



STRONGER TOGETHER

PEOPLE, PLANET, AND SEAFOOD

2024 Corporate Social Responsibility Report

LETTER FROM OUR CEO



Frank Dulcich

President & CEO of Pacific Seafood Group

At Pacific Seafood, our mission—feeding the world the healthiest protein on the planet—goes way beyond delivering nutritious products. It is our commitment to being responsible stewards of our environment, natural resources, and the communities we serve.

2024 marked a major milestone in fulfilling that mission with the launch of Mission 31, our strategic initiative to double the size of our business by 2031. But this is about more than just growth—it is about creating greater opportunities for our team members and customers, strengthening partnerships with fishermen and suppliers, and ensuring high-quality, sustainable seafood is accessible to more people than ever before. In just our first year, we have already made significant strides, including the acquisition of our new Kodiak processing operations, the expansion of our value-added capabilities in Washington and Texas, and the introduction of a nationwide salmon program for retail and foodservice.

With growth comes responsibility, and sustainability remains at the core of everything we do. Our commitment to responsible seafood sourcing, waste reduction, and innovative aquaculture practices ensures that our oceans and estuaries remain viable for generations to come. This year, we made meaningful progress in reducing our environmental footprint. We cut water and energy consumption across our facilities while also exploring industrial symbiosis, a process that keeps waste out of landfills by turning one company's byproducts into valuable resources for another company. This creates a more efficient, cost-effective, and sustainable system.

We also recognize that our success is tied to the well-being of our employees and the communities in which we operate. In 2024, we expanded workforce training programs, reinforced safety measures, and deepened our partnerships with tribal communities and nonprofit organizations to support education, food security, and economic development.

As we look ahead, we remain steadfast in our commitment to excellence—a commitment each of us makes each day which is consistently doing your best and always striving to do better for our team members, our families, and the communities we serve.

Thank you for trusting us as your seafood supplier. We are honored to serve you.

Sincerely,

Frank Dulcich - President & CEO

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ABOUT US

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MISSION 31

This year marked the launch of Mission 31, our strategic initiative to double the size of our business by 2031. In our first year, we've hit several exciting milestones: we acquired processing facilities in Kodiak, Alaska, expanded value-added processing capabilities in Washington and Texas, and introduced a nationwide salmon program for retail and food service.

Mission 31 is about leveraging the best of who we are—across divisions, markets, and regions—to achieve something truly extraordinary together.

It's transforming our company and creating new opportunities for our team members, customers, and communities.

Looking to the future our access to robust resources and unsecured financing enable us to make bold investments. We are better positioned than ever to capitalize on opportunities and expand into untapped markets.

Pacific Seafood
MISSION 31
DOUBLE
our company's business
BY 2031

Salmar Partnership

This year we entered into a visionary partnership with SalMar, a global leader in sustainable salmon farming. SalMar's dedication to safeguarding the seas and minimizing their environmental footprint aligns seamlessly with our values. By integrating SalMar's sustainably farmed Norwegian Atlantic Salmon into our product offerings, we enhanced our premium seafood selection nationwide for retailers and foodservice operators. Consumers can feel confident this is salmon raised right and enjoy high quality benefits like non-GMO and raised without added antibiotics or hormones. This partnership not only supports our growth objectives but also reinforces our commitment to feeding the world the healthiest protein on the planet.

**SALMON
RAISED RIGHT**



KODIAK ACQUISITION

In December 2024, we acquired new processing operations in Kodiak, Alaska. This move strengthens our position as we aim to become the leading producer of wild whitefish in the U.S.

The acquisition includes three well-established processing plants—Star of Kodiak, Alkod, and Kodiak Near Island—along with the Plaza bunkhouse apartments to support team member housing. Most importantly, all of the hardworking team members employed by the previous processor were given job offers by Pacific Seafood, ensuring continuity and stability for the workforce and the community.

“

“Kodiak is home to some of the most abundant and sustainable fisheries in the world, and we’re honored to be part of this community,” said Ashton Meier, Pacific Seafood’s Vice President of Processing, who will lead the combined operations. “With our expanded capacity, global market reach, and deep commitment to sustainability, we’re ready to create new opportunities for local fishermen and ensure a strong future for the region.”

Ashton Meier
Vice President of Processing

”

With this expansion, our U.S. distribution network—spanning eight distribution facilities, a dedicated transportation team, and an air freight division—will now offer even greater access to high-quality wild whitefish. We worked closely with the local fleet and workforce on a seamless season opener, while also reinforcing our ability to support West Coast groundfish and crab fisheries.



OUR HISTORY

Pacific Seafood's humble beginnings date back to 1921 when founder, Frank Dulcich Sr., arrived in Portland, Ore., from Croatia. He quickly found a job purchasing fish on the Oregon coast and selling to smaller fish shops and restaurants.

Eventually, Frank Sr. branched out on his own and in 1941 he and his son Dominic opened their first retail store. Pacific Fish & Oyster, a modest fish shop, on Powell Street in Portland, Ore., housed the original distribution operations. After more than 80 years, the store is still open to the public.

In the 1970's Pacific Seafood's current CEO, Frank Dulcich (named after his grandfather), set up shop trading fish from the Powell Street location. His efforts proved quite successful and by the end of the decade, distribution operations had outgrown the Powell Street location and moved to Clackamas, Oregon to better serve our customers.

Since then, Pacific Seafood remains family-owned and operated under our third-generation CEO and has grown to more than 40 facilities with more than 3,000 team members, selling products throughout the world.

Original storefront,
Pacific Fish & Oyster,
opens on Powell Street.



First processing facility in
Warrenton, Oregon opens.



Our first modern
distribution center and
headquarters opens in
Clackamas, Oregon.



Acquired additional Kodiak
processing operations,
substantially increasing our
footprint in Alaska.



1921 > 1941 > 1971 > 1983 > 1993 > 1998 > 2008 > 2024 > NOW



Pacific Seafood's founder,
arrives in Portland,
Oregon from Croatia.



First international sale.



First oyster
aquaculture operations.



Steelhead operations open in
Nespelem in partnership with
the Confederated Tribes of the
Colville Reservation.

 **40+**
FACILITIES

3000+
TEAM MEMBERS



OUR LOCATIONS

Global Distribution

A network of full-service distribution
centers located across the U.S.

Sustainable sourcing, reliable delivery

Tailored products to meet
your unique needs

Dedicated guidance and service
every step of the way

Ensuring freshness and quality with every
shipment, domestically & internationally

Kodiak
Seward
Wrangell

Penn Cove - Samish Island
Ucluelet
Quilcene
Shelton
Grays Harbor
Westport
South Bend
Willapa

Warrenton

Bay City
Newport

Coos Bay
Charleston

Brookings
Grants Pass

Eureka
Humboldt

Sacramento
San Francisco
Fresno
Los Angeles

BC, CANADA

Penn Cove - Coupeville
Seattle
Tacoma
Nespelem
Spokane
Boxley Springs

Woodland
Portland
Redmond
Boise

Salt Lake City
Las Vegas

Phoenix

Dallas
Galveston Shrimp Company
San Antonio
Houston
Miami

Kona

KEY:

- Processing
- Aquaculture
- Distribution
- Cross Dock

OUR MISSION, VISION, AND VALUES

MISSION



Feeding the world the
healthiest protein on
the planet.

VISION



To be the brand of
choice in the market and
the employer of choice
in the community.

VALUES



Teamwork
Productivity
Quality
Excellence



"Consistently doing your best and always striving to do better."

WHAT CORPORATE SOCIAL RESPONSIBILITY MEANS TO US

At Pacific Seafood, we aim to make a positive impact in our communities and across the globe. In all aspects of our business, we hold commitments to increasing sustainable seafood, reducing our environmental impact, being more innovative in our processes, and always striving to do our best for our customers, communities, and team members. Without these commitments, Pacific Seafood would not be able to achieve our mission of “feeding the world the healthiest protein on the planet.”

For us, healthy protein is more than just a label. It starts with protecting the environment and the resources that contribute to the health and quality of the proteins we supply. We believe everyone deserves the right to healthy foods without putting a strain on natural resources and wild fish stocks.

Pacific Seafood prevents food waste and promotes the consumption of underutilized species, all while discovering new ways to enhance value and quality.

We are committed to our responsibility to support the communities we serve, whether that be volunteering at a local food bank, picking up debris, or advocating for the collective good of the seafood industry. Pacific Seafood never stops championing the very best for our communities.

Finally, none of Pacific Seafood’s commitments would be possible without our team members. We are committed to providing our team members with the best advancement, training, and investment opportunities for personal and professional growth, all while working in a safe and respectful environment.

In our 2024 Corporate Social Responsibility Report, you will read more in-depth about commitments, successes, and identified improvements to every aspect that makes us Proudly Pacific.



A photograph of two Pacific Seafood team members in a processing facility. They are wearing blue protective suits, white hairnets, and blue gloves. The man on the left is smiling and holding a piece of orange fish. The woman on the right is also smiling. They are standing in front of yellow plastic bins filled with fish. In the background, there is industrial equipment and a yellow robotic arm.

SUPPORTING OUR TEAM MEMBERS

We strive to be the employer of choice in the communities where we operate. Through career advancement opportunities, fair wages, and professional development, we empower our team members to grow both personally and professionally—all while fostering a safe and supportive workplace.

We prioritize the safety, security, and satisfaction of our team members by providing comprehensive training and maintaining open channels for feedback. By continually improving workplace conditions and investing in our people, we ensure that everyone at Pacific Seafood has the resources and support they need to succeed.

- 12** Human Rights
- 13** Feedback
- 14** Development Programs
- 15** Safety Training
- 16** Tuition Grant Program
- 17** Fair and Ethical Recruiting Practices
- 18** Ethics Training
- 19** Cyber Security

HUMAN RIGHTS

Pacific Seafood strives for excellence in upholding and defending human rights. We are consistently expanding our knowledge in this area and acting against violations. Guided by the UN Guiding Principles of Business and Human Rights and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, Pacific Seafood is dedicated to creating a safe, healthy, and respectful work environment for all our team members, and those working in partnership with Pacific Seafood.



Sustainable Labor

Pacific Seafood-owned facilities are in full compliance with U.S. federal, state, and local labor laws. Additionally, we undergo third-party audits to ensure safe and sustainable working conditions for our team members. We strive to provide documentation and communication with team members in their native language when possible.

Anti-Trafficking

Pacific Seafood's commitment against human trafficking begins with education. We conduct annual training with all supervisors to recognize signs of human trafficking, which, according to the U.S. Department of State, includes living with an employer, poor living conditions, scripted or rehearsed answers, and much more.

In addition, Pacific Seafood requires our trusted suppliers to comply with all human rights laws, including without limitation, prohibitions on child labor, slavery, and human trafficking, in countries in which it does business.

Just as with our own facilities, our suppliers are subject to random inspections by team members and third-party auditors to ensure compliance.

FEEDBACK

Pacific Seafood defines excellence as consistently doing your best and always striving to do better. By surveying our team members, we can better understand their needs and adjust accordingly. By offering anonymous survey options we provide a space for honest feedback to continuously improve the environment for our teams.



Top Workplace Award



Since 2022, Pacific Seafood has participated in an annual companywide survey through Energage, a software company to empower leaders to create cultures where employees are engaged, motivated, and fulfilled.

Based solely on team member feedback, Pacific Seafood was able to be awarded the Top Workplace award for the past three years.



DEVELOPMENT PROGRAMS

Pacific Seafood believes that training must be constant and works to provide a wide range of opportunities for the training and development of our employees. In 2024, we focused on expanding our training of frontline workers and new management through updates to our online learning platform and offering new in-person training opportunities.

Diamond Week

2024 marked the launch of our new Diamond Week, a program that designed for newly promoted or hired managers. These managers, who have all joined the company or were promoted to management in the past 15 months, were invited to our headquarters in Clackamas, Oregon, to do a deep dive into the culture here at Pacific Seafood. Participants met with our CEO Frank Dulcich and our leadership team to discuss what servant leadership looks like. The managers were able to take field trips to processing and distribution sites to help expand their visibility into the scope of our operations. The week allowed them to create connections with other managers and fully absorb our culture to bring back to their locations and those they manage.

2024 **40+** ATTENDEES

**2024**

10,102
HOURS OF TRAINING

Team Blue

Our Team Blue program develops the skills of our frontline team members, allowing Pacific Seafood to promote from within. This program nearly tripled in 2024!

2023

26
GRADUATES

2024

75
GRADUATES

Supervisory Basics

Our Supervisory Basics course develops communication, conflict resolution, and time management skills of Pacific Seafood team members who serve in management or supervisory positions.

2023

44
GRADUATES

Pacific Seafood University



At the end of the year, we launched a new online training platform for our Pacific Seafood University (PSU) that is mobile-accessible, making it easier for our frontline team members to access. This is the home to over 1,000 self-service training courses customized by our Training and Development team, as well as team members' performance reviews and annual goals. Training offered through Pacific Seafood University helps develop business skill sets, deploy mandatory trainings, and educate team members on practices specific to Pacific Seafood.

SAFETY TRAINING

Pacific Seafood



In 2024, we launched a new dashboard that allows leadership and EHS personnel to monitor injury reporting as it occurs. This dashboard allows for better conversations around keeping our team members safe and can drive additional training with the targeted implementation of preventative measures to reduce injuries based on trends identified in the data.

Since 2021, Pacific Seafood has experienced a drastic drop in on-the-job-related injury. We continue to remain below the industry average while creating a safe work environment and promoting a new system to encourage team members to report any injuries.

Data-Driven Safety Decisions

Our Divisional EHS Managers have developed and implemented a gap analysis tracker that allows them to provide site-specific feedback, along with working toward improved site safety and improved communication with our EHS team members. Their gap analyses, along with reviews of injury reporting, have allowed for a greater focus on root causes and preventative actions.

As part of our commitment to continuous improvement, this year we have improved equipment inspection protocols, expanded and improved biweekly trainings with EHS personnel, and added workplace violence training for several locations. Additionally, chemical audits became mandatory for all sites.

Community Safety Trainings

Several of our sites have had the opportunity to collaborate within their communities to provide service and improve communication for safety-related events.

Our Keltic Seafoods location in Port Hardy, BC, Canada coordinated with several local agencies in a tabletop emergency response exercise to improve inter-agency coordination for safety responses. The exercise, centered around an imaginary ammonia leak, allowed the different agencies to identify the resources and lines of communication available to them in advance of a live scenario. Plans are in place to run a live exercise this spring. Their tabletop exercise included collaboration amongst the following agencies: Canadian Coast Guard Spill Response and Search and Rescue, Port Hardy Marina, RCMP, BC Ambulance, Port Hardy Emergency Services, and the Port Hardy Fire Department.

Our Penn Cove location in Coupeville, Wash., assisted local authorities with a man overboard and provided assistance and equipment to local police for a drug seizure operation.

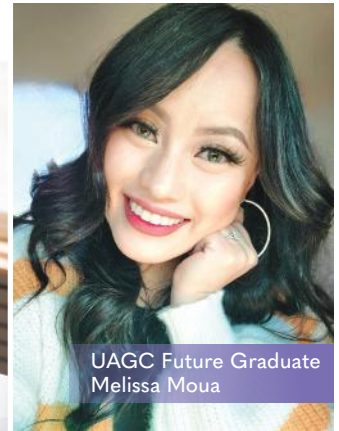
Annual Safety Trainings

- Recognizing and interacting with potential chemical hazards
- Identifying machine guards, pinch points, and other equipment hazards
- Dangers and restrictions associated with confined spaces
- Personal protective equipment
- Fire prevention and emergency evacuation procedures
- Spot, avoid, and correct: slip, trip, and fall hazards
- Reporting work-related near misses, injuries, and incidents
- Use of pre-work stretching and other ergonomic best practices to avoid injury
- Identifying and interacting with equipment that is locked out
- Many other tasks and hazard-specific training

TUITION GRANT PROGRAM

In partnership with the University of Arizona Global Campus and George Fox University, Pacific Seafood is proud to offer team members a full tuition grant program. By supporting the personal and professional development of our team members, we are not only investing in their future but retaining top talent to continue their careers at Pacific Seafood, in turn aiding in our company's growth.

Both programs allow students to complete their degrees in an online or hybrid program that's designed to help working adults achieve their degrees.



18 TEAM MEMBERS
enrolled since 2022

FAIR AND ETHICAL RECRUITING PRACTICES

At Pacific Seafood, we recognize the vital role that fair and ethical recruitment plays in shaping a sustainable and ethical business. As one of the leading providers of seafood, we are committed to ensuring that our recruitment processes not only adhere to the highest ethical standards but also contribute positively to the well-being of our team members and the communities in which we operate. We are publicly reporting our responsible recruitment efforts in our direct operations in the USA, reflecting our dedication to transparency and fairness in every aspect of our business.

Ethical Recruitment Practices

We follow rigorous ethical guidelines to ensure that our hiring practices are driven by a deep respect for human rights, promote equal opportunities, eliminate discrimination, and foster diversity. Our recruitment policies are designed to protect workers, ensuring that every individual joining our team is treated with respect and dignity.

Transparency and Accountability in Hiring

In line with our goal to report on our recruitment efforts publicly by 2026, Pacific Seafood is developing comprehensive recruitment policies that focus on transparency and accountability. We are actively working to strengthen our recruitment framework by setting benchmarks, conducting audits, and ensuring compliance with national labor laws.



ETHICS TRAINING

To foster an environment built on integrity, Pacific Seafood offers a variety of ethics training courses on our online training platform, Pacific Seafood University. By instilling a strong ethical foundation, our team members are equipped with the integrity needed to navigate complex and difficult situations, while always striving for the best solution. Team members must sign that they have read and understand the policy and certain positions require yearly disclosures.

- Antitrust and Competition Law
- Anti-Bribery and Anti-Corruption (FCPA)
- Ethics
 - » Ethics for Managers
 - » Ethics for Employees



CYBER SECURITY

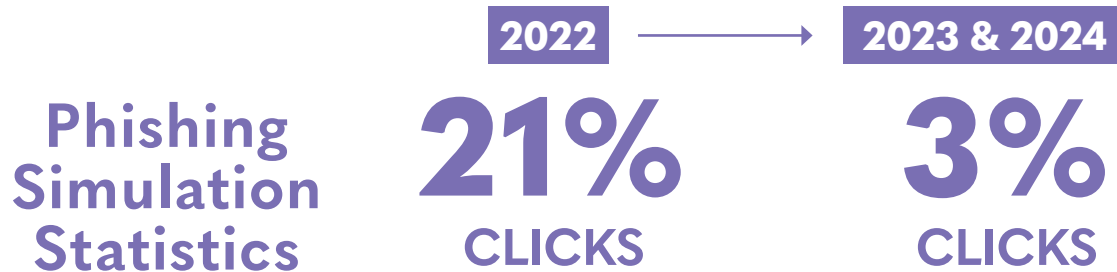


While we value the importance of technological advancements, we understand these achievements come with added safety risks to our company and our team members.

To improve our security culture and vigilance, Pacific Seafood provides team members with biweekly security awareness training, through our partners at Arctic Wolf, to prepare and educate them on the risks of certain activities and the signs of a potential cyber security threat. These trainings include simulation training to walk team members through how to respond and react to potential threats.

Since the implementation of Arctic Wolf's regular security awareness training in 2022, Pacific Seafood's security culture improved significantly. Our Security Culture Score improved by 6 points to 82 strong, with a 14% increase in team member participation.

Our phishing simulations statistics remain just under 3% after dropping from 21% in 2022.





SUSTAINABLE SEAFOOD

To achieve excellence, which we define as “consistently doing your best and always striving to do better,” Pacific Seafood continues to find new avenues to improve sustainability efforts, lower our carbon footprint, and protect existing fish stocks. While it is a core belief of the company, these beliefs also align with today’s consumers who value protecting oceans and ensuring healthy fish stocks for years to come.

According to a recent Walton Family Foundation poll, 83% of adults in the U.S. say that the health of the ocean and its ability to provide seafood is personally important. By growing our aquaculture programs and working with our partners to monitor and track fish populations, Pacific Seafood is protecting wild fish stocks now and in the future.

21 Certifications

22 Sustainable Aquaculture:
Feeding the Future

25 Wild Caught

CERTIFICATIONS

Pacific Seafood offers 73 certified sustainable fish species through the Marine Stewardship Council (MSC), Responsible Fisheries Management (RFM), the Aquaculture Stewardship Council (ASC), and Best Aquaculture Practices (BAP). These third-party organizations certify that sustainable harvest methods are used, ensure fisheries are regulated with quotas to prevent overfishing, care for the surrounding environment, and fair treatment to workers.

Marine Stewardship Council (MSC)



Promotes sustainable wild fishing practices.

2023

24

certified facilities

57

certified species



2024

27

certified facilities

64

certified species

Aquaculture Stewardship Council (ASC)



Promotes the best environmental and social choice when buying seafood produced through aquaculture.

2023

5

certified facilities

4

certified species



2024

6

certified facilities

4

certified species

Best Aquaculture Practices (BAP)



Outlines standards for each type of aquaculture facility, from hatchery and feed mill to farm and processing plant.

2023

3

certified facilities

5

certified species



2024

5

certified facilities

5

certified species



Responsible Fisheries Management (RFM)

2023

0

certified facilities



2024

1

certified facilities

SAN ANTONIO

In 2024 our San Antonio distribution facility **BECAME BOTH BAP AND RFM CERTIFIED** after a rigorous audit process. These certifications ensure that we maintain the chain of custody for these certified products including tilapia, shrimp, and salmon.

SUSTAINABLE AQUACULTURE: *FEEDING THE FUTURE*

Aquaculture plays an essential role in feeding the world while easing pressure on wild fish stocks as the global population continues to grow. At Pacific Seafood, we are committed to responsible aquaculture practices that ensure the highest quality care for the fish and shellfish while maintaining a clean and sustainable environment. Our ongoing investments in aquaculture allow us to produce premium seafood while protecting ocean resources for future generations.

Our aquaculture operations follow industry-leading best practices to safeguard water quality, maintain healthy habitats, and support biodiversity. We hold some of the highest certifications in the industry, including Best Aquaculture Practices (BAP) certification and Aquaculture Stewardship Council (ASC) approval, ensuring responsible farming from hatchery to harvest.

Blue Foods

According to the World Economic Forum, demand for blue foods—seafood and other aquatic food sources—is projected to double by 2050. With wild fisheries operating at or near capacity, aquaculture will be essential to meeting this growing need.

By 2030, aquaculture is expected to produce 106 million metric tons of seafood globally—a 32% increase from 2020 (United Nations Food and Agriculture Organization).



PROJECTED BY 2030

**AQUACULTURE IS
EXPECTED TO PRODUCE**

106 million
metric tons
of seafood globally

Sourced from UN's Food and Agriculture Organization

Lowering Environmental Impact

Aquaculture is one of the most resource-efficient ways to produce high-quality protein, requiring significantly fewer natural resources than traditional land-based agriculture. Compared to other animal proteins, seafood from aquaculture has a smaller carbon footprint, requires less feed, and consumes less freshwater.

Aquaculture uses six times less feed than beef cattle (*Global Aquaculture Alliance*). Seafood farming emits fewer greenhouse gases per kilogram of protein than beef, pork, and poultry (*United Nations Food and Agriculture Association*).

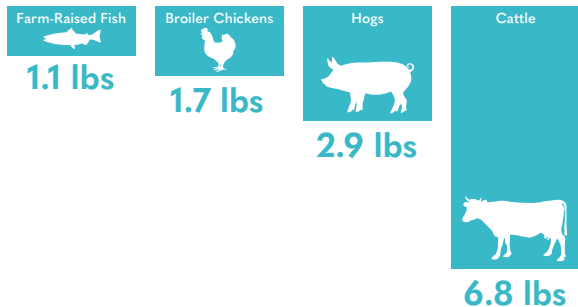
By embracing responsible aquaculture practices, Pacific Seafood is ensuring a sustainable, low-impact food source that supports both people and the planet.



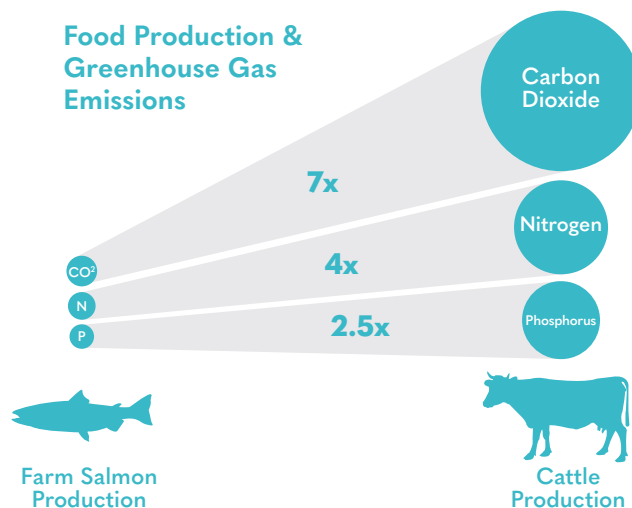
Aquaculture uses 6 times less feed than beef cattle!

FEED CONVERSION RATIO

Estimated feed required to gain one pound of body mass.



Food Production & Greenhouse Gas Emissions



Sourced from Global Aquaculture Alliance

4-Star BAP Certifications

Pacific Seafood is proud to be the first and only company certified to offer 4-Star Best Aquaculture Practices oysters (2018) and steelhead (2021).

Best Aquaculture Practices is an internationally-recognized program to certify farmed seafood that is produced safely, responsibly, and ethically. Choosing products from BAP-certified producers

ensures your seafood meets strict standards relative to the environment, the workers, and the animals themselves.

About Our Feed

Our steelhead are fed BAP-certified feed that mimics a wild steelhead's diet. Our feed blend is soy-free and uses fish proteins from fish bones, skin, and shells to allow for maximum use of the fish.



2018

4-Star BAP Certified Oysters



2021

4-Star BAP Certified Steelhead



Aquaculture Dive Team

Thanks to the work of Pacific Seafood's experienced Dive Team, Pacific Seafood has not experienced any net pen escapes since purchasing our steelhead aquaculture operation in Nespelem, Washington, in 2008.

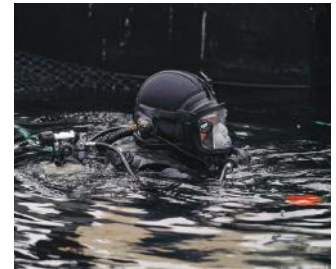
Along with 24-hour underwater video surveillance, our Dive Team works around the clock to check pen structures, make repairs, and monitor the health of our steelhead.

24-Hour Underwater Video Surveillance

Check Pen Structures

Make Repairs

Monitor Health of Steelhead



WILD CAUGHT

At Pacific Seafood, we are deeply committed to ensuring the health and sustainability of wild caught fisheries. We work hand in hand with organizations like the Marine Stewardship Council, NOAA Fisheries Science Centers, the NOAA Fisheries Policy Division, Regional Fishery Councils, and state environmental departments, including Fish and Wildlife agencies, to safeguard the future of our fisheries.

Through these partnerships, we adhere to rigorous science-based standards and management practices that help prevent overfishing, protect marine ecosystems, and support the long-term viability of coastal communities. By sourcing responsibly and prioritizing sustainable practices, we ensure that the wild-caught seafood we provide to families across the globe continues to thrive for future generations.

Marine Stewardship Council Impact

19%

*of global marine catch is
MSC-certified or in review
(certified in assessment,
suspended, and in-transition).*

2362

*improvements were made
by MSC-certified fisheries by
the end of March 2024.*

95%

*of MSC-certified fisheries
have made improvements
to their fishing practices.*

Sourced from Marine Stewardship Council



Bycatch Reduction Measures

Pacific Seafood is dedicated to preventing bycatch to protect fish and other species not intended to be removed from the water. Through our partnerships, excluder device technology, and specialty netting, Pacific Seafood significantly reduces bycatch and protects various species.

Independent Observers

For West Coast trawl fisheries, independent observers are mandated to work onboard vessels, including Pacific Seafood vessels, as well as our fishing partners, to monitor harvest. Those observers report back to the National Marine Fisheries Service (NMFS), who estimate bycatch, collect biological samples, and monitor fishing activity and gear performance.

This data is utilized by biologists, stakeholders, advisors, and fisheries' managers to determine the health and status of the fisheries and to set sustainable annual catch limits.



Entanglement Prevention

As part of our efforts to prevent entanglements in Dungeness crab fishing gear, Pacific Seafood participates in the California Dungeness Crab Fishing Gear Working Group. This partnership allows us to provide and receive guidance from the industry to avoid and minimize entanglements.

Excluder Devices

Pacific Seafood uses an array of excluder devices, both required and chosen by our company to minimize the impact of removing untargeted and valuable species from the ocean.

Salmon Excluder Devices

Although not required, Pacific Seafood's whiting trawl net utilizes a special escape panel to prevent salmon bycatch. These escape panels are designed to allow salmon to escape based on their natural behavior to swim upwards.

T90 Nets

Pacific Seafood's Coldwater shrimp vessels voluntarily use T90 mesh net orientations where the mesh is turned 90 degrees. These nets are designed to reduce the bycatch of baby shrimp. Unlike traditional-style diamond mesh shrimp nets that pull closed and reduce the ability of small, baby shrimp to escape, T90 mesh nets do not pull closed allowing baby shrimp to swim free.

Sea Turtle Excluder Devices

Similarly, our shrimp boat partners along the Gulf of Mexico use mandatory Turtle Excluder Devices (TEDs) that allow turtles to escape from trawl fishing gear. These metal and mesh devices fit inside a trawl net and provide an escape hole or "flap" for turtles or larger sea creatures to escape from.



ENVIRONMENTAL RESPONSIBILITY

At Pacific Seafood, we are committed to reducing our environmental footprint while supporting the communities where we live and work. Through innovative resource management, energy efficiency, and waste reduction, we are continuously finding ways to minimize our impact. By using less water, electricity, and fossil fuels while repurposing waste into valuable products, we're not just reducing our footprint—we're creating a more sustainable future for our industry and the environment.

28 Sustainability Saves

29 Energy

31 World Oceans Day

32 Water

35 Industrial Symbiosis

36 Reusing Resources

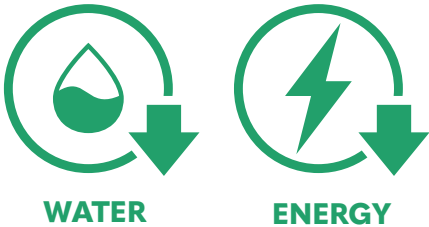


SUSTAINABILITY SAVES

Pacific Seafood is committed to protecting vital resources we rely on every day. In 2023, we launched the Sustainability Saves initiative to bring awareness to the fragility of these resources and to increase behavior change among our team members.

Our Pacific Seafood Utility Dashboard tracks water and energy usage across all facilities and is available online for all Pacific Seafood leadership to access, as a way to track success or discover new ways to save.

UTILITY USAGE DASHBOARD



Sustainable Saves Initiatives

2023



2024



ENERGY

Sustainability Saves 2024 focused on improving our energy efficiency across all locations with a commitment to reduce our usage by 1% kwh per pound processed.

To achieve greater energy efficiency, our Sustainability Team consulted with each location and identified site-specific projects to reduce energy consumption. Training materials were shared each month to educate team members about how energy is used at our facilities and ways to identify opportunities for reduction. Expanding the education piece of Sustainability Saves this year helped to contribute to an energy efficiency culture.

2024 OVERVIEW



Stickers were posted throughout facilities to prompt behavioral change to turn off lights and machinery

Completed 38 projects in total

INSTALLED LED LIGHTS
at 4 facilities

INSTALLED SENSOR LIGHTS
at 2 locations

IMPROVED INSULATION
at 2 locations to allow for efficient heating

DEMAND RESPONSE PROGRAMS
2 locations participated to reduce load on the electrical grid during peak times for the community

Our top three facilities for energy reduction!

REDUCED KWH/LB BY

CHARLESTON

↓ 22.89%

PACIFIC BIO PRODUCTS
WARRENTON

↓ 15.61%

WESTPORT

↓ 10.87%

Certified Sustainable Business in Sacramento

In 2024 our Sacramento facility joined the Sacramento Municipal Utility District (SMUD) Complete Energy Solutions program (CES) with the commitment to save 57,282 kwh by November 2024. As a result of their successful efforts, they exceeded their commitment, saving a total of 65,050 kwh, and were recognized as a Certified Sustainable business by Sacramento County.

SAVING 65,050 KWH

This is the equivalent of:

**REMOVING 6 CARS
FROM ROADWAYS**

**10 HOMES'
ELECTRICITY
FOR A YEAR**

**29 ACRES OF
FORESTLAND**



Energy Trust of Oregon Partnership

Our Clackamas facility participated for the second year in a row in the Energy Trust of Oregon partnership and worked to develop a stronger internal team to drive long-term changes.

It's been such a success that this fall, Pacific Bio Products-Warrenton signed on for their first year in 2025 and will be working with the program's engineers on boiler efficiency improvements.



SmartWay Transport Partner



As a way to advance our supply chain sustainability, Pacific Seafood is an approved carrier of SmartWay. This EPA program measures, benchmarks, and improves freight transportation efficiency to ensure we are utilizing our fleet of more than 290 trucks and 120 trailers to the maximum ability without releasing unnecessary emissions into the environment.

EFFICIENTLY UTILIZING

290 & **120**
Trucks Trailers

WORLD OCEANS DAY

Pacific Seafood is committed to supporting clean and healthy waterways to promote healthy marine life as well as access to healthy water in local communities.

Pacific Seafood launched World Oceans Day, our annual company wide debris pick up event, in 2022 and since then, our team members have removed nearly 10,000 pounds of debris from and around local waterways. This debris includes everything from the smallest plastics to large tires. By removing debris, our team members are decreasing the impact of microplastics in local water sources, which can be detrimental to human and animal life.

According to NOAA, plastic is the most preventable type of debris found in our oceans, lakes, and rivers. While the health impacts of microplastics are still unknown, researchers estimate that the average person consumes 50,000 microplastics annually.

Sourced from National Center for Biotechnology

23

*Participating Pacific
Seafood locations*

**2022**

500 lbs

DEBRIS COLLECTED

**2023**

5,213 lbs

DEBRIS COLLECTED

**2024**

3,685 lbs

DEBRIS COLLECTED



WATER

The behavior changes resulting from last year's Sustainability Saves campaign focused on water reduction continued to pay off in 2024. Pacific Bio Products Warrenton, Westport, and Woodland all made significant progress in their water conservation efforts this year.



Reductions in the amount of water used per pound of seafood processed:

REDUCED WATER PER LB BY

WESTPORT

↓ **18.33%**

WOODLAND

↓ **9.11%**

BIO WARRENTON

↓ **5.64%**

In 2025 Sustainability Saves will focus again on water, not only continuing to target water efficiency but also improving water quality.

Process Water

As water is used throughout our processes it picks up particles from the fish. These organic substances, such as fish protein or fat, make up the majority of the components other than water that are suspended in our effluent at the end of our processes. We aim to remove as much of the suspended particles as feasible to be added to other products such as fertilizers. The treated water is discharged responsibly to protect our aquatic environments and ensure that fish stocks are healthy well into the future. Not only are we governed by environmental permits that set water quality standards to protect receiving water bodies, but we recognize that our business depends on healthy aquatic ecosystems, so we are highly motivated to reduce or even eliminate negative environmental impacts from our discharges. Our wastewater permits ensure that we are compliant with a variety of water quality metrics to ensure our activities allow us to operate sustainably for years to come.

Water Quality Metrics

We have worked hard to improve our handling of process water, and those efforts demonstrated significant improvements in water quality in 2024. We monitor our effluent water quality through a variety of different metrics, but three key parameters we measure are 1) Biochemical Oxygen Demand (BOD), 2) Oil and Grease (O&G), and 3) Total Suspended Solids (TSS). BOD represents how much oxygen is needed for organisms to break down the organic material contained in our process water. O&G is naturally found within the species we process. TSS is the amount of waterborne particles in the process water, which includes organic material from the fish but could also be things like sand and sediment. We are proud to have seen substantial improvements in reducing the amount of each of these parameters at two of our largest facilities, Westport and Warrenton, in 2024 compared to the year prior.

Water Quality Improvements

Westport, on average, reduced BOD pollutant loading by 62%, O&G by 81%, and TSS loading by 67%. For example, the amount of TSS loading saved in 2024 equates to the environmental impact of 49 offline days! In Warrenton, on average, BOD pollutant loading was reduced by 43%, O&G by 32%, and TSS by 58%. Again, looking at TSS reduction in Warrenton equates to 20 offline days. Ultimately, these reductions have led to more product being used, less byproducts being generated, and an improvement to water quality within the water bodies in which we operated.

We are extremely proud of the improvements seen at these two locations. Our corporate Environmental Manager, Environmental Compliance Specialist, and on-site teams at both these locations amongst other sites have continued to work together in a three-pronged approach to improve process water quality. These areas of focus consisted of optimization, investment, and continuous training.

SIGNIFICANT WATER QUALITY IMPROVEMENTS

WESTPORT

BOD	O&G	TSS
↓ 62%	↓ 81%	↓ 67%

**TSS reduction equates to the
environmental impact of 49 offline days**

WARRENTON

BOD	O&G	TSS
↓ 43%	↓ 32%	↓ 58%

**TSS reduction equates to the
environmental impact of 20 offline days**

*We are proud that our hard work
has paid off, including reduction of
parameters at two of our largest facilities
resulting in water quality improvements in
those bodies in which we operate.*

Process Water *continued*



Optimization

At the end of 2023, our teams collaborated with engineers to identify improvements to treatment and processing equipment to enhance process water efficiency. We also optimized cleaning practices and best management practices (BMPs) to further reduce pollutant loading.

Investment

When we reviewed current BMPs used in Westport, we identified several capital improvements in our wastewater treatment technology to help the systems operate more effectively.

Continuous Training

Finally, our teams in both Westport and Warrenton developed and received comprehensive training this year on how to best manage the machinery that treats process water. Over the past 12 months they have gained additional insight from continual training efforts on equipment and processes to allow for top performance. This knowledge has allowed them to better maintain it, which leads to improved water quality.



INDUSTRIAL SYMBIOSIS



Pacific Seafood is committed to finding ways to be better environmental stewards and ensure the sustainability of our industry. Over the past year, we have been actively involved with legislators and local leaders looking for opportunities to collaborate with local businesses and find innovative ways to utilize our byproducts.

In 2024, our EHS Director traveled to Denmark to learn from industrial symbiosis experts and see the concept in action. Following their return, Pacific Seafood participated in the Columbia River Corridor Industrial Symbiosis conference and shared some of the efforts we have made to begin tracking our materials and resources to identify opportunities to improve efficiencies with our water and electricity. This process flow mapping is the first step to forming partnerships for effective industrial symbiosis.

As we look ahead to 2025, we are collaborating with government and industry partners for an Industrial Symbiosis Symposium in the first quarter. We will host the engineering team from Denmark in Oregon to gain insights on how we can apply industrial symbiosis principles to our processes and identify the next action steps.



REUSING RESOURCES



Pacific Seafood is dedicated to expanding the use of each species we process. With our 100% fish utilization goal in mind, we transform bones, skin, and shells, or what we call “rest protein,” into usable fish meals and oil, fertilizer, pet food, and much more. This process prevents millions of pounds of waste from entering U.S. landfills.

2024 WE PREVENTED

49,114,703
POUNDS

*of rest protein from entering landfills
and turned it into usable products.*

Whiting Research



Pacific Seafood continues to work with our partners at Oregon State University to research the potential anti-aging effects of Pacific Whiting, an abundant fish species found along the Western Coast of the United States.

As part of our work with the OSU Seafood Research and Education Center in Astoria, Oregon, researchers found evidence to suggest the gelatin from Pacific whiting can prevent skin wrinkling caused by ultraviolet radiation.



Chesapeake Bay Restoration Project

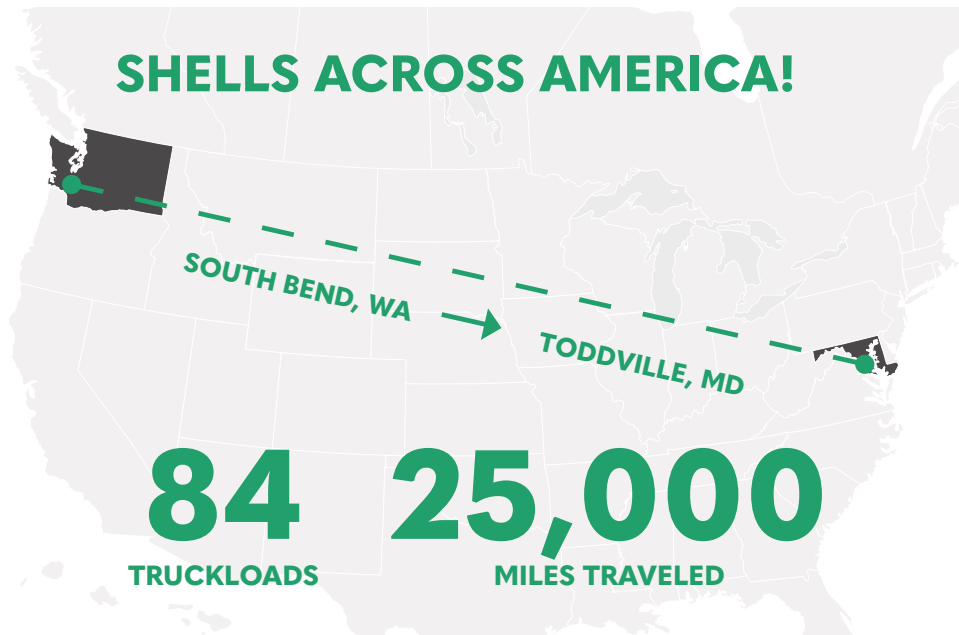
Years of harvesting and exporting Chesapeake Bay oysters have left the public oyster fishery with a shortage of shells essential for oyster reproduction and growth. To address this challenge, Pacific Seafood partnered with Madison Bay Seafood and Wittman Wharf Seafood on an innovative project to restore the Chesapeake Bay's oyster population. Together, the companies transported millions of Pacific oyster shells from our processing facility in South Bend, Washington, to Maryland, where they will help create new oyster reefs critical to the bay's ecosystem.

The shells were successfully integrated with no negative impacts on the native oyster populations. Over the next 18 months, these shells will provide a vital foundation for native oysters to grow and thrive, supporting the sustainability of the fishery and benefiting other species like fish and crabs. This collaboration demonstrates our commitment to sustainability and the power of partnership in preserving marine habitats for future generations.

This initiative initially faced skepticism from Maryland's Department of Natural Resources, which raised concerns about the introduction of Pacific oyster shells to the Chesapeake Bay. However, research led by renowned pathologist Ryan Carnegie from the Virginia Institute of Marine Science demonstrated the shells were safe and ecologically compatible. This groundbreaking study paved the way for regulatory approval and ensured the project's success.



SHELLS ACROSS AMERICA!





VALUE CREATION AND QUALITY

Pacific Seafood's Value Creation and Quality Team is on the cutting edge of ensuring our products are held to the highest quality and safety standards. Our team continues to research new ways to add additional value to our products and maximize natural resources.

From harvest to packaging, our VCQ Teams monitor and test product quality every step of the way. This process includes persistent testing of Pacific Seafood processing environments for dangerous pathogens such as listeria, salmonella, and more.

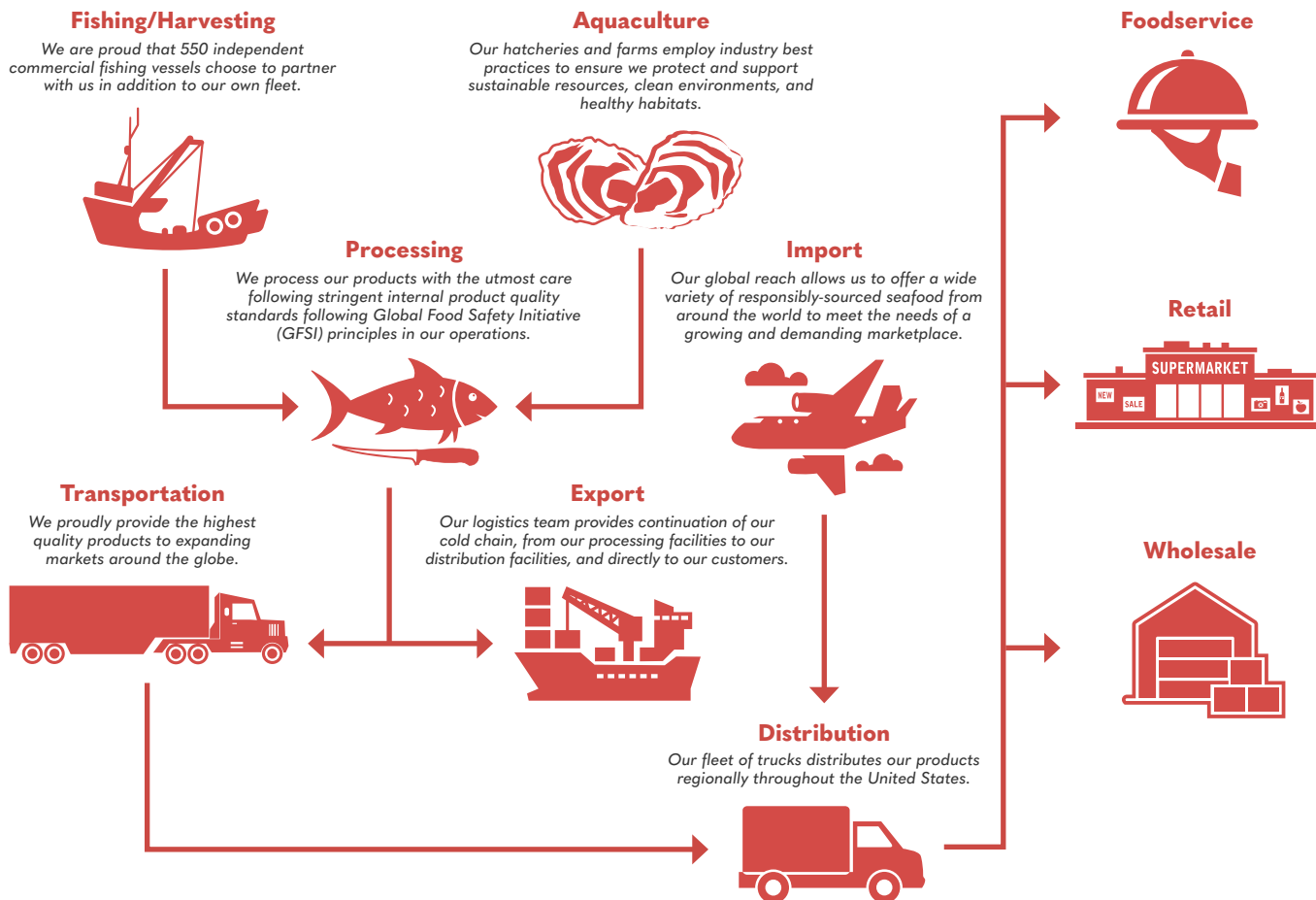
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40 Food Safety Process

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OUR VALUE CHAIN

Pacific Seafood is committed to transparency and traceability. We developed our own proprietary traceability technology that allows us to track all products from the dock to the dinner table. Whether imported or harvested from our fishing partners, our company monitors our product every step of the way.



FOOD SAFETY PROCESS

For Pacific Seafood, food safety goes beyond the excellence of our facilities. We work closely with the FDA and other regulatory agencies to proactively implement policy changes and ensuring compliance with the most up-to-date food safety standards.

We continue to invest in our VCQ teams, equipping our facilities with the latest food safety technology, monitoring equipment, and rigorous training programs. While cutting-edge tools are essential, our dedicated team members are at the heart of our quality assurance, carefully monitoring and testing our products to uphold the highest standards.

To verify food safety, we require regular environmental and pathogen testing through a robust sampling plan designed to detect any potential sanitation issues. Our ready-to-eat products undergo testing on a daily, weekly, and monthly basis, ensuring they meet the strictest safety standards before reaching our customers.

Food Safety Certification Programs



BRCS

BRAND REPUTATION
THROUGH COMPLIANCE
GLOBAL STANDARD
(BRCS [FORMERLY BRC])



**NOAA
FISHERIES**

UNITED STATES DEPARTMENT
OF COMMERCE SEAFOOD
INSPECTION (USDC)
PROGRAM



SQF

SAFE QUALITY FOOD
(SQF)



HACCP

HAZARD ANALYSIS AND
CRITICAL CONTROL
POINTS (HACCP)



NSF

NATIONAL SANITATION
FOUNDATION (NSF)

2024 AUDIT SCORES

PHOENIX

SQF Audit

100%

GALVESTON SHRIMP
COMPANY

SQF Audit

98%

SAN ANTONIO
& PORTLAND

BAP Audit

100%

WARRENTON

BRC Audit

AA+

Sanitation

In addition to stringent product testing, our Sanitation Team of more than 130 team members follow our Master Sanitation Program, which includes up to 20 steps for effective cleaning and sanitation of our equipment. This process includes a daily breakdown of equipment for pathogen testing and sanitation.

*Our Sanitation Team
is comprised of more than*

130

TEAM MEMBERS

*They follow a Master Sanitation
Program that includes*

20

STEPS

*for effective cleaning and
sanitation of our equipment*



Accuracy

Pacific Seafood VCQ Teams conduct routine species identification and lab testing to guarantee product and label integrity, such as regular DNA and net weight tests, a minimum of 120 frozen receiving checks annually, and a minimum of 12 full product inspections at our distribution sites annually.

**REGULAR DNA AND
NET WEIGHT TESTING**

A MINIMUM

120

annual frozen
receiving checks

12

annual full
product inspections

**STEPS TO ENSURING
QUALITY PRODUCT**

Step 1 → *Verify
Product*

Step 2 → *DNA
Testing*

Step 3 → *Ensure
Weights*

TRUSTED SUPPLIERS

Pacific Seafood's trusted suppliers undergo rigorous screenings by our Quality Assurance Teams. Before partnering with any supplier, our QA Teams check for any food safety rejections, alerts, or recalls from the FDA or similar food safety lists in other countries.

Pacific Seafood verifies our suppliers are HACCP (Hazard Analysis and Critical Control Points) certified weekly. Each shipment also requires a Positive Release Form, which proves testing requirements that vary by species.

Those requirements include:

- Meeting testing standards for product type (i.e. ready-to-eat or farm-raised)
- Quality Assurance report with product pictures and identification labels
- Assigned date coding for traceability
- Documentation of any required verification, such as SIMP (Seafood Import Monitoring Program)



Ensuring Human Rights are Protected in Our Supply Chain

At Pacific Seafood, our commitment to ethical and responsible business practices extends beyond food safety. We uphold strict moral and ethical guidelines against forced labor and require our suppliers to comply with all human rights laws, including prohibitions on child labor, slavery, and human trafficking, in every country where we operate.

We conduct random inspections to ensure compliance and actively engage with our suppliers to enforce these standards, promoting fair and ethical labor practices throughout our supply chain. By taking a firm stand against child labor and forced labor, we contribute to global efforts to protect human rights and foster sustainable, responsible business practices. *See page 12 for more information on human rights.*

SUPPORTING OUR COMMUNITIES

We partner with community organizations, governing bodies, and local leaders to advocate for policies and initiatives that foster economic growth, provide critical resources, and enhance resilience in coastal and fishing communities where we live and work. Whether through job creation, volunteer efforts, or direct support, we are committed to making a lasting, positive impact—because strong communities are the foundation of a sustainable future.

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SUPPORTING THE FLEET

The fishing industry is an integral contributor to the economic success of the communities where we live and serve. We understand that by supporting local fishermen, we are supporting our coastal communities. By partnering with state and local governments and government agencies, we can support initiatives that are beneficial to our local fishermen and coastal communities or prevent initiatives that could have the potential to have a negative impact.

In addition to our fleet, Pacific Seafood works directly with more than 550 independent commercial fishing vessels, who are all considered part of the Pacific Seafood family.

**PARTNERED WITH
INDEPENDENT COMMERCIAL
FISHING VESSELS**

2024

550



TRIBAL PARTNERSHIPS

Pacific Seafood is proud to partner with native tribes to provide a market for seafood harvested on tribal lands, including our Columbia River King Salmon and Columbia River Steelhead.

Columbia River King Salmon

King salmon is harvested by tribal fishermen using a more than 100-year-old catch method, utilizing fishing platforms and 25-foot-long poles. We are grateful to support this tribal tradition while providing the highest quality King salmon.



Columbia River Steelhead

Pacific Seafood works together with the Colville Confederated Tribes to harvest Columbia River Steelhead. In 2008, Pacific Seafood purchased our aquaculture site in Nespelem, Washington, and rebuilt the entire infrastructure that was on the water. This included modern net pens, new moorings, and a state-of-the-art camera monitoring system. To this day, 50% of our team members are Colville Confederated Tribe members and we retain a tribal member hiring preference. We are proud and honored to be welcomed to operate on their land.



Scholarships

Pacific Seafood sponsors 3 scholarships (1st recipient - \$5,000, 2nd & 3rd recipient - \$2,500) with preference given to tribal members. We are committed to the future tribal leadership of the agriculture industry.

Sponsors 3 Scholarships

1st Recipient
\$5,000

2nd & 3rd Recipient
\$2,500

Food Donations

Pacific Seafood team members hand-delivered 600 turkeys for Thanksgiving to community members living on the Colville Reservation.

*Team members
hand delivered*

600

**TURKEYS FOR
THE HOLIDAYS**



Salmon Reintroduction



Pacific Seafood worked with the Colville Confederated Tribe and the Washington Department of Fish and Wildlife to reintroduce Chinook salmon into the Rufus Woods Reservoir.

Omak Stampede

Pacific Seafood Nespelem sponsored the Tiny Tots dance category at the Omak Stampede Indian Encampment held by the Colville Confederated Tribes.



Earth Day

Pacific Seafood proudly sponsors the annual Colville Confederated Tribe Earth Day event. Team members volunteer that day picking up trash along the 6 miles of road and riverbank near our sites.

Pacific Seafood also assists with many other community events such as providing steelhead to the Sunflower Festival, tribal member funerals, and special events.

GIVING BACK

At Pacific Seafood, we are dedicated to making a meaningful impact in the communities where we live, work, and serve. Through partnerships with more than 20 community organizations and charities, we're proud to support initiatives that promote nutrition and health, strengthen the resilience of coastal communities, and protect the environments we all rely on.

We're equally committed to fostering a culture of giving back by encouraging and supporting our team members to volunteer and make a difference whenever possible. Together, we're building stronger, healthier communities for today and future generations.

C.A.S.T. for Kids



Pacific Seafood proudly continued our partnership with C.A.S.T. for Kids in 2024. C.A.S.T. for Kids is an organization dedicated to enriching the lives of children with special needs through the sport of fishing. Pacific Seafood supported 22 events in the Western region that helped 1,940 children and family members experience the joys of fishing. Over 25 Pacific

Seafood team members volunteered at events this year helping kids reel in their catches and wrapping up each day with an awards ceremony recognizing the kids for their participation.

National Account Manager Andrew Wangler, who volunteered as a fishing buddy at Kylo Reservoir in Canby, Oregon, shared, "The best part was the award ceremony. There were a lot of very happy kids who were awarded for their hard work and participation. I cannot wait to do this again!"

“

"The best part was the award ceremony. There were a lot of very happy kids who were awarded for their hard work and participation. I cannot wait to do this again!"

Andrew Wangler
National Account Manager

”



Musselfest

Hosted by the Coupeville Historic Waterfront Association and Penn Cove Shellfish, the event featured live music, local brews, and, of course, delicious mussels. Attendees even got an exclusive tour of Penn Cove's mussel farm. Pacific Seafood was proud to support the festival, which raised \$10,000 for Coupeville High School's science scholarship program and another \$10,000 for the Coupeville Boys and Girls Club.



Colorama PRCA Rodeo



Pacific Seafood was front and center at the Colorama PRCA Rodeo in Grand Coulee, Washington! Our Nespelem team proudly volunteered and sponsored this incredible event, helping to bring the excitement of rodeo to the community.



Reel Recreation



Pacific Seafood Nespelem teamed up with Reel Recreation, a non-profit organization dedicated to getting kids involved in outdoor recreation, to sponsor a trout pond. More than 150 kids got the chance to do some fishing!



SLURP

Seafood lovers lined up for delicious Pacific oysters at the Pacific Seafood booth during the SLURP event in Olympia, Washington. Hosted by the Pacific Coast Shellfish Growers Association, SLURP raises awareness and funds for clean water education and shellfish restoration efforts across the Pacific Northwest.



Brews for New Avenues



Pacific Seafood team members shucked hundreds of Kumamoto oysters at Brews for New Avenues, an event dedicated to supporting the prevention and intervention of youth homelessness.

2024 **\$229,000+**
FUNDS RAISED



Quinault Beach Pick Up



In partnership with the Quinault Tribe and Twin Harbors Waterkeepers, Pacific Seafood's South Bend team and their families spent Labor Day weekend cleaning up 4,425 pounds of debris from Quinault Tribal Lands. Over the past two years, this initiative has removed more than 12,360 pounds of waste from the area, helping to preserve the coastline for future generations.

2024 **4,425 lbs**
DEBRIS COLLECTED

Oregon Tuna Classic



Pacific Seafood proudly sponsored the 19th Annual Oregon Tuna Classic, where fishermen competed to catch the biggest tuna. But the real win? All of the tuna caught during the tournament was processed by Pacific Seafood and donated to the Oregon Food Bank, helping feed families across the state.



Mukilteo Community BBQ

Pacific Seafood teamed up with local police and fire departments for the annual Mukilteo Community BBQ—an event so popular that the line wrapped around the block! It was a fantastic day of food, fun, and connecting with the community.



INDUSTRY ADVOCACY

Our mission is simple: feeding the world the healthiest protein on the planet. We know that achieving this starts with supporting the communities where we live and work and advocating for policies that strengthen the seafood industry.

By working closely with industry partners, the USDA, and other governing bodies, we are committed to increasing access to West Coast seafood across the United States. Through policy engagement, industry collaboration, and responsible resource management, we help ensure that sustainable, high-quality seafood remains available for generations to come.

Our Industry Partners

- Astoria/Warrenton Chamber of Commerce
- Barview Area Charleston Area Parks Association
- Bay Area Chamber of Commerce
- California Coast Crab Association
- California Dungeness Crab Fishing Gear Working Group
- Canadian Groundfish Conservation Research Society
- Clatsop Working Watersheds Cooperative
- Commercial Fishing Users Group Committee
- Commercial Industry Caucus
- Deep Sea Trawlers Association
- Confederated Tribes of the Lower Rogue
- Food Northwest
- Global Sustainable Seafood Initiative
- Groundfish Special Interest Committee
- Groundfish Trawl Advisory Committee
- Midwater Trawlers Cooperative
- Newport Chamber of Commerce
- Northwest Aquaculture Alliance
- Nutritional Seafood Council Task Force
- ODFW-Market Squid Advisory Panel
- Oregon Albacore Commission
- Oregon Dungeness Crab Commission
- Oregon Dungeness Crab Entanglement Advisory Committee
- Oregon Institute of Marine Biology
- Oregon State University Food Innovation Center
- Oregon Trawl Commission
- Pacific Coast Shellfish Growers Association
- Pacific Hake/Whiting Treaty – Canadian Advisory Panel
- Pacific Hake/Whiting Treaty – US Advisory Panel
- Positively Groundfish
- Seafood Harvesters of America
- Seafood Nutrition Advisory Council
- Seafood Products Association
- Tillamook Chamber of Commerce
- West Coast Seafood Processors Association

ADVOCATING FOR SEAFOOD



Pacific Seafood's Government Affairs Team traveled to Washington, D.C. to support industry advocacy efforts and showcase the importance of the seafood sector to lawmakers. At a national seafood event, Pacific Seafood's Dungeness crab was a standout hit, drawing long lines of attendees eager to experience the quality of West Coast seafood. While in D.C., the team met with multiple congressional offices to educate policymakers and advocate for key seafood industry priorities.

Over the past year, Pacific Seafood has been actively working to advance three key policy initiatives:

1. Establishing an Office of Seafood Policy and Program Integration within the USDA to elevate seafood's role in federal food programs.
2. Expanding USDA nutrition programs to include seafood, following the successful models used to promote whole grains and pulse crops in previous Farm Bills.
3. Securing access to USDA grant and loan programs for commercial fishermen, seafood processors, and supporting businesses to strengthen the industry's economic viability.

Beyond federal engagement, Pacific Seafood continues to foster relationships at the state level. This quarter, our team participated in Washington Seafood Day at the state capitol, where industry representatives connected with policymakers while highlighting the significance of seafood to local economies.

“

“Educating and raising awareness about the seafood industry remains a top priority. By fostering familiarity with our industry, we can create open dialogues about the challenges and opportunities facing seafood businesses.”

Bella Johnson
Public Affairs Specialist

”

Voter Registration

Leading up to the 2024 election, Pacific Seafood encouraged team members to register to vote and make their voices heard, regardless of party affiliation. Many locations hosted voter registration events to educate team members on the importance of civic participation and to make the registration process as simple as possible.

In Phoenix, a voter registration event—complete with a taco truck—helped demonstrate just how easy it is to get registered. “I thought it was a great idea to show everyone how easy it is to register to vote,” said Key Accounts Manager Dale Corona. “Sometimes, people choose not to participate because they think it’s hard. Now, my team members can spread the word about how easy it is!”

With just a quick scan of a QR code, team members could complete their registration in minutes.

Several participants shared why voting is so important to them:

“Participating in elections is one of the key freedoms of American life, and that hasn’t always been the case. No matter what you believe or whom you support, it is important to exercise your rights,” said Buyer, Chris Treantos.

“I think that it’s important to vote to ensure that we can each participate in something larger as a society and take part in acting as a united country,” added Administrative Coordinator, Nora Arete.

By making voter registration accessible and engaging, Pacific Seafood helped team members take an active role in shaping the future of their communities and the country.

Participants shared why voting is so important to them

“

“Participating in elections is one of the key freedoms of American life, and that hasn’t always been the case. No matter what you believe or whom you support, it is important to exercise your rights,”

Chris Treantos
VCQ Manager

”

“

“I think that it’s important to vote to ensure that we can each participate in something larger as a society and take part in acting as a united country,”

Nora Arete
Administrative Coordinator

”



USDA PARTNERSHIP

Through our partnership with the USDA, Pacific Seafood provides healthy seafood to food banks, schools, and organizations in all 50 states.

In 2020, Pacific Seafood began its partnership with the USDA, when we along with other seafood industry partners advocated, assembled, and led a historic, national coalition to secure relief for the U.S. seafood industry. Since our partnership began, the USDA has committed to receiving West Coast seafood products from Pacific Seafood and other West Coast seafood processors.

According to a 2022 report from the Government Accountability Office, school-aged children consume 3 ounces of seafood annually, when the Dietary Guidelines for Americans (DGA), recommends school-age children should consume between 4 and 10 ounces of seafood per week.

The organization recommended the USDA develop a plan to enhance its assistance in providing seafood to students. Pacific Seafood is proud to be a part of that effort and is continuously working to provide students and their families with healthy protein options.

ADDRESSING SHORTFALLS

Students currently only receive one 3 ounce portion of seafood per YEAR through the school lunch program. According to the FDA children should be consuming that amount WEEKLY.

3 oz = 
OF SEAFOOD
PER YEAR
3
Fish Sticks



Bend and La Pine, Oregon
School Lunch Program



Tualatin, Oregon
School Lunch Program



Serving the ocean since 1941

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