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Iceland Seafood International

**90**  
YEARS 1932-2022

# 2022 ESG Performance

Key Highlights

Introduction

ESG Structure

Environment

Social

Governance

Key Targets

ESG Performance Data Tables

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# Key Highlights

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Looking at the identified highlights we can reflect on the work that has been done during the last year. We have increased our recycling rate considerably and invested in waste treatment plants with the aim of creating value from waste and increasing our rate of reclaimed water. We continue to have around half of our electricity use sourced from renewable energy and we have invested considerably in solar cells which will increase the share of renewables. Our share of certified sustainable seafood remains constant. We implemented a Group Code of Conduct and started systematically assessing the Corporate Social Responsibility of our upstream value-chain partners. We started using an online platform to monitor Group-wide employee satisfaction. 40% of our Board of Directors are female and the Chair of the Board is female, strengthening gender equality within the Group. Finally, we donated resources to ease the lives of people suffering in Ukraine due to the war.



**30%**

Increase in recycling rate in 2022



**Supply Chain**

Started strategic supplier sustainability assessment



**39%**

of seafood sold certified sustainable



**Ethics**

Group Code of Conduct implemented



**Community**

Resources donated to Ukraine



**Well-being**

Group monitoring on employee satisfaction



**47%**

of energy from renewable sources



**Equality**

Board of directors



**Circular**

Started creating value from waste



**Solar cells**

€ 1 m invested in solar cell installations

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# Introduction

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This report is our fifth published Environmental, Social, and Corporate Governance (ESG) report showing development of key metrics. The scope is aligned with last year's report with one exception. IS UK is classified as an asset held for sale and to align with the Group financials we have excluded IS UK values from the data. Iceland Seafood International is continuously improving on its sustainability work by adopting a systematic and comprehensive approach to it.

This report is the result of continued efforts of a data collection process across the group to report key sustainability metrics. The metrics are in accordance with the second version of voluntary non-financial guidelines for Environmental, Social, and Corporate Governance (ESG) issued by Nasdaq's Nordic and Baltic stock exchange. Moreover, we have put emphasis on sustainable seafood as well as waste management.

The report reflects our current understanding of our social responsibility. With this publication we are not declaring full understanding of the effects the operation has but we commit to continuously take steps towards improving our understanding of the effects and identify both the opportunities and challenges we face towards increased sustainability.



Solar cell installation at the Barcelona factory

# ESG Structure

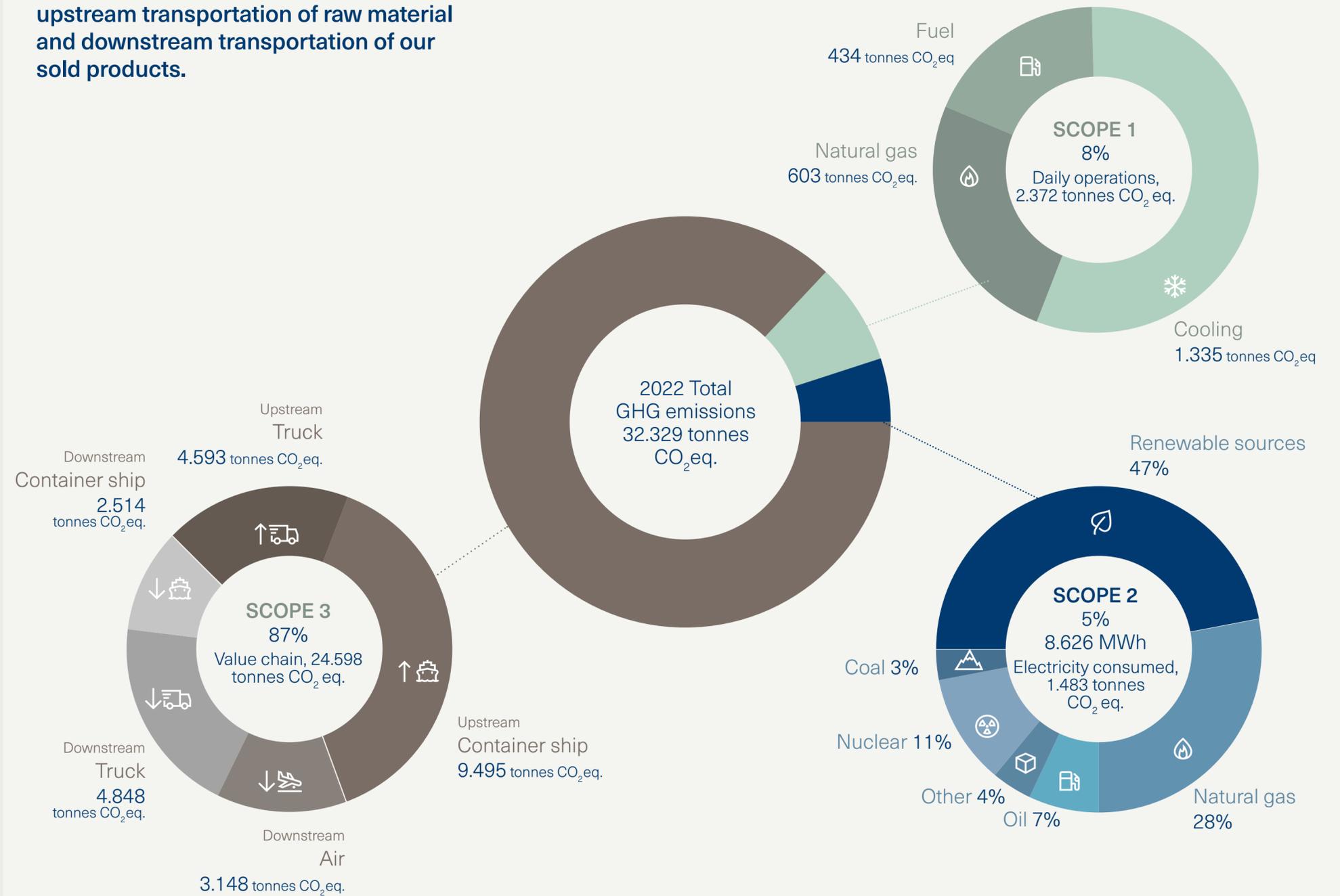
We are a global company, encompassing a diverse workforce within our 11 businesses. We have set clear ethical standards regarding Corporate Social Responsibility (CSR) and Business Integrity which apply to the entire Group. We aim to be transparent and accountable at every level. Governance of sustainability is driven by the Board of Directors and executive leadership. Head of ESG has the responsibility to drive actions and make sure that long-term focus on Environment, Social and Governance aspects is aligned with business priorities. The Company's Board of Directors is composed of five members and one alternate member, elected at the Annual General Meeting for a term of one year. The Board of Directors holds the supreme authority between shareholders meetings and promotes the development and long-term performance of the Group and the supervision of its operations. Together with the executive leadership they formulate strategy, policies and set goals and risk parameters for the Group.



# Environment

The identified key environmental aspects of Iceland Seafood are: sustainable fisheries, energy use, greenhouse gas emissions, water use and waste. For this report the scope for environmental metrics, apart from sustainable fisheries, are the value-added divisions within the Group. These sites represent the great majority of Iceland Seafood's environmental footprint.

The majority, 87%, of our footprint comes from Scope 3, where we report on upstream transportation of raw material and downstream transportation of our sold products.



## → Road to carbon neutrality

Earth Overshoot Day marks the date when humanity has used all the biological resources that the Earth regenerates during the entire year. In the year 2021 this day fell on July 28th. Despite increased awareness this date is moving earlier and earlier by each passing year. It's therefore becoming more and more clear that we all need to move quicker towards a more circular economy structure. Only then will we manage to live in harmony with nature.

Innovation and investment are an important requisite for success in environmental matters. Without them we will not reach carbon neutrality in our Scope 1 and Scope 2 emissions. Our business model relies on international value chains and with that follows long distance transportation. We monitor closely developments in the energy transition of sea vessels and aircrafts, as that is the largest factor that will lower our Scope 3 emissions.

Criteria	Target 2026	UN SDGs
Carbon emissions	Total emission from Scope 1 and Scope 2 reduced by 17%	   

We have not set a timeline on when we will start to offset our Scope 1 and Scope 2 emissions. The most important step is to eliminate as much of our carbon footprint and lower our emissions as much as possible. What cannot be eliminated could then be offset by investing in technology innovation and carbon removal projects.

We depend on the ocean for our operation. Both for sourcing seafood and for transporting it. It's therefore extremely important for us to be a part of the solution and ensure that the ocean ecosystem remains healthy. It's a long road ahead but it's important we collectively pick up the pace.

## → New solar panels installed

Iceland Seafood recognises the environmental and social responsibility of increasing the share of renewable energy within its operations.

Electricity use accounts for 5% of our total GHG emissions. This year our renewable energy intensity decreased from 0.99% in 2021 to 0.9% in 2022. The difference lies in the variables within the electricity mix from our utility providers in Ireland, Spain, and Argentina. In 2022 the energy mix we used was 47% from renewable sources and 11% from nuclear power, in addition to that 28% comes from natural gas. In total we have 86% of our energy use coming from sources with zero or low emission factors. This is a clear positive, but we can do even better. We have set the target to increase the share of renewables to 80% in 2026.

Criteria	Target 2026	UN SDGs
Renewable energy	80% of electricity used will be from renewable sources	 

To strengthen the success of this target we have invested in solar panels for our sites in Madrid and Barcelona. The sun already emits more than enough energy to power all energy needs on the planet and as an added benefit the sun is a free, clean, and sustainable energy source. It can be used to provide heat, and electricity. Given the abundance of solar energy, its reliability, positive effects on air quality, and its cost-effectiveness, investing in solar panels for our Spanish subsidiaries was an easy choice.

Ahumados Dominguez in Madrid and Iceland Seafood Ibérica in Barcelona have completed the installation of solar panels and they will soon start to generate electricity. The solar panels are mounted on the roofs of our buildings, utilizing otherwise unused areas, increasing even more the benefits of them. In Madrid we'll be producing about 550 kWh and in Barcelona we estimate to produce about 440 kWh, in total around 25% - 30% of the electricity need in our Spanish subsidiaries.

Our operations in Ireland are currently in the planning phase of installing solar cells. The solar cells in Ireland would cover 18% of the electricity demand, saving around 29 tonnes of CO2 emissions annually.

We are looking forward to turning the new solar panels on and evaluate the positive effects they will have on the Group's overall environmental impact.



Installation in Madrid



Installation in Barcelona

## Waste

Improvements in waste handling are important for the Group. It's our ambition to reduce the amount of waste as much as possible. Waste that cannot be eliminated shall be reused or recycled. In 2022 we saw recycled waste increase from 14% to 19%. Most of the non-recycled waste produced from our operation is organic waste from shrimp processing in the Argentinian subsidiary Achernar, where 73% of the total reported waste originates from. If we exclude Achernar from our total waste numbers, our recycle rate is 69%.

Going forward we want to do even better with regards to registering and recycling waste, while keeping in mind that we operate in different countries, with various waste legislations and different recycling methods. We will encourage our subsidiaries to learn from each other and together find a good balance of best practices within the Group.

Our 2026 target regarding waste recycling is split into two. Achernar is our only primary producer resulting in a large share of non-recycled organic waste. Our 2026 target is therefore split into two parts. First of all we can see that with increased co-operation and knowledge sharing on best practices we can increase our recycling rate, excluding Achernar, up to 90%. When including our primary production in Achernar we have set the target to increase our Group recycling rate to 60%. This will be achieved if our project "Creating Value from Waste" in Argentina is succesful.

Criteria	Target 2026	UN SDGs
Waste recycling	90% of Group waste recycled, excluding organic waste.	 
	60% of Group waste recycled including organic waste.	

## → Creating Value from Waste

The largest share of waste, 73%, comes from our factory Achernar in Argentina, where the shrimp processing generates significant volumes of solid and liquid waste. To counteract the large volumes of waste and to ensure the proper treatment of it, we, along with a group of other processing plants in the area, invested in a waste treatment plant with the ambition to upcycle the waste and create valuable by-products.

The Patagonian Environmental Centre for Fisheries Research and Development (CAPIDP) was launched in the city of Puerto Madryn in 2021. The plant was built to ensure proper waste treatment streams for organic waste generated from the fishing industry in the area. It is modular and the operational volume can be increased when needed. The treatment plant is designed with the circular economy in mind, aiming at the upcycling of waste for different value-added production processes.

Various research projects have already been initiated following our investment in the treatment plant.

The **solid waste** for example, where the heads and shells of shrimps can be processed into shrimp flour and oil for animal feed.

There's also an ongoing project with YPF AGRO and Universidad Politécnica Nacional regarding development of fertilizer from **the sludge**.

After the **liquid waste** has gone through certain treatment and filtration steps it ends up in a lagoon where the water can be reclaimed. From there it's used in watering for reforestation on e.g., eucalyptus and olive trees. It's also used for washing sand and gravel quarries and to water dirt and gravel roads.

The waste treatment plant is located about 20 km away from the urban area, considering the orientation of the prevailing winds as well as ensuring that the trucks carrying the waste streams from the different processing plants would not pass through the city.

The initiative is in constant growth and under continuous improvement to achieve responsible waste treatment in the area and creating value from by-products. It reduces our environmental impact and promotes social responsibility. We are proud of this project and excited to see it grow and prosper in the future while advancing the circular economy in Argentina.



## Sustainable sourcing

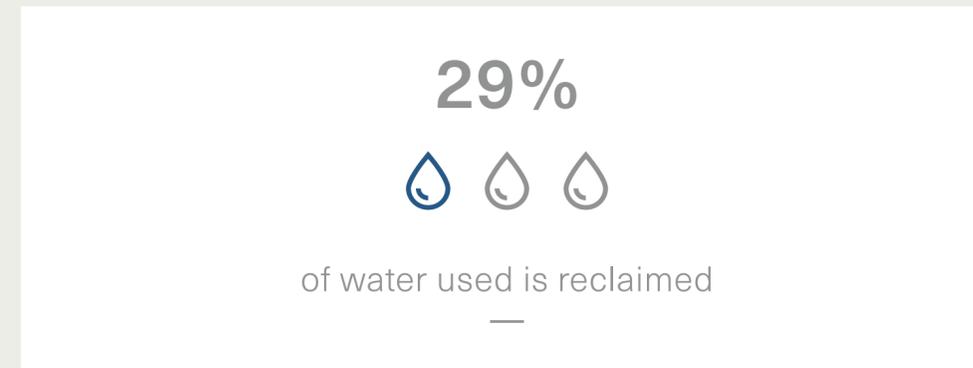
Maintaining healthy fish stocks and ensuring that information on fishing and the treatment of marine ecosystems is reliable, traceable, and transparent is of great economic and social importance to the Group. Proper and responsible treatment of natural resources is vital for ensuring that fish stocks continue to be sustainably harvested. As one of the largest exporters of seafood from Iceland we are a member of the association Fisheries Iceland (SFS). The association promotes, responsible fishing industry in harmony with the environment and society and has made a declaration for corporate social responsibility that many stakeholders in the fisheries sector in Iceland participated in developing and subsequently implemented, including Iceland Seafood.

We promote and practice responsible sourcing of seafood and monitor the level of certified products within the value chain. In 2022, 39% of the seafood sold was certified with either the MSC or ASC label. All the subsidiaries of Iceland Seafood have a valid chain of custody certification towards the MSC standards, ensuring traceability of our products. We also have certification towards ASC chain of custody where applicable.

Our target in this regard needs a detailed reassessment in the coming years. As said before we promote sustainable sourcing of seafood and that applies also to seafood not specifically certified. We have started to systematically assess the Corporate Social Responsibility of our entire upstream value chain and when that project has been developed, we will be able to reassess this target and possibly expand the scope to sustainable seafood sold regardless of MSC or ASC certification. However, we will do this with caution, keeping in mind the importance of continuing to promote certification of seafood.

Criteria	Target 2026	UN SDGs
Certified sustainable seafood	40% of seafood sold will be certified sustainably sourced	 

## Responsible use of water



Fish processing is a water intense process and in 2022 Iceland seafood used roughly 106.000 m<sup>3</sup> of water but reclaimed over 39.000 m<sup>3</sup> of water.

We have invested in a wastewater treatment plant in Puerto Madryn, Argentina. This will enable us to reclaim all water used in our processing in Argentina. This is particularly important for us at this location since Achernar represents 66% of our total water use. Reclaimed wastewater, treated at a wastewater treatment facility, can be reused in applications such as irrigation and industrial processes. Our investment project is further detailed in the chapter “Creating Value from Waste”.

Criteria	Target 2026	UN SDGs
Water usage	50% of water used will be reclaimed	 

# Social

Iceland Seafood has increasingly focused on creating value through social sustainability. The highlights of our work in 2022 are that we have started to monitor Group-wide employee satisfaction, started systematic evaluation of our suppliers' and service partners' Corporate Social Responsibility, and we have donated resources to Ukraine, which has and continues to be a large importer of our products.

## Employee satisfaction

Human resources are the heart of the workplace. We are convinced that good management, transparency in communication, safe work conditions, health of employees, and sufficient training, increase job satisfaction and employee engagement as well as their overall health and well-being.

We operate in seven countries, both in Europe and South America. Our employees come from a wide range of nationalities, have different levels of education, backgrounds, and cultures. As the employee count within the Group has grown, the overall human resource management has increased in complexity.

In 2022 we started a Group-wide strategy to engage our employees and partnered with HR MONITOR. Our subsidiaries have access to monthly performance measurements in an online platform. Within the platform questions regarding various aspects of the work can be answered anonymously by all employees, regardless of their status within the company. This has given employees the opportunity to speak up and contribute to the workplace and their work environment. In addition, it gives managers instant feedback and in return they can improve their management skills. During the first year of our online measurements, we reached 51% of our employees.

The score received from those employees regarding their job satisfaction was 3.8, within a scale from 1-5, where the top score is 5. The fact that 51% of our employees gave their time to answer those questions has already given us important feedback and insights into what is being done well within our subsidiaries and where certain risks are. This has therefore proved to be an important tool for the Group, and we aim to utilise it more in the future. Our target for 2026 is to continuously improve the performance score and reach 80% of our employees.

Criteria	Target 2026	UN SDGs
Employee survey engagement	80% of employees reached through employee satisfaction surveys	 

## Sustainable procurement

We are committed to foster sustainable and responsible corporate behaviour throughout our network. Implementing a sustainable procurement plan strengthens the social, environmental and economic performance of our supply chain, reducing our collective footprint.

As a global value-added seafood producer and sales and marketing company with a vast global supply chain, we must source, produce, transport, and sell our range of products sustainably and responsibly. We are committed to increasing the transparency of our supply-chain and knowing our impact, and have started systematically assessing our suppliers and service partners' Corporate Social Responsibility (CSR).

In 2022 we partnered with EcoVadis, a trusted global CSR rating company, to conduct individual sustainability performance assessments of our upstream supply chain partners within their environmental, ethical, and social practices. The benefit for our suppliers is that they receive a scorecard indicating where they stand in their CSR work, and a list of items that can be improved. The objective is to limit the adverse social, environmental, and economic impact of our value-chain.

This project is new within the Group and is still in its development stage. We already have several suppliers confirming their participation and our target by 2026 is that 50% of our suppliers will be evaluated. We encourage all our suppliers to take part in this journey with us as the road towards increased sustainability and a more circular economy is a collective effort with benefits and responsibilities on all sides.

Criteria	Target 2026	UN SDGs
Sustainable procurement	50% of suppliers evaluated	   

## → Community

Iceland Seafood International and its subsidiaries have through the years donated resources and money to charitable organisations in their communities. This year was no exception and while we have collectively donated time and money to various organisations in 2022 we want to highlight a project in Ternopil, Ukraine.

In 2022 we saw the devastating effects the war on Ukraine had on their nation. The Iceland Seafood Group and especially our Icelandic sales & distribution subsidiary has a close business relationship with Ukrainian fish importers. One of them is operating in Ternopil, located in the west of Ukraine, and has subsequently had large streams of people seeking shelter from attacks in the eastern part of the country. We partnered together with two of our largest seafood producers selling into the Ukrainian market, and The Fisheries Iceland (SFS), and donated money to purchase resources for people in need. The resources we collectively brought in, were managed by our extremely hard-working business contact, who personally took part in handouts on Saturdays in Ternopil.

We can look back on what the tireless volunteers in Ukraine were able to achieve with our contributions and appreciate their efforts. Children were provided with school supplies, bikes were bought that children and teenagers can borrow; and finally, a full industrial kitchen was set up to enable volunteers to prepare warm meals for people in need.

The Ukrainian people and their well-being continue to be on our minds, and we sincerely hope that peace will be brought to this persevering nation as soon as possible.



# Governance

This year we took important steps towards increasing the quality of our governance. Both within aspects involving our internal team as well as our upstream value chain. We implemented a Group Code of Conduct creating guidelines for our employees. We also developed and are in the final stages of implementing Supplier Code of Conduct with the aim of setting expectations and giving guidance to our suppliers and service partners.

## Group Code of Conduct

Integrating ethics into the business culture and daily work is a key factor in operating a global, sustainable business. Our Group Code of Conduct was implemented in 2022 and sets the standard for how we engage with co-workers, suppliers, customers, and other stakeholders. It applies to all employees, managers and board members and guides us towards conducting our business practices honestly, fairly, and legally.

The Group has a zero tolerance towards bribery and corruption and expects employees, suppliers, contractors, and other business partners to act with integrity and without acts of bribery or corruption.

The Board of Directors review the implementation of the Code on a regular basis and assess any need for updates. The Group Code of Conduct is publicly available on our corporate website, CSR ([icelandseafood.com](http://icelandseafood.com)).

Criteria	Target 2026	UN SDGs
Group Code of conduct	100% of employees regularly trained in Group Code of Conduct	 

### Ethical use of data

Our business is increasingly reliant on data and technology. Data and technology are strongly linked with ethics and integrity of our operation. It improves our service ability to our suppliers, customers, and service partners while easing our employees' working life. We focus on the importance of maintaining high ethical standards in processing personal data. Personal data processing within the Group is in accordance with fundamental principles and rules regarding data protection and privacy. The Group has implemented appropriate technical and organizational measures to protect personal data and to ensure that the processing of personal data, conforms with national laws. In addition, it's extremely important to handle the data of customers and other stakeholders carefully and correctly. The data we possess is often confidential and we need to ensure that we have the trust of our customers and stakeholders.

## Supplier Code of Conduct

As part of our process towards knowing our impact we are in the final stages of implementing our Supplier code of Conduct for the suppliers of all our subsidiaries. We recognise that a Supplier Code of Conduct is an important way to publicly communicate to our customers, consumers of our products, investors, and other stakeholders of the practices our suppliers must follow.

In our code we set expectations to our suppliers, give guidance, and promote ethical behaviour by addressing human rights, fair labour practices, legal compliance, and environmental responsibility.

Our Supplier Code of Conduct will be implemented in early 2023 ensuring that our emphasis on ESG matters is communicated to our suppliers.

Criteria	Target 2026	UN SDGs
Group Code of conduct	100% of suppliers committed to Supplier Code of Conduct	 

# Corporate Governance

## Board of Directors

The Company's Board of Directors is composed of five members and one alternate member, elected at the Annual General Meeting for a term of one year. The Board of Directors holds the supreme authority between shareholders meetings and promotes the development and long-term performance of the Group and the supervision of its operations. Together with the executive leadership they formulate strategy, policies and set goals and risk parameters for the Group

### Board of directors



Chairman of the Board is female.  
2 out of 5 members are female.



## Board Subcommittees

The Board of Directors has appointed two subcommittees, Audit Committee and Remuneration Committee.

**THE AUDIT COMMITTEE's** main responsibilities include monitoring the integrity of the financial statements of the Group, reviewing the effectiveness of the Group's internal controls and risk management systems, and overseeing the selection, appointment, and relationship with the Group's external auditor.

### Audit Committe



Committee chair is female  
1 of 3 members are female



**THE REMUNERATION COMMITTEE** is responsible for establishing a remuneration policy for the Company. The Remuneration Committee shall assist the Board in ensuring that compensation arrangements support the strategic aims of the Company and enable the recruitment, motivation and retention of senior executives while also complying with legal and regulatory requirements.

### Remuneration Committee



Committee chair is female  
1 of 3 members are female



**THE NOMINATION COMMITTEE** The Company does not have a nomination committee, the reason being that due to the nature of the Company and close connection to the seafood sector, it is considered important to have representatives from key seafood suppliers of the Company on its Board.

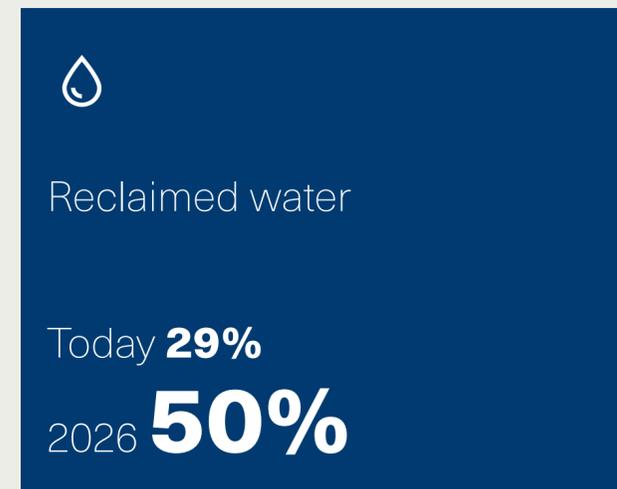
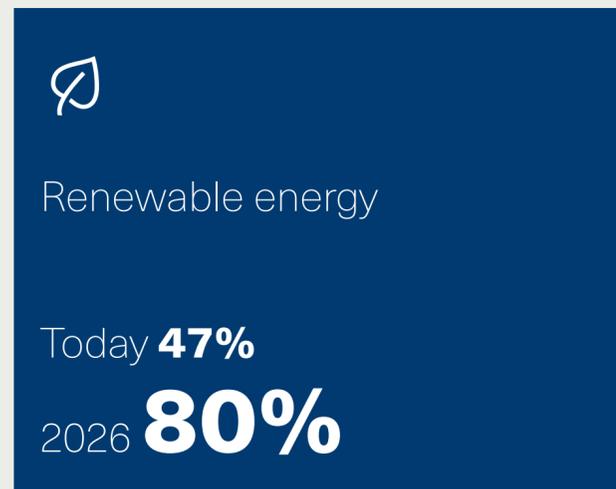
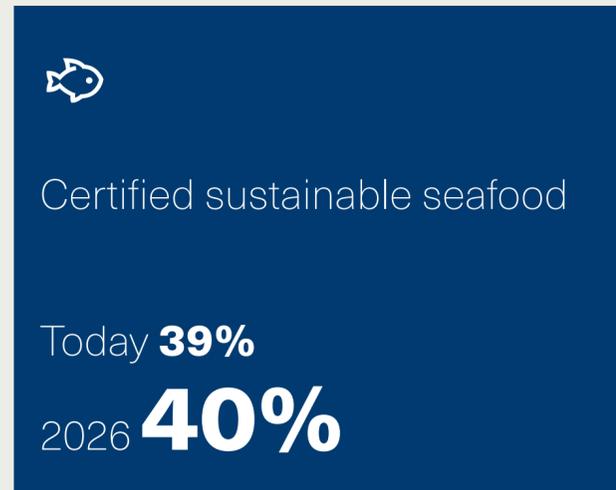
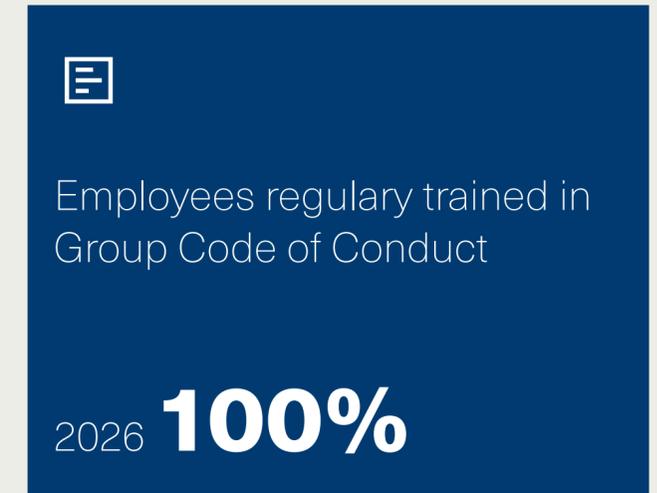
**THE EXECUTIVE LEADERSHIP** is carried out by the CEO and the CFO. They manage they day-to-day operations of the Group and must, in this respect, follow the policies and instructions laid down by the Board and abide by laws and regulations. The CEO and CFO must conduct their work with integrity and in the best interest of the Group.

Further information on Iceland Seafood's Corporate Governance is available on the Company's website [www.icelandseafood.com/investors](http://www.icelandseafood.com/investors)

# Key Targets

Targets that have been presented throughout the ESG report are summarised here. More detailed explanations can be found in their respective chapters and sections.

- Scope 1&2 emissions: p35
- Renewable energy: p35
- Recycled waste: p36
- Certified Sustainable Seafood: p37
- Reclaimed water: p37
- Employee survey engagement: p38
- CSR supplier rating: p38
- Training in Group Code of Conduct: p40
- Suppliers Code of Conduct: p40



# Data Tables

The key figures for emissions, energy, water consumption and waste are collected from our value-added divisions, other figures are collected from all subsidiaries of Iceland Seafood. The ESG and sustainability information has not been validated by a third party.

Important milestones in our heritage affect the consistency of ESG values through the reported years, 2018-2022. On page 12 in our 2022 Annual Report, there is an overview of purchases and acquisitions that affect those results. In addition, the increase in detail of reporting within each subsidiary over the years and increased numbers of identified metrics affect the consistency of the results in the data tables.

## ESG Metrics

	2022	2021	2020	2019	2018
Full Time Equivalentents (FTE)	766	771	591	659	492
Annual Revenue (EUR m)	420	449	370	448	403

## Environmental Metrics (I)

	2022	2021	2020	2019	2018
<b>E1 GHG Emissions</b>					
E1.1. Scope 1 (tonnes CO2e)	2372	3727	1034	2511	418
E1.2. Scope 2 (tonnes CO2e)	1483	1409	1092	2369	3364
E1.3. Scope 3 (tonnes CO2e)	24598	27193	21517	-	-
<b>E2 Carbon Intensity</b>					
E2.1 a) MTCO2e/FTE	5,0	10,7	3,6	7,2	7,7
E2.1 b) MTCO2e/Revenue EUR m	9,2	19,5	5,7	10,6	9,4
<b>E3 Energy Usage</b>					
E3.1 Total amount of energy directly consumed (MWh)	3351	5769	2451	3186	2075
E3.2 Total amount of energy indirectly consumed (MWh)	8626	11371	5568	7855	7985
Renewable energy consumption (MWh)	4054	5231	3790	4506	4900
Non-Renewable energy consumption (MWh)	7923	11909	4229	6539	5156
<b>E4 Energy Intensity</b>					
Energy consumed/FTE (MWh/FTE)	15,6	13,1	13,6	15,3	15,3
Energy consumed/Revenue (MWh/EUR m)	28,5	22,5	21,7	22,5	22,5

## Environmental Metrics (II)

	2022	2021	2020	2019	2018
<b>E5 Energy mix</b>					
Renewable sources (MWh)	4086 47%	4.689 50%	3.790 47%	4.506 41%	4.900 49%
Natural Gas (MWh)	2377 28%	2.922 31%	3.053 38%	3.667 33%	4.560 45%
Oil (MWh)	616 7%	35 0%	1.014 13%	1.366 12%	- -
Nuclear (KWh)	968 11%	493 5%	77 1%	- -	70 1%
Peat	262 3%	13 0%	52 1%	- -	- -
Coal (MWh)	316 4%	752 8%	- -	562 5%	290 3%
<b>Renewable energy intensity</b>					
Renewable energy/Non-renewable energy	0,90	0,99	0,9	0,69	0,95
<b>E6 Water usage</b>					
E6.1 Total amount of water consumed (m³)	106200	85.865	67.588	57.114	64.479
E6.2 Total amount of water reclaimed (m³)	39279	25.616	0	0	0
<b>Certified Sustainable Seafood</b>					
Total products sold (MT)	77521	103113	77.765	100.128	84.426
Certified Sustainable Seafood (MT)	29770 39%	41.535 40%	33.043 42.5%	21.210 21%	22.004 26%
<b>Waste management</b>					
Total waste	5407	5.513	3.502	2.045	1.294
% Recycled	19%	14%	23%	35%	75%
Total MT waste generated/FTE	7	7	6	3	3
Total MT waste generated/ Revenue EUR m	13	12	10	5	3

## Environmental Metrics (III)

	2022	Comments
<b>E7 Environmental operations</b>		
E7.1) Does your company follow a formal Environmental Policy?	Yes	CSR (icelandseafood.com)
E7.2) Does your company follow specific waste, water, energy, and/or recycling polices?	No	In progress
E7.3) Does your company use a recognized energy management system?	No	
<b>E8 Climate Oversight / Board</b>		
Does your Board of Directors oversee and/or manage climate-related risks?	Yes	
<b>E9 Climate Oversight / Management</b>		
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes	
<b>E10. Climate Oversight/Management</b>		
Total amount invested, annually, in climate-related infrastructure, resilience, and product development.	EUR 1m	Investment in solar panels

## Social Metrics

	2022	Comments
<b>S1 CEO Pay Ratio</b>	9,5	
<b>S2 Gender Pay Ratio</b>	3	
Total work force:	1,0:1	Average for all Group subsidiaries
Production staff:	1,42:1	
Staff, other than production staff:	1,30:1	
<b>S3 Employee Turnover Ratio – Year-over-year change</b>		
S3.1) Full-time employees	1%	Decrease
S3.2) Part-time employees	16%	Decrease
<b>S4 Gender Diversity</b>		
S4.1) Total enterprise headcount	Men 53% Wom 47%	
S4.2) Entry- and mid-level	Men 50% Wom 40%	
S4.3) Senior- and executive-level	Men 73% Wom 27%	
<b>S5 Temporary Worker Ratio</b>	16%	
<b>S6 Non-Discrimination Policy</b>	In place	CSR (icelandseafood.com)
<b>S7 Injury rate</b>	0,07	Total accidents (major and/or minor) / FTE
<b>S8 Global Health and Safety policy</b>	In place	CSR (icelandseafood.com)
<b>S9 Child &amp; Forced Labor Policy</b>	In place	CSR (icelandseafood.com)
<b>S10 Human Rights Policy</b>	In place	CSR (icelandseafood.com)

## Social Metrics

	2022	Comments
<b>G1 Board Diversity</b>		
G1.1) Total board seats occupied by women	40%	There are two women on the board.
G1.2) Committee chairs occupied by women	100%	Two of two committee chairs are occupied by women.
<b>G2 Board Independence</b>		
G2.1) Does company prohibit CEO from serving as board chair?	Yes	
G2.2) Total board seats occupied by independents	40%	Two of five boardmembers are independent.
<b>G3 Incentivized pay</b>		
	No	Company's employees are currently not financially incentivized for ESG performance.
<b>G4 Collective Bargaining Percentage</b>		
	-	Our employees have the right to form or join associations of their own choice and be covered by collective bargaining agreements
<b>G5 Supplier Code of Conduct</b>		
	No	Implementation in Q2 of 2023
<b>G6 Ethics &amp; Anti-Corruption</b>		
G6.1) Does your company follow an ethics and/or Anti-Corruption policy?	Yes	CSR (icelandseafood.com)
G6.2) Workforce formally certified compliance?	No	Ongoing, employees have confirmed that they have read and understand our policy
<b>G7 Data Privacy</b>		
	In place	CSR (icelandseafood.com)
G7.1) Does your company follow a Data Privacy policy?	Yes	Implemented in 2020
G7.2) Has your company taken steps to comply with GDPR rules?	Yes	Finished in 2020
<b>G8 ESG Reporting</b>		
	Yes	
<b>G9 Disclosure Practices</b>		
G9.1) Does your company provide sustainability data to sustainability reporting frameworks?	Yes	
G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)?	Yes	
G9.3) Does your company set targets and report progress on the UN SDGs?	Yes	
<b>G10 External Assurance</b>		
	No	

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Iceland Seafood International

**2022**  
**ESG Performance**

