



2021

CONGALSA

Annual report

www.congalsa.com

CONGALSA

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1. CEO Message

One more year we present the summary of Congalsa's activity in our Corporate Report. In 2021, we have still seen the effects of the pandemic and how the global logistic situation has complicated normal operations. A little over a year has passed since we joined Sulpasteis, creating an even broader family, which has allowed us to reach new markets. Thanks to this, together we have been able to close the year by improving economic results despite the health crisis that has occurred (and which is still latent).

The turnover has amounted to 113 million euros during the 2021 financial year between the A Pobra do Caramiñal factory, Ribeira

factory and the Sulpasteis plant, in Portugal; which represents an increase of 13% compared to the economic results of the previous year.

The aforementioned Covid crisis has generated a more than notable impact on all hospitality sector, as well as the distribution of products within the Horeca channel. Despite this, at Congalsa we have been able to market up to 26,000 tons of our different types of product.

Faced with these global challenges, **at Congalsa we have focused our efforts on becoming a smarter business.** We are immersed in a transformation that will lead us to new scenarios always hand in hand with a committed

and innovative team. Because innovation is in all the people who make up Congalsa, thanks to whom we can respond to current and future challenges.

If we are convinced of one thing, it is that **the combination of innovation and sustainability is the key to acting at this time.** Both place us in a more competitive and better prepared position. We understand that digitization is a fundamental pillar in the organization and that is why the Congals4.0 model seeks to be capable of greater adaptability to needs in order to speed up strategic decision-making and advance integration with the client, as well as to achieve an assignment more resource efficient.

On the other hand, sustainability accompanies all processes, all the decisions we make. It is the basis of our business: generating wealth and employment with the maximum respect for the environment and the communities in which we are present. All this through a value chain committed to shared values, reflected in our Code of Conduct. We must be satisfied with the work we have done during this complex year, in which we have been adapting to the circumstances and which has allowed us to reach, despite everything, record figures. The effort and responsiveness of each and everyone is admirable.

At Congalsa we always work according to the highest standards in terms of quality, environment and social protection. We have been part of the EMAS registration for more than fifteen years, we have had an occupational risk prevention system for 10 years and we are signatories of the Global Compact. I take this opportunity to reaffirm our commitment to the initiative, supporting the Ten Principles of the Global Compact in the areas of human rights, labor rights, the environment and the fight against corruption.



I want to finish by thanking the entire Congalsa team for their commitment shown throughout this last year. Together we have been able to secure our position as a leading company, consolidating a digital transformation and a commitment to sustainability that allow us to face the new year with optimism.

Luis Miguel Simarro Esplá.
CEO of Congalsa

2021 at a glance



36

Presence in 36 international markets



450

Clients



26,000

Tons of products manufactured



13%

Increase in billing compared to 2020



388

People make up our team



67%

Women in staff



17,552

Hours of training



66,659

Euros in sponsorship initiatives



-9%

Reduction in water consumption



559MWh

Energy generated in our photovoltaic plants



95%

Purchasing seafood from sustainable sources



65%

Purchases from local suppliers

2. This is what we are: purpose, vision and values

Congalsa is a company that has been working since 1990 in the production of fish-based products. After more than three decades of work, we can affirm that we have positioned ourselves as a benchmark in the ultra-frozen food manufacturing sector and a leader in culinary solutions for hotels and communities.



Our purpose

Improving people's lives, offering frozen and refrigerated foods that bring pleasure: sustainable, healthy and convenient, pursuing excellence and innovation and thinking of people.

Our vision

We want to be a leading company in food solutions, international and perceived as local in each focus market, in continuous growth, solid, excellent in management and innovative.

Our values

- Commitment to the company
- Respect for people
- External and internal customer orientation
- Efficiency
- Integrity and business ethics
- Teamwork
- Orientation towards continuous improvement
- Innovation
- Positive attitude
- Sustainability orientation (economic, social and environmental)

3. Governance team

Board of Directors



Luis Miguel Simarro Esplá

CEO



Julio Simarro Esplá

Sales & Marketing Director

A governance model based on management and legal compliance

At Congalsa we are committed to excellence in all areas of work, which led us to become the second company in the food sector to obtain the **EFQM 500+ certificate**, as a sign of our commitment to excellent, innovative and sustainable comprehensive management.

In line with our commitment to legal compliance, over recent years we have developed a **Criminal Risk Prevention System adapted to UNE 19601 on Criminal Compliance Management Systems and ISO 37001 on Anti-Bribery Management Systems.**

During 2021, an exhaustive review and update of our map of criminal and anti-bribery risks has been carried out, in order to verify and weight the existing controls and those aimed at minimizing Congalsa's criminal risks.

Executive



Ricardo González
Administrative and
Financial Director



Eric Larguet
Technical Director



Noemí Gil
IT Director



Juan Carlos Rama
HR Director



Isabel Cañas
Public Relations
Director



Belén Sanmartín
Food Safety, Quality and
Environment Director



Modesto Magariños
Production Director



Mónica Cascallar
Innovation Director



David Comesaña
Purchasing Director



Noela Prieto
Continuous Improvement
and Internal Organization
Director



Diego Álvarez
Planning Director



Luis Ángel López
Corporate Controller

4. Chronology



1990

Activity begins in Ribeira, with the Congelados Barbanza factory on Calle Romero Ortíz y Congalsa, at Deán Pequeño



1995

Luis Miguel Simarro assumes the general management of Congalsa.



2003

New facility in A Pobra do Caramiñal, intended for the manufacture of dough and turnovers.



2000

First decade of activity. Growth continues with the second cold storage.



1998

Commissioning of the first cold storage and first automatic cutting line.



2005

New precooked plant and installation of packaging robots.



2006

The facilities grow with a new plant for fish and shellfish preparations and central offices at A Pobra. This same year a cold storage is built in the Canary Islands.



2009

Construction of the pilot plant for new product development.



2010

Congalsa's 20th anniversary.



2013

Ibercook brand is born, specifically for the HORECA channel.



2014

The third cold storage starts up.



2017

The Santiago Financial Club awards Congalsa the Business Excellence Award.



2016

Ibercook Chef and Ibercook Natural launch.



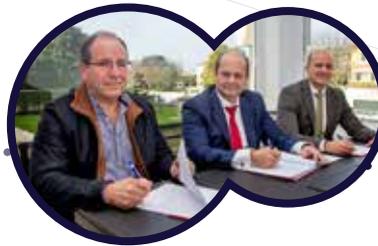
2015

Congalsa celebrates its 25th anniversary. Start-up of the gluten-free products plant.



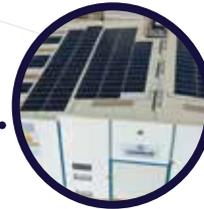
2019

Creation of Nowtural and development of the product line with an organic certificate. Start of activity in the P19 warehouse, at A Pobra.



2020

Congalsa's 30th anniversary. Acquisition of the Sulpasteis company in Portugal.



2021

The photovoltaics panels comes into operation in the Canary Islands warehouse.

5. Economic figures

In 2021, the economic performance evolved positively, even though it was still conditioned by the impact of the pandemic, with changes in consumption patterns that affected sales in the Horeca channel and changes in the availability and price of raw materials, transport conditions and operations logistics.

Despite the social and health situation, Congalsa kept its plants operational throughout the year. This was possible thanks to the design of strict safety protocols and the commitment of all the people who work in the factories, who continued to go to their jobs.

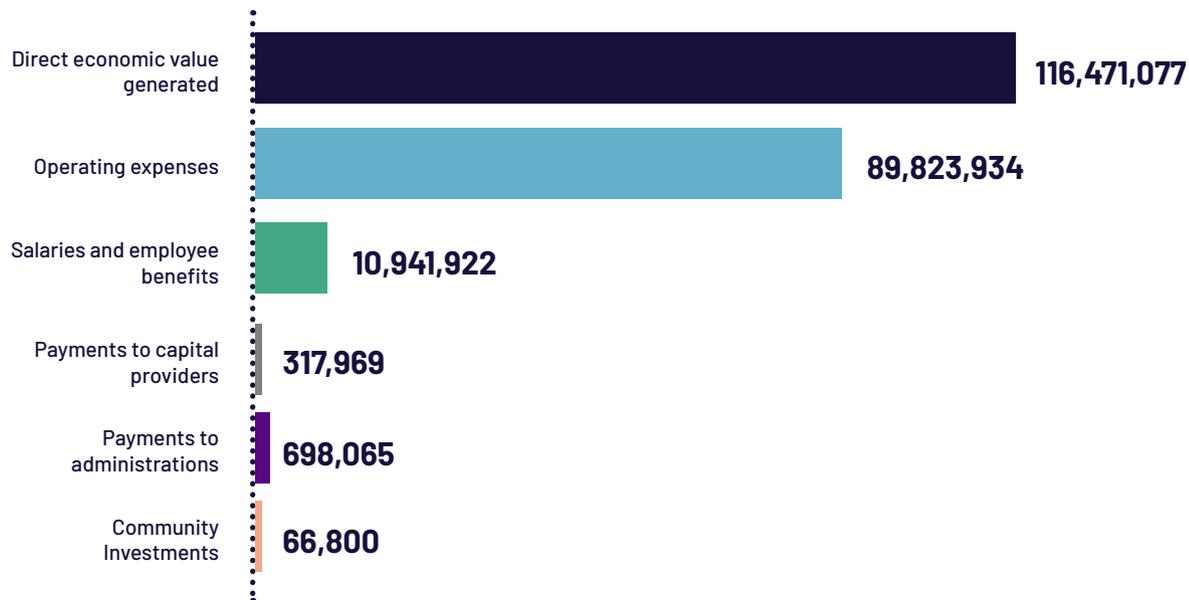
The results of the company Congalsa together with those of Sulpasteis reached a turnover of 113 million euros during 2021, almost 13% more than in 2020.

In total, Congalsa sold 26,000 tons of its different product ranges.

Congalsa + Sulpasteis Total 2021 (€)



Congalsa + Sulpasteis Total 2021 (€)



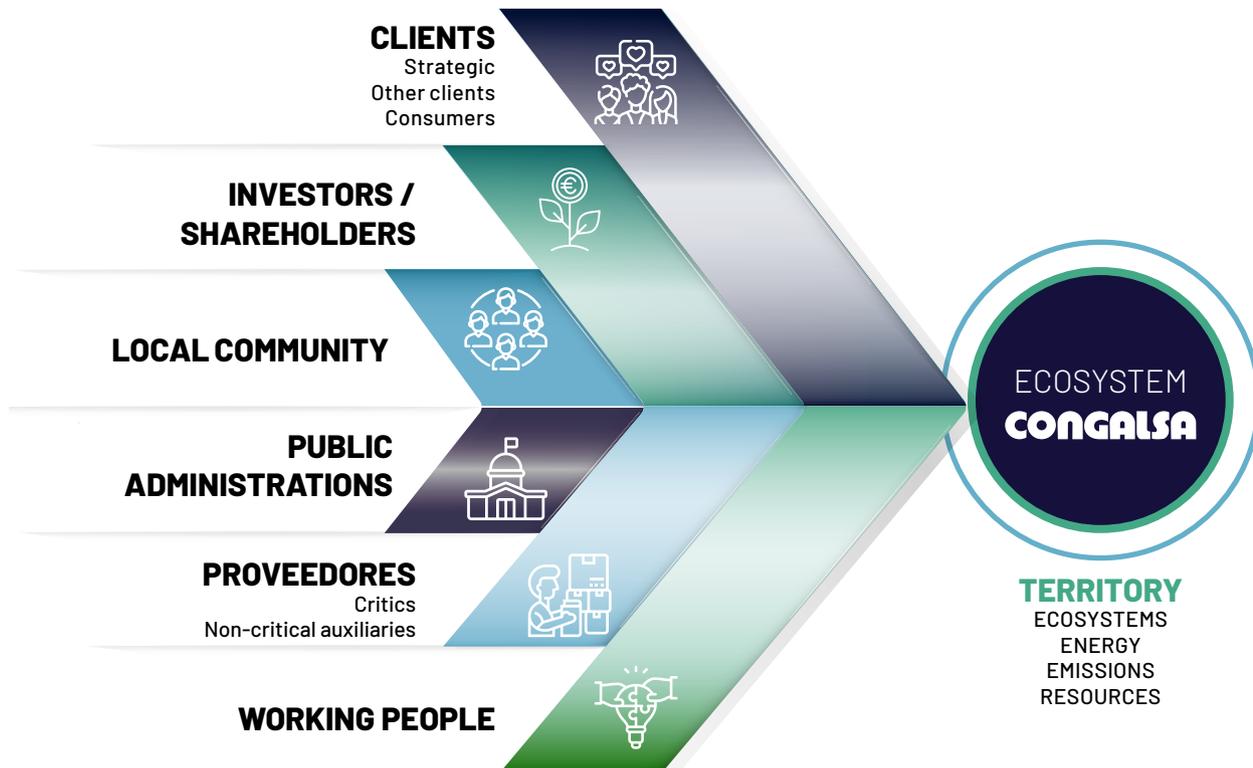
	Euros
Direct generated economic value	116,471,077
Operating expenses	89,823,934
Salaries and employee benefits	10,941,922
Payments to capital providers	317,969
Payments to administrations	698,065
Community investments	66,800

6. Congalsa ecosystem

We maintain links and constant communication with our stakeholders. In this way, we can know their impressions and detect areas for improvement and opportunities that allow us to achieve business excellence. From the analysis of our interest groups, we work so

that the action in terms of sustainability is aligned with the expectations of all of them. At the same time, this identification and prioritization of material issues serves to determine the contents of the Sustainability Report and this Corporate Report.

They reflect the significant economic, environmental and social impacts and those that substantially influence the assessments and decisions of our stakeholders.



7. News 2021

We currently have more than **450 clients in 35 countries** to whom we offer a permanently renewed offer.

In 2021 we have consolidated **Nowtural**: a range of products made with fish cataloged with the **Marine Stewardship Council** (MSC) blue seal, which guarantees that its fish ingredients come from sustainable fisheries and ensures traceability from the ocean to the plate.

In 2021, nine new products from our Ibercook line and six products from the Nowtural range were launched. These last ones stand out for being 100% natural and balanced dishes made with fish from certified sustainable fisheries.



BLUE WHITING FILLET

Butterfly-cut blue whiting fillets, clean and deep-frozen hours after they were caught to preserve all their flavor and freshness.



FILLET OF BREADED BLUE WHITING

Blue whiting fillets (from coastal fishing and ultra-frozen a few hours after capture) with a light and crunchy breading that enhances the mild flavor of this highly prized fish.



HAKE LOINS

Succulent top quality frozen European hake loins, clean and ready to cook. Enjoy its white meat, mild flavor and firm texture.

7. News 2021



EUROPEAN HAKE CENTERS

A cut from the central part of this tasty hake with white meat and a firm texture, perfect for preparing various recipes.



EUROPEAN HAKE FILLETS

Clean, boneless fillets with a mild and delicate flavor for your recipes.
An excellent source of Omega-3.



ORGANIC OVEN PASTRY WITH MUSHROOMS AND AUBERGINES

Veggie turnovers for the oven stuffed with mushrooms and aubergines, 100% natural ingredients from organic farming.



CRUNCHY SHRIMP ASC

Delicious recipe for prawns, with a light touch of Cajun and a crispy breading.



TEMPURA SHRIMP

A gourmet recipe made with premium shrimp tails and a classic and light tempura, perfect for any occasion.



FLOURED ANCHOVY

Whole, clean and headless anchovy, lightly floured following the traditional recipe.

7. News 2021

nowtural
bueno, sabroso y en bandeja



COD WITH CHICKPEAS, COURGETTES AND RED MOJO

A ready-made dish with a high protein content that helps preserve muscle mass and is low in saturated fat.



CURRY SALMON WITH SOFT WHEAT AND PEAS

Ready-made dish with low saturated fat content, environmentally friendly packaging, high protein content and Omega-3 fatty acids.



HAKE WITH SWEET POTATOES, MUSHROOMS AND ASPARAGUS WITH GREEN MOJO

Ready-made dish with a high content of protein, potassium and low content of saturated fat.



SALMON QUINOA AND PUMPKIN BURGUSH

A quick and very healthy option for a light dinner due to its high protein content and low in saturated fat.



HAKE, WAKAME AND SHITAKE BURGUSH

Ready-made dish with low saturated fat content and a source of potassium that contributes to normal muscle function.



HADDOCK BURGUSH, CHICKPEAS AND CAJUN TOUCH

The combination of ingredients in this dish is perfect for healthy eating due to its content of phosphorus, protein, iodine, and gluten-free.

7. News 2021

Presence in fairs, marketing

In 2021, **Conxemar** was held again in person. Congalsa was present to show its range of products adapted to the needs of each of its distribution channels and the demand of each of its customers. Our new products were presented, especially aligned with the HORECA sector, such as the breaded blue whiting and the loins, centers and fillets of European hake from the Northwest Atlantic.

The new Ibercook Fun Food BIO range was also presented to all visitors: 100% natural spring rolls, turnovers, ready-to-cook breaded blue whiting fillets, as well as several cuts of European hake. In addition, our new brand has landed: Nowtural .

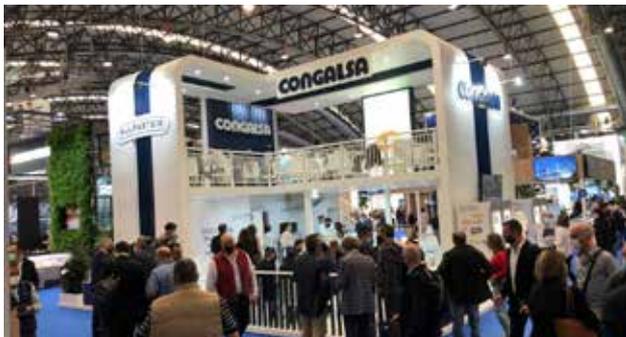
Sustainability as added value

At Conxemar we also wanted to show our commitment to sustainability at all levels: new recyclable packaging, much more efficient references when carrying out preparations, innovative production systems, the use of less polluting energies...

Galicia Food & Drink Fair

In June 2021 we participated in this virtual fair, promoted by the Galician Food Cluster and with the collaboration of the Xunta de Galicia, the European Union, the Galician Institute for Economic Promotion and Tourism of Galicia.

Congalsa was present as a virtual exhibitor in which to bring the organization closer, offer information and maintain contact with sellers and buyers.



8. Commitment to the environment

We have an environmental management system that centralizes the management of environmental issues in accordance with the ISO 14001:2015 and EMAS standards.

The Environmental Policy is explicitly committed to promoting fishing sustainability and respect for the Company's sustainability policy, through the use of responsible and planet-friendly processes or practices that avoid, control or minimize pollution and respect marine resources.

Since 2014, Congalsa has relied on the **Sustainable Fisheries Partnership (SFP)**, the **Marine Stewardship Council (MSC)** and the **Aquaculture Stewardship Council (ASC)**, evaluating and controlling the risks associated with fishery and aquaculture products.



95% of purchases of seafood in Congalsa come from sustainable sources according to the SFP fish source database criteria.

Our certifications



8. Commitment to the environment

Water consumption

The water supply stood at a total of 103,622 m³, from the municipal network.

Comparing the consumption for each ton of manufactured product, the ratio was lower than the previous year, standing at 0.43 m³/t production, 9% less than the previous year.

Energy consumption

Our total electrical balance is a net consumption of 15,144.4 MW of electrical energy, 6,217 MW of natural gas and 31.8 thousand liters of gasoil for road transport. This places the energy consumption rate per ton of manufactured product at 0.94 MW/t in 2021.

G.G emissions

In 2021, in line with the higher volume of product, the emissions associated with the consumption of natural gas have increased, as well as those derived from electricity consumption.

As a whole, the total emissions of Greenhouse Gases (G.G.) for each ton of manufactured product were 0.097 tCO₂eq/ t product.



In 2021, for each ton of product we manufacture...



0.85 t
of raw materials consumed



0.94 MWh
of energy consumed



0.027 t
of secondary materials consumed



0.097 t
of G.G. emitted



0.43 m³
of water consumed



0.31 t
of waste generated

8. Commitment to the environment

Electric power generation without emissions

In 2021, we have completed the installation of a photovoltaic pannels at the Canary Islands warehouse facilities. Thanks to this new photovoltaic energy generation system, **we have a total installed power capacity of 560kW**. Together, the three facilities generated a total of 559,256 kWh in 2021.

Congalsa received 64.7% of the energy necessary for the development of its activity from renewable sources. It has also reached a collaboration agreement with one of the leading companies in the electricity supply market to collaborate in the construction of a wind farm at Galicia that will supply 50% of the total energy.



Congalsa received 64.7% of the energy necessary for the development of its activity from renewable sources.

In addition, we are going to collaborate in the construction of a wind farm in Galicia that will supply 50% of our total energy.

iber COOK FOOD SERVICE

simple, es mejor

Nuevo plástico simple
100% reciclable

PLÁSTICO: genera problemas ambientales

- ✓ Fomentamos su reciclaje
- ✓ Usamos plásticos con menor impacto
- ✓ Buscamos materiales alternativos

OBJETIVO: reducir el impacto ambiental

- ✓ 100% energías renovables
- ✓ Aprovisionamiento sostenible
- ✓ -2% residuos generados
- ✓ -5% emisiones GEI por Tn

Contribuimos al ODS 12: Producción y consumo responsables

- ✓ Proyecto E + E
- ✓ Ecodiseño
- ✓ Meta 2025: 80% plástico reciclable

100% RECICLABLE

Congalsa apuesta por la sostenibilidad y la economía circular utilizando envases 100% reciclables

UNA MARCA DE **CONGALSA**

DESCUBRE TODOS NUESTROS PRODUCTOS EN WWW.IBERCOOK.COM
SIGUENOS EN [@ibercookfood](#)

In our Ibercook Food Service line we have opted for a new 100% recyclable plastic with which we seek to reduce the environmental footprint of our products.

9. Innovation

At Congalsa we believe in creativity and innovation. We do not hesitate to use them as tools to generate greater value and better results.

Congals4.0

Since 2019, the Congals4.0 project has been underway, developed thanks to the support of the Second Vice Presidency and the Ministry of Economy and Industry of the Xunta de Galicia. This project seeks to value an industrial 4.0 model that is totally new in the sector. The main objective of the project is to undertake a process of continuous

reorientation of the entire organization towards the smart factory through comprehensive digitization.

Our 4.0 industrial model emphasizes artificial vision as an integrated technology in our company and also on digitization, cybersecurity, blockchain, machine learning, artificial intelligence, process automation, virtual reality and augmented reality.

The Congals4.0 project is subsidized by the Galician Innovation Agency (GAIN), through the Industrias do futuro 4.0 Program and co-financed with FEDER funds within the framework of the FEDER Galicia 2014-2020 operational program, "a way to face Europe".

Thursday InnCon

These are internal work sessions open to the participation of all workers, thanks to which we bring out all the ideas and proposals that allow us to advance in more innovative and disruptive products and processes.

This year they have been focused on augmented reality and virtual reality, somewhat unknown technologies but that are coming with force.



Congals4.0 launch event



CLUSAGA ceremony with the presence of Congalsa.

9. Innovation

Innovation days

The work of innovation is not only developed internally, we have participated in different events and conferences, both online and face-to-face, to contribute our grain of sand in the vision of digital transformation.

Our Innovation Director, Mónica Cascallar, attended the APD-Competitiveness and digitization #Digital Transformation forum, the Galician Entrepreneurs Circle to participate in the Conference "Food Sector: Strategic issues for the future of Galicia, Spain and the world", and the V Forum APD-AGEF of Directors with the Association for the Progress of Management, sponsored by KPMG and Banco Santander, discussing economic recovery, business purpose and digitization.

This work is also complemented by the participation that we continue to carry out within the Business Factory Food accelerator, promoted by Igape, Gain, XesGalicia and Clusaga. Since 2021, Congalsa has been part of the Technological Demand Commission of DIHGIGAL; association for the digitization of the Galician Industry, in an intersectoral format that will work around a common challenge: to place the companies of the Galician industrial system in a position of competitive leadership at a global level through innovation and digital transformation, developing differential capacities and generating opportunities in collaboration with the ecosystem.



From top to bottom: APD Competitiveness and Digitization Forum, DIHGIGAL act, Circle of Entrepreneurs act and Smart Company act.

10. Our human team

Year of changes

The year 2021 has been marked by a high demand for changes in order to adapt to the different situations arising from the management of the pandemic. This has had an impact on the teams, who have worked constantly to be able to offer a quality service and meet the objectives committed to with the client. The human resources policy at Congalsa has always maintained its values of health protection and promotion of healthy work environments. This year has meant the consolidation of new habits, such as teleworking, and the integration of new security measures in order to protect people's health.

Training

During 2021, a total of 17,552 hours of training were given, which represents 18% more hours on average per person.

Over the last year, training and development adapted to digital environments, added to the new post-Covid-19 scenario, have acquired fundamental relevance in the people management strategy, where training in a context of change and digitization is essential. Training has been offered in areas such as risk prevention in warehouse and logistics positions, languages, leadership and team management, handling of chemical products and environmental education, among others.

More than 17,500 hours of training given, 18% more than in the previous period

In 2021, the global rate of people with a permanent contract reached 73.4%

60 people joined our team in 2021



67% Women 33% Men

10. Our human team

People project

An internal initiative with which we want to take advantage of the potential and positive attitude in the organization through activities open to the entire organization and in which we collaborate with other entities in our community. During 2021 we have developed:

- **Solidarity campaigns for the collection of food and toys, in collaboration with Cáritas Puebla and Ice Renovación.**
- **Cooking recipe contest.**
- **We collaborate with Ambar on the occasion of Women's Day.**
- **We organized two environmental education workshops for Environment Day, which were also attended by people from the Ambar and Amigos associations.**

- **Volunteers in the organization and as members of the Andaina pola Diversidade, organized by Ambar.**
- **We organized the VI Andaina Solidaria Congalsa, for the benefit of Cáritas Puebla, Cáritas Ribeira and Voluntary Bombeiros of Arganil.**
- **We organized the V Photography Contest.**
- **We offered all the Congalsa teams two sessions on healthy eating, in collaboration with a nutritionist.**
- **We organize the IV Christmas Postcard Contest**

From top to bottom: photo of the Andaina Solidaria, workshop on the occasion of Environment Day, delivery of toys and award ceremony for the Christmas postcard contest.



11. Relationships with the community

In 2021, we have donated **66,659 euros in a total of 133 acts and 81 activities** that have had the assistance or collaboration of Congalsa, grouped into different categories:

A. Institutional relations

Among others, we participated in the conference on Investment Challenges and Perspectives in Galicia (organized by the Galician Entrepreneurs Circle), meetings with IGAPE on European funds, meetings of the different sectoral associations, we participated with SFP in the round table on the international squid market (in Peru), XII cold logistics days, healthy talks, business meeting of the strategic food sector for the future of Galicia, Spain and the World, etc.

B. Promotion of culture and sports and support for social entities

Among the 81 collaborations in this area, we can highlight the collaboration with Cáritas Puebla, Cáritas Ribeira and Cáritas Canarias, as well as the Red Cross of Las Palmas, the Spanish Association Against Cancer golf tournament, Coruña Food Bank. We donate food to the Red Cupboard, lots of food for the solidarity race El Canario, to the Society Children of Palmeira, the campaign to support local businesses in Puebla, the Palmeira Retirees Association, the Children of Palmeira Society or the NGO Ice Renovación.



From top to bottom: food delivery, Down Coruña collaboration with the Solidarity Andaina of Congalsa and image of the Congalsa Regatta.

11. Relationships with the community



C. Dissemination of knowledge

We have participated in different forums and specific conferences aimed at sharing our experience and knowledge in different subjects. Among others, we participated in the family business talk in the classrooms, a presentation at the University of Barcelona, presentation of the Concello de Boiro training project, speakers at the innovation breakfasts of the packaging cluster, webinar on new developments in compliance certification, APD conference on competitiveness and digitization, cybersecurity management for industrial companies, etc.

On the left, from top to bottom: Congalsa golf tournament award ceremony, Congalsa Regatta trophy ceremony, images of the solidarity Andaina and food delivery.

On the right, descending: collaboration with the Xuventude Mentoring program, Amicos day, image of the solidarity Andaina and delivery of food to C aritas Ribeira.



11. Relationships with the community

D. Awards and recognition

In total we have received 7 distinctions, among which we highlight the recognition of the Galician Atlas of the committed company (Digital Economy), the distinction with the Ardán Well Managed Company Indicator and the Mindtech award for its project in connected industry and for leading industry 4.0 in the Galician food sector.

Ramón Doval Award 2021

This is an award that we give to one of our workers through internal voting. In 2021 it has been given to **José Luis Romero García (Lucho)**. It highlights the values that best represent us, such as commitment to the company, respect for colleagues, integrity and business ethics, and teamwork, among others.



Along these lines, delivery of the Ramón Doval Award to José Luis Romero García, accompanied by Luis Miguel and Julio Simarro.

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