

ESG DATA BOOK



FOR THE YEAR ENDED 30 SEPTEMBER 2023



HUMAN RESOURCES (FY2023)

CURRENT BUSINESSES: NO OF EMPLOYEES

| Divisions | 2023 | | | 2022 | | |
|-------------------------|--------------|--------------|--------------|--------------|-------------|--------------|
| | Direct | Indirect | Total | Direct | Indirect | Total |
| Lucky Star | 1 538 | 412 | 1 950 | 1 553 | 746 | 2 299 |
| Horse mackerel & Hake | 564 | 281 | 845 | 584 | 285 | 869 |
| Lobster and Squid | 35 | 53 | 88 | 80 | 63 | 143 |
| Oceana Corporate Office | 116 | 18 | 134 | 114 | 17 | 131 |
| Daybrook | 104 | 295 | 399 | 110 | 296 | 406 |
| Totals | 2 357 | 1 059 | 3 416 | 2 441 | 1407 | 3 848 |

TOTAL PERMANENT DISABLED EMPLOYEES

| Occupational Level | Male | | | | | Female | | | | | Total |
|-----------------------------|-----------|----------|----------|----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|
| | African | Indian | Coloured | White | Sub-Total | African | Indian | Coloured | White/NSA | Sub-Total | |
| Employees with disabilities | 14 | 0 | 7 | 0 | 21 | 14 | 0 | 16 | 0 | 30 | 51 |
| Totals | 14 | 0 | 7 | 0 | 21 | 14 | 0 | 16 | 0 | 30 | 51 |
| Totals | | | | | | | | | | | 0 |

NUMBER OF EMPLOYEES

| Divisions | 2023 | | | | | 2022 | | | | |
|-------------------------|--------------|------------|------------|------------|--------------|--------------|--------------|------------|--------------|--------------|
| | Permanent | Seasonal | Contract | Indirect | Total | Permanent | Seasonal | Contract | Indirect | Total |
| Lucky Star | 578 | 960 | 51 | 361 | 19 50 | 560 | 993 | 59 | 687 | 2 299 |
| Horse mackerel & Hake | 564 | 0 | 264 | 17 | 845 | 584 | 0 | 267 | 18 | 869 |
| Lobster and Squid | 35 | 0 | 53 | 0 | 88 | 54 | 26 | 38 | 25 | 143 |
| Oceana Corporate Office | 116 | 0 | 14 | 4 | 134 | 114 | 0 | 10 | 7 | 131 |
| Daybrook | 103 | 1 | 0 | 295 | 399 | 109 | 1 | 0 | 296 | 406 |
| Grand total | 1 396 | 961 | 382 | 677 | 3 416 | 1 421 | 1 020 | 374 | 1 033 | 3 848 |

TOTAL NUMBER OF PERSON DAYS LOST DUE TO ABSENTEEISM

| Division | 2023 | 2022 | 2021 |
|-----------------------|--------|--------|--------|
| Lucky Star | 12 680 | 12 797 | 11 140 |
| Horse mackerel & Hake | 729 | 598 | 850 |
| Lobster and Squid | 28 | 102 | 131 |
| Daybrook | 363 | 427 | 471 |
| Oceana Group | 381 | 509 | 472 |

HUMAN RESOURCES (FY2023)

continued

LOST TIME INJURY FREQUENCY RATE (LTIFR)

| Division | 2023 | 2022 | 2021 | 2020 | Target |
|-----------------------|------|------|------|------|--------|
| Lucky Star | 1.48 | 1.77 | 1.73 | 2.51 | 1.3 |
| Horse mackerel & Hake | 1.15 | 0.97 | 1.73 | 1.72 | 1.3 |
| Lobster and Squid | 0 | 0.08 | 0.36 | 0.23 | 1.3 |
| Daybrook | 0 | 3.80 | 0.24 | 0.36 | 1.3 |
| Oceana Group | 1.07 | 1.09 | 1.17 | 1.55 | 1.3 |

UNIONISED WORKFORCE

| | 2023 | 2022 | 2021 |
|-------------------|------|------|------|
| Non-union Members | 45% | 42% | 36% |
| Union Members | 55% | 58% | 64% |

TRAINING SPEND

| Learning programme type | 2023 | | 2022 | |
|------------------------------|----------------------|-------------------------------|----------------------|-------------------------------|
| | Total (excl white) | Total expenditure in Rmillion | Total (excl white) | Total expenditure in Rmillion |
| Bursaries | 695 089.06 | 695 089.06 | 710 913.72 | 715 415.72 |
| Apprenticeships | 1 099 075.60 | 1 173 204.29 | 1 321 607.03 | 1 536 740.86 |
| Learnerships | 1 840 949.01 | 1 840 949.01 | 2 723 668.62 | 2 723 668.62 |
| Work-integrated learning | 3 238 598.75 | 3 306 765.12 | 3 394 562.06 | 3 428 772.21 |
| Informal training (external) | 3 315 366.69 | 3 634 067.09 | 2 074 683.38 | 3 235 399.13 |
| Informal training (internal) | 424 580.60 | 440 197.41 | 86 602.45 | 89 296.57 |
| BCD salaries | 9 422 623.60 | 9 621 765.94 | 17 256 702.33 | 21 088 702.47 |
| HR admin costs | 9 302 213.50 | 9 802 376.59 | 8 459 657.71 | 8 924 205.38 |
| Total | 29 338 496.81 | 30 514 414.51 | 36 028 397.28 | 41 742 200.96 |

EXPENDITURE ON EMPLOYEE TRAINING AND SKILLS DEVELOPMENT

| | 2023 | 2022 | 2021 | 2020 |
|---|---------------|------------|------------|---------------|
| Total amount invested in skills development | 30 514 414.51 | 41 742 201 | 60 054 600 | 60 902 096 |
| Training expenditure on black employees | 29 338 496.80 | 36 028 397 | 50 113 591 | 50 211 814.00 |
| Number of employees who received training | 3 678 | 1 977 | 2 485 | 2 520 |
| % of training budget spent | 190% | 219% | 316% | 335% |
| Learnership salaries | 9 422 623.60 | 1 882 884 | 6 566 783 | 3 921 783 |
| Admin costs | 9 802 376.59 | 8 924 205 | 8 588 029 | 9 034 705 |

HUMAN RESOURCES (FY2023)

continued

TRAINING SPEND BY LEARNING PROGRAMME TYPE

| Learning Programme Type | Total (excl white) | African | | Coloured | | Indian | | White | | Grand Total |
|---------------------------------|-----------------------|------------------|------------------|------------------|------------------|----------------|----------------|----------------|----------------|-------------------|
| | | Males | Females | Males | Females | Males | Females | Males | Females | |
| Bursary | 695 089 | 74 783 | 56 960 | 252 888 | 242 749 | 67 710 | | | | 695 089 |
| Internships/AET/MDP/SDP | 1 099 076 | 121 910 | 359 818 | 324 220 | 273 997 | | 19 130 | 52 390 | 21 738 | 1 173 204 |
| Learnerships or Apprenticeships | 1 840 949 | 425 071 | 518 208 | 655 907 | 241 763 | | | | | 1 840 949 |
| Skills Programmes | 3 238 599 | 659 874 | 132 950 | 2 151 891 | 292 820 | 1 064 | | 39 431 | 28 736 | 3 306 765 |
| Informal Training – External | 3 315 367 | 1 128 043 | 273 098 | 1 097 152 | 677 189 | 47 669 | 92 216 | 212 331 | 106 369 | 3 634 067 |
| Informal Training – Internal | 424 581 | 96 065 | 92 461 | 101 488 | 132 129 | 750 | 1 687 | 11 805 | 3 812 | 440 197 |
| Total | 10 613 660 | 2 505 746 | 1 433 495 | 4 583 545 | 1 860 646 | 117 194 | 113 033 | 315 957 | 160 656 | 11 090 272 |

TRAINING TIME (SOUTH AFRICA)

| | 2023 |
|----------------------------------|-----------|
| Total time as a company | 219 488 |
| Average hours per employee | 85 |
| Average days per employee | 11 |

ALL PERMANENT EMPLOYEES

| Occupational Level | Male | | | | | Female | | | | | Total |
|--------------------|------------|-----------|------------|-----------|--------------|------------|----------|------------|-----------|------------|--------------|
| | African | Indian | Coloured | White/NSA | Sub-Total | African | Indian | Coloured | White/NSA | Sub-Total | |
| Top Management | | 2 | 1 | 3 | 6 | 1 | | | 2 | 3 | 9 |
| Senior Management | 2 | 3 | 8 | 6 | 19 | | 2 | 5 | 3 | 10 | 29 |
| Mid Management | 15 | 6 | 40 | 30 | 91 | 5 | 4 | 14 | 9 | 32 | 123 |
| Junior Management | 53 | | 147 | 28 | 228 | 22 | | 75 | 11 | 108 | 336 |
| Semi-skilled | 248 | | 316 | 14 | 578 | 94 | 1 | 205 | 2 | 302 | 880 |
| Unskilled | 164 | | 148 | 1 | 313 | 310 | | 192 | 1 | 503 | 816 |
| Totals | 482 | 11 | 660 | 82 | 12 35 | 432 | 7 | 491 | 28 | 958 | 2 193 |
| Daybrook* | | | | | | | | | | | 104 |
| Totals | | | | | | | | | | | 2 297 |

*US – does not disclose Race, Gender and Age

HUMAN RESOURCES (FY2023)

continued

TRAINING HOURS PER CATEGORY

| Type of Training | Male | | | | | Female | | | | | Total |
|---------------------------------|---------------|--------------|---------------|--------------|----------------|---------------|------------|---------------|--------------|---------------|----------------|
| | African | Indian | Coloured | White/NSA | Sub-Total | African | Indian | Coloured | White/NSA | Sub-Total | |
| Bursary | 2 432 | 2 768 | 7 288 | | 12 488 | 1 488 | | 7 856 | | 9 344 | 21 832 |
| Internships/AET/MDP/SDP | 2 112 | | 4 392 | 968 | 7 472 | 5 752 | 280 | 4 216 | 440 | 10 688 | 18 160 |
| Learnerships or Apprenticeships | 20 944 | | 37 888 | | 58 832 | 32 760 | | 11 608 | | 44 368 | 103 200 |
| Skills Programmes | 4 240 | 8 | 15 720 | 520 | 20 488 | 808 | | 1 480 | 152 | 2 440 | 22 928 |
| Informal Training – External | 4 264 | 112 | 14 728 | 2 384 | 21 488 | 3 312 | 528 | 10 136 | 360 | 14 336 | 35 824 |
| Informal Training – Internal | 4 984 | 56 | 3 240 | 520 | 8 800 | 4 136 | 72 | 4 368 | 168 | 8 744 | 17 544 |
| Totals | 38 976 | 2 944 | 83 256 | 4 392 | 129 568 | 48 256 | 880 | 39 664 | 1 120 | 89 920 | 219 488 |

TOTAL NUMBER OF PERSON HOURS WORKED (INCLUDES TRAVEL AND ONSHORE WAITING TIME)

| Divisions | 2023 | 2022 |
|-------------------------|------------------|-------------------|
| Lucky Star | 3 792 033 | 3 496 734 |
| Horse mackerel & Hake | 4 008 787 | 4 142 231 |
| Lobster and Squid | 1 458 537 | 2 580 256 |
| Oceana Corporate Office | 266 002 | 268 921 |
| Daybrook | 264 973 | 263 145 |
| Total | 9 792 354 | 10 753 309 |

TOTAL NUMBER OF PERSON DAYS LOST DUE TO ABSENTEEISM

| | 2023 |
|--------------|--------|
| South Africa | 13 818 |
| Namibia | 77 |
| USA | 363 |

RISK AUDIT RESULTS (FY2023) – LAND-BASED FACILITIES

| Oceana Group | RISK CONTROL | | FIRE DEFENCE | | SECURITY | | EMERGENCY PLANNING | | HEALTH & SAFETY | | MOTOR | | AVERAGE RATING | |
|------------------------------|--------------|------------|--------------|-------------|----------|-------------|--------------------|------------|-----------------|-------------|-------|------------|----------------|-----------|
| DIVISION | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR |
| Lucky Star/Amawandle Pelagic | 100 | 100 | 97 | 96.5 | 98 | 98.5 | 100 | 100 | 98 | 98.5 | 100 | 100 | 98 | 98 |
| Etosha Fishing Corp | 93 | 94 | 94 | 100 | 100 | 100 | 100 | 94 | 99 | 99 | 100 | 100 | 98 | 97 |
| CCS Logistics | 98 | 100 | 97 | 95 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 99 | 99 |
| Oceana House | 100 | 100 | 99 | 99 | 100 | 100 | 98 | 98 | 100 | 97 | 100 | 100 | 99 | 99 |
| Amawandle Hake (Elbow) | 100 | 93 | 95 | 98 | 100 | 100 | 98 | 99 | 98 | 100 | NA | N/A | 98 | 98 |
| Vessels | 99 | 99 | 97 | 99 | 95 | 98 | 97 | 99 | 94 | 98 | 100 | 100 | 97 | 99 |
| Average | 98 | 98 | 96 | 98 | 99 | 99 | 99 | 98 | 98 | 99 | 100 | 100 | 98 | 98 |

CUR (Current) reflects latest score in current programme year.

PREV (Previous) reflects last score at previous visit.

NOTE: The average site score is calculated from the sum of the total points obtained, divided by the maximum possible points, during a Full Risk Control Survey.

RISK AUDIT RESULTS (FY2023) – VESSELS

| Vessels NAME | DATE | | SAFETY ORGANISATION | | GENERAL ADMINISTRATION | | MACHINERY AND EQUIPMENT | | ELECTRICAL | | OCCUPATIONAL HEALTH & SAFETY | | LIFE SAVING APPLIANCES | | FIRE DEFENCE | | EMERGENCY PLANNING | | AVERAGE | |
|---------------------------------|------|-------------|---------------------|------------|------------------------|------------|-------------------------|------------|------------|------------|------------------------------|------------|------------------------|------------|--------------|------------|--------------------|------------|---------|------------|
| | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR | PREV | CUR |
| <i>Desert Jewel</i> | 9/17 | 8/23 | 100 | N/A | 100 | N/A | 97 | N/A | 94 | N/A | 95 | N/A | 100 | N/A | 99 | N/A | 100 | N/A | 98 | N/A |
| <i>Desert Ruby</i> | 9/20 | N/A | 100 | N/A | 98 | N/A | 98 | N/A | 100 | N/A | 97 | N/A | 100 | N/A | 99 | N/A | 100 | N/A | 99 | N/A |
| <i>Desert Diamond</i> | 9/20 | 8/22 | 100 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 100 | 100 | 100 | 100 | 98 | 99 | 100 | 100 | 100 | 100 |
| <i>Compass Challenger</i> | 9/22 | 9/22 | 100 | 97 | 96 | 99 | 97 | 98 | 96 | 98 | 96 | 96 | 100 | 100 | 100 | 99 | 96 | 100 | 98 | 98 |
| <i>Realeka</i> | 9/20 | 9/22 | 97 | 97 | 100 | 100 | 98 | 97 | 100 | 100 | 94 | 100 | 100 | 100 | 100 | 99 | 100 | 100 | 99 | 99 |
| <i>Lucky Star Pelagic Fleet</i> | 7/22 | 7/23 | 100 | 100 | 99 | 100 | 99 | 100 | 100 | 100 | 96 | 100 | 100 | 100 | 98 | 96 | 100 | 100 | 99 | 100 |
| <i>Lobster Fleet</i> | 7/21 | N/A | 99 | N/A | 94 | N/A | 100 | N/A | 100 | N/A | 94 | N/A | 100 | N/A | 94 | N/A | 100 | N/A | 98 | N/A |
| <i>Calamari Fleet</i> | 7/22 | 7/23 | 100 | 100 | 100 | 98 | 98 | 100 | 100 | 100 | 97 | 100 | 100 | 100 | 94 | 93 | 100 | 100 | 99 | 99 |
| <i>Etosha Fleet</i> | 7/18 | N/A | 98 | N/A | 97 | N/A | 92 | N/A | 98 | N/A | 91 | N/A | 100 | N/A | 98 | N/A | 96 | N/A | 96 | N/A |
| <i>Sandile</i> | 8/21 | 8/23 | 97 | 100 | 97 | 98 | 97 | 97 | 94 | 96 | 96 | 96 | 100 | 100 | 97 | 100 | 100 | 100 | 97 | 98 |
| <i>Toralla</i> | 8/17 | N/A | 98 | N/A | 92 | N/A | 90 | N/A | 88 | N/A | 90 | N/A | 100 | N/A | 92 | N/A | 100 | N/A | 94 | N/A |
| <i>Beatrice Marine</i> | 9/20 | 8/22 | 100 | 97 | 91 | 100 | 96 | 98 | 100 | 98 | 93 | 99 | 100 | 100 | 98 | 99 | 100 | 100 | 97 | 99 |
| <i>Isabella Marine</i> | 9/19 | 8/21 | 100 | 100 | 93 | 96 | 78 | 96 | 90 | 98 | 87 | 93 | 98 | 100 | 82 | 97 | 100 | 100 | 91 | 98 |
| Average | | | 99 | 99 | 97 | 99 | 95 | 98 | 97 | 99 | 94 | 98 | 100 | 100 | 96 | 98 | 99 | 100 | 97 | 99 |

CUR (Current) reflects latest score in current programme year.

PREV (Previous) reflects last score at previous visit.

NOTE: The average site score is calculated from the sum of the total points obtained, divided by the maximum possible points, during a Full Risk Control Survey.

ITALIC Indicate draft score.

OCEANA GROUP LIMITED B-BBEE SCORECARD 2023

| | | | B-BBEE SCORECARD TARGET | | F2023 | | F2022 | |
|--------------------|-----------------------------|--|-------------------------|-------------------|-------------|--------|-------------|--------|
| ELEMENT | INDICATOR | | WEIGHTING POINTS | COMPLIANCE TARGET | PERFORMANCE | POINTS | PERFORMANCE | POINTS |
| OWNERSHIP | Voting rights | Exercisable voting rights in the enterprise in the hands of black people | 4 | 25.1% | 85.04% | 4.00 | 83.02% | 4.00 |
| | | Exercisable voting rights in the enterprise in the hands of black women | 2 | 10.0% | 24.07% | 2.00 | 20.16% | 2.00 |
| | Economic Interest | Economic interest of black people in the enterprise | 4 | 25.0% | 85.04% | 4.00 | 83.65% | 4.00 |
| | | Economic interest of black women in the enterprise | 2 | 10.0% | 70.27% | 2.00 | 36.98% | 2.00 |
| | | Economic interest of the following black natural people in the enterprise: – Black designated groups – Black participants in Employee Share Ownership Programmes – Black people in Broad-based Ownership Schemes – Black participants in Co-operatives | 3 | 3.0% | 19.18% | 3.00 | 31.00% | 3.00 |
| | | New entrants | 2 | 3.0% | 14.90% | 2.00 | 14.66% | 2.00 |
| | Realisation Points | Net Value | 8 | Graduation Factor | 71.39% | 8.00 | 78.98% | 8.00 |
| SCORE | | | 25 | | | 25.00 | | 25.00 |
| MANAGEMENT CONTROL | Board Participation | Exercisable voting rights of Black board members as % of all board members | 2 | 50.0% | 70.00% | 2.00 | 63.64% | 2.00 |
| | | Exercisable voting rights of Black female board members as % of all board members | 1 | 25.0% | 30.00% | 1.00 | 36.36% | 1.00 |
| | | Black executive directors as % of all executive directors | 2 | 50.0% | 50.00% | 2.00 | 50.00% | 2.00 |
| | | Black female executive directors as % of all executive directors | 1 | 25.0% | 0.00% | 0.00 | 0.00% | 0.00 |
| | Other Executive Management | Black executive management as % of all executive managers | 2 | 60.0% | 42.86% | 1.43 | 42.86% | 1.43 |
| | | Black female executive management as % of all executive managers | 1 | 30.0% | 14.29% | 0.48 | 28.57% | 0.95 |
| | Senior Management | Black employees in senior management as % of all senior management | 2 | 60.0% | 39.56% | 1.32 | 46.40% | 1.55 |
| | | Black female employees in senior management as % of all senior management | 1 | 30.0% | 16.57% | 0.55 | 19.93% | 0.66 |
| | Middle Management | Black employees in middle management as % of all middle management | 2 | 75.0% | 49.70% | 1.33 | 52.54% | 1.40 |
| | | Black female employees in middle management as % of all middle management | 1 | 38.0% | 15.92% | 0.42 | 18.67% | 0.49 |
| | Junior Management | Black employees in junior management as % of all junior management | 1 | 88.0% | 69.42% | 0.79 | 66.82% | 0.76 |
| | | Black female employees in junior management as % of all junior management | 1 | 44.0% | 28.87% | 0.66 | 26.24% | 0.60 |
| | Employees with disabilities | Black employees with disabilities as % of all employees | 2 | 2.0% | 2.33% | 2.00 | 2.21% | 2.00 |
| SCORE | | | 19 | | | 14.36 | | 14.84 |

OCEANA GROUP LIMITED B-BBEE SCORECARD 2023

continued

| | | | B-BBEE SCORECARD TARGET | | F2023 | | F2022 | |
|--|---|---|-------------------------|-------------------|-------------|--------|-------------|--------|
| ELEMENT | INDICATOR | | WEIGHTING POINTS | COMPLIANCE TARGET | PERFORMANCE | POINTS | PERFORMANCE | POINTS |
| SKILLS DEVELOPMENT | Skills Development Expenditure | Expenditure on black people as a % of leviabile payroll | 6 | 3.5% | 2.78% | 4.77 | 3.47% | 5.95 |
| | | Expenditure on black employees with disabilities as a % of leviabile payroll | 4 | 2.5% | 0.11% | 0.18 | 0.08% | 0.13 |
| | Learnerships, Apprenticeships and Internships | Number of black employees on learnerships, apprenticeships and internships as % of total employees | 4 | 0.3% | 0.30% | 4.00 | 0.30% | 4.00 |
| | | Number of unemployed black people participating in training specified by learning programme matrix as a % of total employees | 6 | 5.0% | 4.98% | 5.98 | 4.85% | 5.82 |
| | Bonus Points | Number of black people absorbed by the measured and industry entity at the end of the learnership programme | 5 | 100.0% | 0.00% | 0.00 | 6.29% | 0.31 |
| SCORE | | | 25 | | | 14.93 | | 16.21 |
| ENTERPRISE AND SUPPLIER DEVELOPMENT | Preferential procurement | B-BBEE Procurement spend from all empowering suppliers as a % of Total Measured Procurement Spend | 5 | 80.0% | 149.36% | 5.00 | 81.44% | 5.00 |
| | | B-BBEE Procurement spend from QSE empowering suppliers as a % of Total Measured Procurement Spend | 3 | 15.0% | 12.67% | 2.53 | 14.99% | 3.00 |
| | | B-BBEE Procurement spend from EME empowering suppliers as a % of Total Measured Procurement Spend | 4 | 15.0% | 8.33% | 2.22 | 7.68% | 2.05 |
| | | B-BBEE Procurement spend from empowering suppliers that are at least 51% black-owned as a % of Total Measured Procurement Spend | 11 | 50.0% | 116.37% | 11 | 70.09% | 11.00 |
| | | B-BBEE Procurement spend from empowering suppliers that are at least 30% black-women owned as a % of Total Measured Procurement Spend | 4 | 12.0% | 107.62% | 4.00 | 31.71% | 4.00 |
| | | Bonus Points: B-BBEE Procurement spend from designated group suppliers that are at least 51% black-owned as a % of Total Measured Procurement Spend | 2 | 2.0% | 3.57% | 2.00 | 4.69% | 2.00 |
| | Supplier Development | Annual value of all supplier development contributions as a % of Net Profit After Tax | 10 | 2.0% | 23.06% | 10.00 | 13.83% | 10.00 |
| | Enterprise Development | Annual value of all enterprise development contributions as a % of Net Profit After Tax | 5 | 1.0% | 1.49% | 5.00 | 1.35% | 5.00 |
| | Bonus Points | Graduation of one or more enterprise development beneficiaries to a supplier development level | 1 | Yes | 1 | Yes | Yes | 1.00 |
| | | Creation of one or more jobs directly as a result of supplier and enterprise development initiatives | 1 | Yes | 1 | Yes | Yes | 1.00 |
| SCORE | | | 46 | | | 43.76 | | 44.05 |

OCEANA GROUP LIMITED B-BBEE SCORECARD 2023

continued

| | | | B-BBEE SCORECARD TARGET | | | | F2023 | | F2022 | |
|--------------------------------|----------------------------|---|-------------------------|-------------------|-------------|----------------|-------------|---------------|-------|--|
| ELEMENT | INDICATOR | | WEIGHTING POINTS | COMPLIANCE TARGET | PERFORMANCE | POINTS | PERFORMANCE | POINTS | | |
| SOCIO-ECONOMIC DEVELOPMENT | Socio-Economic Development | Annual value of all socio-economic development contributions as a % of Net Profit After Tax | 5 | 1.0% | 2.05% | 5.00 | 2.55% | 5.00 | | |
| | SCORE | | 5 | | | 5.00 | | 5.00 | | |
| OVERALL SCORE | | | 120.00 | | | 103.05 | | 105.10 | | |
| B-BBEE LEVEL ACHIEVED | | | | | | Level 1 | | | | |
| DISCOUNTED B-BBEE LEVEL | | | | | | N/A | | | | |

CSI (FY2023)

TOTAL CSI GEOGRAPHY (SA) 2023

| Geography | Spend | % |
|--------------|---------------------|-------------|
| Eastern Cape | 991 914.93 | 18.95% |
| Western Cape | 4 243 645.88 | 81.05% |
| Total | 5 235 560.81 | 100% |

SPEND PER CATEGORY (INCL ADMIN COSTS IN SA)

| Category | Spend (SA) | Spend (Namibia) | Consolidated Spend | % |
|---|------------------|------------------|---------------------|-------------|
| Youth & Women Empowerment | | 589 404 | 589 404 | 10% |
| Education/Skills development | | 399 711 | 399 711 | 7% |
| Food Security | | 452 349 | 452 349 | 8% |
| Community Sea Safety Training | 1 284 138 | | 1 284 138 | 22% |
| Small Scale Fisher Development | 798 863 | | 798 863 | 14% |
| Welfare/Product Donations | 589 068 | 429 816 | 1 018 884 | 18% |
| Support of key economic sectors impacted by C-19 (tourism industry) | | 150 000 | 150 000 | 3% |
| Small Business Development Projects | | 793 041 | 793 041 | 14% |
| Environmental sustainability | | 28 166 | 28 166 | 0% |
| Social upliftment of rural communities | | 208 367 | 208 367 | 4% |
| Total | 2 672 069 | 3 050 854 | 5 722 923.00 | 100% |

ENVIRONMENT (FY2023)

ABSOLUTE GHG EMISSIONS

| Division | Total scope 1, 2 and outside of scopes (other direct emissions) (tCO ₂ e) | | | | | % Change from 2020 (baseline) to 2023 |
|---------------------|--|----------------|----------------|----------------|----------------|---------------------------------------|
| | 2023 | 2022 | 2021 | 2020 | 2019 | |
| Lucky Star | 47 347 | 46 483 | 38 463 | 49 329 | 48 833 | (4%) |
| Amawandle Pelagic | 33 564 | 33 823 | 24 549 | 35 973 | 35 231 | (7%) |
| BCP | 129 893 | 155 600 | 158 598 | 171 944 | 150 106 | (24%) |
| OLS | 682 | 823 | 972 | 1 035 | 1 131 | (34%) |
| Group Corporate | 22 172 | 20 279 | 16 015 | 17 611 | 21 984 | 26% |
| Daybrook | 952 | 970 | 1 015 | 957 | 2 211 | (1%) |
| Oceana Group | 236 633 | 257 978 | 241 633 | 276 850 | 259 496 | (15%) |

GHG EMISSION PRODUCT INTENSITY

| Division | Vessels | | | | Performance against FY2022 | Land-based | | | | Performance against FY2022 |
|---------------------------|--------------|--------------|--------------|--------------|----------------------------|------------|------------|------------|------------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | | 2020 | 2021 | 2022 | 2023 | |
| Lucky Star | 97 | 101 | 77 | 80 | 3% | 970 | 1 224 | 1 077 | 1 099 | 2% |
| Amawandle Pelagic | 223 | 66 | 65 | 99 | 53% | 921 | 1 031 | 1 071 | 1 079 | 1% |
| BCP SA | 3 491 | 3 862 | 4 239 | 5 259 | 24% | 17 071 | 16 419 | 20 191 | 11 011 | (45%) |
| BCP Nam | 1 240 | 1 121 | 1 296 | 1 146 | (12%) | - | - | - | - | - |
| Squid | 4 752 | 2 506 | 5 744 | 4 296 | (25%) | - | - | - | - | - |
| Daybrook | - | - | - | - | - | 304 | 327 | 287 | 351 | 22% |
| Oceana Group Total | 1 238 | 1 079 | 1 080 | 1 091 | 1% | 713 | 779 | 697 | 757 | 9% |

WASTE RECYCLED PER DIVISION

| Waste type recycled | Unit of measure | Lucky Star | Daybrook | BCP |
|---------------------|-----------------|--------------|-----------|------------|
| Metal | Tons | 206 | 75 | 63 |
| Paper and Cartons | Tons | 1 011 | - | - |
| Lubricant oil | Tons | - | 1 | 569 |
| Plastic | Tons | 189 | - | - |
| Timber | Tons | 171 | - | - |
| Water | Tons | 212 | - | 8 |
| Total waste | Tons | 1 789 | 76 | 641 |

ENVIRONMENT (FY2023)

continued

WASTE GENERATED (INCLUDING HAZARDOUS WASTE)

| | Waste generated during 2023 | | | Waste generated during 2022 | | |
|-------------------------|-----------------------------|-----------------------|-----------------------------------|-----------------------------|-----------------------|-----------------------------------|
| | Tons of waste | Product Volume (tons) | Ton of waste per unit of activity | Tons of waste | Product Volume (tons) | Ton of waste per unit of activity |
| Lucky Star | 7 709 | 137 332 | 0.06 | 10 588 | 156 104 | 0.07 |
| Horse mackerel and hake | 1 199 | 53 060 | 0.02 | 1 214 | 59 815 | 0.02 |
| Lobster and squid | – | 159 | 0.00 | – | 648 | 0.00 |
| Daybrook | 436 | 69 586 | 0.01 | 40 | 77 783 | 0.00 |
| Oceana Group | 9 343 | 260 136 | 0.04 | 11 842 | 294 350 | 0.04 |

OCEANA GROUP POTABLE WATER CONSUMPTION

| | 2023 | | | 2022 | | |
|--------------------------------------|--------------------|-----------------------|--|--------------------|-----------------------|--|
| | Usage (kilolitres) | Product volume (tons) | Kilolitres per ton of product produced or stored and handled | Usage (kilolitres) | Product volume (tons) | Kilolitres per ton of product produced or stored and handled |
| Lucky Star* | 525 413 | 137 332 | 3.83 | 380 499 | 156 104 | 2.44 |
| BCP (Horse mackerel, Hake and Squid) | 15 152 | 53 218 | 0.28 | 21 072 | 63 490 | 0.33 |
| Daybrook | 115 042 | 69 586 | 1.65 | 108 838 | 77 783 | 1.40 |
| Oceana Group | 655 607 | 260 136 | 2.52 | 510 410 | 297 377 | 1.72 |

ENVIRONMENT (FY2023)

continued

DIVISIONAL AVERAGE ENVIRONMENTAL AUDIT RESULTS – LAND-BASED

| Oceana Group | ADMINISTRATION AND RECORDS | | WATER QUALITY MANAGEMENT | | WASTE MANAGEMENT | | HAZARDOUS MATERIALS MANAGEMENT | | AIR QUALITY MANAGEMENT | | LAND QUALITY MANAGEMENT | | PACKAGING | | ENERGY | | AVERAGE | |
|----------------------------------|----------------------------|---------|--------------------------|---------|------------------|---------|--------------------------------|---------|------------------------|---------|-------------------------|---------|-----------|---------|--------|---------|---------|---------|
| | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current |
| Lucky Star/ Amawandle Pelagic | 100 | 100 | 96 | 91 | 100 | 100 | 100 | 100 | 99 | 96 | 93 | 97 | 100 | 100 | 100 | 100 | 99 | 99 |
| Etosha Fishing Corp Vessels | 96 | 98 | 100 | 100 | 86 | 100 | 100 | 100 | 94 | 100 | 96 | 100 | 100 | 100 | 90 | 100 | 95 | 99 |
| AVERAGE | 99 | 99 | 99 | 97 | 95 | 99 | 100 | 100 | 98 | 99 | 96 | 99 | 100 | 100 | 97 | 100 | 98 | 99 |

DIVISIONAL AVERAGE ENVIRONMENTAL AUDIT RESULTS – VESSELS

| Vessels | ADMINISTRATION AND RECORDS | | WATER QUALITY MANAGEMENT | | WASTE MANAGEMENT | | HAZARDOUS MATERIALS MANAGEMENT | | AIR QUALITY MANAGEMENT | | LAND QUALITY MANAGEMENT | | PACKAGING | | ENERGY | | AVERAGE | |
|--------------------|----------------------------|---------|--------------------------|---------|------------------|---------|--------------------------------|---------|------------------------|---------|-------------------------|---------|-----------|---------|--------|---------|---------|---------|
| | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current |
| Lucky Star | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Walvis Bay | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Wildekus | 93 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 96 | 100 |
| Desert Ruby | N/A | 100 | N/A | 97 | N/A | 96 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 99 |
| Desert Diamond | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Compass Challenger | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Desert Jewel | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Sandile | 100 | N/A | 100 | N/A | 96 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 99,4 | N/A |
| Isabella Marine | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Beatrice Marine | N/A | 99.7 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 |
| Realeka | N/A | 99.7 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 | N/A | 100 |
| AVERAGE | 98 | 100 | 100 | 99 | 99 | 99 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 98 | 100 |

| Lucky Star Operations | ADMINISTRATION AND RECORDS | | WATER QUALITY MANAGEMENT | | WASTE MANAGEMENT | | HAZARDOUS MATERIALS MANAGEMENT | | AIR QUALITY MANAGEMENT | | LAND QUALITY MANAGEMENT | | PACKAGING | | ENERGY | | AVERAGE | |
|-----------------------|----------------------------|---------|--------------------------|---------|------------------|---------|--------------------------------|---------|------------------------|---------|-------------------------|---------|-----------|---------|--------|---------|---------|---------|
| | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current | Prev | Current |
| St Helena Bay | 100 | 100 | 92 | 79 | 100 | 100 | 100 | 100 | 97 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 99 | 99 |
| AP Laaiplek | 100 | 100 | 90 | 87 | 99 | 98 | 100 | 96 | 95 | 96 | 93 | 100 | 100 | N/A | 100 | 100 | 98,4 | 96 |
| AVERAGE | 100 | 100 | 91 | 83 | 100 | 99 | 100 | 98 | 96 | 98 | 97 | 100 | 100 | 100 | 100 | 100 | 99 | 97 |

ENVIRONMENT (FY2023)

continued

TREND OF RESOURCE USAGE

| | UoM | 2022 | | | 2023 | | |
|--------------------|---------------|------------|--------------------------------|-------------|------------|--------------------------------|-------------|
| | | Usage | CO ₂ emissions tons | Mega joules | Usage | CO ₂ emissions tons | Mega joules |
| Ammonia | kg | - | - | - | - | - | - |
| Nitrogen | kg | - | - | - | - | - | - |
| Freon | kg | 44 489 | 80 524 | - | 34 366 | 60 484 | - |
| Coal | metric tonnes | 24 066 | 55 597 | 584 814 322 | 22 957 | 53 034 | 557 862 682 |
| Petrol | litres | 44 785 | 103 | 1 455 502 | 53 998 | 125 | 1 754 927 |
| Diesel | litres | 813 839 | 10 120 | 28 891 285 | 1 260 680 | 3 327 | 44 754 140 |
| Diesel | | 2 716 542 | | 96 437 255 | 2 247 768 | 6 596 | 79 795 752 |
| LPG | kg | 2 290 | 7 | 106 004 | 1 615 | 5 | 74 758 |
| MGO | metric tonnes | 12 658 | 40 745 | 544 334 588 | 18 690 | 60 162 | 803 733 016 |
| IFO | metric tonnes | 9 892 | 31 098 | 415 460 052 | 2 014 | 6 332 | 84 588 000 |
| HFO | metric tonnes | - | - | - | 1 162 | 3 929 | 50 271 403 |
| Natural gas | MMBtu | 308 677 | 16 395 | 325 672 756 | 325 926 | 17 311 | 343 871 486 |
| Oxyacetylene | kg | - | - | - | - | - | - |
| Electricity | kwh | 30 987 503 | 24 826 | 111 555 012 | 30 797 292 | 22 890 | 110 870 252 |
| Travel (air & car) | kms | | 1 434 | | | 1 803 | |
| Packaging | metric tonnes | 8 891 | 22 278 | | 8 251 | 20 619 | |
| Waste | metric tonnes | 5 674 | 3 437 | | 6 504 | 6 118 | |
| Paper | reams | 3 000 | 228 | | 2 645 | 230 | |
| Water | kilolitres | 329 884 | 351 | | 575 966 | 705 | |