
	1) Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment or certification procedures; 2) Resources dedicated to the prevention of environmental risks; 3) The application of the principle of precaution, the quantity of provisions and guarantees for environmental risks. (e.g., derived from the law of environmental responsibility).	Yes	Grupo Calvo	102-11 / 103 Management approach to each topic within the Environmental dimension 307-1	Responsible Engagement: Oceans Section / Environment Section
	Pollution				
	Measures to prevent, reduce or repair carbon emissions that severely affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	Yes	Grupo Calvo	103 Management approach to Emissions / Biodiversity 305 Emissions except 305-3	Responsible Engagement: Environment - Environmental impact management
	Circular economy and waste prevention and management				
	Circular economy	Yes	Grupo Calvo	103 Management approach to Effluents and waste / 301 Materials / 306 Waste	Responsible Engagement: Oceans-Raw material sustainability, Sustainable fishing / Environment-Circular economy
	Waste: Prevention, recycling, reuse measures, other forms of waste recovery and disposal	Yes			
	Actions to combat food waste.	Yes			
	Sustainable use of resources				
	Water consumption and water supply in accordance with local limitations	Yes		303 Water and effluents	
Consumption of raw materials and steps taken to improve the efficiency of their use	Yes	Grupo Calvo	103 Management approach to Materials / 301 Materials	Responsible Engagement: Oceans: Oceans-Raw material sustainability, Sustainable fishing / Environment-Consumption efficiency, Circular economy	
Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy	Yes		103 Management approach to Energy 302 Energy		

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section
Environmental matters	Climate change				
	Important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.	Yes	Grupo Calvo	103 Management approach to Emissions	Responsible Engagement: Environment - Environmental impact management
	Steps taken to adapt to the consequences of climate change.	Yes		305 Emissions except 305-3	
	The reduction targets voluntarily set in the medium and long term to reduce greenhouse gas emissions and the means implemented for this purpose.	Yes		103 Management approach to Emissions	
	Protecting biodiversity				
Steps taken to preserve or restore biodiversity; Impacts caused by activities or operations in protected areas.	Yes	Grupo Calvo	103 Management approach to Biodiversity 304 Biodiversity	Responsible Engagement: Oceans: Raw material sustainability, Sustainable fishing / Environment-Environmental impact management	
Company and personnel matters	Employment				
	Total number and distribution of employees by gender, age, country and job category;	Yes	Grupo Calvo	103 Management approach to Employment 102-8 / 405-1	Responsible Engagement: People-Our team
	Total number and distribution of employment contract modalities,	Yes		102-8	
	Annual average of indefinite contracts, temporary contracts and part-time contracts by sex, age and job category,	Yes		102-8 / 405-1	
	Number of terminations by sex, age and job category;	Yes		401-1	
	Average remuneration and evolution thereof broken down by sex, age and job category or equal value; wage gap, the remuneration of equal or average jobs in the company.	Yes		103 Management approach to Diversity and Equal Opportunities, 202-1, 405-2	
	The average remuneration of directors and senior managers, including variable remuneration, allowances, compensation, payment to long-term savings forecasting systems and any other disaggregated payments by sex.	Yes		103 Management approach to Diversity and Equal Opportunities	
	Implementation of work disconnection policies.	Yes		103 Management approach to Employment	
Disabled employees.	Yes	405-1			

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section	
Company and personnel matters	Organization of work					
	Organization of working time.	Yes	Grupo Calvo	103 Management approach to Employment	Responsible Engagement: People-Our team	
	Number of hours of absenteeism.	Yes		403-9		
	Measures to facilitate the enjoyment of reconciliation and promote the co-responsible exercise thereof by both parents.	Yes		103 Management approach to Employment, 401-3		
	Health and safety					
	Occupational health and safety conditions;	Yes	Grupo Calvo	103 Management approach to Occupational Health and Safety	Responsible Engagement: People-Our team	
	Occupational accidents, in particular their frequency and severity, occupational diseases, disaggregated by sex.	Yes		403 Occupational health and safety		
	Company relations					
	Organization of company dialogue, including procedures for informing and consulting personnel and negotiating with them;	Yes	Grupo Calvo	102-43, 103 Management approach to Labor/ management relations, 402-1, 403-1	Responsible Engagement: People-Our team	
	Percentage of employees covered by a collective agreement by country;	Yes		102-41		
	The balance of collective agreements, particularly in the realm of occupational health and safety.	Yes		103 Management approach to Occupational Health and Safety		
	Training					
	Policies implemented in the area of training;	Yes	Grupo Calvo	103 Management approach to Training and Education	Responsible Engagement: People-Our team	
	The total number of training hours by job category.	Yes		404 Training and education		
	Universal accessibility for people with disabilities		Yes	Grupo Calvo	103 Management approach to Diversity and Equal Opportunity	Responsible Engagement: People-Our team
	Equality					
Measures implemented to promote equal treatment and opportunities between women and men;	Yes	Grupo Calvo	103 Management approach to Diversity and Equal Opportunity	Responsible Engagement: People-Our team		
Equality Plans (Chapter III of Organic Law 3/2007, dated March 22, for the effective equality of women and men), measures taken to promote employment, protocols against sexual discrimination and sexual harassment, integration and universal accessibility of persons with disabilities.	Yes					
The policy against all kinds of discrimination and, where appropriate, diversity management.	Yes					

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section
Matters regarding human rights issues	Application of human rights due diligence procedures. Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy potential abuses committed;	Yes	Grupo Calvo	103 Management approach to Human Rights Assessment and Non-Discrimination 102-16 / 102-17/ 410-1	Grupo Calvo: Good governance, ethics and compliance Responsible Engagement: Oceans-Sustainable fishing / People-Our team, Suppliers
	Claims of human rights violations;			406-1	
	Promotion and compliance with the provisions of the fundamental Conventions of the International Labour Organization relating to respect for freedom of association and the right to bargaining;			407-1	
	Elimination of discrimination in employment and occupation;			103 Management approach to Non-discrimination 406-1	
	Elimination of forced or compulsory labor;			409-1	
	The effective abolition of child labor.			408-1	
Issues relating to the fight against corruption and bribery	Steps taken to prevent corruption and bribery;	Yes	Grupo Calvo	103 Management approach to Anti-corruption 102-16 / 102-17 / 205 Anti-corruption / 206-1 / 415-1 419-1	Grupo Calvo: Good governance, ethics and compliance
	Measures to combat money laundering,			413-1	Grupo Calvo: Communication with stakeholders / Responsible Engagement: People: Communities
	Contributions to foundations and non-profit organizations.				

Settings	Contents	Material issue (Yes/No)	Scope / Boundary	Related GRI Standards	Section
Society related issues	Company commitments to sustainable development				
	The impact of company activity on employment and local development;	Yes	Grupo Calvo	103 Management Approach to Local communities and Indirect economic impacts 203-1 / 413-1	Grupo Calvo: Message from the Chairman and the CEO / Communication with stakeholders Responsible Engagement: 2025 Goals / People-Our team, Communities
	The impact of the company's activity on local communities and the territory;	Yes			
	Relationships with local community agents and the modalities of dialogue with them;	Yes			
	Partnership or sponsorship activities.	Yes			
	Subcontracting and suppliers				
	<ul style="list-style-type: none"> Inclusion in procurement policy of social, gender equality and environmental issues; Consideration in relations with suppliers and subcontractors of their social and environmental responsibility; 	Yes	Grupo Calvo	103 Management approach to Procurement practices and Supplier environmental and social assessment	Responsible Engagement: People-Suppliers
	Oversight systems, audits and audit results.	Yes			
	Consumers				
	Consumer health and safety measures;	Yes	Grupo Calvo	103 Management approach to Customer Health and Safety, Marketing and Labeling and Customer Privacy	Responsible Engagement: People-Customers and consumers
	Complaint systems, complaints received and resolution thereof.	Yes			
	Tax Information				
<ul style="list-style-type: none"> Profits earned by country. Taxes on profits paid 	Yes	Grupo Calvo	103 Management approach to Economic Performance and Taxation	Grupo Calvo: 2021 in figures / Financial data and fiscal transparency	
Public subsidies received	Yes				

Contents Global Reporting Initiative GRI GRI: 102-54, 102-55

GRI Standard	Name	Reference in the Annual Report
GRI 100: General content		
Organization profile		
102-1	Name of the organization	Our business model, Good governance, ethics and compliance
102-2	Activities, brands, products and services	Our main brands, Our business model, Customers and consumers
102-3	Location of headquarters	Our business model
102-4	Location of operations	Our business model
102-5	Ownership and legal form	Good governance, ethics and compliance
102-6	Markets served	Our business model, Our markets
102-7	Scale of the organization	2020 in figures, Our business model, Financial data and fiscal transparency, Our team
102-8	Information on employees and other workers	Our business model, Our team
102-9	Supply chain	Our business model, Raw material sustainability, Suppliers
102-10	Significant changes to the organization and its supply chain	Our business model, Suppliers
102-11	Precaution principle or approach	Our business model, Good governance, ethics and compliance Raw material sustainability, Sustainable fishing, Environmental impact management, Suppliers
102-12	External initiatives	Communication with stakeholders, Sustainable fishing, Suppliers
102-13	Membership in associations	Communication with stakeholders, Sustainable fishing, Suppliers

Continued...

GRI Standard	Name	Reference in the Annual Report
GRI 100: General content		
102-14	Statement from senior decision-makers	Message from the Chairman and the CEO
102-15	Key impacts, risks and opportunities	Our business model, 2025 Goals , Suppliers
Ethics and integrity		
102-16	Values, principles, standards and norms of behavior	Vision, mission and values, Good governance, ethics and compliance, Raw material sustainability, Suppliers
102-17	Mechanisms for advice and concerns about ethics	Good governance, ethics and compliance
Governance		
102-18	Governance structure	Good governance, ethics and compliance
102-19	Delegating authority	Good governance, ethics and compliance
102-20	Executive-level responsibility for economic, environmental and social topics	Good governance, ethics and compliance
102-21	Consulting stakeholders on economic, environmental and social topics	Communication with stakeholders, About this report
102-22	Composition of the highest governance body and its committees	Good governance, ethics and compliance
102-23	Chair of the highest governance body	Good governance, ethics and compliance
102-24	Nominating and selecting the highest governance body	Good governance, ethics and compliance
102-25	Conflicts of interest	Good governance, ethics and compliance
102-26	Role of highest governance body in setting purpose, values and strategy	Good governance, ethics and compliance
102-27	Collective knowledge of highest governance body	Good governance, ethics and compliance
102-28	Evaluating the highest governance body's performance	Good governance, ethics and compliance
102-29	Identifying and managing economic, environmental and social impacts	Our business model, Good governance, ethics and compliance, 2025 Goals , About this report
102-30	Effectiveness of risk management processes	Our business model, 2025 Goals , Raw material sustainability, Sustainable fishing, Consumption efficiency, Circular economy, Environmental impact management, Our team, Suppliers

Continued...

GRI Standard	Name	Reference in the Annual Report
GRI 100: General content		
102-31	Review of economic, environmental and social topics	Financial data and fiscal transparency, 2025 Goals, Raw material sustainability, Sustainable fishing, Consumption efficiency, Circular economy, Environmental impact management, Our team, Suppliers, Customers and consumers, Communities
102-32	Highest governance body's role in sustainability reporting	Good governance, ethics and compliance
102-33	Communicating critical concerns	Communication with stakeholders, 2025 Goals , About this report
102-34	Nature and total number of critical concerns	Communication with stakeholders, 2025 Goals , About this report
102-35	Remuneration policies	Good governance, ethics and compliance, Our team
102-36	Process for determining remuneration	Good governance, ethics and compliance, Our team
102-37	Stakeholders' involvement in remuneration	Good governance, ethics and compliance, Our team
102-38	Annual total compensation ratio	Our team
102-39	Percentage increase in annual total compensation ratio	Our team
Participation of stakeholders		
102-40	List of stakeholder groups	Communication with stakeholders
102-41	Collective bargaining agreements	Communication with stakeholders, Our team
102-42	Identifying and selecting stakeholders	Communication with stakeholders, About this report
102-43	Approach to stakeholder engagement	Communication with stakeholders, About this report
102-44	Key topics and concerns raised	Communication with stakeholders, About this report
Practices for drawing up reports		
102-45	Entities included in the consolidated financial statements	Financial data and fiscal transparency
102-46	Defining report content and topic boundaries	About this report
102-47	List of material topics	About this report
102-48	Restatements of information	About this report
102-49	Changes in reporting	About this report

GRI Standard	Name	Reference in the Annual Report
GRI 100: General content		
102-50	Reporting period	About this report
102-51	Date of most recent report	About this report
102-52	Reporting cycle	About this report
102-53	Contact point for questions regarding the report	About this report
102-54	Claims of reporting in accordance with the GRI standards	About this report, GRI Index
102-55	GRI content index	GRI Index
102-56	External assurance	Verification report
Management approach		
103-1	Explanation of the material topic and its boundary	Our business model, Circular economy, Our team
103-2	The management approach and its components	Our business model, Circular economy, Our team
103-3	Evaluation of the management approach	Our business model, Circular economy, Our team
GRI 200: Economic contents		
Economic performance		
201-1	Direct economic value generated and distributed	Financial data and fiscal transparency
201-2	Financial implications and other risks and opportunities due to climate change	Financial data and fiscal transparency, Environmental impact management
201-3	Defined benefit plan obligations and other retirement plans	Financial data and fiscal transparency, Our team
201-4	Financial assistance received from government	Financial data and fiscal transparency, Research and Development
Market presence		
202-1	Ratios of standard entry level wage by gender compared to the local minimum wage	Our team, Appendices
202-2	Proportion of senior management hired from the local community	Our team

GRI Standard	Name	Reference in the Annual Report
Indirect economic impacts		
203-1	Infrastructure investments and services supported	Financial data and fiscal transparency, Research and Development
203-2	Significant indirect economic impacts	Financial data and fiscal transparency
Procurement practices		
204-1	Proportion of spending on local suppliers	Suppliers
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Good governance, ethics and compliance
205-2	Communication and training about anti-corruption policies and procedures	Good governance, ethics and compliance, Our team
205-3	Confirmed incidents of corruption and actions taken	Good governance, ethics and compliance
Anti-competitive behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Good governance, ethics and compliance
Taxation		
207-1	Approach to tax	Financial data and fiscal transparency
207-2	Tax governance, control and risk management	Our business model, Financial data and fiscal transparency, Good governance, ethics and compliance
207-3	Stakeholder engagement and management of concerns related to tax	About this report
207-4	Country-by-country reporting	Financial data and fiscal transparency
GRI 300: Environmental content		
Materials		
301-1	Materials used by weight or volume	Consumption efficiency
301-2	Recycled input materials used	2025 Goals , Circular economy
301-3	Reclaimed products and their packaging materials	2025 Goals , Circular economy

GRI Standard	Name	Reference in the Annual Report
Energy		
302-1	Energy consumption within the organization	Consumption efficiency
302-2	Energy consumption outside of the organization	Consumption efficiency
302-3	Energy intensity	2025 Goals , Consumption efficiency
302-4	Reduction of energy consumption	2025 Goals , Consumption efficiency
302-5	Reduction of energy requirements of products and services	Consumption efficiency
Water and effluents		
303-1	Interaction with water as a shared resource	Environment (introduction)
303-2	Management of water discharge-related impacts	Environmental impact management
303-3	Water withdrawal	Consumption efficiency
303-4	Water discharge	Environmental impact management
303-5	Water consumption	2025 Goals , Consumption efficiency
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental impact management
304-2	Significant impacts of activities, products, and services on biodiversity	2025 Goals , Sustainable fishing, Environmental impact management
304-3	Habitats protected or restored	Sustainable fishing, Environmental impact management
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable fishing, Environmental impact management

Continued...

GRI Standard	Name	Reference in the Annual Report
Emissions		
305-1	Direct (Scope 1) GHG emissions	Environmental impact management
305-2	Energy indirect (Scope 2) GHG emissions	Environmental impact management
305-3	Other indirect (Scope 3) GHG emissions	<i>Indirect (Scope 3) emissions are not evaluated</i>
305-4	GHG emissions intensity	2025 Goals , Environmental impact management
305-5	Reduction of GHG emissions	2025 Goals , Environmental impact management
305-6	Emissions of ozone-depleting substances (ODS)	<i>Indirect (Scope 3) emissions are not evaluated</i>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental impact management
Waste		
306-1	Waste generation and significant waste-related impact	Sustainable fishing, Circular economy
306-2	Management of significant waste-related impacts	Sustainable fishing, Environment (introduction), Circular economy
306-3	Waste generated	Sustainable fishing, Circular economy
306-4	Waste diverted from for disposal	Circular economy
306-5	Waste directed to disposal	Circular economy
Environmental compliance		
307-1	Non-compliance with environmental laws and regulations	Environmental impact management
Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	Suppliers (<i>environmental risk assessment is conducted by country of origin</i>)
308-2	Negative environmental impacts in the supply chain and actions taken	<i>There is no environmental action plan with suppliers</i>

Continued...

GRI Standard	Name	Reference in the Annual Report
GRI 400: Social content		
401-1	New employee hires and employee turnover	Our team
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our team
401-3	Parental leave	Our team
Labor/management relations		
402-1	Minimum notice periods regarding operational changes	Our team
Occupational health and safety		
403-1	Occupational health and safety management system	Our team
403-2	Hazard identification, risk assessment and incident investigation	2025 Goals , Our team
403-3	Occupational health services	Our team
403-4	Worker participation, consultation and communication on occupational health and safety	Our team
403-5	Worker training on occupational health and safety	Our team
403-6	Promotion of worker health	Our team
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Suppliers
Training and education		
404-1	Average hours of training per year per employee	2025 Goals , Our team
404-2	Programs for upgrading employee skills and transition assistance programs	Our team
404-3	Percentage of employees receiving regular performance and career development reviews	Our team

GRI Standard	Name	Reference in the Annual Report
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	2025 Goals, Our team
405-2	Ratio of the basic salary and remuneration of women to men	Our team, Appendices
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Our team
Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Suppliers
Child labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Suppliers
Forced or compulsory labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Suppliers
Security practices		
410-1	Security personnel trained in human rights policies or procedures	Good governance, ethics and compliance
Rights of indigenous peoples		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
Human rights assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	2025 Goals, Good governance, ethics and compliance, Suppliers
412-2	Employee training on human rights policies and procedures	Good governance, ethics and compliance, Our team
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Good governance, ethics and compliance, Suppliers
Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Communities

GRI Standard	Name	Reference in the Annual Report
Supplier social assessment		
414-1	New suppliers that were screened using social criteria	Suppliers
414-2	Negative social impacts in the supply chain and actions taken	Suppliers
Public policy		
415-1	Political contributions	Financial data and fiscal transparency, Good governance, ethics and compliance
Customer health and safety		
416-1	Assessment of the health and safety impacts of product and service categories	2025 Goals , Customers and consumers
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customers and consumers
Marketing and labeling		
417-1	Requirements for product and service information and labeling	Customers and consumers
417-2	Incidents of non-compliance concerning product and service information and labeling	Customers and consumers
417-3	Incidents of non-compliance concerning marketing communications	Customers and consumers
Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customers and consumers
Socioeconomic compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Good governance, ethics and compliance
Specific content sectoral supplement		
FP-1	Percentage of purchased volume from suppliers compliant with the company's sourcing policy	<i>Raw material sustainability, Suppliers</i>
FP-2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	Raw material sustainability, Suppliers
FP-5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Raw material sustainability, Suppliers

Sustainable Development Goals Index

Grupo Calvo contributes to the **Sustainable Development Goals** (SDGs) of the United Nations and to the achievement of the **2030 Agenda** through its **Responsible Engagement** strategy. Specifically, the company contributes more particularly to SDG 3, SDG 5, SDG 8, SDG 9, SDG 12 and SDG 14 because these are the objectives on which it has the greatest impact and capacity for influence through its business activity.



Goal		Chapter
	No poverty	People: Communities
	Zero Hunger	People: Communities
	Good Health and Well-Being	People: Our team / Customers and Consumers
	Quality education	People: Our team / Communities
	Gender Equality	Grupo Calvo: Our business model / Good governance, ethics and compliance People: Our team
	Clean Water and Sanitation	Environment: Consumption efficiency / Environmental impact management
	Affordable and Clean Energy	Environment: Consumption efficiency / Environmental impact management
	Decent Work and Economic Growth	Grupo Calvo: Our business model / Financial data and fiscal transparency / Good governance, ethics and compliance People: Our team, Suppliers
	Industry, Innovation and Infrastructure	Grupo Calvo: Our business model, Research and Development People: Customers and consumers

Goal		Chapter
	Reduced Inequalities	People: Communities
	Sustainable Cities and Communities	Environment: Environmental impact management - People: Communities
	Responsible Consumption and Production	Oceans: Raw material sustainability, Suppliers - Environment: Consumption efficiency / Circular economy / Environmental impact management - People: Our team / Suppliers / Customers and Consumers
	Climate Action	Environment: Consumption efficiency / Environmental impact management
	Life Below Water	Oceans: Raw material sustainability / Sustainable fishing Environment: Environmental impact management
	Life on land	Environment: Environmental impact management
	Peace, Justice and Strong Institutions	Grupo Calvo: Good governance, ethics and compliance
	Partnerships for the Goals	Grupo Calvo: Communication with stakeholders

