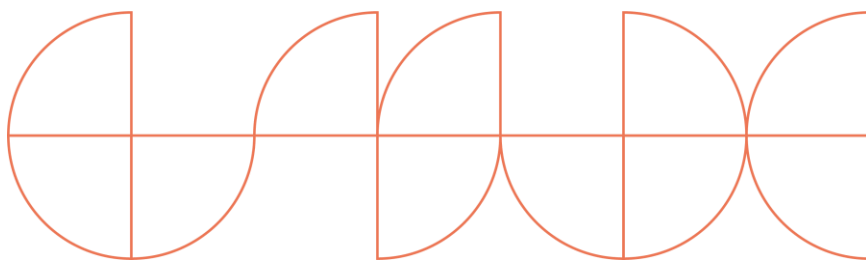


JMI GROUP RESPONSIBLE PROCUREMENT CHARTER

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This Responsible Procurement Charter defines the minimum requirements that should be respected to partner with the JMI Group and any of its subsidiaries (hereinafter referred to collectively as “the Group”). It applies to all the Group’s business partners, including suppliers, subcontractors and service providers (hereinafter referred to collectively as “the Suppliers”), as well as all the entities of the JMI Group.

The Suppliers are required to share the principles of this Charter within their own supply chain to ensure the principles are applied coherently. We are aware that alignment with these requirements can take considerable time, so we encourage an approach based on continuous improvement and on progress shared between the Group and its Suppliers.

The JMI Group reserves the right to carry out audits, self-assessments or other evaluation methods to check this Charter is indeed respected throughout the Group’s value chain.

1. Strategy and aims

This Charter makes our aims clear:

- To preserve halieutic resources and support sustainable fishing
- To reduce the environmental impact of our procurement
- To foster balanced, lasting relations with our suppliers
- To encourage innovation that serves quality, food security and sustainability
- To support local, artisanal and responsible chains
- To prioritise products certified by the MSC (Marine Stewardship Council) or the ASC (Aquaculture Stewardship Council) for our clients
- To guarantee optimal traceability to ensure complete transparency for our clients and consumers
- To introduce a vigilance plan regarding ethical, social and environmental issues by assessing our Suppliers

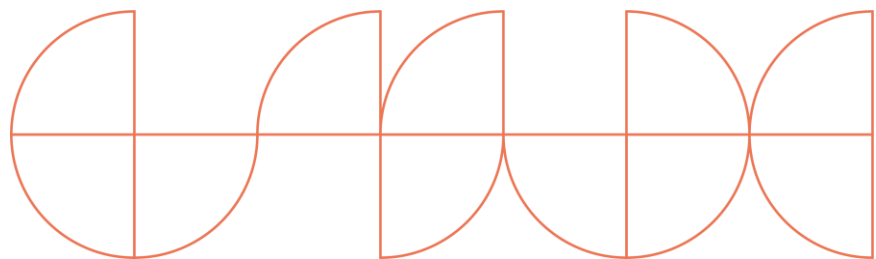
2. Supplier code of conduct

The Suppliers undertake to comply with each of the principles stated in the JMI Group Code of Ethics: [\(link to Code of Ethics\)](#).

The Group and the Suppliers undertake to respect the laws and regulations in force in the countries where they are based and with which they work. Everyone getting involved helps fight illegal practices and helps ensure our activities last in the long term.

The Suppliers should also put in place a traceability system and a reminder procedure or blocking procedure. They should also be able to state the origins of all the products used.

The Suppliers should also tell the Group about any loss of an accreditation label or



certification of a production site or of anything else and should pass on such information to their sales contacts two months in advance of product receipt.

For the safety of food products, the Suppliers should consistently check the following points and refer to the specifications: microbiological analyses, respect of product and package labelling, product and package net weight, product size, product organoleptic quality (colour, texture, smell) and product purity (foreign bodies, etc.).

3. Traceability and transparency

The Group has created exhaustive specifications to guarantee irreproachable traceability and complete transparency for consumers. The Suppliers should provide all useful information about the products. For products from breeding, all scientific species names, the detailed constitution, the name and location of the farm where the species was bred, and the certifications for the product should be declared.

For products from fishing, the fishing zone compliant with regulations in force, the fishing method used, the certifications and, if need be, the size of the product should be declared. To ensure these instructions are fully respected, all our Suppliers may be inspected through checks carried out by trained teams to check their production tools and best practices. The Suppliers should introduce quality control plans and ensure the delivered products comply with our requirements and with regulations in force and ensure they cannot, in any case whatsoever, harm the health of consumers.

The Suppliers should respect legislation on product labelling. The products are labelled in the language of the country in which they shall be delivered and sold. The country of origin of the raw material should be written out in full, as should the use-by date or the best-before date in the legally required format. The Supplier undertakes to make all useful and obligatory information available regarding the traceability and transparency of its products.

4. Nutritional quality of products

The Group has also developed long-term relations with its Suppliers in order to always offer the best products. For wild halieutic products, on-board freezing is prioritised to guarantee freshness and irreproachable quality while preserving the products' organoleptic qualities.

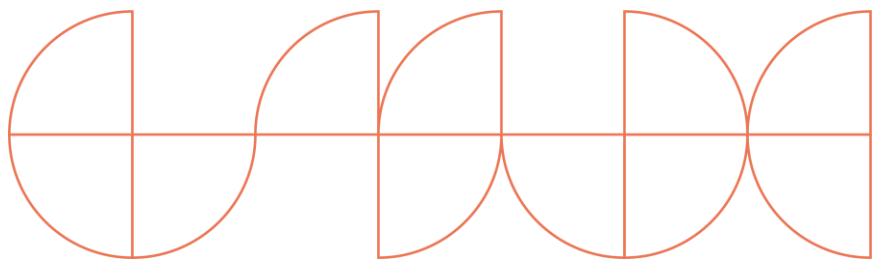
The Suppliers should undertake to reduce and optimise the levels of salt, sugar (products derived from sugar should be avoided and raw sugar should be prioritised), fat, additives and flavouring in order to offer products with higher nutritional quality.

The Suppliers should also avoid use of palm oils. If they need to use palm oil, they should absolutely choose sustainable chains certified by the RSPO (Roundtable on Sustainable Palm Oil).

5. Respect for the environment

The JMI Group undertakes to apply a CSR (Corporate Social Responsibility) policy based on three essential pillars that guide our commitment in the face of today's issues:

- humaneness at the heart of our activities – the driving force behind our group dynamic;
- protection and preservation of marine ecosystems and biodiversity;
- full oversight of the value chain, from sea to fork.



Our approach is steered by a single purpose: to develop high-quality, sustainable sea products and services for everyone.

The Group undertakes to select Suppliers that share the same values and ambitions and then encourages its Suppliers to introduce a CSR policy and to implement a continuous improvement approach. In order to limit their environmental impact, the Suppliers should write action plans, take action, and get accredited with reference documents, accreditation labels and certifications. The Suppliers should be capable of accounting for their actions and the Group shall pay special attention to the safety and quality of the products, to creature well-being, to production methods that respect the environment and humankind, and to limits on environmental impact.

Environmental issues are integrated into the whole Procurement process with respect for the Group's CSR policy. So, the Procurement Division ensures it always assesses the environmental impact of its activities and decisions and, for that reason, it seeks to:

- foresee issues in sustainable development by measuring the environmental impact of its Procurement policy;

- contribute actively to implementing initiatives begun by the Group as a company in accordance with its CSR policy;

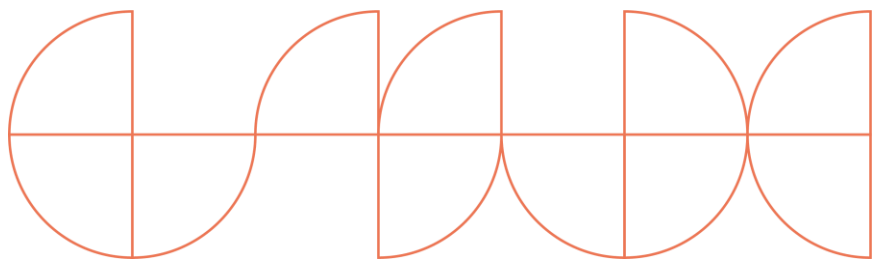
- measure the compliance of both its suppliers and buyers with the abovementioned CSR policy.

6. Sustainable aquaculture and fishing

The Group prioritises Suppliers that apply fishing and aquaculture practices that respect aquatic ecosystems and biodiversity. In fishing, methods that limit the impact on the marine environment are strongly recommended, notably those that avoid bycatches, juvenile fish catches, and interactions with marine mammals and turtles. Quotas, minimum sizes and fishing periods should be strictly respected to conserve biological cycles, foster the species' biological rest, and guarantee their natural renewal. The Group also ensures it does not get supplies of species on the Red List of the IUCN (International Union for Conservation of Nature) and ensures reproduction cycles are monitored so as to not threaten the populations concerned.

In aquaculture, the Group prioritises responsible practices that limit impacts on natural habitats, notably control of discharges, preservation of water quality, creature well-being, reasonable use of inputs (fodder, veterinary treatments) and disease prevention. Breeding systems should contribute to sustainable, traceable production that respects environmental and social balances, while guaranteeing food security and the sustainability of resources.

The Group is increasingly working with committed and certified partners in order to meet society's expectations and ensure the availability of resources for future generations. The certifications and labels of accreditation notably include, without this list being exhaustive, the following: MSC, ASC, Agriculture Biologique, Friend of the Sea, Global G.A.P. and Mr GoodFish. Lastly, the Group actively fights illegal, unreported and unregulated fishing (IUU) by making sure its Suppliers and the boats concerned are not on the official reference lists.



7. Creature well-being

Feeding

Special attention is paid to the origin, nutritional quality and traceability of fodder fed to creatures bred. This fodder should be suited to the species and to their age and physiological state, and should guarantee high-quality protein intake. The Group forbids use of proteins derived from land-dwelling ruminants and encourages use of sustainable and certified marine-sourced proteins, contributing to feeding that is balanced and respectful of ecosystems. It is strongly recommended to prioritise fodder that is as natural as possible, notably by limiting use of ingredients with environmental risk, to prevent risks of deforestation. When use of soya is necessary, it should be certified as sustainable.

Breeding

We only work with referenced aquaculturists or fish farmers whose technical, qualitative and environmental practices are the best. Levels of breeding density should be respected and should foster the natural behavioural expression of fish or prawns. Farmed fish should live in habitats that resemble their natural habitat as closely as possible and should be handled as little as possible. It is also forbidden to use growth hormones. Use of antibiotics should respect a legal and therapeutic framework, prescribed and monitored by a vet. Concerning eyestalk ablation among breeding prawns, we ask our Suppliers to gradually reduce their use of this technique and to prioritise, when technically possible, suitable alternatives available as part of continuous improvement in breeding practices.

Transporting

Transport can be a considerable source of stress for creatures and even a cause of death. So it is important to respect Council Regulation (EC) no. 1/2005 of 22 December 2004 on the protection of animals during transport and related operations. Transportation duration should be limited and water density and oxygenation should be checked.

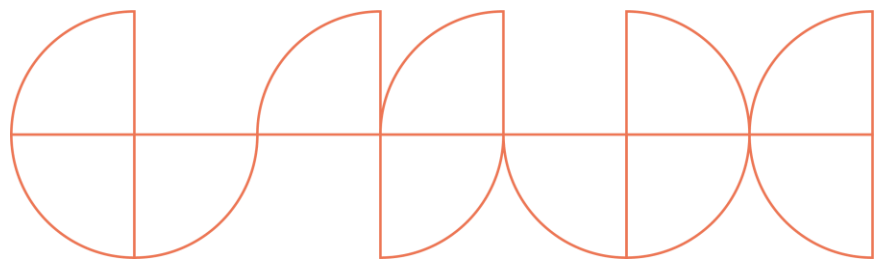
Slaughtering methods

The fasting period before slaughtering should be kept to a minimum by respecting requirements in quality. Storage should be limited to buffer tanks. Stress-reduction solutions prior to slaughtering are prioritised, for example water currents for fish. The method of electro-stunning fish and prawns prior to slaughtering is prioritised.

8. Service providers and equipment suppliers

The JMI Group makes sure it selects service providers and equipment suppliers that share its commitments in social, environmental and ethical responsibility. The partners are notably assessed on their regulatory compliance, their practices in human rights, health and workplace safety, and their capacity to reduce the environmental impact of their activities (resource management, greenhouse gas emissions reduction, waste, and eco-design).

The Group prioritises long-term relations based on transparency, service quality, responsible innovation and continuous improvement, while also prioritising, when relevant, local players and solutions that respect the environment.



9. Packaging

The Group applies a continuous improvement approach in regard to its product packaging. It aims to reduce the quantity and use of packaging as much as possible, while absolutely guaranteeing the required level of health safety, quality and resistance, especially for food products. As part of this, the Group expects its suppliers to be a proactive source of suggestions in responsible innovation by offering packaging solutions that are more environmental frugal, recyclable and reusable and that incorporate recycled materials without compromising on regulatory compliance and product protection. Dialogue and co-building with suppliers are encouraged to identify and implement efficient, sustainable alternatives tailored to uses.

- Avoiding overpackaging
- Limiting the thickness of materials
- Optimising and adapting packaging

With respect for the purposes of protection and communication.

Justifying material choices according to recycling chains:

- Prioritising materials with a recycling chain in France or in the countries where we operate
- Avoiding materials that can disturb the recycling process quality
- Prioritising use of single-material items when possible to optimise their recyclability
- Raising awareness of sorting practices through notices, logos and fact sheets
- Opting for responsibly chosen materials:
- Justifying packaging choices by assessing their environmental impact on the whole life cycle
- Prioritising use of recycled materials
- Prioritising use of recycled plastic if no other alternative to plastic is suitable and, in general, avoiding use of fresh plastics
- Prioritising use of additives (inks, varnishes, glues, etc.) that are as natural as possible and minimising use of them
- Prioritising reuse

Staying attentive to the source and origin of materials:

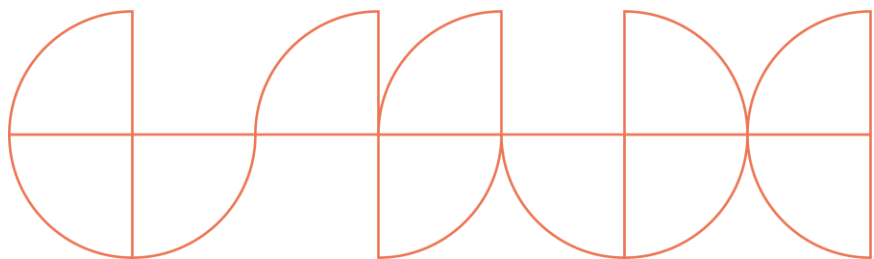
- Prioritising European origins of products when possible
- Prioritising supplies of packaging and raw materials near production and processing sites
- Prioritising value chains with labels of accreditation
- Prioritising accreditations from the FSC (Forest Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification) for materials from wood.

In parallel to the above, Suppliers should comply with changes in regulations.

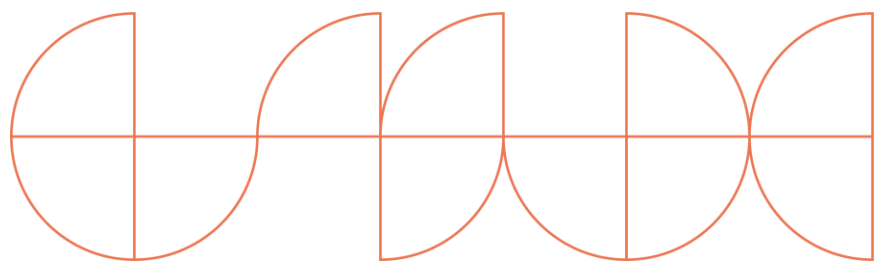
The Supplier undertakes to tell the Group about any virtuous initiative in this matter and to inform it of the percentage of recycled or recyclable material used in products sold to the Group, while guaranteeing resistance to different forms of handling in order to avoid food wastage.

10. Conclusion

At the JMI Group, we believe responsible procurement is essential in preserving natural resources and creating lasting values for the company, our partners and society as a whole. We



undertake to respect, and ensure respect of, this Responsible Procurement Charter in order to actively contribute to a future that respects the environment and humankind more.



STATEMENT OF COMMITMENT

The Company (corporate name) _____,
(legal form) _____ under _____ law, with a capital of _____ euros
and whose registered office is located at _____, registered under
number (SIRET French business registration number) _____.
Represented by _____, serving as _____,
Hereinafter referred to as "the Supplier"

- Certifies that they have received a copy of the JMI Group's Code of Ethics and Responsible Procurement Charter and have understood it;
- Declares that they approve all its terms without restrictions or reservations and undertakes to respect them;
- Recognises that this signing of the Code of Ethics and Responsible Procurement Charter is an essential, decisive condition for any agreement on referencing and supplies between our company and the JMI Group. Failure to respect this Code of Ethics and Responsible Procurement Charter may be grounds for terminating the business partnership;
- This commitment comes into effect from the day when it is signed and for an indefinite duration. It shall remain unchanged until the conditions of the Responsible Procurement Charter are updated again.

Issued in _____,

on _____,

For the Supplier

Name:

Position:

Signature and stamp:

