



Listening to the sea for development,
performance and care.

SUSTAINABILITY REPORT 2023-2024



Sustainability Report

Zunibal's Sustainability Report covers the period from 1st January 2023 to 31st December 2024, compiling all relevant information on the activities and operations of Zunibal S.L. This first publication reaffirms our commitment to transparency and accountability in sustainability.

For the preparation of this Report, we have adopted the Global Reporting Initiative (GRI) Standards as a reference, internationally recognised as a leading guide for sustainability reporting. We have selected a series of indicators and content aligned with the principles and criteria of the most updated version of the GRI, ensuring the relevance and clarity of the information presented. This Report reflects Zunibal's commitment to sustainability, providing a comprehensive view of our economic, social and environmental performance during the 2023 - 2024 financial year, and laying the groundwork for future reports to further advance our corporate responsibility goals.

Index

P. 3	Letter from the CEO
P. 5	Meet Zunibal
P. 6	Challenges and commitments
P. 7	Products
P. 8	Searchle program
P. 16	ESG
P. 19	» E
P. 22	» S
P. 24	» G
P. 27	Objectives 2025
P. 28	Training and events
P. 29	Annex
P. 30	» Report 2023 -2024
P. 31	» GRI table of contents
P. 34	» KPIs



Letter from Ibone Rodríguez de Pablo, Chief Executive Officer and Shareholder

ZUNIBAL PRESENTATION

Since our founding in 1995, Zunibal has been dedicated to transforming the tuna fishing industry through technology, innovation, and sustainability. What began as an ambitious dream with the creation of the first satellite connected buoy has become a reality that transcends borders. Today, we are present in 45 countries, with a team of more than 80 employees committed to progress.

The ocean has always been at the center of our activity. Today, marine resources face unprecedented pressure. At Zunibal, we have made sustainability the driving force behind our innovation, integrating it into every decision we make. This commitment led us to certify 95 % of our products under the UNE 14006 Ecodesign standard in 2014, marking a turning point in how we work and shaping our corporate culture.

In 2021, we took a significant step forward by establishing our Sustainability Committee to coordinate and lead our actions aligned with ESG (Environmental, Social, and Governance) principles and the Sustainable Development Goals (SDGs). This committee has been key to centralizing our initiatives and ensuring that our commitment to sustainability is integrated into all areas of our business.

In 2024, we reduced our energy intensity by 38.8%, and over 91% of the energy used in our facilities came from renewable sources, helping us avoid the emission of more than 19 metric tons of CO₂eq. We also improved our global logistics by prioritizing maritime transport, which led to a 47.2% reduction in our carbon footprint intensity. These achievements, along with our involvement in innovative projects such as the development of biodegradable materials for fishing platforms, reflect our commitment to protecting marine ecosystems.

Innovation has shaped our strategy. In 2023, we acquired a 20 % stake in Cambrian Intelligence, strengthening our ability to develop artificial intelligence systems that optimize sustainable fishing. We also modernized the communications network of our satellite buoys, installing 500 state of the art antennas free of charge. These antennas allow us to transfer a greater volume of data and are essential for achieving operational efficiency for our clients.

IBONE RODRÍGUEZ DE PABLO
CEO

Our efforts have not gone unnoticed. In recent years, we have received awards such as the International Innovation Award 2023 and the Best ESG Initiative Award 2024 for Nazca Capital's investment. These achievements fill us with pride and remind us that our greatest recognition is the trust of our employees, partners, customers, and communities.

At Zunibal, we firmly believe that being sustainable also means supporting the communities around us. This year, we became Strategic Partners of the Athletic Club Foundation and we continue to promote local activities such as the Bermeo rowing team. These commitments reflect our aim to build a more cohesive and supportive future.

Today, in 2025, we look to the future with optimism. Every step we take is guided by our purpose: to care for the planet, protect the oceans, and contribute to people's well being. Thank you to everyone who is part of this story. Let's continue to build a path towards a more sustainable and responsible future together.





Letter from the Head of Science and Sustainability, Patricia Ordoñez

ZUNIBAL PRESENTATION

The tuna fishing industry is facing increasingly complex challenges: ensuring the sustainability of marine resources, minimizing the environmental impact of operations, improving safety on the high seas, and ensuring transparency throughout the supply chain. At Zunibal, we believe that the key to overcoming these challenges lies in technological innovation.

Since our inception, we have developed solutions that enable the tuna fleet to operate more efficiently and responsibly. Thanks to tools such as our satellite buoys, real-time monitoring and traceability systems, and the design of biodegradable FADs (Fish Aggregating Devices), we help make tuna fishing more sustainable without compromising productivity.

We have structured our commitment around four main areas of action:

- ✓ **Protecting marine resources:** We promote responsible fisheries management through the use of technologies that optimize catches and reduce bycatch.
- ✓ **Ecosystem conservation:** We are committed to reducing plastic waste with biodegradable FADs and optimizing fishing effort through artificial intelligence.
- ✓ **Safety and survival at sea:** We develop solutions that enhance crew protection, such as rescue systems and real-time monitoring.
- ✓ **Transparency and traceability:** We facilitate the digitization of fishing activity to ensure good practices and greater accountability.

Within this framework of sustainability and innovation, we have developed our strategy to promote the circular economy and strengthen collaboration with international organizations, scientific institutions, and governments.

With a science and technology based approach, we at Zunibal continue to make progress in transforming tuna fishing into a more efficient, transparent, and sustainable activity.

Let us continue to work together for a future where technology and environmental responsibility go hand in hand.

PATRICIA ORDOÑEZ CEBRIÁN

RESPONSIBLE FOR SCIENCE AND SUSTAINABILITY





ZUNIBAL, MOVED BY THE OCEAN

Since our foundation in 1995 in Zamudio (Bizkaia), Zunibal has maintained its passion for the fishing sector, working with the firm intention of providing high quality solutions and technology. This dedication led us to become pioneers in the application of satellite communication to the sector, developing the first buoy with this technology on the market. This milestone marked a turning point in the industry, completely transforming the art of tuna fishing. Thanks to our experience and innovation, we have established ourselves as a global benchmark in the development of advanced technological solutions always guided by the principles of sustainability and environmental responsibility actively contributing to the conservation of marine resources and the welfare of the communities that depend on them.

Since then, Zunibal has continued to innovate, constantly improving our solutions and developing new technologies for the fishing industry. We remain committed to the design and manufacture of high precision satellite buoys, tailored to meet the specific needs of each fleet and promote more sustainable fisheries management, both now and in the future.



1995

Foundation

International Presence



Bizkaia

Headquarters



80

Employees



45

Countries



+400

Tuna vessels



15

Patents of
innovation



6

Participation in
European projects



+20

Collaborations with
International Org.

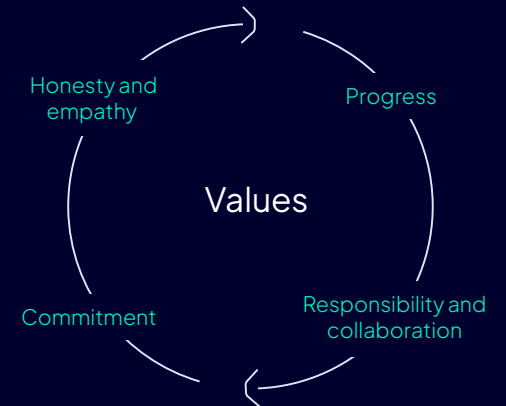


+15

Publications
academic

→ Mission

To drive positive change in the fishing industry through innovation. We are committed to ensuring the long term sustainability of the fishing industry, protecting the health of the oceans and society by contributing to the provision of quality food for future generations. We look to the future with a strong commitment to global growth, strengthened by the trust and support of our customers and partners.



→ Vision

To be the leading provider of innovative technology solutions that enable the fishing industry to operate more efficiently and sustainably. We aspire to empower the maritime community with advanced tools that ensure profitability while protecting and preserving the health of the oceans as a legacy for generations to come.



Sustainability challenges and commitments

1 Protection of marine resources

To ensure the balance of marine ecosystems through responsible resource management.

Key actions:

- ✓ **Sustainable tuna fisheries:** Development and application of advanced technology for efficient and responsible management of marine resources. Certification facilitator.
- ✓ **Efficient catch management:** Implementation of electronic monitoring systems and advanced technologies to monitor unwanted catches (bycatch).
- ✓ **Optimisation of operations:** Use of artificial intelligence on satellite buoys to identify responsible fishing zones and minimise impacts on non-target species.

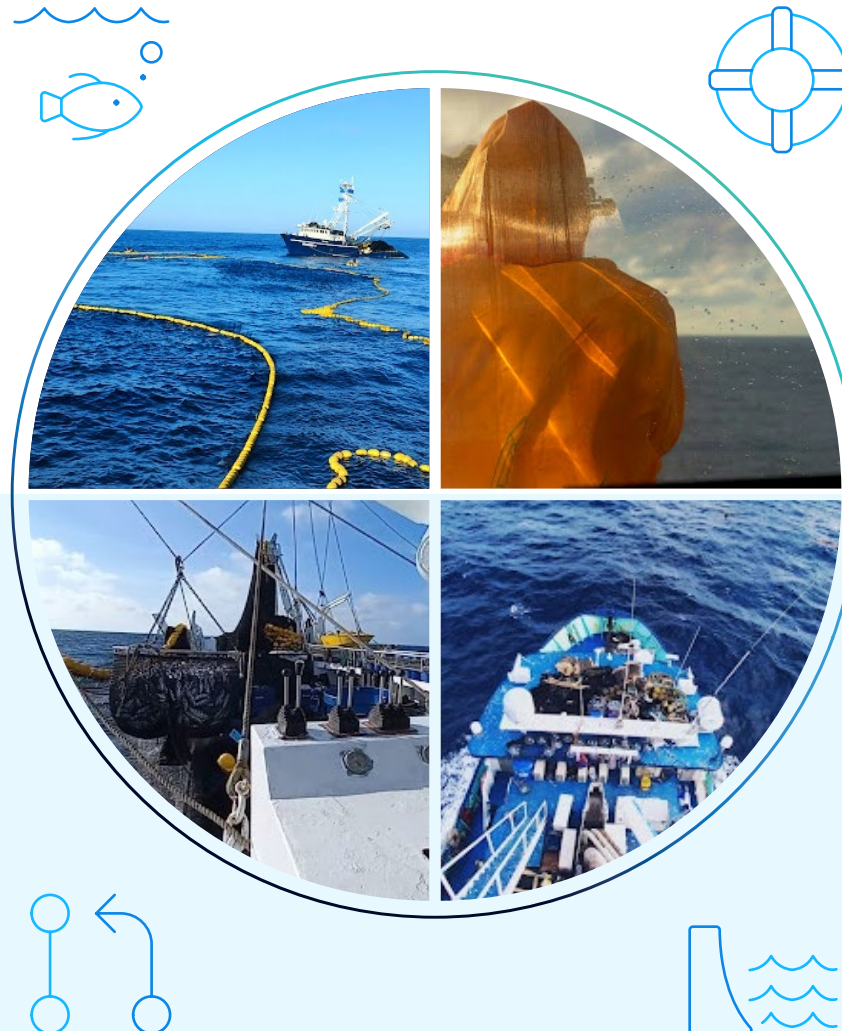
3 Transparency and traceability

Building accountable, visible and reliable supply chains, ensuring good practices and accessible data.

Key actions:

- ✓ **Digitisation of traceability:** Deployment of connected solutions that allow consumers and partners to trace the origin and path of the fish caught.
- ✓ **Promoting good practice:** Use of remote monitoring tools to verify compliance with ethical and environmental standards.

With these actions and technologies, we reaffirm our commitment to lead sustainability in tuna fisheries, integrating innovation, conservation and safety for a sustainable future.



2 Security and survival at sea

Protect fishermen and their vessels through technology and innovation.

Key actions:

- ✓ **VMS:** Development of specialised devices to quickly locate vessels and ensure the safety of crews.
- ✓ **Advanced control and monitoring systems:** Use of satellite technology and real-time communications to prevent risks and improve working conditions.
- ✓ **Emergency systems integration:** Creation of automated alerts and remote assistance in dangerous situations.

4 Conservation of the marine ecosystem

Reduce the environmental footprint of fishing activities and contribute to the regeneration of the marine environment.

Key actions:

- ✓ **Resource optimisation with AI technology:** Use of predictive analytics tools to identify fishing routes and areas with lower environmental impact.
- ✓ **Promote the use of 100% biodegradable FADs,** eliminating plastic waste in the oceans.
- ✓ **Promotion of the circular economy:** Design of recyclable equipment or equipment with reusable materials to reduce waste in the sector.

Sustainable tuna fishing



At Zunibal, we equip the tuna fleet with advanced technology that combines hardware, software, and oceanographic services to enable more efficient and sustainable fishing. To this end, we have developed satellite buoys that are essentially advanced acoustic information centers designed to optimize every day at sea. They integrate high-precision echo sounders that provide key data on biomass and target species. This technology enhances every haul, helping skippers fish more effectively, maximizing their time at sea, and ensuring fishing quotas are met.

These tools are complemented by our specialized software designed to support the tuna fishing fleet. Developed as a comprehensive buoy operation and management system, this software provides accurate real-time information and advanced functionalities that enhance skippers decision making capabilities. This solution, combined with oceanographic maps, enables route planning and buoy monitoring, maximizing operational efficiency, reducing fuel consumption, and helping to ensure a more sustainable and productive fishery.

In addition, our **Fish Aggregating Devices (Zunfloat)**, designed and manufactured as an integral part of the fishing gear, represent an industrialized solution that optimizes offshore operations. These devices are specifically created to facilitate the work of the tuna fleet, providing tools with a robust design and technology adapted to the needs of the fishing industry.

→ Connectivity

While optimizing operations and cost savings are key, the robust connectivity we offer at Zunibal goes much further. It provides real-time access to critical information, such as oceanographic and meteorological data, enabling strategic decisions that make fishing safer, more efficient, and more sustainable complemented by our innovative smart buoys.

In addition, satellite communication provides **a vital link to shore safety, enabling real-time emergency calls and assistance.** Combined with constant vessel monitoring, **it reinforces crew protection, fostering a safer and more reliable working environment every day.**



→ VMS



At Zunibal, our tracking and tracing systems have been installed on more than 5,000 vessels, ensuring accurate, reliable, and tamper proof information on vessel position and course. These tools are essential for ensuring compliance with fishing regulations and combating illegal, unreported, and unregulated (IUU) fishing.

By providing full traceability and transparency in maritime activities, our systems not only reinforce sustainability and responsible fisheries management but also help protect marine ecosystems and ensure the legality of catches in every operation.

→ Offshore Safety (Rescue)

At Zunibal, we offer an essential solution to ensure safety at sea: it is more than just a warning tool; it is a technological lifeline designed to provide maximum safety at sea. This system is designed for vessels of all sizes, offering an immediate and effective response to any emergency situation.





Our sustainability story

EVOLUTION AND COMMITMENT

At Zunibal, we are transforming fishing through technology, seeking innovative solutions that balance productivity with the conservation of marine ecosystems. With this conviction, we have charted a path of continuous innovation, developing solutions that address the environmental and social challenges of our time. An important milestone on this path was the development of our eco designed buoys in 2014 a commitment that marked the beginning of an ongoing quest to minimize the environmental impact of our solutions..

With the creation of our Sustainability Committee in 2021, we have formalized and strengthened our initiatives, incorporating ESG principles as an essential part of our strategies. We aim to transform the fisheries sector through innovation, responding to the needs of an evolving global market.

Thus, the SEARCHLE program was born as a strategic framework designed to coordinate and centralize technological actions, initiatives, and projects that drive sustainability and circularity across all of Zunibal's impact areas. It represents our integrated vision of sustainability, rooted in global challenges and the innovative potential of our company.

searchle
BY zunibal



→ Rewarding business excellence





Area 1: Protect and enhance marine ecosystems

searchle
BY zunibal

At Zunibal, we prioritize the protection and improvement of marine ecosystems, recognizing their vital importance. We seek innovative solutions to minimize the impact of fishing and conserve biodiversity, promoting a sustainable balance between fishing activity and ocean health.

Building on our strong expertise in the design and development of technological solutions for sustainable fisheries such as echo sounder buoys, industrialized fish aggregating devices, and advanced operation and management software, we continue to innovate with a clear focus on the protection and enhancement of marine ecosystems.

Our expertise allows us to create tools that not only optimize fishing operations but also minimize environmental impact. These solutions, developed under sustainability criteria, contribute to responsible fishing, ensuring the conservation of marine biodiversity and the health of the oceans for future generations.

BIOFAD: Innovation in biodegradable materials for more sustainable fishing



Aware of the need to reduce marine waste generation, we have led the design and development of BioFAD, an innovative, industrialized floating platform made from a compostable bio-based material. This solution, aimed at the tropical tuna purse seine fleet, represents a significant step toward minimizing the environmental impact on these ecosystems. This innovation was presented in November 2023 to the fishing industry at a meeting where Zunibal, in collaboration with AZTI and representatives of the large tuna fleets, began the process of preparing trials of the platform in tropical marine environments.

During the preparation of the trials and thanks to the close cooperation between Zunibal, AZTI, and industry an opportunity was identified to adapt the platform, originally designed to function as a floating element of the FAD, for submerged use, which is more suitable for oceans such as the Indian Ocean.

The two FAD prototypes are currently undergoing validation through a rigorous two-phase testing programme:

- » At the Achotines Laboratory facilities of the Inter-American Tropical Tuna Commission (IATTC) in Panama.
- » In real fishing conditions, in collaboration with leading companies such as Albacora, Nauterra, Pevasa, Echebastar and Inpesca.

This validation will run until 2026



SDG 12: Responsible production and consumption
SDG 14: Life Below Water

Catch Alert Buoy: Innovation for the protection of shark species

The Catch Alert Buoy is a technological innovation designed for shark protection and human safety. This device uses advanced geolocation, sensing, and connectivity systems to detect and manage the presence of sharks in near shore areas.

Its main function is to minimize the response time when a shark is caught in fishing lines close to beaches, allowing it to be quickly identified, tagged, and transferred to the high seas for safe release. In this way, vulnerable species are protected, and key scientific data is collected for their conservation.

With this technology, a balance is struck between the preservation of sharks, the advancement of marine research, and the safety of coastal communities.

Triple frequency drifting buoys for species discrimination

To complement our fisheries monitoring and management solutions, we have developed a satellite buoy with advanced algorithms. This innovative tool uses three acoustic frequencies that simultaneously insinuate the same volume of water, allowing the information obtained to be comparable in terms of frequency response. This adds a key variable in species discrimination. The buoy operates with a high sounding rate and processes the information in situ, transmitting the analyzed data via satellite. The main objective of this technology is to reduce bycatch, contributing to the protection of marine species and the balance of ocean ecosystems.





Electronic Monitoring: Innovation for sustainable fishing

At Zunibal, we have developed an electronic monitoring solution that enables accurate and automated recording and analysis of fishing activity. Our system helps fleets to improve transparency, optimise their operation and ensure compliance with sustainability standards.

Our solution includes



Cameras strategically installed on the ships, capturing images and videos in real time.



Intelligent on-board data processing through edge computing, reducing the need for massive data transmission.



Cloud storage, ensuring secure access and availability of information at all times.



Web-based fleet monitoring platform, which allows real-time supervision of the status of on-board systems, detecting possible incidents and ensuring their correct operation.



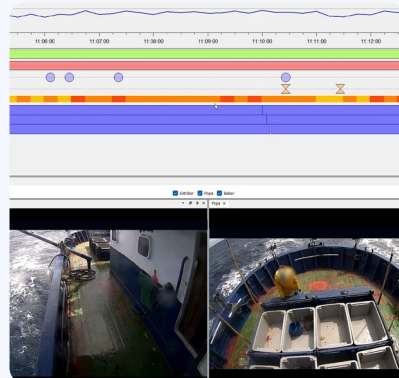
Video analysis software, which facilitates efficient image and video review, data annotation, measurement of captured species and automatic generation of reports in multiple formats.



Artificial Intelligence and Machine Learning algorithms that optimize image review by detecting key events in fishing activity.

In 2023, we implemented our technology in **tropical tuna fleets and on the Cantabrian coast**, collecting key data that has allowed us to improve the accuracy of our models and optimise the traceability of catches.

We work closely with **governments, regulators, observers, research organisations and fishing communities**, ensuring effective implementation of our technology and actively contributing to more sustainable and responsible fisheries for the marine ecosystem.



Our electronic monitoring solution has a significant impact on the sustainability of fisheries globally:

- » **Fighting illegal, unreported and unregulated (IUU) fishing:** Our Electronic Monitoring solutions strengthen the control and traceability of fishing activity, making illegal fishing more difficult and facilitating compliance with international regulations.
- » **Bycatch reduction and conservation of marine species:** Through our system, we support the identification and mitigation of bycatch, contributing to the protection of vulnerable species such as cetaceans, sharks, sea turtles and non-target fish.
- » **Marine research and conservation:** We provide accurate and verifiable data to improve scientific knowledge about fisheries and implement effective conservation measures.
- » **Promoting responsible fishing practices:** We facilitate the implementation of good practices on board, improving the selectivity of catches and minimising the environmental impact of fishing activities.
- » **Protecting human rights:** Our solutions contribute to transparency on board, helping to ensure fair and safe working conditions for crew.
- » **Support for certification and fishery improvement projects:** We facilitate access to certifications such as Marine Stewardship Council (MSC) and support continuous improvement projects (FIP), enabling both industrial and artisanal fleets to differentiate themselves and access high-value markets with high sustainability standards.

Thanks to our technology, we actively contribute to reducing the environmental impact of fishing, ensuring that marine resources can be sustained for future generations. We also generate a positive social impact by improving traceability and equity in access to resources, strengthening the sustainability of fishing communities, and facilitating the professionalization of the sector through the use of innovative technologies.



Compliance and Transparency in Artisanal Fisheries

Our electronic monitoring solution, **tailored to the artisanal fleet**, has been designed to meet the specific needs of these fleets, which face operational and infrastructure constraints, operating in conditions with limited space, energy, and connectivity. This innovative system enables more efficient, transparent, and sustainable fishing, helping artisanal vessels meet sustainability and certification standards.

Currently, **this solution is already in use**, an initiative driven by **FIPs Conservation Mahi-Mahi Fishery Improvement Project Ecuador, Swordfish.ec - Fishery Improvement Project, WWF and the Charles Darwin Foundation for the Galapagos Islands.**

Thanks to this technology, artisanal fisheries in Ecuador are moving towards greater transparency, facilitating sustainability certification and contributing to the conservation of fishery resources.



Area 2: Enhancing fishing efficiency through technology



SDG 9: Industry, Innovation and Infrastructure
SDG 12: Responsible Consumption and Production
SDG 13: Climate Action
SDG 14: Life Below Water

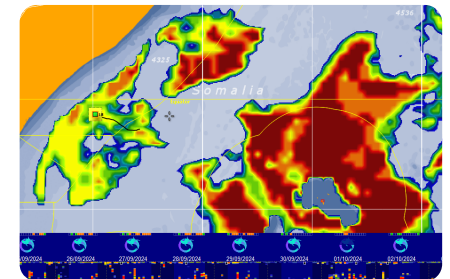
At Zunibal, we are committed to driving fishing efficiency through the use of advanced technologies, especially those based on artificial intelligence (AI) and data analytics. This approach not only improves the productivity of the sector but also ensures a more sustainable use of marine resources, optimizing fishing practices and reducing environmental impact.

Artificial intelligence tools (AI): Innovation for sustainable fishing

Over the past five years, in collaboration with Cambrian Intelligence, we have developed disruptive technologies that have revolutionized tuna fishing, increasing its efficiency and sustainability. Thanks to AI-powered tools, we have been able to optimize fishing effort, reduce fuel consumption, minimize CO2 emissions, and improve on board decision making. As a result, each trip is more profitable and has a lower environmental impact.

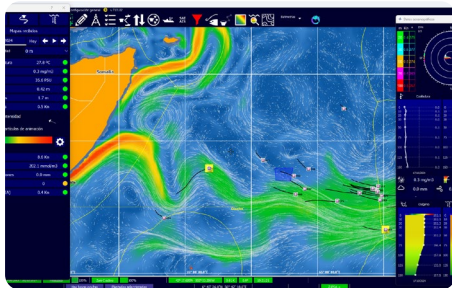
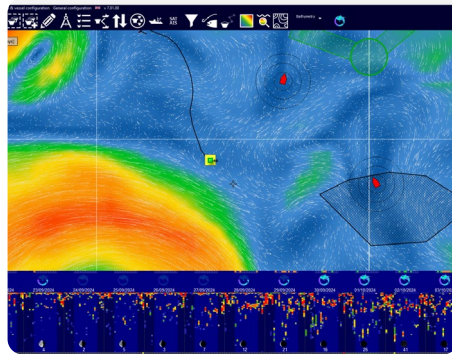
Identification of fishing areas with Hot Tuna Points

The Hot Tuna Points tool has transformed the identification of optimal fishing areas by using artificial intelligence to generate intelligent maps that suggest the best areas based on oceanographic variables and historical catch patterns. To achieve this, we have established a collaborative relationship with our clients, who provide key data such as set position, catch volume by species, and environmental conditions. This data has been essential for training the model, and once perfected, the system can extrapolate information and automatically detect the best fishing areas. Thanks to this technology, vessels can directly target the areas with the highest probability of success, reducing search time and, consequently, fuel consumption and carbon emissions.



Increased accuracy in tuna detection with Fish/No Fish

The Fish/No Fish model has significantly improved the accuracy of tuna detection under FADs (Fish Aggregating Devices). By analyzing acoustic data and catch records, this tool can discern whether the object beneath is tuna or not, avoiding unnecessary sets and reducing bycatch. As a result, fishing activity is optimized, and more responsible fishing is encouraged. This model has been trained for four years, processing information from more than 5,000,000 buoy soundings, which guarantees its reliability and accuracy.



Planification of the most efficient routes with Trajectory Prediction

The **Trajectory Prediction tool** has optimized route planning, ensuring that vessels reach the intended location of FADs with maximum efficiency. By integrating this tool with Fish/No Fish, trajectories are designed to reduce fuel consumption and minimize CO₂ emissions, contributing to a more sustainable and profitable fishing activity.

Towards more sustainable and technologically advanced fisheries

The impact of these innovations has been remarkable for our customers, consolidating a fishing model based on technology and sustainability. These solutions not only improve the profitability of each fishing trip but also enable more efficient management of marine resources, actively contributing to the conservation of ocean ecosystems and ensuring the viability of tuna fishing in the future.



Zunibal Management

Is a centralized management system designed to optimize the operations of fishing fleets through different specialized modules. This system allows the management of key tasks such as buoy activation and deactivation, analysis of fishing statistics by vessel, and real-time data monitoring. Its main purpose is to increase fishing profitability by reducing operational costs and maximizing catch volume with controlled effort. In addition, Zunibal Management facilitates greater control of fishing activities, adding value by tracking vessel position and trajectory, and ensuring efficient compliance with international fishing regulations. This holistic approach drives sustainability, promoting more responsible and efficient management of maritime resources.





Area 3: Contributing to the development of coastal communities

searchle
BY zunibal



SDG 2: Zero Hunger
SDG 8: Decent Work and Economic Growth
SDG 12: Responsible Consumption and Production
SDG 14: Life Below Water

At Zunibal, we believe that the development of coastal communities is essential for a sustainable future. Through projects that combine sustainable fishing with the use of advanced technology, such as our echo sounder buoys, we support local fisheries working with anchored FADs. These tools improve productivity, ensure food security, and strengthen local economies, contributing to the social well-being of communities that depend on the sea.

Transforming artisanal fishing with sustainable technology

Zunibal is collaborating on the project "**Optimizing Economic Benefits to Pacific Fishing Communities by Enhancing Artisanal Pelagic Fisheries through Smart-aFAD Networks**", an initiative led by the **Mariana Islands Nature Alliance** in partnership with the **Guam Department of Agriculture, Division of Aquatic and Wildlife Resources (DAWR)**.

This project aims to empower local and artisanal fishermen by providing them with real-time information on the amount of tuna present under anchored FADs. Through this advanced technology, it not only improves the operational efficiency and profitability of artisanal fisheries but also promotes sustainable management of marine resources, ensuring their preservation for future generations.



Area 4: Promote the Circular Economy



SDG 12: Responsible Consumption and Production
SDG 14: Life Below Water

searchle
BY **zunibal**

Our commitment to sustainability is reflected in the responsible life cycle management of our products. Through initiatives to reuse and recycle the materials used in our products, we reduce our environmental impact and contribute to ocean conservation. Since 2024, we have implemented buoy recycling programs in Ghana and Ecuador in partnership with fishing companies and local certifying organizations, promoting the circular economy in these communities.

FAD Watch

Zunibal is also participating in the **FAD Watch project in Seychelles and Palmyra Atoll**. These initiatives aim to prevent and mitigate the impact of drifting fish aggregating devices (dFADs) on vulnerable coastal ecosystems and coral reefs.

The FAD Watch project is a collaborative effort involving the fishing industry, NGOs, and local authorities to mitigate these impacts. Its main objective is to intercept and recover dFADs before they run aground, avoiding damage to coastal ecosystems and promoting the reuse and proper management of these devices. To achieve this, a monitoring and early warning system has been implemented to track the trajectory of these devices and enable proactive recovery.

As part of this effort, Zunibal provides accurate location data to local authorities when there is a high risk of stranding. In addition, this tracking system not only contributes to marine conservation but also benefits local fishing communities, allowing them to take advantage of these devices for sustainable artisanal fishing.

Given the success of these initiatives in Seychelles and Palmyra Atoll, we at Zunibal are expanding this conservation model to other Pacific regions, including **Guam, the Mariana Islands, and American Samoa**. Our vision is to develop a global FAD monitoring framework, where data from all fleets and buoy providers are integrated into a centralized platform, ensuring access to real-time information for governments, artisanal fishers, and conservation organizations.

This approach will not only allow the recovery of dFADs before they affect marine ecosystems but will also facilitate their reuse, reduce pressure on overexploited coastal fisheries, and strengthen food security in local fishing communities.

Second uses for buoys

At Zunibal, we prioritize the reuse and repurposing of our equipment, extending its useful life and actively contributing to the sustainability of marine ecosystems. We are currently conducting pilot projects in collaboration with governments, non-governmental organizations, and local communities in Guam, American Samoa, and the CNMI (Northern Mariana Islands), where our buoys are being deployed on anchored fish aggregating devices (aFADs). These initiatives seek to analyze their effectiveness in supporting local fisheries, strengthening coastal economies, ensuring food security, and promoting the protection of marine ecosystems.



FAD with recycled material

Currently, our FADs incorporate 30 % recycled material. However, we are committed to innovation and sustainability, so we are developing a model that contains up to 90 % recycled material without compromising performance and durability. This new model will offer the same functionality as the current product while ensuring maximum efficiency and respect for the environment.





Area 5: Fostering strategic alliances

At Zunibal, fostering strategic partnerships is essential to advance our sustainability initiatives and maximise their impact.

In a globalized and competitive business environment, partnerships allow us to combine strengths, share knowledge, and access new opportunities, driving innovation and sustainable growth. At Zunibal, we strongly believe in collaborating with strategic partners who share our vision and values, creating synergies that enhance the efficiency of our solutions and broaden their impact, both locally and internationally. These alliances not only enrich our technical and operational capabilities but also strengthen our commitment to the sustainable development of the maritime and fisheries sector.

At Zunibal, our strategic partnerships span a wide diversity of key stakeholders that enrich and enhance our capabilities. We work closely with **research institutions and universities** to drive technological innovation and scientific development; with **public administrations and governments** to align our efforts with sustainable policies and regulations; and with **regional fisheries management organizations** to ensure the sustainability of marine resources. We also collaborate with customers to tailor our solutions to their specific needs and with **NGOs** to support environmental and social initiatives. Our participation in forums and platforms such as the **Basque Maritime Forum, Bermeo World Tuna Capital, and the Spanish Technological Platform for Fisheries and Aquaculture** allows us to connect, share knowledge, and promote the advancement of the maritime and fisheries sector globally.

Zunibal participates in both the general meetings of the RFOs and in several RFO Working Groups (FAD working groups, EMR working groups). Zunibal considers it essential that the industry is represented and that technology providers play a key role in improving fisheries management. Zunibal data is being used to improve stock assessments, better understand fishing effort, and ensure regulatory compliance.



SDG 13: Climate Action
SDG 17: Partnerships for the Goals

searchle
BY zunibal

Strategic collaborations



Governmental entities: Zunibal maintains relations with governments and public administrations such as those of Guam, French Polynesia, Mariana Islands, Seychelles, Palmyra, Ecuador and Australia (Queensland), strengthening sustainable fisheries policies and actions.



Research centres and universities: We work together with AZTI on innovative projects such as the 100% biodegradable FAD and REM electronic monitoring systems, and with universities such as the Universidad Politécnica de Valencia and UPACIFICO, with which we develop collaboration agreements aimed at scientific and technological development.



Fisheries organisations and customers: Our relationship with organisations such as SPC, IOTC, ICCAT, IATTC and WCPFC reinforces our commitment to marine sustainability.



NGOs and sustainability: In collaboration with WWF, we develop initiatives for marine conservation and mitigating the environmental impact of fishing.



Forums and platforms: Our participation in associations such as the Basque Maritime Forum (FMV), Bermeo World Tuna Capital (BWTC) and the Spanish Technological Platform for Fisheries and Aquaculture (PTEPA) allows us to actively contribute to the transformation of the sector.



Searchle: Innovation for sustainable fisheries

The **Searchle program by Zunibal** was born as a clear and committed response to the challenges of sustainable fisheries. It is not just an initiative but a strategic vision that integrates technology, science, and environmental responsibility to ensure that fisheries remain a source of food and development without compromising the health of the oceans.

Through Searchle, we combine our most advanced solutions —such as smart buoys and **electronic monitoring systems (EMS)**— with innovative projects like **BioFAD**, driving traceability, efficiency, and conservation of marine ecosystems.

This program is our compass for the future: a model where sustainability is not a distant goal but a real and measurable practice. Every technological development, every strategic decision, and every partnership we form is geared toward the same purpose: **fishing better, fishing with a conscience, and fishing for the future.**

With Searchle, Zunibal is not only moving forward but leading the change toward responsible fishing, demonstrating that innovation and sustainability.



The value that creates Zunibal

ESG - 2021 - 2024










Summary of progress

ADVANCING THE SDG THROUGH TECHNOLOGY



Zunibal incorporates an ESG plan (2021 - 2027) with specific targets into its strategy






Indicators	Initiatives	Metrics			
    	<ul style="list-style-type: none"> → Carbon Footprint Calculation → Emission reduction plan → Renewable energy production and use → Circular economy plan → Sustainability policy 	<ul style="list-style-type: none"> » Scope 1, 2 and 3 emissions are calculated. » A circular economy strategy with a full product life-cycle perspective is created. 			
		Intensity CF. (Range Intensity 1 and 2)	Energy intensity	Renewable energy produced	Recycled waste
		1,38 tCO ₂ e/m€ (-56,5 %)	7,47 MWh/m€ (-38,8 %)	237 MWh	95,8 %



Indicators	Initiatives	Metrics		
    	<ul style="list-style-type: none"> → Promoting the overall rural economy → Promoting developing economies → Reconciliation programme → Variable remuneration plan → Diversity and inclusion policy 	<ul style="list-style-type: none"> » Development of technology for artisanal fisheries. » Promotion of developing economies (Senegal, Ecuador, Ghana, Vietnam). » Contributing to efficient and sustainable fisheries for all people. » Developing technology to promote beach safety in tourist areas. 		
		Profit-sharing	Employees receiving training	Total full-time workforce
		100 % Workforce	95,8 % Workforce	78 Persons



Indicators	Initiatives	Metrics		
  	<ul style="list-style-type: none"> → Sustainability Committee → Compliance Plan → Variable executive remuneration plan → Code of Ethics → Complaints Channel → Diversity on the Board of Directors 	<ul style="list-style-type: none"> » Boosting and reinforcing the management team by establishing a variable remuneration plan with ESG criteria. » Procurement from local and ESG suppliers. » The Code of Ethics is approved. 		
		Women in the Council	Independents in the Council	Suppliers with ESG criteria
		1 Member (25 %)	1 Member (25 %)	58 %



ESG Strategic Plan

MOVING TOWARDS SUSTAINABILITY

With the entry of Nazca, Zunibal incorporated into its **strategy a long-term ESG Plan (2021-2027)** that involves the implementation, from 2021, of the following measures, with the main objective of being sustainable in Environmental, Social and Governance matters.



Carbon footprint

- Calculation A1, 2 & 3 and registration
- Reduction plan with NetZero target
- Calculation of carbon footprint of main products

Energy management

- 100% renewable energy at Derio headquarters
- Expansion of photovoltaic generation capacity
- Energy efficiency improvement programmes

Circularity and waste management

- Calculation of circularity indicators
- Circular economy policy
- Zero waste certification
- Reduction of packaging waste
- Increase of recycled material in products



Employee engagement and well-being

- Employee participation in the company's profits
- Continuous working day with flexible working hours
- Telework
- Private medical insurance extendable to family members
- Psychosocial risk assessment

- Sustainability training
- 100% permanent employment
- Annual employee engagement and satisfaction surveys
- Reducing the pay gap
- Recruitment of people with disabilities

Community

- Collaborations with local associations and institutions
- Social Action Plan
- Sponsorship of rural sporting activities, often related to the fishing culture
- Communication plan
- Stakeholder mapping



Supply chain

- Measuring customer satisfaction
- Integration of ESG criteria in supplier selection
- HR due diligence on suppliers and customers

Good Governance

- Board of Directors
- Corporate purpose focused on sustainability
- Sustainability Committee
- Sustainability Policy
- Sustainability KPIs
- ESG Action Plan
- External ESG consultant
- ESG variable remuneration for executives
- Zunibal Sustainability Report
- Compliance Plan
- Sustainable loan renewal and ESG rating upgrade
- Collaboration with scientific bodies for sustainability
- Information security governance



Zunibal committed to the environment

ACTIONS AND RESULTS

At Zunibal, we have taken firm steps towards sustainability with a comprehensive strategy to reduce our carbon footprint and optimise the use of resources:

Carbon Footprint Calculation

2021



2022



2023-24

Calculation of the carbon footprint for Scopes 1 and 2, and official registration of the carbon footprint with MITECO.

Extension of the calculation to Scope 3, and implementation of a Decarbonisation Plan.

Continuation with the actions of the Decarbonisation Plan.

Strategic actions to reduce footprint

✓ Scope 1 and 2:

- » Contracting 100% renewable energy from January 2023, at its headquarters in Derio.
- » Progressive replacement of heating and hot water systems replacement of gas-based sanitary systems with electric aerothermal equipment using low-impact refrigerant gases.

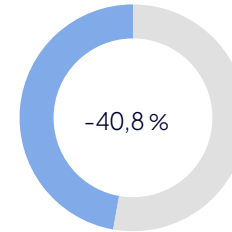
✓ Scope 3:

Increasing sea shipments and reducing air shipments, implementing more efficient product distribution planning.

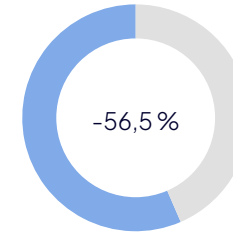
✓ Renewable energy:

Expansion of the installation of photovoltaic panels, reaching an annual generation capacity of 68,300 kWh of clean energy, which avoids the emission of 13 tCO_{2e} into the atmosphere.

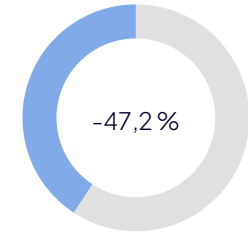
Carbon footprint



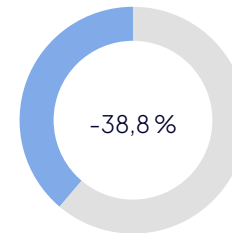
Scope 1 and 2 carbon footprint reduction



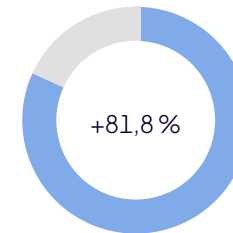
Scope 1 and 2 carbon intensity reduction



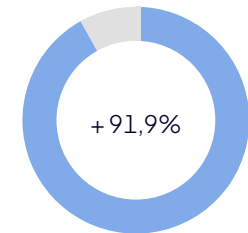
Scope 3 carbon intensity reduction in logistics



Reduction of energy intensity

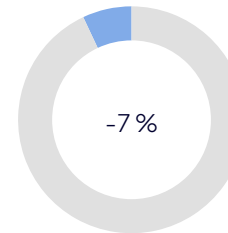


Increase in renewable energy produced

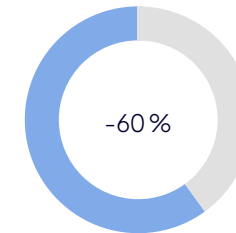


Use of renewable energy out of total energy

Energy Management



Reduction of total waste generated



Reduction of hazardous waste generated

- ✓ **Circular Economy and Waste Reduction:** Implementation of a Circular Economy Plan to optimise the use of materials and minimise waste generated.

- ✓ **UNE 14006 certification:** 95% of our products are designed to eco-design standards, ensuring that they have been audited against the requirements of the standard. This certification was renewed in 2024, consolidating our commitment to sustainable design.



Zunibal committed to the environment

NET-ZERO PLAN

At Zunibal, we have integrated sustainability at the heart of our operations and projects, directing our activities toward neutralizing our environmental impact. This commitment is reflected in our **Net-Zero** strategy, designed to achieve carbon neutrality through concrete, measurable, and ambitious actions.

Since 2013, Zunibal has been operating under an **Environmental Management System** certified according to the requirements of the **ISO 14001 standard**, ensuring excellence in the design, manufacture, and marketing of technological solutions for the fishing sector. This certification guarantees the implementation of policies and processes that minimize our environmental impact, actively contributing to the sustainable development of the fishing industry. In addition, we comply with the **UNE 14006 eco-design management standard**, which certifies our commitment to the sustainability of the products we develop.

One of the key pillars of our strategy is the calculation of our **carbon footprint**, in line with the recognized **GHG Protocol** standard.

This has enabled us to set clear and ambitious targets:



Achieve **net-zero emissions** in **Scopes 1 and 2** by **2025**.



Reduce **Scope 3** emissions by **50 %** by **2030**, integrating improvements in the supply chain and distribution of our products.

In recognition of these efforts, Zunibal is registered in the **Registry of Carbon Footprint, Offsets, and CO₂ Absorption Projects of the Ministry for Ecological Transition and the Demographic Challenge**. This registration validates our transparency and commitment to climate action. In addition, since **January 2023**, **100% of the electricity** we use has come from renewable sources, reinforcing our commitment to a sustainable energy transition. This measure is complemented by investments in clean technologies and improvements in the energy efficiency of our facilities and processes.

Zunibal's **Net-Zero Plan** is not just a business goal but a commitment to the planet, the oceans, and future generations. We are working to demonstrate that it is possible to combine technological innovation with environmental responsibility, leading the way toward a more sustainable future for the fishing industry and society as a whole.





Zunibal committed to the environment

OUR COMMITMENTS

Zunibal works to ensure the sustainability of fisheries and the well-being of society. We are committed to preserving the health of the oceans, ensuring that future generations have access to high quality seafood. Our mission is to make tuna fishing profitable while combating overfishing, illegal practices, and bycatch. We actively listen to fishing communities, foster strong communication, and provide exceptional customer service to anticipate the needs of the industry.

We develop and market marine buoys with advanced technologies that provide accurate information, helping large tuna fleets make effective and sustainable decisions. We collaborate with scientific, environmental, and regulatory organizations, leveraging our expertise and real world data to ensure a prosperous future for the fishing industry and ocean conservation.

Adaptation to change

Zunibal is committed to strengthening the resilience of its business model and strategy to both physical and transitional climate risks arising from climate change. This approach enables the company to adapt sustainably to future challenges, ensuring the continuity of its operations and the achievement of its environmental objectives.

Protection of Water Resources

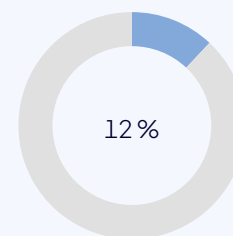
Water consumption in Zunibal's production processes is practically zero, being limited exclusively to human use. In addition, the company works actively to minimize its impact on water resources at the end of the useful life of its products. This includes identifying alternative uses, improving waste management, and recovering materials for reuse, thereby promoting a more sustainable model.



Circular economy and eco-design

The global economy is moving toward a circular and decarbonized consumption model, where raw materials remain longer in production cycles, significantly reducing waste, emissions, and pollution. In this context, Zunibal participates in forums to drive these objectives and is developing innovative solutions:

- ✓ **Use of recycled materials:** The company is investigating the integration of recycled materials into its products and packaging to reduce the extraction of natural resources.



By 2024, a percentage of recycled material in total sales of 12 % has been achieved



- ✓ **Continuous reduction in waste generation:** Collaboration with local suppliers for the use of reusable packaging, while taking steps to continuously reduce the generation of hazardous waste.



COLLABORATION IN THE BASQUE MARITIME FORUM TO PROMOTE THE CIRCULAR ECONOMY AMONG COMPANIES IN THE SECTOR



Zunibal committed to our employees and society

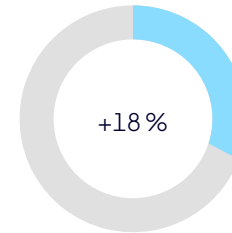
OUR COMMITMENTS



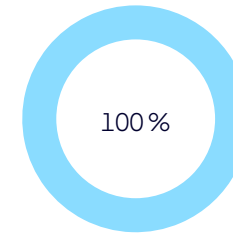
- **Job creation**, increasing the workforce by +18%.
- **A work-life balance policy** that includes a continuous working day throughout the year, with flexible start and finish times, the option of teleworking for 20% of the working day, and the adaptation of leave and time off according to individual needs.
- **Private health insurance for 100% of the workforce** and access to favourable conditions for family members.
- **Follow-up of 100% of employees** with the aim of gathering information on training needs, health and well-being, professional development and corporate culture, through meetings and questionnaires.
- **Development and implementation of the Diversity Policy** ensuring respect, equal opportunities and inclusion.
- **Employee portal**, with access for 100% of the workforce, with the aim of favouring orderly and updated access for employees to personal documentation, various procedures and internal communication.
- **17,800 hours of training** between 2021-2024, with 100% participation.
- **Development of the Zunibal wellness and health programme** for implementation in 2025.
- **Annual celebration of the Zunibal event**, where we develop 100% participative activities, share information and promote corporate values.



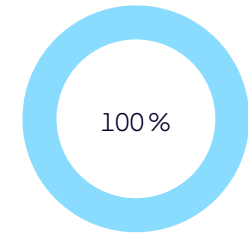
Commitment and Well-Being



Total increase in headcount



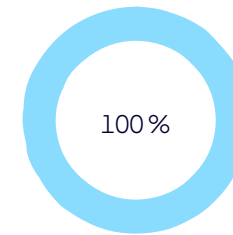
Training participation rate



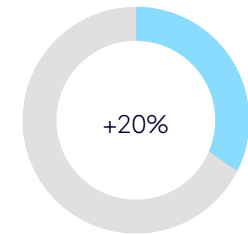
Profit sharing rate



Psychosocial risk
assessment carried out



Permanent employment



Telework time in the working day



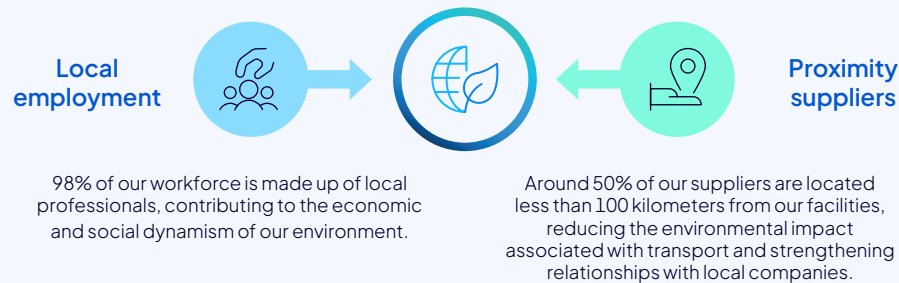


Zunibal committed to our employees and society

OUR COMMITMENTS

Commitment to the rural economy and local employment

At Zunibal, we actively support the local economy through the local hiring of employees and suppliers, fostering the economic and social development of nearby communities.



This approach reaffirms our commitment to economic, social, and environmental sustainability, generating value locally and promoting responsible practices in our supply chain.

Social and community

UPV-EUITI Conference: Zunibal actively participates as a benchmark company in the technology sector at the employment conference of the University School of Engineering of Bilbao and the employment forum of the Bizkaia Campus of the University of the Basque Country.



BIZKAIA WITH THE TALENT

Bizkaia with the Talent: We have been selected to participate alongside 25 other companies in the first 5-month Talent Strategy training program for companies, held in 2024 and led by Bizkaia Talent and Mondragon Unibertsitatea. This program focuses on the design and implementation of talent strategies to position ourselves as a high quality employer. Talent Strategy is part of Bizkaia with the Talent, a strategy of the Provincial Council of Bizkaia to develop, retain, and attract STEM talent to the region to meet the growing demand from companies.

RIEG University of Deusto Project: Zunibal participates in the Deusto-Bizkaia "Global Innovation and Entrepreneurship Network" project, which fosters connections between Bizkaia and Latin America through local universities to promote academic and business collaboration in innovation projects.

CEBEK and Conference with Education Counselors: Every year, Zunibal participates as a reference company in the conference organized by the Bizkaia Business Confederation (CEBEK) for industrial companies. The goal is to strengthen the link between the educational and business sectors and to promote STEM careers among students.

Diversity and sport



Bermeo Rowing Team: With the aim of promoting local sports and encouraging physical activity, Zunibal actively supports rowing, a historic discipline that forms part of the cultural heritage of the Urdaibai region. This sponsorship reflects our commitment to preserving local traditions and supporting the sustainable development of coastal communities.

1st Zunibal Padel Tournament: Held in 2024 with the participation of 30% of the staff, this event has not only provided a break from daily work but also contributed to creating a healthy environment, fostering socialization, teamwork, and a sense of belonging.

Athletic Foundation: Zunibal has joined the Athletic Club Foundation as a strategic partner to unite efforts and promote initiatives that go beyond sports. Both entities share a strong connection with the local community and the territory that has witnessed the growth of both institutions. This alliance is based on a shared vision of fostering the welfare of the community through projects that promote social inclusion, culture, and sport essential pillars for building a more cohesive society.





Zunibal committed to good corporate governance

ACTIONS AND RESULTS

Strengthening Governance and Sustainability: The integration of Nazca has driven significant advances in Zunibal's governance, sustainability and business ethics, including the following initiatives:



Board of Directors: A gender-diverse Board has been established with independent members, subject to annual evaluations to ensure its effectiveness and transparency.



Compliance Plan: Implementation of a comprehensive plan that includes a Crime Prevention Model, reinforcing our commitment to regulatory compliance.



ESG Strategic Plan: Approval of the first multi-year ESG Strategic Plan, designed in collaboration with Nazca and external advisors, leading the way towards more sustainable management.



ESG Committee: Creation of a specialised committee to supervise and monitor the sustainability strategy, ensuring its alignment with corporate objectives.



Variable remuneration: Introduction of a variable remuneration system for executives, linked to the achievement of ESG objectives, providing incentives for committed leadership.



Sustainability Policy: Development and approval of a policy that reinforces our commitment to the environment, society and good governance.



Code of Ethics: Drafting and adoption of a Code of Ethics addressing key issues such as anti-corruption, fraud, conflicts of interest, money laundering, fair competition and confidentiality.



Whistleblowing Channel: Enabling an anonymous channel accessible to employees, customers, suppliers and other stakeholders, fostering transparency and trust.

UNE-ISO certifications: Renewal of certifications



These actions consolidate our strategic vision of sustainability and business ethics, reinforcing the trust of our stakeholders and our positive impact on society.



Zunibal committed to good corporate governance

SUSTAINABLE FINANCING

Sustainable financing committed to ESG objectives

In 2023, Zunibal achieved sustainable financing, incorporating a commitment to clearly defined and measurable annual ESG targets. To ensure compliance, a set of KPIs was established as a benchmark to assess sustainability performance.

The process included a comprehensive ESG Rating analysis, which confirmed that Zunibal not only met all targets set for 2023 and 2024 but also far exceeded the rating achieved in 2022, reaffirming our commitment to continuous improvement and positive environmental, social, and governance impact.

Loan linked to sustainability



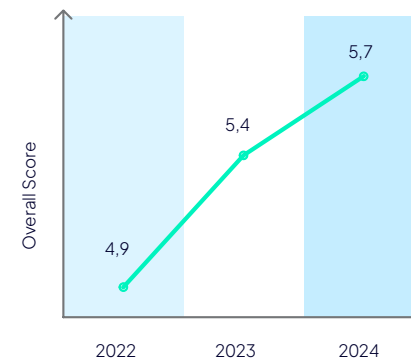
Zunibal has signed an agreement with **CaixaBank** to access a **Sustainability Linked Loan (SLL)**. This loan is structured according to the fulfillment of a **Sustainability Performance Target (SPT)** associated with a selected **Key Performance Indicator (KPI)**, aligned with the best international practices in sustainable financing.

The chosen KPI measures Zunibal's score in the **ESG Risk Rating**, developed by Marsh, which assesses the company's sustainability performance. The SPT requires a substantial annual improvement in this score over the period 2023–2027. To ensure the transparency and rigor of the process, Zunibal submits this agreement to a Second Party Opinion, ensuring its alignment with the Sustainability Loan Principles.

Key Indicator Linked to Financing (KPI)

✓ **Baseline:** Zunibal's initial score was 4.9 points at year-end 2022.

✓ **Progress:** Zunibal achieved an overall score of 5.4 points in 2023, and 5.7 in 2024, successfully meeting the annual targets set.



#	Themes	Zunibal Score	Scoring of peers (as of FY24)	Overall
1.	Clients and Customers	5.0	Zunibal	5.7
2.	Climate Change	4.2	Manufacturing companies	5.3
3.	Ethical behaviour	7.3	USD 11-50 million revenue companies	4.5
4.	Innovation of Products and Services	10	USD >1,000 million revenue companies	6.1
5.	Resource availability	3.7		
6.	Solid Waste	6.0		
7.	Governance Strategy	4.2		
8.	Governing Body	6.9		
9.	Health and Wellbeing	8.3		
10.	Supply Chain	2.7		
11.	Air and Water Pollution	6.7		
12.	Employment and Wealth Generation	5.6		
13.	Skills for the Future	4.8		
14.	Cyber Security	8.0		
15.	Risk and opportunity oversight	2.7		
16.	Dignity and Equality	5.3		
17.	Stakeholder Engagement	6.4		
18.	Biodiversity and Nature loss	10		
19.	Community and Social vitality	5.8		

Zunibal, in terms of ESG Rating at a global level, far exceeds the average of companies in the industrial sector and that of companies with a similar turnover in any sector, and its objective for the next two years is to reach the average of large companies.





Zunibal committed to good corporate governance

COMPLIANCE AND TRANSPARENCY

At Zunibal, we understand that governance is the cornerstone of all corporate processes. For this reason, we have designed a tailor made Compliance Plan, adapted to the particularities of our activity and aligned with the highest ethical and legal standards.

This plan not only reinforces our commitment to regulatory compliance but also positions us as a benchmark company in business ethics, promoting sustainability, integrity, and responsibility in all our operations.



Compliance Plan: Governance and Transparency

The main objective of the Compliance Plan is to establish solid control mechanisms that guarantee legally compliant decision making, minimize risks, and ensure regulatory compliance at all levels of the organization.

Components of the Compliance Plan

✓ **Crime Prevention Model:** A comprehensive system designed to identify, prevent, and manage potential legal risks that may arise during the course of our activities.



✓ **Code of Ethics:** A regulatory framework that sets out the behavioral guidelines and ethical principles that guide our relationships with employees, customers, suppliers, and other stakeholders.



✓ **Whistleblower Channel:** A confidential and accessible tool for any employee or stakeholder to report irregularities, contributing to an environment of trust and transparency.



✓ **Compliance Officer:** A designated figure responsible for ensuring compliance with regulations and keeping the system up to date. The Compliance Officer will promote internal training and provide support to the company in the event of potential violations.

Objectives 2025

Environmental Goals



Continue with the Emission Reduction Plan with the aim of reaching **Net Zero**.

Offsetting of Scope 1 and 2 emissions. **Reduction of Scope 3 emissions by logistics.**

Calculation of the specific **carbon footprint** of the main products.

Identification of the **physical and transitional risks** of climate change. Including product use.

Quantification of the physical climate risk in industrial installations in the short, medium and long term.

Creation of a specific **circular economy policy, Zero waste certification**, calculation of indicators and setting of targets.

Increased recovery of products at destination for **reuse and better waste management**.

Social Goals



Conduct annual anonymous employee engagement and satisfaction surveys on an annual basis.

Implementation of the measures derived from the **study of psycho-social factors**.

Identification and **assessment of ESG risks and mitigation plan** for identified risks.

Annual Social Action Plan, Articulation of a strategy for involvement with neighbouring communities aligned with the business strategy.

Active participation in sectoral events: INFOFISH (Bangkok), SAFET, BTWC, Food for Future; MBG, IOTC, ICCAT, WCPEC, IATTC.

Policies that address diversity, equity and inclusion in the workplace, including recruitment, remuneration and retention of talent.

Encourage partnerships with fisheries associations to promote sustainable and ethical fishing.

Government Goals



Measuring and reporting on customer satisfaction, including sustainability.

HR due diligence on suppliers and customers. Methodology for integrating ESG compliance criteria in the evaluation of suppliers.

Publication of Zunibal's first **Sustainability Report**.

Increasing the weight of **sustainability in variable executive remuneration**.

Compliance training for all employees, mandatory for those considered at risk.

Renewal of sustainable lending and improvement of ESG rating.

Maintain ISO 27001 certification for Information Security **Adherence to the principles of the Global Compact and the Basque Government's Gunea initiative** for traction of the SDGs.



Specialized training for a sector in constant evolution

In a world where technology is constantly advancing, at Zunibal, we are committed to being an active part of the training and dissemination of key knowledge for the fishing industry. We collaborate with the **Nautika Eskola Bermeo** to enrich its curriculum and offer practical and up to date training to new generations of captains and skippers, preparing them to face the challenges of an ever-changing sector.

In addition, we train our international dealers every year, ensuring that they have the knowledge and tools they need to offer cutting edge technological solutions to our customers. Our aim is to contribute to the generational handover, optimizing life on board and ensuring that future generations are prepared for the innovations of tomorrow.



FADS RECOVERY WORKSHOP



NAUTIKA ESKOLA BERMEO



EVENTS

At Zunibal, we actively participate in **international trade fairs, conferences, and workshops**, sharing our expertise in technology applied to fisheries sustainability. As keynote speakers, we demonstrate how our innovations contribute to the protection of the oceans, responsible fishing, and the optimization of marine resources, aligning with global sustainability and conservation goals.



News highlights in the media





Success measured in numbers

Annex





Report 2023–2024

MATERIALITY ANALYSIS

Zunibal's 2023–2024 Sustainability Report covers the period from January 1, 2023, to December 31, 2024, compiling all relevant information on the activities and operations of Zunibal S.L., whose registered office is in Derio (Bizkaia).

This report marks a milestone in our history as the first Sustainability Report published by the company, reflecting our commitment to transparency and accountability in sustainability.

Analysis Results

The materiality process has identified the priority issues for Zunibal, both in terms of their impact on society and the environment as well as their financial relevance. The main issues highlighted are:



Loss of marine biodiversity



Business ethics and prevention of corruption



Shortage of talent and attraction of human capital



Decarbonization of industry

These aspects are developed in detail throughout this document, reflecting Zunibal's commitment to a sustainable business model that meets the expectations of its customers, regulators, suppliers and investors, as well as the needs of society and the environment.

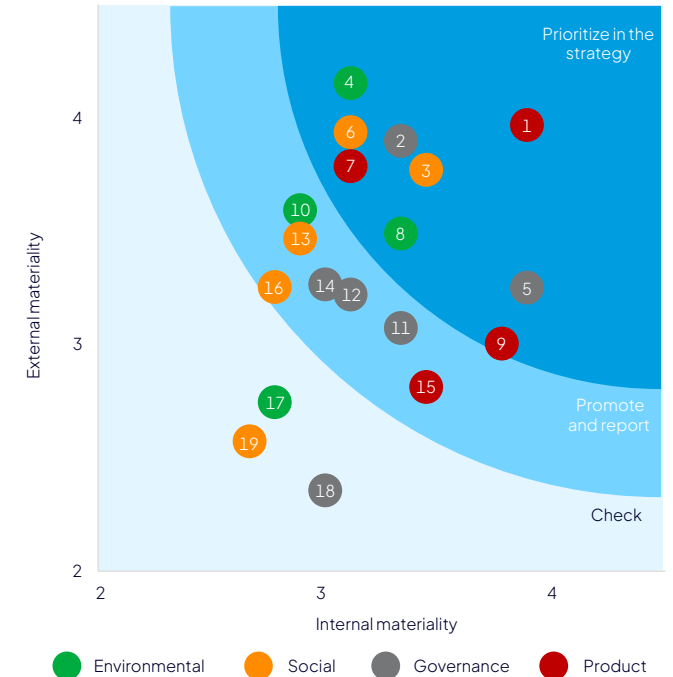
Matrix of double materiality

1. Loss of marine biodiversity
2. Ethics and corruption
3. Shortage of talent
4. Decarbonization of industry
5. Data privacy and cyber attacks
6. Zero accidents and wellness
7. Disruption of sustainable technologies
8. Circular products and packaging
9. B2B customer confidence

10. Water pollution
11. ESG communication and alliances
12. Resilient supply chain
13. Human rights due diligence
14. Governance and transparency standards
15. Regulation against pollution in the maritime sector
16. Diversity and equality

17. Extreme climate impacts
18. Access to sustainable financing
19. Local community revitalization

Prioritize in the strategy
Promote and report
Check



Identification and Analysis of ESG materiality at Zunibal

At Zunibal, we have conducted a comprehensive process to identify the most relevant ESG issues affecting our company.

This analysis was based on gathering ESG trends from recognized standards and applicable regulations, aligning our priorities with industry expectations and international best practices.

Materiality Analysis: An external and internal approach

External or Impact Materiality

This analysis has considered:

- ✓ The sector-specific context and regulations
- ✓ Stakeholder demands, including sectoral trends and sustainability best practices.
- ✓ The most relevant non-financial aspects for the company from a global perspective.

Internal or Financial Materiality

An interview process has been conducted with the heads of several key areas of Zunibal to understand the impact that each theme may have over the next five years.

This internal approach has made it possible to align the company's strategic priorities with management's perspectives, ensuring a comprehensive assessment.



GRI table of contents



GRI Standard	Indicator	Content of the standard	Report section	Direct response
General contents	2-1	Organizational details	Zunibal, moved by the ocean	Not applicable because it is the first year of publication Not verified
	2-2	Entities included in the organization's sustainability reports	ESG Strategic Plan	
	2-3	period, frequency and contact point	About this report	
	2-4	Restatements of information	ESG Strategic Plan	
	2-5	External verification		
	2-6	Activities, value chain and other business activities	ESG Strategic Plan	
	2-7	Employees	ESG Strategic Plan	
	2-8	Non-employee workers	ESG Strategic Plan	
	2-9	Non-employee workers	ESG Strategic Plan	
	2-10	Nomination and selection of the highest governance body		
	2-11	Chairman of the highest governing body	Letter from Zunibal's Chief Executive Officer	Not applicable as it is a non-listed company Ibone Rodriguez de Pablo
	2-12	Role of the highest governance body in overseeing impact management	Committed to building good corporate governance	
	2	Delegation of responsibility for impact management	Committed to building good corporate governance	Committed to building good corporate governance Committed to building good corporate governance Committed to building good corporate governance Committed to building good corporate governance Committed to building good corporate governance ESG Strategic Plan Committed to building good corporate governance Committed to building good corporate governance ESG Strategic Plan Committed to building good corporate governance Committed to building good corporate governance ESG Strategic Plan ESG Strategic Plan Looking ahead ESG Strategic Plan ESG Strategic Plan Committed to building good corporate governance
		2-14	Role of the highest governance body in sustainability reporting	
		2-15	Conflicts of interest	
		2-16	Communication of critical concerns	
		2-17	Collective knowledge of the highest governance body	
		2-18	Performance evaluation of the highest governance body	
		2-19	Compensation policies	
		2-20	Process for determining compensation	
		2-21	Total annual compensation ratio	
		2-22	Sustainable Development Strategy Statement	
		2-23	Commitments and policies	
		2-24	Incorporation of commitments and policies	
		2-25	Processes to remediate negative impacts	
		2-26	Counseling mechanisms and ethical concerns	
		2-27	Compliance with laws and regulations	
		2-28	Membership in associations	
		2-29	Approach to stakeholder engagement	
		2-30	Collective bargaining agreements	
Decarbonization of industry	3	3-3	Management of material issues	Committed to the environment
	302	302-1	Energy consumption within the organization	Committed to the environment
		302-2	Energy consumption outside the organization	Committed to the environment
		302-3	Energy intensity	Committed to the environment
		302-4	Reduction of energy consumption	Committed to the environment
		302-5	Reduction of product energy requirements	Committed to the environment
	305	305-1	Direct GHG emissions (Scope 1)	Committed to the environment
		305-2	Indirect GHG emissions from energy generation (Scope 2)	Committed to the environment
		305-3	Other indirect GHG emissions (Scope 3)	Committed to the environment
		305-4	Reduction of energy consumption	Committed to the environment
		305-5	Reduction of energy requirements of products and services	Committed to the environment
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions	Committed to the environment
Distribution of sustainable technologies	3	3-3	Management of material issues	About this report



GRI table of contents



GRI Standard	Indicator		Content of the standard	Report section	Direct response
Extreme climate impacts	3	3-3	Management of material issues		About this report
Circular packaged products	3	3-3	Management of material issues		Committed to the environment
	301	301-1	Materials used with weight and volume		Committed to the environment
		301-2	Recycled inputs		Committed to the environment
		301-3	Reused products and packaging materials		Committed to the environment
	303	303-5	Water consumption		Committed to the environment
		306-1	Generation of waste and significant impacts related to waste		Committed to the environment
	306	306-2	Management of significant impacts related to wastes		Committed to the environment
		306-3	Waste generated		Committed to the environment
Water pollution	3	3-3	Management of material issues		Committed to the environment
	303	303-2	Management of impacts related to water discharge		Committed to the environment
Loss marine biodiversity	3	3-3	Management of material issues		Committed to the environment
Shortage of talent	3	3-3	Management of material issues		Committed to our employees and society
		401-1	New employee hires and staff turnover		Committed to our employees and society
	401	401-2	Benefits for full-time employees that are not provided to employees part-time or temporary		Committed to our employees and society
		401-3	Parental leave		Committed to our employees and society
		404-1	Average hours of training per employee per year		Committed to our employees and society
	404	404-2	Programs to improve employee skills and transition assistance programs		Committed to our employees and society
		404-3	Percentage of employees receiving evaluationsregular performance and development professional		Committed to our employees and society
Zero accidents and wellness		403-1	Occupational health and safety management system		Committed to our employees and society
		403-2	Hazard, identificationrisk assessment and incident investigation		Committed to our employees and society
		403-3	Occupational health services		Committed to our employees and society
		403-4	Worker, involvementconsultation and communication on occupational health and safety		Committed to our employees and society
		403-5	Occupational health and safety training for workers		Committed to our employees and society
	403	403-6	Health promotion of workers		Committed to our employees and society
		403-7	Prevention and mitigation of health health and and safety safetyimpacts on workers ' directly linked to commercial relations		Committed to our employees and society
		403-8	Coverage of the occupational health and safety management system		Committed to our employees and society
		403-9	Work-related injuries		Committed to our employees and society
		403-10	Occupational diseases and illnesses		Committed to our employees and society
Diversity and equality	3	3-3	Management of material issues		Committed to building good corporate governance
	405	405-1	Diversity in governing bodies and employees		Committed to building good corporate governance
		405-2	Ratio of basic salary and remuneration of women versus men		Committed to building good corporate governance
Local community revitalization	3	3-3	Management of material issues		Committed to our employees and society
	203	203-1	Infrastructure investments and services supported		Committed to our employees and society
		203-2	Significant indirect economic impacts		Committed to our employees and society
		413-1	Operations with local community participation, impact assessments and development program		Committed to our employees and society
	413	413-2	Operations with significant negative impacts - actual and potential - on local communities		Committed to our employees and society
ESG communication and alliances	3	3-3	Management of material issues		Partnerships for marine conservation



GRI table of contents



GRI Standard	Indicator		Content of the standard	Report section	Direct response
Due diligence in human rights	3	3-3	Management of material issues		Committed to building good corporate governance
	406	406-1	Discrimination cases and corrective actions taken		Committed to building good corporate governance
	407	407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk		Committed to building good corporate governance
	408	408-1	Operations and suppliers with significant risk of child labor cases		Committed to building good corporate governance
	409	409-1	Operations and suppliers with significant risk of forced labor cases		Committed to building good corporate governance
	412-1		Operations subject to HR impact assessments or reviews		Committed to building good corporate governance
	412	412-2	Training of employees in human rights policies or procedures		Committed to building good corporate governance
		412-3	Significant investment agreements and contracts with human rights clauses or subjected to human rights assessment		Committed to building good corporate governance
Regulation against pollution in the maritime sector	3	3-3	Management of material issues		Committed to the environment
B2B customer confidence	3	3-3	Management of material issues		Committed to building good corporate governance
Ethics and anti-corruption	3	3-3	Management of material issues		Committed to building good corporate governance
		205-1	Operations assessed for corruption-related risks		Committed to building good corporate governance
	205	205-2	Communication and training on anti-corruption policies and procedures		Committed to building good corporate governance
		205-3	Confirmed cases of corruption and actions taken		Committed to building good corporate governance
	206	206-1	Legal actions relating to unfair competition and monopolistic practices and against free competition		Committed to building good corporate governance
Governance and transparency standards	3	3-3	Management of material issues		Committed to building good corporate governance
	201	201-4	Financial assistance received from the government		Committed to building good corporate governance
		207-1	Fiscal approach		Committed to building good corporate governance
		207-2	Fiscal, governance control and risk management		Committed to building good corporate governance
	207	207-3	Stakeholder participation and management of tax-related concerns		Committed to building good corporate governance
		207-4	Country-by-country reporting		Committed to building good corporate governance
Resilient supply chain	3	3-3	Management of material issues		Committed to building good corporate governance
	204	204-1	Proportion of spending on local suppliers		Committed to building good corporate governance
	308	308-1	New suppliers that have passed evaluation and selection filters according to the criteria following with environmental criteria		Committed to building good corporate governance
	414	414-1	New suppliers that have passed selection filters according to the social criteria		Committed to building good corporate governance
Access to sustainable financing	3	3-3	Management of material issues		Marco de Financiación Sostenible y ESG Rating Zúñibal
Data privacy and cyber attacks	3	3-3	Management of material issues		Committed to building good corporate governance
	418	418-1	Claims relating to breaches of customer privacy and loss of customer data		Committed to building good corporate governance



Evolution of Environmental KPIs

Indicator (unit)	Data			
	2021	2022	2023	2024
Scope 1 and 2 emissions (tCO ₂ e)	78,1	92,6	66,2	46,2
Scope 1 and 2 carbon footprint intensity (tCO ₂ e/m€)	3,17	3,25	2,11	1,38
Scope 3 emissions (tCO ₂ e)	-	5.506	6.307	5,708
Intensity of range 3 (logística) /toneladas producto	-	2,32	1,70	1,23
Total emissions – Scope 1,2 and 3 (tCO ₂ e)	-	5.598	6.373	5,755
Carbon footprint intensity scope 1, 2 and 3 (tCO ₂ e/m€)	-	196,7	203,5	172,3
Energy intensity (MWh/m€)	12,2	10,4	9,04	7,47
Renewable energy produced (MWh) “self-generated”	37,6	38,3	52,6	68,3
Renewable energy over total energy consumption (%)	50,9	24,8	80,4	91,9
Waste generated (Kg)	23.404	21.653	21.202	21.786
Hazardous waste generated (Kg)	4.077	2.193	2.436	1.629
Recycled waste (%)	96,3	94,7	93,4	95,8
Recycled material in total sales (%)	0	0	3,78	11,95



Evolution of Social KPIs

Indicator (unit)	Data			
	2021	2022	2023	2024
Total headcount (employeesfull-time, #)	68	70	80	80
Diversity and inclusion policy	NO	NO	YES	YES
Voluntary turnover rate (%)	0	1	2,56	3,75
Average absences due to illness (days)	724	488	371	699
Absenteeism rate (%)	1,94	1,74	1,67	2,09
Number of formations (#)	87	88	92	50
Training hours (#)	6.785	7.988	2.972	1.801
Employees receiving training (%)	98	100	98	100
Employees receiving social benefits (%)	100	100	100	100





Evolution of Governance KPIs

Indicator (unit)	Data			
	2021	2022	2023	2024
Number of suppliers with ESG criteria (%)	43	51	52	58
Number of Board members (#)	-	4	4	4
Number of women on the Board (#)	-	1	1	1
Number of independent members on the Board (#)	-	1	1	1
Diversity on the board of directors (%)	-	25	25	25
Compliance plan	NO	NO	YES	YES
ESG/Sustainability Policy	NO	NO	YES	YES
Code of Ethics	NO	NO	SI	YES
Anti-corruption and transparency policy	NO	NO	YES	YES
ESG-related variable compensation for executives	NO	NO	YES	YES





MOVED BY
THE OCEAN

www.zunibal.com