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Integrated Management Systems Policy

Corporación Pesquera Inca S.A.C., producer of fishmeal and fish oil, reflects its responsible actions in all its activities, ensuring customer satisfaction, the health and safety of its employees, and respect for the environment.

Through compliance with guidelines based on international standards, our company is committed to maintaining an Integrated Management System, which includes Quality Management, Environmental Management, Responsible Fisheries Resource Management, Asset Security Management, and Occupational Health and Safety Management, in accordance with the following commitments:

- Work based on the principle of continuous improvement in the effectiveness of implemented management systems and our OLA programs (Order, Cleanliness, and Self-discipline) based on the Japanese 5S methodology, Pescando Ideas (improvement suggestions), MARES (Environment with Responsibility and Education for Sustainability), SIMAR (developed to manage the anchovy fishery through an ecosystem-based approach), PESCA (management system for fishing vessels), **and FAROS (Promoting Responsible, Safety-Oriented Attitudes).**

- Promote awareness and engagement in management systems related to environmental matters, sustainability, occupational health and safety, quality, asset security, information security, risk management, and continuous improvement among our employees.

- **Promote a safe and healthy work environment by preventing the use of alcohol and drugs, as an integral part of the Management System's commitments.**

- Prevent work-related injuries, illnesses, and incidents by eliminating hazards and applying controls to minimize risks.

- Optimize resources and processes, from fishery resource capture to product distribution, to ensure efficiency and improve the quality, safety, and traceability of our products and services, as well as environmental protection.

- Source raw materials exclusively from fisheries approved by internationally recognized organizations, thereby ensuring that our raw materials come only from legal, declared, and regulated fishing activities.

- Prevent environmental pollution, protect the environment, and reduce environmental impacts.

- Prevent crimes such as corruption and bribery within the organization, as well as those related to the international supply chain (smuggling, money laundering, drug trafficking, theft, terrorism, among others), by properly managing risks to maintain process integrity.

- Maintain a positive and responsible relationship with employees and their representatives through consultation and participation in the occupational health and safety management system, as well as with suppliers, the community, the government, shareholders, and in the conservation of the resource.

- Comply with applicable legislation, internal regulations, and other requirements assumed by the organization regarding Quality, Environment, Asset Security, Employment, Welfare, and Occupational Health and Safety.

These commitments are promoted by Senior Management and are communicated to staff and those working on behalf of the organization, in addition to being made available to our stakeholders. **In addition, our Integrated Policy provides a framework to establish the objectives of the management systems that comprise it.**

Jose Miguel Tirado
General Manager
Lima, March 18, 2026
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