

# GLOBAL IMPACT REPORT

First edition — 2023



*Doing well by doing good*

2023

# CONTENTS



## MISSION AND VISION

Welcome to Regal Springs.....	2
Mission and vision.....	3
Our operations .....	4
ESG program .....	5

## ENVIRONMENT

Water and lakes .....	6-16
Reforestation .....	17-18

## SOCIAL

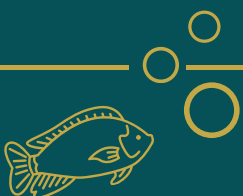
Education .....	19-26
Health .....	27-34
Infrastructure .....	35-38

## GOVERNANCE

Stakeholder engagement .....	39-50
------------------------------	-------

## IMPACT & CONTACTS

ESG Projects Impact .....	51-53
Regal Springs Contacts .....	54



# WELCOME TO REGAL SPRINGS



Hello, and welcome to our first Global Impact Report!

As you'll know, Regal Springs was founded on the core principle of "doing well by doing good." We're proud to have stayed true to these roots throughout our growth — acting as an abassador of best practices and sustainability across the aquaculture sector.

We view every employee and partner as a key contributor to our ongoing success, and we're pleased to be able to care for them and their communities in return.

Together, I believe we can transform the seafood sector for the good of people and the planet.



**Alois Hofbauer**  
Chief Executive Officer



# MISSION



Regal Springs' mission is to rear “naturally better tilapia” according to the highest ESG standards of sustainability, supplying our discerning customers with responsibly raised, premium-quality fish that fulfills their expectations for taste, texture, and nutrition.

# VISION



We at Regal Springs are all about excellence. From the quality of our premium-quality tilapia to our dedication to protecting the environments in which they're raised and our support of local communities, excellence is at the heart of everything we do.



# OUR OPERATIONS



**Our teams raise our fish in lakes in rural areas in Indonesia, Honduras, and Mexico, in ecosystems that we work to sustain.** We offer high-quality employment opportunities based on respect for people and the environment, and our operations are vertically integrated — from feed to farming, processing, and packaging.

**The Regal Springs global headquarters are in Switzerland.** Regal Springs Trading is our U.S. based branch, handling sales and logistics from offices in Miramar Florida. Our global shared services team is based in Mexico City and our European sales team is based in Hamburg, Germany.

**Our commitments to overseeing responsible operations and respecting our colleagues and the communities we operate in are core priorities throughout the business.**

## OUR LOCATIONS



# ESG PROGRAM



We're a fully integrated pioneer in sustainable and responsible aquaculture. Sustainability has been our founding principle and core to our DNA for over 30 years, since we set up our first aquaculture site in Indonesia, farming in its pristine, deep-water lakes. Since then, we've come a long way but have remained passionately committed to farming in the most sustainable and responsible way possible across all operations.

Decades of experience make us true experts in the field and has allowed us to become who we are today: the #1 premium white fish aquaculture producer. Our goal? To provide a healthy, nutritious, and sustainable protein source for the growing population of our planet.

We're committed to integrating sustainable and responsible practices into our global supply chains and procurement processes. This includes ensuring that all activities — from sourcing raw feed materials to farming our fish from egg to harvest and monitoring processing, packaging, and transport — are as sustainable as possible and are safety, regulatory, environmentally, and socially compliant.

**This report provides an overview of the most important ESG projects we've initiated, progressed, and continued in all of our production countries.**



# ENVIRONMENT



## WATER AND LAKES

INDONESIA



### WATER QUALITY MONITORING PROGRAM

**Partners:**

Wageningen University, Netherlands  
ASC, BAP, Ministry of Marine & Fisheries, etc.

**Period:** January 2006–present

**Summary:** Regular water quality monitoring is vital to compliance with national legislation and third-party requirements. That's why we're measuring over 20 water quality parameters (e.g. water temp, DO, pH, turbidity, etc.) on a regular basis.

**Project description:**

The monitoring program was established as part of a collaboration between the company and the environmental sciences group from Wageningen University, Netherlands. Important contributions to the program were also made by Prof. Claude E. Boyd from Auburn University.

There are 22 parameters that we analyze in our internal laboratory. Depending on the parameter and requirement, samples are taken daily, weekly, monthly, or at other intervals. Our sampling locations are based on national legislation and environmental certifications.

- Aquaculture Stewardship Council (ASC) : 9 sampling points/month.
- Best Aquaculture Practices: 8 sampling points/month.
- RKL-RPL (Government Regulation): 6 sampling locations/semester.
- The Good Fish Cultivation Program (CBIB) from the Marine and Fisheries Ministry (KKP): 6 samples/year.
- 6 samples from hatchery/month.
- Laboratories: Internal — 312 samples/year; External — 38 samples/year.



# ENVIRONMENT



## WATER AND LAKES

INDONESIA



### SEDIMENT MONITORING PROGRAM

**Partners:**

Ministry of Environment

**Period:** 2008–present

**Summary:** Regular sediment samples are taken in key locations underneath the net pens on a bi-annual rota.

**Project description:**

It's important to monitor the sedimentation of organic material from aquaculture and other activities under net pens and in the surrounding lake system. Excessive organic accumulation can increase the oxygen consumption of the sediment, which can lead to anoxic benthos and decreasing ecological conditions. The release of dissolved nutrients can also stimulate plankton production. Based on this knowledge and the general idea of sustainable fish farming, Regal Springs Indonesia developed specific techniques to gain better insights about particle fluxes and the condition of the sediment in Lake Toba.

Parallel to the water quality monitoring program, regular sediment surveys are performed. Results lead to better insights about the effects of net-pen fish farming in Lake Toba and are helpful instruments for the sustainable use of the lake system for all stakeholders. We share our results with universities and third-party schemes to further develop the monitoring program and specific requirements.





# ENVIRONMENT



## WATER AND LAKES

INDONESIA



### SOLAR PANELS PROGRAM

**Partners:**

N/A

**Period:** April 2021–present

**Summary:** We replaced diesel generators on the net-pen farms with 168 solar panels to provide the electricity we need (e.g. for lighting and CCTV).

**Project description:**

The goal of the project was to replace diesel generators that were typically used on the net-pen farms to provide electricity (e.g. for lighting or CCTV) with solar panels and battery storages. The project started in April 2021 and we continue to monitor its positive impacts.

The key benefits of the project are:

- Noise reduction.
- Lower health and safety risk.
- Eliminated risk of diesel spills.
- Reduced carbon emissions.
- Fewer system failures.



# ENVIRONMENT



## WATER AND LAKES

INDONESIA



### WATER HYACINTH MANAGEMENT

**Partners:**

Environmental Services  
of Samosir Regency

**Period:** June 2023

**Summary:**

- 2 sets of water hyacinth chopping machines.
- 20 direct beneficiaries (local farmers).
- 300 indirect beneficiaries.

**Project description:**

Water hyacinths are an invasive plant that can negatively impact the Lake Toba ecosystem if they're not managed. This can result in reduced dissolved oxygen and a disruption of the nitrification process.

The water hyacinth program aimed to support the Samosir Regency Government in reducing water hyacinth density in Lake Toba. Together with the Samosir Regency Environmental Service, Regal Springs Indonesia supported the local farmers and community to use the machines provided to produce compost, which can be used to fertilize agricultural land and also support food security in the direct surroundings.



# ENVIRONMENT



## WATER AND LAKES

HONDURAS



### WATER QUALITY MONITORING PROGRAM

**Partners:**

N/A

**Start:** January

**End:** December

**Summary:** Regular water quality monitoring is vital to compliance with national legislation and third-party requirements. That's why we measured over 20 water quality parameters (e.g. water temp, DO, pH, turbidity, etc.) on a regular basis.

**Project description:**

Water is essential for the well-being of fish. Therefore, we carried out extensive monitoring of our lake water to ensure pH, temperature, and oxygen levels are optimal for the life of the fish. In addition, wastewater treatment was carried out with the proper processes.

We utilized an internal laboratory to conduct our water analysis. There were established sampling points for all farming sites (Yojoa, Cajón, Hatchery) to monitor physical, chemical, and biological parameters in the water. Depending on the parameter and requirement, samples were taken daily, weekly, monthly, or at other intervals. We wanted to ensure the test values were always within the established legal limits and third-party requirements and were compliant with the operating standards that Regal Spring has established.



# ENVIRONMENT



## WATER AND LAKES

HONDURAS



### RESTOCKING PROGRAM

**Partners:**

Fishermen's Association  
(ADPESCA and APAY)  
General Director of Fisheries  
and Agriculture (DIGEPESCA)

**Start:** January

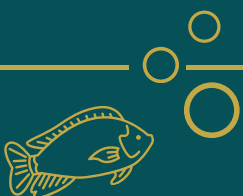
**End:** April

**Summary:** Over 100,000 fish were stocked, which benefitted approximately 150 fishermen in two municipalities.

**Project description:**

In support of the fishermen of the ADPESCA Association of Lake El Cajón, and as part of our community engagement, we stocked approximately 80,000 fish in the El Mango sector of the municipality of Victoria.

Additional to the support provided to the fishermen of the APAY Association of Lake Yojoa, the stocking of approximately 20,000 fish was also carried out in the Agua Azul mountain range, benefitting more than 60 fishermen in that sector.



# ENVIRONMENT



## WATER AND LAKES

HONDURAS



### CLEANING CAMPAIGNS

**Partners:**

Buenos Aires Tourism Committee  
14th Infantry Battalion  
National police  
APAY Fishermen's Association  
Community school

**Start:** January

**End:** December

**Summary:** As part of the program, over 11 tons of water hyacinths and over 200 garbage bags (8,000 pounds) full of rubbish were collected, benefitting over 35,000 people.

**Project description:**

This project involved the removal of water hyacinths from Lake Yojoa in the community of Agua Azul Sierra, in coordination with the APAY Fishermen's Association, 14th Infantry Battalion, and volunteers from the company and community leaders. Over 11 tons of water hyacinths were removed and disposed of.

Garbage collection activities in the area of Lake Yojoa were organized in the tourist corridor of Los Naranjos towards the community of Peña Blanca and the municipality of Santa Cruz de Yojoa. Thanks to coordination with the Committee of Tourism, national police, schools, firefighters, armed forces, Aquafinca volunteers, and entrepreneurs, more than 200 bags of garbage were collected. Plus, we oversaw the construction of six solid waste collection stations in the municipality of Santa Cruz de Yojoa to help to reduce garbage on the streets.



# ENVIRONMENT



## WATER AND LAKES

MEXICO



### WATER QUALITY MONITORING PROGRAM

**Partners:**

Química Análítica del Golfo  
(accredited laboratory)

**Start:** January 2023

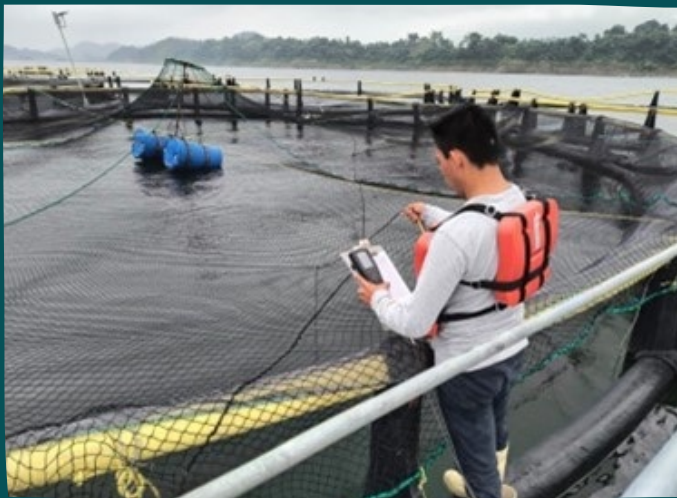
**End:** December 2023

**Summary:** Regular water quality monitoring is vital to compliance with national legislation and third-party requirements. That's why we measured over 20 water quality parameters (e.g. water temp, DO, pH, turbidity, etc.) on a regular basis.

**Project description:**

Water quality in aquaculture has a direct influence on fish reproduction and growth. Dissolved oxygen, temperature, pH, ammonia, and alkalinity are the most important parameters to monitor to ensure the quality needed.

Regal Springs Mexico has an established limnology program that includes monitoring at various sampling points — strategically established for each lake (Malpaso and Peñitas) as well as the hatchery. During this project, samples were analyzed at in-house laboratories. However, analyses were also carried out bi-monthly and semi-annually through an accredited external laboratory in order to ensure compliance with national legislations and the third-party requirements of our operations.



# ENVIRONMENT



## WATER AND LAKES

MEXICO



### SUPPORTING SMALL-SCALE FISH FARMERS

**Partners:**

MSD

Feed suppliers

CESACH

Aquaculture leaders

**Start:** January 2023

**End:** December 2023

**Summary:** Training for the Members of the Dique 1 and Herradura Cooperatives to implement best aquaculture practices and biosecurity.

**Project description:**

This project was focused on supporting small-scale fish farmers that operate in the same lakes as us by implementing best aquaculture practices and responsible methods. The aim was to foster responsible aquaculture development and improve the environmental sustainability and biosecurity protocols implemented by local small-scale farmers.

We created and communicated "production guidelines" for Chiapas, including biosecurity best practices for the main producers of the lakes in order to raise awareness of responsible practices and biosecurity issues — using federal legislation as a basis. The goal was for these fish farmers to become the example of best practices for their communities.

Furthermore, we supported the delivery of routine fish health diagnosis and epidemiological surveillance plans. We also encouraged responsible waste management in the collection centers of the local fishing cooperatives — located in the area of influence of RSM — and supported biological load capacity studies.



# ENVIRONMENT



## WATER AND LAKES

MEXICO



### COMMUNITY CLEANING PROGRAM (AMACOHITE)

**Partners:**

Protección Civil Municipal  
(CONANP)

Two communities from the  
municipality of Ostuacán, Chiapas

**Start:** January 2023

**End:** October 2023

**Summary:** Collection of rubbish  
in the community of Bajo  
Amacohite and Plan de Ayala.

**Project description:**

We provided these communities with essential materials such as bin bags and general cleaning supplies and organized regular community cleaning events, during which volunteers collected rubbish to improve the environment and reduce the breeding habitat for mosquitos.

We organized special campaigns, such as the "Prevention of dengue, Zika and Chikungunya" campaign. This event raised awareness and allowed the community to reduce their risk of getting infected with one these diseases that are transmitted by mosquito bites or as an indirect consequence of rubbish.





# ENVIRONMENT



## WATER AND LAKES

MEXICO



### WATER HYACINTH MANAGEMENT

**Partners:**

University of Sciences and Arts of Chiapas Cooperatives

**Start:** January 2023

**End:** December 2023

**Summary:** Training of the cooperatives and communities in Ostuacan in removal and use of water hyacinths.

**Project description:**

The project focused on the sustainable use of the water hyacinths in the dam and aimed to take advantage of this invasive plant species to generate revenue with the fishing cooperatives and communities of Ostuacán, Chiapas.

Due to its socio-environmental characteristics, the program interacted with MSN in collaboration with the scientific community of Chiapas, the University of Chiapas, and the community of Ostuacán itself.

This program explored various case studies on how water hyacinths could be best used. The three most promising pathways were composting, the use for animal feed (ruminants), and use in producing building blocks.



# ENVIRONMENT



## REFORESTATION

HONDURAS 

### HONDURAS FOREST PROTECTION STRATEGY

**Partners:**

Municipalities  
Communities/community module  
CEPUDO  
ENEE  
Watershed management unit  
Armed forces

**Start:** January

**End:** December

**Summary:**

- 16,000 trees planted
- 9,470 hectares of forest protected
- 43 participating communities
- 4 participating municipalities

**Project description:**

The forest protection and conservation strategy is based on incentives known as “environmental barter,” which, in a strategic, coordinated, dynamic, and participatory sense, involves all the actors and sectors linked to the territory called ZFPEC.

Our strategy was implemented by organized communities protecting the forests and carrying out reforestation campaigns for incentives from the company. They joined efforts to mitigate the scourge of forest fires and contribute to water conservation and care, with emphasis on the integrated management of natural resources in the areas of influence of hydroelectric plants. The protection plan protects areas based on vulnerability categories (very high, high, medium, and low) and by forming combat brigades with personnel from organized communities.



# ENVIRONMENT



## REFORESTATION

MEXICO



### RESTORATION IN OCOTE BIOSPHERE RESERVE

**Partners:**  
CONANP  
EIZIA A.C.

**Start:** January 2023  
**End:** December 2023

**Summary:** Reforestation of 15 hectares, to the benefit of three communities and the environment.

#### Project description

Regal Springs Mexico, CONANP, and EIZIA A.C., collaborated in strengthening local participation in actions for better environmental, aquacultural, and social practices in the Ocote Biosphere Reserve. Given such relevance, private initiatives, civil society organizations, the government, and local communities have played important roles in the conservation and preservation of this protected natural area.

Through this program, we achieved the reforestation of 15 hectares with 12,000 native trees in strategic sites in the Median Forest of the Ocote Jungle Biosphere Reserve in 2023.

This program intends to contribute to the regeneration of the ecological connectivity, mitigate the effects of climate change, and assist ecological restoration processes and environmental services.



# SOCIAL



# EDUCATION

INDONESIA



## BEST-IN-CLASS AWARD

### Partners:

Elementary school around Toba farming and processing plant area

**Period :** August & September 2023

**Summary:** 237 students in 12 different schools across six regencies were awarded with school equipment packages.

### Project description:

Regal Springs Indonesia encourages an interest in learning at the elementary school level by providing stimulus prizes for best-in-class winners.

These school equipment packages are provided annually at the beginning of each new school year. The packages include bags, school equipment, and certificates.

The program doesn't only support the students directly, but also has an impact on the company's good relations with students' parents, as well as teachers who are part of an empowered community.



# SOCIAL



# EDUCATION

INDONESIA



## BASIC NEEDS ASSISTANCE FOR HONORARIUM TEACHERS

### Partners:

Local elementary school

**Period :** May and November 2023

**Summary:** 35 honorarium teachers are supported twice a year with a basic needs package (70 basic needs packages per year in total).

### Project description:

This basic needs assistance program for honorary teachers is carried out with the aim of further supporting and motivating honorary teachers who only receive a basic teaching salary.

We believe that our support and assistance can allow teachers to focus better on the education of the children.



# SOCIAL



## EDUCATION

INDONESIA



### LOCAL MSMEs EMPOWERMENT

**Partners:**  
Local MSMEs

**Period:** September  
and December 2023

**Summary:**

- 2 MSMEs
- 27 beneficiaries
- 30-unit MSME tents

#### Project description:

Regal Springs Indonesia supports the development of culinary Micro, Small, and Medium Enterprises (MSMEs) in areas around the company's operations by providing raw materials, cooking equipment, and assistance for marketing. One such initiative currently underway involves the production of value-added products made from tilapia fish, such as meatballs, tilapia floss, and tilapia fish crackers. These products are produced by:

- Muara Tanjung Women's Group in Sei Nagalawan Village, Perbaungan District, Serdang Bedagai Regency, North Sumatra.
- Makmur Jaya in Toba area.

Regal Springs Indonesia continues its efforts to introduce delicious and highly nutritious convenience foods made from tilapia fish.



# SOCIAL



# EDUCATION

HONDURAS



## “READERS TO LEADERS” PROGRAM (HONDURAS)

### Partners:

USAID  
Ministry of Education

**Start:** January

**End:** April

**Summary:** This program provided 4,000 books to 4,000 students at 46 schools in six municipalities.

### Project description:

This program was led by the government, USAID, and our company to improve students' pedagogical knowledge in reading and writing. It sought to complement the activities that teachers currently carry out with new teaching practices, thus improving the learning rates in reading and writing of boys and girls from first to sixth grade.

In support of the pillar of education, we delivered more than 4,000 Spanish books to more than 46 schools in the communities of the municipalities of San Francisco de Yojoa, Santa Cruz de Yojoa, Minas de Oro Comayagua, Taulable Comayagua, La Libertad Comayagua, and Victoria Yoro — benefitting more than 4,000 students.



# SOCIAL



# EDUCATION

HONDURAS



## EDUCATODOS PROGRAM

**Partners:**

Ministry of Education  
Community boards

**Start:** January

**End:** December

**Summary:** This program supported four teachers and 215 students in four schools across four municipalities.

**Project description:**

This alternative education program had a flexible and agile modality to achieve the educational incorporation of children and young people between 10 and 35 years old who haven't started or completed basic education, especially in rural and peri-urban areas.

Through the program, we directly contributed to the eradication of illiteracy and the improvement of education across the target population through a quality educational offer.

A bonus was given to teachers so they could teach classes in educational centers in the municipalities of Victoria in Yoro, San Francisco de Yojoa, Minas de Oro, and La Libertad, Comayagua.





# SOCIAL EDUCATION



HONDURAS



## ACCESS TO EDUCATION

**Partners:**

Ministry of Education  
Community boards

**Start:** February

**End:** November

**Summary:** This program supported three teachers and 92 students in two schools across two municipalities.

**Project description:**

Funding cuts and an increased number of enrolled students have threatened access to education for many young people.

Since 2010, this project has supported three teachers in the communities of Borbotón and Agua Azul Sierra with a financial bonus, in agreement with the education boards and districts — allowing education to reach the communities adjacent to our production centers in Lake Yojoa and Borbotón.



# SOCIAL EDUCATION



HONDURAS



## STRENGTHENING EDUCATIONAL CENTERS

### Partners:

CEPUDO association  
Municipalities of Lajas

**Start:** February

**End:** June

**Summary:** This program supported three teachers and 200 students in three educational centers across two municipalities.

### Project description:

This project focused on investments into educational centers, which improved the learning and teaching conditions for students and educators.

The investment that we provided to the educational centers was used for improvements such as the remodelling of the classrooms in the municipality of Lajas, Comayagua. It was also used to purchase furniture, paints, and materials that were used to improve the schools and kindergartens of Borbotón, San Francisco de Yojoa, and Minas de Oro, Comayagua.



# SOCIAL



# EDUCATION

MEXICO



## EDUCATION FOR ADULT EMPLOYEES

### Partners:

Chiapas Institute of Education for Youth and Adults (ICHEJA)

**Start:** January 2023

**End:** December 2023

**Summary:** This program supported 65 employees in completing an elementary school education.

### Project description:

The aim of this program was to help employees and adult members of neighboring communities improve their literacy to an elementary school level.

ICHEJA provided the books and the teacher (two hours per week) and conducted the exams.

Regal Springs organized a closing ceremony and provides all basic materials and a special t-shirt.



# SOCIAL



# HEALTH

INDONESIA 

## NUTRITIONAL INTAKE SUPPLEMENTARY FOOD PACKAGE

### Partners:

Local integrated health care  
Kindergarten  
Local authorities

**Period :** January–December 2023

**Summary:** This program supported 1,631 beneficiaries with 11,380 food packages for eight kindergartens and 15 integrated healthcare centers.

### Project description:

To support the local governments in providing balanced nutrition through the health program, we provided more than 1,000 supplementary food packages per month for mothers, babies, toddlers, and young children in order to prevent malnutrition.

The program, which is in line with the United Nations' Sustainable Development Goal No. 3 ("Good Health and Welfare"), also involved partnerships with integrated health centers (Posyandu), kindergartens, and early childhood education centers in villages surrounding the operational/farming area in the Toba and Samosir regencies and a processing plant in Serdang Bedagai Regency, North Sumatra.

In the Toba and Samosir regencies, green bean porridges and boiled duck eggs were provided to 1,000 pregnant women and toddlers. Meanwhile, in Serdang Bedagai Regency, green bean porridges, vegetables, eggs, and vitamins were provided to nearly 800 toddlers and pregnant women.



# SOCIAL



# HEALTH

INDONESIA 

## BLOOD DONATION AND FREE MASS CIRCUMCISION

### Partners:

Local public hospital  
Third-party sponsor

**Period :** December 22, 2023

**Summary:** Together with the local public hospital, 130 blood donations were collected and more than 130 boys received free surgery.

### Project description:

To strengthen its commitment to employee and community welfare in terms of health, Regal Springs Indonesia organized a blood donation and free circumcision event in the processing plant area of Serdang Regency Bedagai.

This activity was in collaboration with the local hospital Amri Tambunan for blood donations and the Islamic Faith Agency (BKI) PT Aqua Farm Nusantara for circumcisions, with a total target beneficiary of more than 260 people.

Circumcisions and blood donations are carried out almost every year by Regal Springs Indoensia, but this was halted when the COVID-19 pandemic prevented it.



# SOCIAL



# HEALTH

INDONESIA



## PUBLIC HEALTH CENTER FACILITIES IMPROVEMENT

### Partners:

Local public health center  
G4S (security vendor)

**Period:** September 2023

**Summary:** Regal Springs donated 10 sets of sinks and the required amount of PVC pipe for water installation. This improvement benefits approximately 600 people from the local communities.

### Project description:

Regal Springs Indonesia donated several additional sinks and supporting facilities to improve the local public health center's services, hygiene, and patient comfort. This activity was also supported by G4S (our security partner).



# SOCIAL



# HEALTH

INDONESIA 

## STUNTING PREVENTION AND NUTRITION IMPROVEMENT PROGRAM

### Partners:

National Population and Family Planning board of Serdang Bedagai Regency

**Period:** June–October 2023

**Summary:** We provided over 720 kg of tilapia trimming meat, which benefitted over 2,500 people in the local communities.

### Project description:

Together with the National Population and Family Planning (BKKBN) for Serdang Bedagai Regency, Regal Springs Indonesia provided tilapia trimming meat to be processed into nutritious food.

This food will be given to 500 children every month to improve nutrition and prevent stunting.



# SOCIAL



## HEALTH

### HONDURAS

## STRENGTHENING HEALTH CENTERS

**Partners:**

Municipalities  
Ministry of Health  
Aquafeed  
CEPUDO  
Ministry of Salt and Light

**Start:** January**End:** November**Summary:** We supported local health centers in improving their facilities and supplied over 2,000 packages of medicine. This investment benefitted over 28,000 people in four municipalities.**Project description:**

The remodelling of the community health center of Rio Lindo was achieved in conjunction with the Municipality of San Francisco de Yojoa, Aquafeed, and the Ministry of Health. This project focused on the waiting room, admission and archive, pre-clinic, clinical laboratory waiting room, reception, and sampling area.

We also invested in construction material for the restoration of the Rigoberto Madrid health center in the community of San Francisco de Yojoa. The dentistry and general consultation areas were significantly improved.

This health center is a fundamental pillar for the inhabitants of various communities in the municipality, providing them with quality medical care. More than 2,000 packages of medicine were delivered to the health centers in the communities of Rio Lindo in San Francisco de Yojoa, Minas de Oro in Comayagua, Victoria in Yoro, and Santa Cruz de Yojoa, benefitting more than 2,500 people.





# SOCIAL



## HEALTH

HONDURAS 

### MEDICAL BRIGADES

**Partners:**

Ministry Sal y Luz  
Center Vida Infantil  
Municipalities

**Start:** January

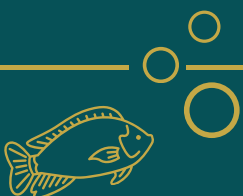
**End:** November

**Summary:** By supporting medical brigades, more than 900 people benefited in three municipalities.

**Project description:**

In coordination with the Ministry of Sal y Luz and the Child Life Center, important medical brigades were carried out in the community of Agua Azul Sierra (Santa Cruz de Yojoa), Nueva Murcia (San Francisco de Yojoa), and La Libertad (Comayagua), where more than 900 people received general medical, dental, and ophthalmological care.

The medical brigades reached the most distant communities in our municipalities, where people don't have access to a health center.



# SOCIAL



## HEALTH

HONDURAS 

### FOOD SAFETY

**Partners:**

CEPUDO

Ministry of Salt and Light

14th Infantry Battalion

**Start:** January

**End:** December

**Summary:** We provided more than 12,000 portions of fish to three shelter houses and the 14th Infantry Battalion. Furthermore, fertilizer was given to farmers to boost their harvest.

**Project description:**

With our food security program, we supported three shelter houses and the 14th Infantry Battalion, providing more than 10,500 portions of fish per year.

In agreement with the CEPUDO Association/Peña Blanca Chapter, food was delivered for the grandparents program in the communities of Buena Vista and La Aguita in the municipality of Santa Cruz de Yojoa.

We also provided food for the fishermen of the ADPESCA Fishermen's Association in Lake Cajón and the APAY association in Lake Yojoa.

Furthermore, urea fertilizers were given to 100 families belonging to the municipality of Victoria, Yoro, to boost their harvests.



# SOCIAL



## HEALTH

MEXICO



### WHEELCHAIRS FOR CHIAPAS

**Partners:**

Chiapas government

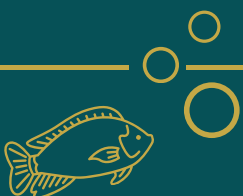
**Start:** May

**End:** May

**Summary:** We supplied two wheelchairs to the local government to benefit two disabled children.

**Project description:**

Regal Springs Mexico donated two wheelchairs to the Chiapas government. The wheelchairs are benefitting two children that are immobile.



# SOCIAL



## INFRASTRUCTURE

INDONESIA 

### ROAD REPAIR AND MAINTENANCE

**Partners:**

Local authorities  
Community

**Period:** May, June, and December 2023

**Summary:** We supported 9 km of road maintenance across two regencies.

**Beneficiaries:** Local community and tourists (crossed the road every day).

**Project description:**

Regal Springs Indonesia supported local authorities to maintain and repair approximately 9 km of roads. Improving road infrastructure enables local communities to benefit from better access to transportation and a more efficient and safe distribution of economic goods.

Furthermore, a heavily damaged key section of a road that had deep potholes and was regularly flooded with water was repaired. The 190-meter-long, four-meter-wide road section is located in Naga Kisar Village, Serdang Bedagai Regency, North Sumatra, which also became tourist access to Cermin Beach.



# SOCIAL



## INFRASTRUCTURE

### HONDURAS

### ROADS

**Partners:**

Municipalities  
Community boards

**Start:** January

**End:** December

**Summary:** Together with local municipalities, we repaired 42 km of roads and 400 m of pavements, which will support six communities across two municipalities. This will benefit approximately 40,000 people.

**Project description:**

In agreement with the municipality of Santa Cruz de Yojoa and residents of the community, the paving of one of the main streets of the Agua Azul Sierra community was repaired. This road leads to the Regal Springs farming center on Lake Yojoa. Moreover, 200 m of road were paved together with the Zapote community in the same municipality.

In agreement with with the municipality of San Francisco de Yojoa, the maintenance of 8 km of the road that leads from the CA5 to Rio Lindo was carried out, benefitting more than 25,000 people who transit through this sector. The maintenance of the alternate street that leads from the community of Los Planes to the Ocotal was also carried out as part of the fire prevention activities in the El Cajon sector. Furthermore, the road that leads from the Cajón reservoir to the community of Cabeceras in the municipality of Santa Cruz de Yojoa was maintained.



# SOCIAL



## INFRASTRUCTURE

HONDURAS 

### WATER AND BRIDGE CONSTRUCTION PROJECT

**Partners:**

Municipalities  
Community boards

**Start:** January

**End:** December

**Summary:** Together with the municipalities of Lajes and Victoria, we supplied construction materials for a water tank and a bridge. This will benefit 8,000 people in eight communities.

**Project description:**

In agreement with the municipality of Lajas and the Department of Comayagua, material was delivered for the construction of a water tank in the La Concepción community, benefitting more than 50 families.

In agreement with the municipality of Victoria, Yoro, we delivered cement as a second contribution for the construction of a bridge in the community of Calichito. This initiative strengthens agricultural production in more than six communities in the sector.



# SOCIAL



## INFRASTRUCTURE

MEXICO



### ROADS

**Partners:**

Municipality of Ostuacan  
Nuevo Xochimilco community

**Start:** October 2023

**End:** November 2023

**Summary:** We supported the local municipalities to unblock the roads that connect Ostuacan with Amocohite after a landslide.

**Project description:**

With the mutual cooperation of RSM, civil protection from the Municipality of Ostuacán, and the community of Nuevo Xochimilco, it was possible to unblock the highway that connects the community of Ostuacán and Nuevo Xocimilco with Amacohite.

The blockade was due to a landslide of a hillside on the side of the road. The landslide was a result of the intense rainfalls caused by the Cold Front No. 9. This blockade prevented transports and commuting between the communities by land.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA



### NATIONAL FISH DAY 2023

#### Partners:

Ministry of Marine & Fisheries  
National media  
Ranch Market (as our retailer)

**Period:** December 7, 2023

**Summary:** We participated in an event to celebrate National Fish Day 2023 with our stakeholders and the media.

#### Project description:

This event commemorated National Fish Day on November 21. Its objectives were:

- Support the government in national food and nutrition security and the quality of human resources.
- Increase public awareness of the importance of fish as a food ingredient that contains high-quality protein and nutrients.
- Promote tilapia fish, which are responsibly farmed and highly nutritious.
- Improve public understanding of the potential of tilapia as one of the five main export commodities in the Indonesian fisheries sector.
- Educate about the operations of Regal Springs Indonesia, as a premium tilapia producer.





# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA 

### KRIYA FEST EVENT – NORTH SUMATERA

#### Partners:

North Sumatra Province Maritime & Fisheries Service

North Sumatra Province Regional National Crafts Council

**Period:** February 21-23, 2023

**Summary:** We participated in an event with over 100 visitors who represented over 10 key stakeholders and that was covered by the media.

#### Project description:

Regal Springs Indonesia, in collaboration with the North Sumatra Province Maritime & Fisheries Service, supported the development of the local craft industry ecosystem and North Sumatran MSME (Micro, Small and Medium Enterprise) activities. This support was demonstrated through participation in the North Sumatra Kriya Fest activities, organized by the North Sumatra Province Regional National Crafts Council (Dekranasda) at the Tiara Convention Center in Medan from February 21-23, 2023.

Collaborating with stakeholders, both fostered partners and the government, was part of our efforts to play a role in accelerating economic growth within the crafts subsector. We wholeheartedly support Dekranasda's initiatives as a platform for craft industry players, optimizing the potential of craftsmen in North Sumatra. This collaboration represents a valuable opportunity and momentum to open up and expand market access.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA



### INNOVATION & INVESTMENT WEEK EVENT

#### Partners:

Local authorities  
Community

**Period** May 24–26, 2023

**Summary:** Regal Springs Indonesia actively participated in the 9th Innovation and Investment Week at Maimun Palace in Medan, North Sumatera, and was awarded the 1st prize for the exhibitor with the best stand.

#### Project description:

Aligned with the rapid development and innovation of local products poised to compete in the export market, Regal Springs Indonesia actively participated in the 9th Innovation and Investment Week at Maimun Palace in Medan, North Sumatera. We wholeheartedly support local government programs, particularly those focused on creating investment opportunities, expanding access for Micro, Small, and Medium Enterprises (MSMEs), and improving the overall economy.

Through our participation, Regal Springs Indonesia aimed to educate the public about the benefits of consuming fish, emphasizing its easy availability and high nutritional value. During our involvement in this event, Regal Springs Indonesia organized various activities and collaborated with diverse parties. These included a Health Talk session on "Fulfilling Nutrition for Toddlers and Pregnant Women Through Fish Protein," a cooking class and competition attended by the Chair of the Serdang Bedagai Regency, a Chef Exhibition with the Indonesian Chef Association (ICA) North Sumatera, and collaborations with MSMEs showcasing various superior products from around the company's operational areas.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA



### OPEN CHESS TOURNAMENT

#### Partners:

Local authorities  
Community  
Indonesian Chess Association  
of Toba Regency

**Period:** November 6–8, 2023

**Summary:** We organized and facilitated an open chess tournament with 44 players and a large audience from the local communities and visiting media.

#### Project description:

In celebration of National Heroes Day on November 10, Regal Springs Indonesia collaborated with the local chess community in Ajibata and the Indonesian Chess Association (Percasi) of Toba Regency to organize the “Open Chess Tournament Aqua Farm Cup 1”. The tournament took place from November 6 to 8 at the ASDP Indonesia Ferry Building in Ajibata, Toba Regency, North Sumatra.

The event drew approximately 44 participants of various ages and backgrounds, including experienced chess players and beginners from different areas within the company’s operational region, encompassing Toba Regency, Samosir Regency, and Simalungun Regency.

This event reflected Regal Springs Indonesia’s commitment not only to sustainable operations but also to the enrichment of local culture and support for the communities where the company operates. It highlighted the enduring allure of chess in Batak culture and promises a brighter future for chess enthusiasts in North Sumatra.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA



### ENGAGING WITH CENTRAL AUTHORITIES

**Partners:**

Central government

**Start:** January

**End:** December

**Summary:** Regular engagements with regulatory stakeholders from central authorities.

**Project description:**

It's a proactive approach that recognizes stakeholders as valuable sources of insights, innovation, and strategic guidance. So, in the pursuit of sustainable tilapia fish cultivation, Regal Springs Indonesia has conducted several stakeholder engagement activities for central authorities.

This has included courtesy visits to the offices of the Ministry of Maritime Affairs and Fisheries' Director General of Aquaculture (March 29, 2023), the Investment Ministry's Planning Directorate (May 5, 2023), and the Swiss embassy to meet Olivier Zehnder (May 5, 2023). We're also committed to maintaining relationships with the Ministry of Marine & Fisheries, the Indonesia Tilapia Association, the USSEC, and more.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA 

### ENGAGING WITH PROVINCE AND LOCAL AUTHORITIES

**Partners:**

Province and local government

**Start:** January

**End:** December

**Summary:** Regular engagements with regulatory stakeholders from provincial and local authorities.

**Project description:**

It's a proactive approach that recognizes stakeholders as valuable sources of insights, innovation, and strategic guidance. So, in the pursuit of sustainable tilapia fish cultivation, Regal Springs Indonesia conducts some stakeholder engagement activities, from national, and province to local authorities, such as receiving a visit from the:

- Regent of Serdang Bedagai to Toba farming (March 18, 2023).
- Military commander of Bukit Barisan to the processing plant (April 5, 2023).
- Indonesian Investing Coordinating Board to the processing plant (August 9, 2023 – in the context of preparing a study of downstream in the fisheries sector).
- Indonesian ambassador to Switzerland (September 18, 2023 – in the context of introducing the concept of tilapia cultivation).
- North Sumatra Maritime and Fisheries Service (June 7, 2023 – net pen inspection).
- Military resort commander, (October 23, 2023).



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

INDONESIA



### COMMUNITY EVENTS IN RELIGIOUS AND FESTIVE HOLIDAYS

#### Partners:

Local government  
Local mosque

**Start:** May, June, and December 2023

**Summary:** Festive hampers and other donations were provided to 12 villages, benefitting over 1,270 people.

#### Project description:

To strengthen relations with the community around the operational area, Regal Springs Indonesia distributed hampers to the community on festive holidays, such as Eid al-Fitr, Eid-al Adha, and Christmas. Over 1,270 people benefitted in 12 villages.

This is an annual activity from Regal Springs Indonesia to share happiness and support the local communities. In 2023, we supplied:

- 40 Christmas hampers.
- 330 Eid al-Fitr hampers.
- 200 iftar packages (breaking the fast).
- 22 sacrificial animals.
- 6 sets of church long chairs.
- 2 unit water tanks.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

HONDURAS

### COMMUNITY

**Partners:**

Watershed Management Unit (ENEE)  
Municipality  
Community  
Private company

**Start:** January

**End:** December

**Summary:** We engage on a regular basis with approximately 650 Fishermen from nine municipalities in 45 communities as part of different sustainability topics.

**Project description:**

This project focuses on involving communities in the planning and execution of projects and activities that positively impact their environment. Through meetings with representatives of the fishermen of the ADPESCA Association of Lake Cajón and the APAY Association of Lake Yojoa, we hope to establish an effective and sustainable collaboration with the communities to achieve greater participation and commitment on the part of local inhabitants.

Among these initiatives was the Forest Protection Strategy, which aimed to preserve and care for the local ecosystem. We also contributed to the repair of the ferry — a vital means of transportation for the communities.

In addition, we organized the Tilapia Fair to promote local economic activity and job creation. Through this project, we sought to improve the quality of life of the communities and strengthen their organizational and leadership capacity.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

HONDURAS

### NATIONAL AND LOCAL AUTHORITIES

**Partners:**

Municipalities  
Central government  
Ministry of Health

**Start:** January

**End:** December

**Summary:** Regular engagements with regulatory stakeholders from national and local authorities.

**Project description:**

We organize and participate in regular meetings and communicate with government authorities both nationally and locally. This not only ensures business continuity, but also guarantees compliance with the regulations and laws that govern the sector.

Regular meetings are a key tool to establish a constructive dialogue with government representatives and align the company's objectives with the interests of the country and society in general. In addition, at these meetings, innovative projects are presented, financial support discussed, and corporate social responsibility initiatives promoted.





# GOVERNANCE



## INTERNATIONAL AND NATIONAL CERTIFICATIONS (ASC, BAP)

HONDURAS 

### FUNDAHRSE SEAL

**Partners:**

Honduran Foundation Corporate Social Responsibility (FUNDAHRSE)

**Start:** January

**End:** December

**Summary:** Regal Springs Honduras was recognized with the FUNDAHRSE seal in the recent XVII edition of this prestigious event.

**Project description:**

Regal Springs, a world leader in responsible aquaculture and locally known as Aquafinca St. Peter Fish, was recognized with the seal of the Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE) in the recent XVII edition of this prestigious event.

The FUNDAHRSE Award for Socially Responsible Enterprise (ESR) recognized Regal Springs as a company that's demonstrated its performance and commitment to social and environmental health for 13 years.

This achievement consolidated Regal Springs as a leader in integrating sustainable practices into its daily operations, demonstrating our commitment to social development, sustainable aquaculture, and environmental protection.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

MEXICO



### MALPASO STAKEHOLDER AGREEMENT

#### Partners:

Government of the State of Chiapas  
Ministry of Economy  
Ministry of Agriculture  
Mezcalapa Government  
Fisheries, Aquaculture and  
Agricultural Union of Grijalva

**Start:** January 2023

**End:** October 2023

**Summary:** All stakeholders signed an MoU that allows everyone to work together to ensure a productive relationship for the benefit of all actors involved in the aquaculture sector within the Malpaso region.

#### Project description:

The Malpaso event was hosted at the farm site of Regal Springs Mexico at the banks of Malpaso lake and marked a renewed and intensified partnership. After the fallow period of Regal Springs Mexico's activities in Malpaso Lake, on October 4, 2023, Regal Springs Mexico and the Fisheries, Aquaculture and Agricultural Union of Grijalva signed an MoU that allows all stakeholders to work together to ensure a productive relationship for the benefit of all actors involved in the aquaculture sector within the Malpaso region.

The purpose? To ensure everyone can benefit from the promotion of sustainable practices, enhance social peace and dialogue between local communities, and execute projects, strategies and joint actions for the sustainable development of aquaculture in the Malpaso Lake. The MoU was also signed by the governor of the State of Chiapas, The Minister of Economy, and the Minister of Agriculture.



# GOVERNANCE



## STAKEHOLDER ENGAGEMENT

MEXICO



### NATIONAL AND LOCAL AUTHORITIES

#### Partners:

Chiapas State Human Rights Commission  
Ministry of Economy and Labour

**Start:** January 2023

**End:** October 2023

**Summary:** The State Human Rights Commission awarded Regal Springs Mexico with the “Company Respectful of Human Rights” award.

#### Project description:

In 2023, Regal Spring Mexico received the “Company Respectful of Human Rights” distinction through the State Human Rights Commission (CEDH, by its acronym in Spanish).

The award recognizes companies in Chiapas that create, practice, and promote good practices with respect for human dignity, and that stand out for the promotion of human rights with issues related to inclusion, gender equality, health, and well-being for healthy coexistence and company growth.



# ESG PROJECT IMPACT



INDONESIA 

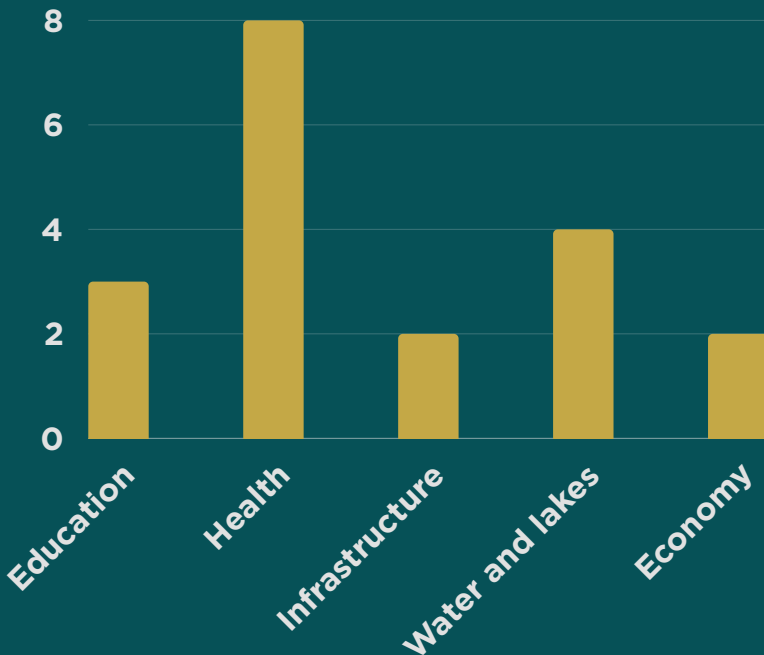
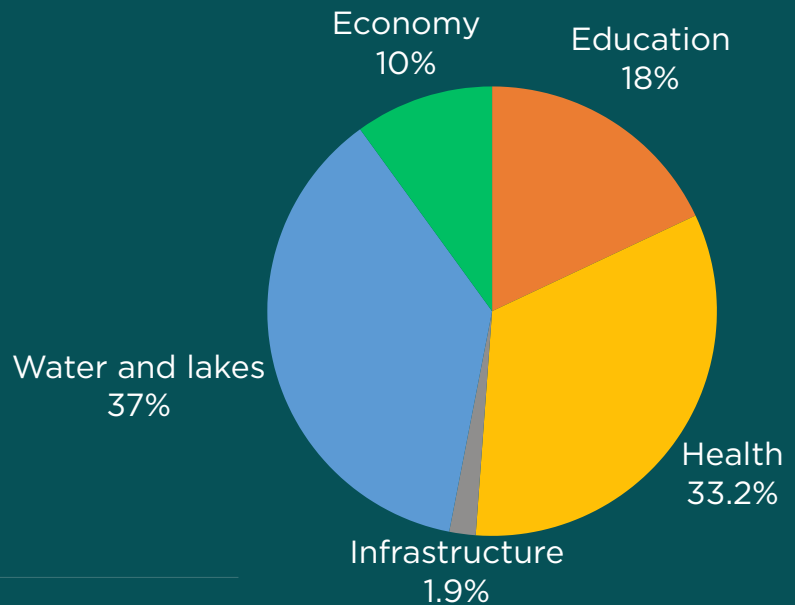
## REGAL SPRINGS INDONESIA ESG — COMMUNITY IMPACT

January-December 2023

16 programs by five pillars

5,690 beneficiaries

ESG projects by category



# ESG PROJECT IMPACT



HONDURAS 

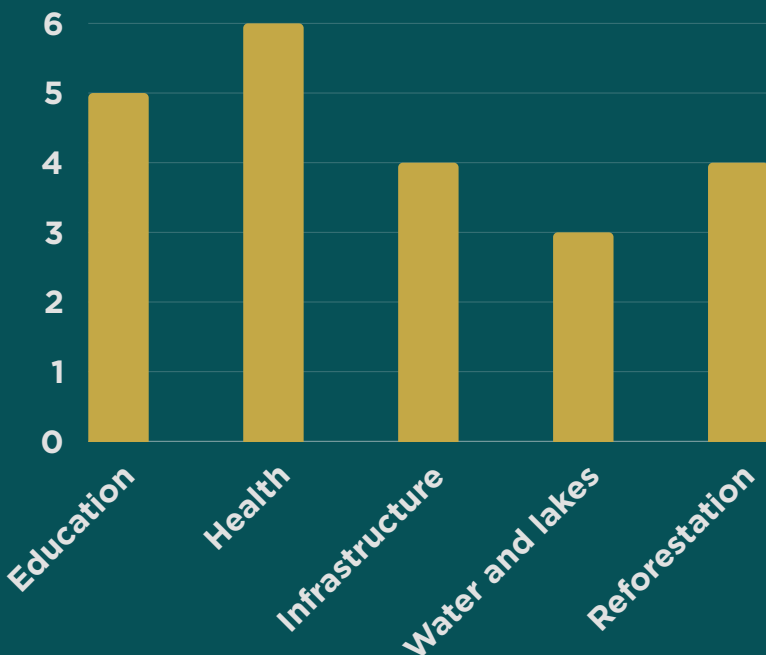
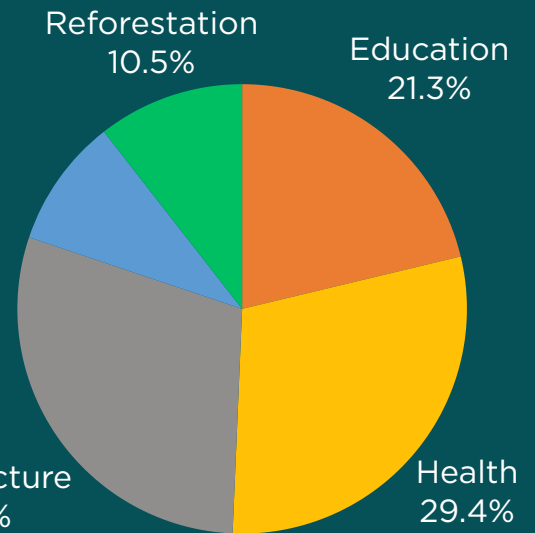
## REGAL SPRINGS HONDURAS ESG — COMMUNITY IMPACT

January–December 2023

**22 programs by five pillars**

**66,297 beneficiaries**

ESG projects by category



# ESG PROJECT IMPACT



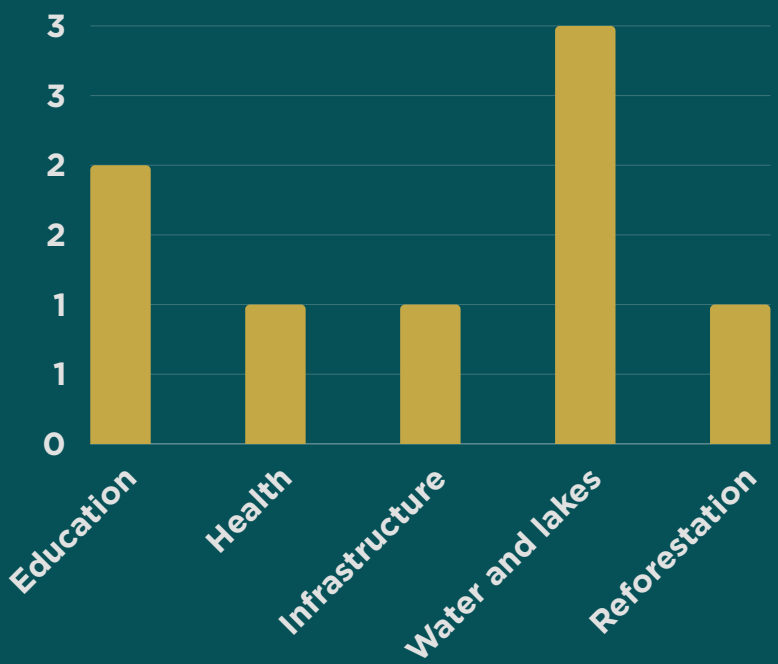
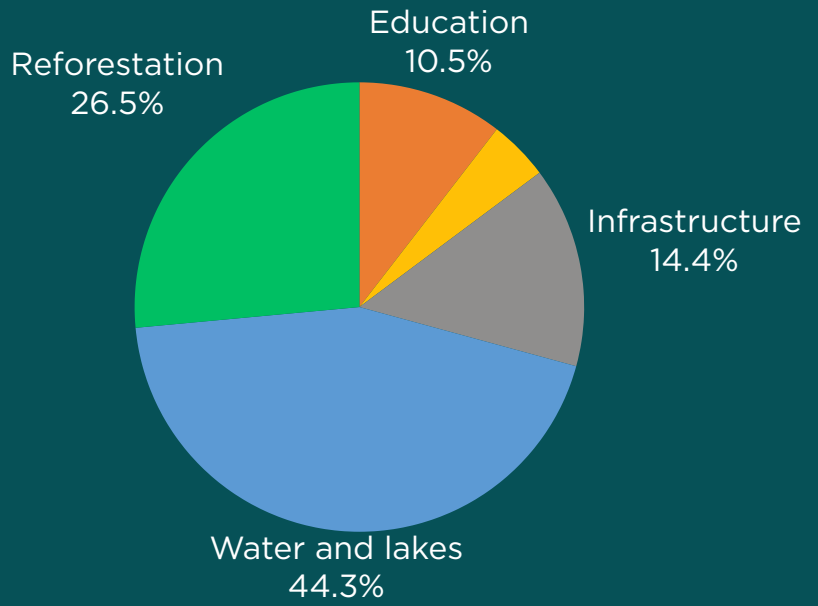
MEXICO 

## REGAL SPRINGS MEXICO ESG – COMMUNITY IMPACT

January–December 2023

**Eight programs by five pillars**  
**18,469 beneficiaries**

### ESG projects by category



# CONTACTS



## REGAL SPRINGS GROUP

### GENERAL COUNSEL & HEAD OF CORPORATE AFFAIRS

**Laurent Develle**

Email: [laurent.develle@regalsprings.com](mailto:laurent.develle@regalsprings.com)

### HEAD OF MARKETING & MEDIA RELATIONS

**Vernon Bradley**

Email: [vernon.bradley@regalsprings.com](mailto:vernon.bradley@regalsprings.com)

### GROUP SUSTAINABILITY MANAGER

**Benjamin Weis**

Email: [benjamin.weis@regalsprings.com](mailto:benjamin.weis@regalsprings.com)

### SALES TEAM

**Todd Raasch, Managing Director (USA)**

Email: [todd.raasch@regalsprings.com](mailto:todd.raasch@regalsprings.com)

**Petra Weigl, Managing Director (Europe)**

Email: [petra.weigl@regalsprings.com](mailto:petra.weigl@regalsprings.com)

