

Commitment to Sustainable Seafood The Espersen Approach



Prague, 5/03/2025



Agenda

Espersen Sustainability & Leadership

Introduction	Who We Are & Our Legacy
	How It All Started
Global Operations – Ensuring Quality & Efficiency	Production Sites
	Espersen Today – A Global Seafood Leader
Sustainable Growth & Responsibility	Feeding a Growing Population
	Sustainability – At the Heart of Everything We Do
Commitment to Our Oceans & Marine Life	Our Sea, Our Fish, Our Food – Sustainability Program
	Our Sea, Our Fish, Our Food – How We Live Our Commitment
MSC Certification & What It Means to Us	What Does the Blue MSC Label Mean to Us?
Conclusion & Future Vision	Strengthening Our Commitment to a Sustainable Future

How It All Started

- Started as the first cod factory on the island, partnering with 150 fishermen.
- Founded in 1937 by J.P.A. Espersen and his wife Dagny on Bornholm Island, Denmark.
- Early operations involved hand-filleting and exporting fresh cod to Sweden, Switzerland, and Italy.
- Growth continued with international expansion after the Baltic cod crisis in the late 1980s.
- 100 % owned by the J.P.A. Espersen foundation
- Established production sites in Koszalin (1995), Klaipeda (2004), Ho Chi Minh (2010) and Grimsby (2024) with past operations in China, Russia, Sweden, and Spain.



Esperesen Today – A Global Seafood Leader

- Head Office in Denmark
- 2.700 employees
- 7 factories
- 5 Sales Offices
- 4 Business Areas:



Production Sites



3 factories, 1 site

A varied assortment in Frozen and Chilled Full Assortment supplier

Natural Fillet



Ex Cod, Haddock, Plaice

Portions



Ex Fillets, loins, portions, cubes, shapes

Standard breading



Ex Fish burgers, fish fingers, fish nuggets

Special breading



Ex Breaded, battered, seeded, lightly dusted

Fish with sauce



Ex Filled, topped, rolled

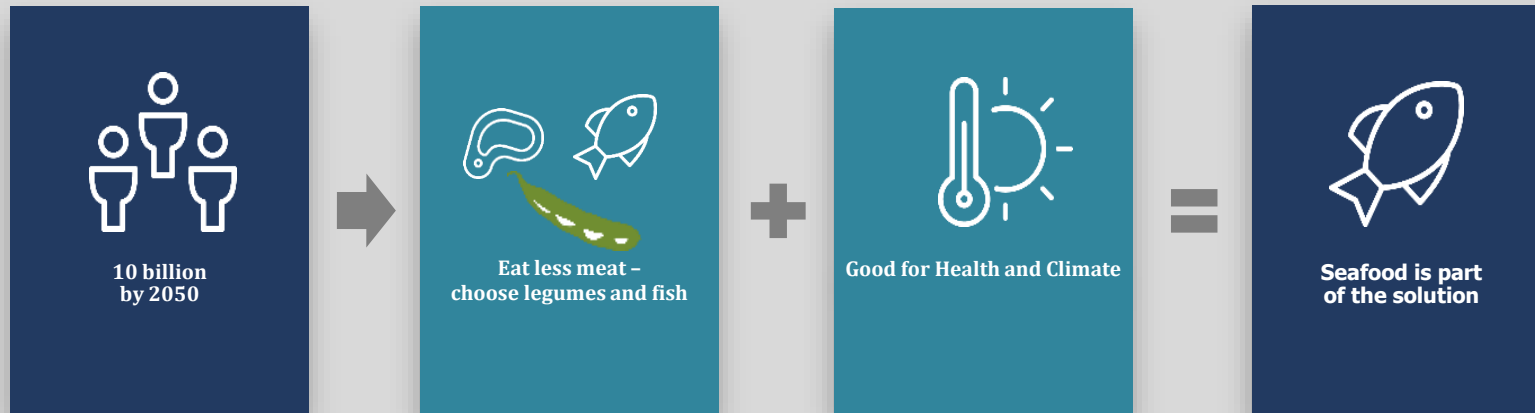
Puff Pastry



Ex Family, portion, snacks

Feeding a growing population

Seafood is part of the solution and holds potential to help feeding a growing global population with healthy and climate friendly products.



Sustainability- at the heart of everything we do

Our work with sustainability is founded in the UN 17 global goals



Goal 2

Ensure we safeguard seafood supplies for future generations, including wild and farmed fish raw material, packaging and ingredients.

Goal 8

Ensure all our employees recognize Espersen as a good and safe place to work, wherever we are in the world.

Goal 12

Not compromising on food safety and food waste and minimizing environmental impact

Goal 13

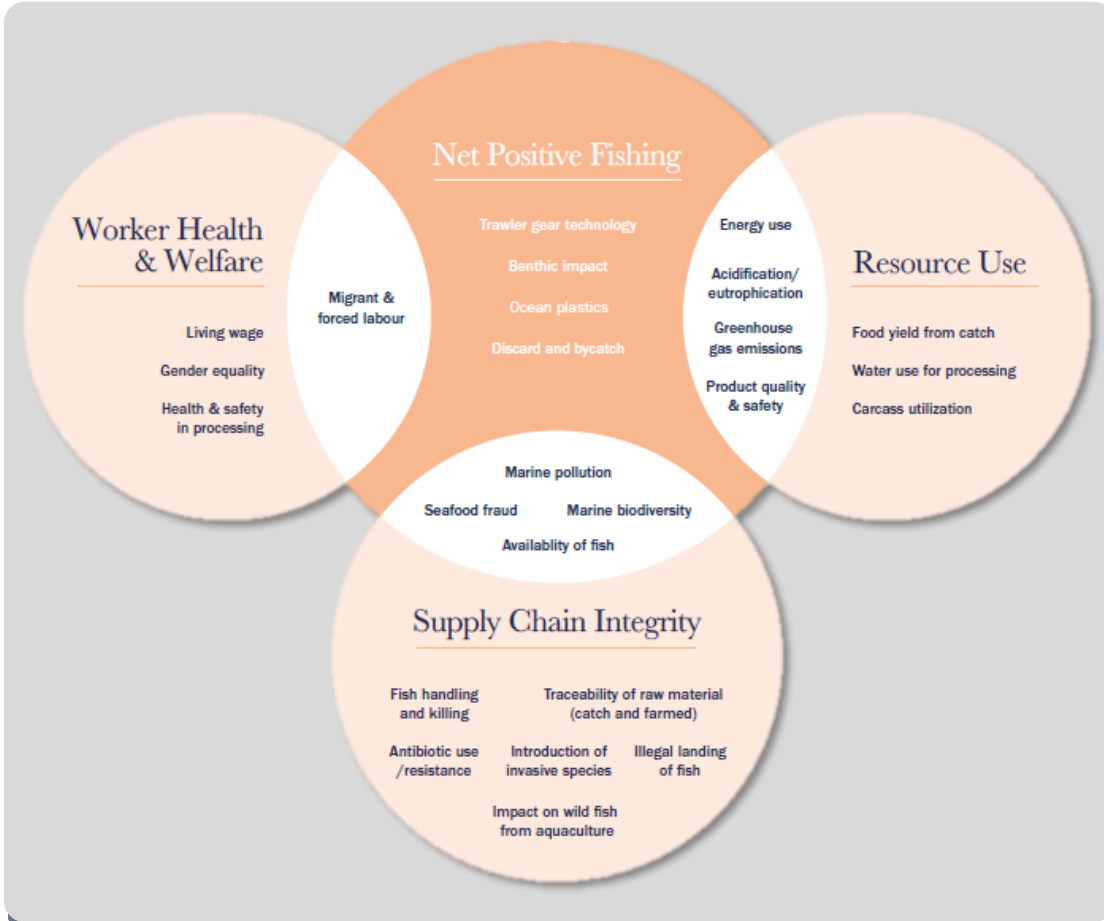
Use resources responsibly with the aim to decouple waste, water and energy use from our production footprint.

Goal 14

Conserve and sustainably use the oceans, seas and marine resources as a vital source of healthy and affordable food.

Our Sea, Our Fish, Our Food

Sustainability program - 4 core pillars, expressed in 4 commitments



Promote sustainable fishing

Conserve and sustainably use the oceans, seas and marine resources as a vital source of healthy and affordable food.

Offer supply chain integrity

Secure traceable supply of delicious seafood from viable fish stocks and best practice aquaculture.

Minimize use of resources

Use resources responsibly to decouple waste, water and energy use from our production footprint.

Ensure good worker welfare

Ensure all our employees recognize Esperson as a good and safe place to work, wherever we are in the world.

Our Sea, Our Fish, Our Food

How we live our commitment

Promote sustainable fishing

Conserve and sustainably use the oceans, seas and marine resources as a vital source of healthy and affordable food.



Ensure we safeguard seafood supplies for future generations.

Participate in and support industry initiatives that promote sustainable development in fisheries and production of seafood

Support the development of new technologies to better understand the consequence of fishing

Founding member of GSSI.



Minimize use of resources

Use resources responsibly to decouple waste, water and energy use from our production footprint.



Use resources responsibly with the aim to decouple waste, water and energy use from our production footprint.

Use 100% renewable energy at our production plants by 2025.

100% mono material packaging by 2025.

Offer supply chain integrity

Secure traceable supply of delicious seafood from viable fish stocks and best practice aquaculture.



Ensure we safeguard seafood supplies for future generations, including wild and farmed fish raw material, packaging and ingredients.

96% of all sourced fish is certified against a GSSI recognized scheme such as MSC, ASC and Global G.A.P.



66% of our land-based suppliers are certified against a GFSI approved standard.



Ensure good worker welfare

Ensure all our employees recognize Espersen as a good and safe place to work, wherever we are in the world.



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Maintain the SEDEX membership to manage and improve working conditions in our global supply chains.

Develop a strategy to improve a more even gender distribution at all levels of management.

What does the blue MSC label mean to US?



The Business Benefit: Strengthens **brand reputation** as a sustainable seafood provider.



Creates **trust and loyalty** among conscious consumers and retailers.



Meets growing consumer demand for **eco-friendly and responsibly sourced seafood**.



Aligns with **ESG goals and compliance requirements (e.g., Green Claims Directive)**.



Ensures long-term **profitability and resilience** in a changing market.

THANK YOU